



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

September 17, 2001

AAUP ASSOCIATE SECRETARY TO ADDRESS FALL FACULTY DINNER

Patrick Shaw, associate secretary in AAUP's Department of Organizing and Services, will speak at the Wartburg AAUP Fall Faculty Dinner, scheduled for Friday, September 28, at 6:00 p.m. in the Castle Room of the Wartburg Student Union. A witty and engaging speaker, Shaw will speak on "Strategies for Improving Faculty-Governing Board Communication."

An attorney by profession, Shaw joined the staff of the AAUP nine years ago, after practicing labor law for eighteen years in Indiana and Washington, D.C. An Indiana native, Shaw earned his B.A. at Notre Dame and his J.D. at the University of Indiana-Bloomington.

The dinner menu features a choice of main course: either roast chicken or vegetable lasagna. The Zemkes will host a wine and cheese reception in their home (1110 Woodring Drive) immediately following. All faculty and friends are invited.

To make your reservations, contact Warren Zemke by noon, Tuesday, September 25, with your menu choice. E-mail: <zemke>. Phone and voice mail: 8367.

WARTBURG TO HOST FALL MEETING OF IOWA AAUP

The Iowa Conference of the AAUP will hold its fall meeting in the East Room of the Student Union on Saturday morning, September 29.

The keynote speaker will be Pat Shaw (see previous story), who will talk about ways in which AAUP chapters can more effectively influence decision-making on their campuses. AAUP activists from other Iowa colleges will form a panel to lead a discussion following Shaw's speech. Members of the panel will include Ruth Caldwell ([French] Luther), Jon Torgerson ([Philosophy] Drake), Julia McDonald ([Mathematics] UW-Platteville, formerly University of Dubuque), and Warren Zemke.

The meeting begins at 10:00 a.m. and ends at 12 noon. Registration, which is free, opens at 9:15 a.m. Coffee and pastries will be available.

UNI FACULTY BARGAINING UNIT DESERTS NEA FOR AAUP

UNI-United Faculty, the official collective bargaining agent for all UNI faculty, has severed its connection with the Iowa State Education Association, the Iowa branch of the National Education Association, and affiliated with the AAUP.

While the AAUP at the national level is not a union, but a 501(c)(3) charitable and educational organization, 70 of its 450 chapters have chosen to become collective bargaining representatives on their campuses. UNI-United Faculty has now become the 71st, adding approximately 130 new members to the AAUP and to the Iowa Conference.

Collective bargaining chapters recognize that the work of the AAUP is primarily focused on the articulation, promulgation, and implementation of the principles and standards of the academic profession. However, they also see collective bargaining as a potent means of realizing the AAUP's goals on their own campuses.

WHY NOT JOIN THE AAUP AND HELP FIGHT THE GOOD FIGHT?

In 1900 when noted economist Edward Ross lost his job at Stanford University because Mrs. Leland Stanford didn't like his views on the gold standard, other professors were watching. The incident stuck

in the mind of Arthur O. Lovejoy, philosopher at Johns Hopkins. When he and John Dewey organized a meeting at Columbia University in 1915 to form an organization to ensure academic freedom for faculty members, the AAUP was born. "Academic freedom" was a new idea then.

More than eighty years later the AAUP is still addressing the kinds of abuse that spurred Lovejoy and Dewey to organize the Association. Academia has changed a lot since 1915, but there are still people who want to control what professors teach and write. Thanks to the AAUP, academic freedom is recognized as the fundamental principle of our profession. Despite this acceptance, academic freedom remains vulnerable. The attacks are more subtle in some cases, but the response must always be decisive.

The AAUP remains the leading organization primarily dedicated to protecting the academic freedom of professors. Faculty members turn to AAUP for assistance in the thousands each year. Some of these faculty members are well-known figures with resources and support. Most, however, are ordinary faculty members who need guidance in responding to troublesome or threatening professional attacks.

Through the AAUP, faculty determine the principles of our profession and the procedures by which to protect them. When the AAUP speaks, it is the voice of the profession.

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. The chapter also provides a "painless" payroll deduction plan. For more information, go to the AAUP Web site, or contact one of the chapter officers: Warren Zemke (8367), Suzanne Torkelson (8233), Josef Breutzmann (8342), and Greg Scholtz (8224).

SCHOLTZ JOINS COMMITTEE A ON ACADEMIC FREEDOM AND TENURE

At AAUP's annual meeting in June, delegates to the Association of State Conferences (ASC) meeting elected Greg Scholtz as the ASC liaison to Committee A on Academic Freedom and Tenure. The role of the ASC liaison, who also serves on the ASC executive committee, is to facilitate communication between Committee A and the leaders of the state conferences.

WARTBURG AAUP WRITES PRESIDENT OHLE TO EXPRESS GOVERNANCE CONCERNS

The following paragraphs are excerpted from a May 23 letter from Professor Warren Zemke, president of Wartburg AAUP, to President Jack R. Ohle:

On May 22 the Wartburg Chapter of the American Association of University Professors held an emergency meeting to discuss reports of unwarranted interference by the administration in a faculty search conducted by the Department of Music. According to these reports, this interference involved a number of procedural irregularities, several of them in direct violation of contractual portions of the faculty handbook. After discussion, the chapter unanimously authorized me to send you this letter, the purpose of which is to protest these administrative actions and to state the reasons for our disappointment.

The chapter, which comprises more than 40 percent of the ranked faculty at Wartburg College, is obligated to defend the academic principles articulated by the AAUP whenever those principles are threatened. In this case, the principle of shared governance seems particularly endangered. . . .

Assuming these facts [outlined in the omitted paragraphs] are essentially accurate, the chapter finds that your actions reveal both disrespect for faculty as participants in shared governance and disregard for college policy, as set forth in the faculty handbook. In the opinion of the chapter, these actions are without parallel during the last twenty years of Wartburg's history.

According to the 1966 *Statement on Government of Colleges and Universities* (enclosed), which was jointly formulated by the AAUP, the American Council on Education, and the Association of Governing Boards,

[f]aculty status and related matters are primarily a faculty responsibility; this area includes appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure, and dismissal. The primary responsibility

of the faculty for such matters is based upon the fact that its judgment is central to general educational policy. Furthermore, scholars in a particular field or activity have the chief competence for judging the work of their colleagues.

The statement also asserts that

[t]he governing board and the president should, on questions of faculty status, as in other matters where the faculty has primary responsibility, concur with the faculty judgment except in rare instances and for compelling reasons which should be stated in detail.

These principles are reflected throughout the Wartburg College Faculty Handbook. For example, section 1.5.2, Responsibilities and Obligations of the Faculty, states that "the faculty shall have primary responsibility for . . . guidelines, standards, and procedures for the appointment of faculty." Section 2.2.2 states that "all initial faculty employment contracts shall be issued in accordance with the search and appointment procedures described in this Faculty Handbook. . . ." Those procedures, which are set forth in Appendix D, detail a process that honors the faculty's primacy in the area of faculty status and recognizes the fact that "scholars in a particular field or activity have the chief competence for judging the work of their colleagues."

It is an inescapable conclusion that the administration's interference with the music education search violated these widely accepted principles of shared governance and the Wartburg policies and procedures that reflect them. . . .

Please note . . . that we fully acknowledge that the power delegated to the president by the board of regents gives him final authority "on all policy, fiscal, and personnel matters" (1.5.1). But "final," we would contend, is not the same as "total" and therefore does not permit a president to circumvent or subvert policies jointly approved by faculty and administration and adopted by the board of regents. To believe otherwise would be to place the college president above the law and render meaningless all the procedural safeguards contained in the faculty handbook, including those that protect tenure and academic freedom. As the handbook itself clearly states, administrative officers are as subject to college policy as are members of the faculty. . . .

Please understand that this letter is motivated by the chapter's desire to maintain the academic quality of this institution by defending widely accepted academic standards. It is clear to us that departures from those standards have affected the academic integrity of this institution and that greater harm will occur if similar departures take place in the future. It is also clear to us that the bond of trust between faculty and administration has been weakened and will require your attention in the coming academic year, if the administration values the good will of the faculty. We welcome your response to our concerns.

The letter was copied to Fred Hagemann, chair of the Wartburg College Board of Regents; Marilyn Flachman, chair of the Academic Affairs Committee, Wartburg College Board of Regents; and Ferol Menzel, Vice President for Academic Affairs. All Wartburg AAUP members also received copies.

ZEMKE: ACCOUNT OF FOLLOW-UP MEETING WITH PRESIDENT OHLE

As authorized by an emergency meeting of Wartburg AAUP on May 22, I sent the letter to President Ohle excerpted above. In a June 1 letter, President Ohle wrote, "I want to acknowledge receipt of your letter of May 23, 2001. Regarding the concerns you expressed, I will be meeting with the Faculty Council. Following that meeting, I would like to meet with you."

I was essentially out of Iowa from June 12 to August 29, making it difficult for the president to contact me. Therefore, during the first week of September, I took the initiative and called his office to make an appointment. We met on September 10 and spoke for more than 40 minutes. From that conversation two conclusions emerged: (1) the issues surrounding the music search have been resolved to the president's satisfaction, and (2) there will be no dialog between the president and Wartburg AAUP.

FOUR FULL-TIME TEACHING POSITIONS ADDED, BUT . . .

The list of faculty published by the academic dean's office reveals that the college added a total of four new full-time teaching appointments for the 2001-2002 academic year, bringing the total number of instructional faculty¹ to 89, the highest ever. However, the total number of tenure-line ("ranked") appointments remains the same as last year (75), and the number of non-tenure-track ("titled") full-time teaching appointments increased from 10 to 14. As a result, the percentage of tenure-line appointments—84%—is the lowest in the last nine years (we lack data for the years prior to AY93-94).

Number of "Instructional Faculty" at Wartburg 1993-2002

Year	Total Enrollment	Total Titled Faculty	Instructional ¹ Titled Faculty	Ranked Faculty ²	Total Instructional ¹ Faculty
93-94	1400	21	7	73 (91%)	80
94-95	1405	20	7	70 (91%)	77
95-96	1433	19	3	73 (96%)	76
96-97	1467	24	10	67 (87%)	77
97-98	1528	25	11	68 (86%)	79
98-99	1541	23	8	70 (90%)	78
99-00	1546	21	7	73 (91%)	80
00-01	1600	25	10	75 (88%)	85
01-02	?	24	14	75 (84%)	89

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 93-94, only 7 of the 21 titled faculty fit the criteria for instructional faculty.

²In parentheses is ranked (i.e., tenure-line) faculty as a percentage of instructional faculty.

WARTBURG GAINS VISIBILITY IN US NEWS' RANKINGS WHILE PEERS DISAPPEAR

As first reported in this newsletter (see "US News to move Wartburg to 'Regional Liberal Arts College' Category" in the May 2001 AAUP Newsletter), the Carnegie Foundation's classifying Wartburg as a BA-General rather than BA-Liberal Arts has resulted in *US News'* dropping us from the fourth tier of its "best national liberal arts colleges." Wartburg is now included in *US News'* list of "regional" BA institutions, where it is listed as number 7 among the 28 "best comprehensive colleges" in the Midwest, right below Simpson and right above Augustana-Sioux Falls and Central.

It could certainly be argued that it's better to be ranked 7th among the "best" Midwest comprehensive colleges than listed alphabetically among the bottom 25% of the national liberal arts colleges.

However, even if the latter statement were not true, our new classification still represents a stroke of good fortune. As it happens, if we had remained in the national liberal arts college listing, as did most of our "peer" institutions, our name would not have appeared anywhere in the magazine.

Why? Because *US News* has printed the names of only the top 50 schools from the new national liberal arts listing. As a result, peer schools like Luther, St. Olaf, Gustavus, Augustana-Rock Island, Concordia-Moorhead, Coe, and Cornell, which remain in the national liberal arts category but are not in the top tier, do not appear in the magazine at all. They appear only in the online version of the report: <<http://www.usnews.com/usnews/edu/college/rankings>>. Only by sifting through the online listings can one discover that Augustana-Rock Island, Coe, and Luther have moved up to Tier II and that Cornell and Concordia have moved up to Tier III, where we too would likely have been shifted if we hadn't been moved out entirely.

When *US News* revamped its categories to conform to the Carnegie Foundation's new non-evaluative classifications, it was forced to move some schools with feeble academic reputations into the fourth tier of the national liberal arts category. The editors must have felt that the label "best" did not apply to these schools and must have decided no longer to print the names of the schools in all three bottom tiers.

Regardless of the advantages for Wartburg, the impartial observer is forced to admit that the new *US News* rankings make even less sense than the old ones.

—Greg Scholtz