



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

September 11, 2006

CHAPTER RAISES \$2250 FOR WAVERLY HABITAT RAISE THE ROOF CAMPAIGN

Thanks to the generous contributions of members and non-members, including Dean of Students Lex Smith, Wartburg AAUP has raised enough money to pay for the installation of a new roof on one of the Habitat for Humanity homes in Heartland Hills, the old air base housing south of Waverly. The chapter's donation memorializes Bill Engelbrecht, a Wartburg alumnus, long-time supporter of the college, and former chair of the Board of Regents. Bill's son Dave, a local attorney, has been one of the most active leaders of the Heartland Hills undertaking.

According to Dave, the house upon which AAUP's roof will be installed is the largest in Heartland Hills, formerly the base commander's residence.

On Wednesday, September 13, as one of faculty workshop's afternoon activities, a group of fourteen faculty members did some preliminary work on that house. Among the projects undertaken that afternoon was the removal of furnaces and other heavy material from the commander's residence in preparation for the tearing off of the old roof. Workers included Chip Bouzard, Barbara Fedeler, Charlie Figura, Brian Jones, Judith Jones, Lake Lambert, Brian Pfaltzgraff, Greg Scholtz, Dick Schneider, Fred Strickert, Stephanie Toering, Janice Wade, and Fred Waldstein. Emeritus professor John Kurtz provided capable supervision as well as a presentation on the history and progress of the Heartland Hills project.

Chapter members plan to help install the new roof on a yet-to-be-determined weekend this fall. Non-members of course are welcome to help. Contact Greg Scholtz if you are interested.

WARTBURG AAUP LAUNCHES WEBSITE

Send your browser to <<http://home.mchsi.com/~wartburgaaup>> to view the new Wartburg AAUP website. The site contains basic information about the AAUP and the chapter as well as essential AAUP documents, information about upcoming events, links to other AAUP sites, documents relating to recent campus issues, and all of its newsletters.

CHAPTER ASKS FACULTY LEADERS TO LOOK INTO CONCERNS ABOUT "MERIT" PAY

On September 3 Wartburg AAUP officers sent the following letter by electronic mail to the Appointment, Rank, and Tenure Committee, with copies to Faculty Council and Dean Menzel:

As you may be aware, rumors and reports have been circulating on campus regarding faculty raises for the current academic year. Chief among them is the rumor that Wartburg's long-standing and dearly purchased tradition of across-the-board and equity-only raises has been quietly discarded. A number of faculty have shared with us their deep concern about this possibility.

Fueling this rumor is the report that the administration did not accept ART's recommendations regarding raises and offered no explanation for rejecting them. Adding credibility to the rumor is the report that individual inquiries to the dean regarding raises have gone unanswered. An informal survey, moreover, has revealed that the raises faculty received ranged widely in terms of percent, and that few, if any, were identical.

If this rumor has any basis in fact, a sea change has occurred: the faculty has lost any significant role in decisions about raises, including a measure of oversight; transparency about these decisions no longer exists; and a de facto system of merit pay has been instituted without ART's input and with the task of defining "merit" left solely to administrative officers. If there is a basis to this rumor, those

faculty who succeeded in defeating a merit pay system during the Jellema years and saw their accomplishment survive the Vogel years would be distressed to see their work undone.

It should be obvious that any such "system" of determining raises (again, if such a system has indeed been implemented) will tend further to undermine shared governance, degrade faculty morale, divide the faculty, and produce a "chilling effect" upon academic freedom. If so, the conditions that gave rise to the governance concerns mentioned in Chapter 2 of the draft HLC Self Study will only get worse. No wonder faculty are concerned.

As AAUP officers and as fellow faculty members, we therefore respectfully ask that you, our elected faculty representatives, would please help address these concerns by reporting to the faculty on the following issues: (a) whether it is indeed true that ART's recommendations regarding salary were not accepted by the administration, (b) if true, what explanation the administration offered for their non-acceptance and how ART responded to that explanation (see Section 1.5.1 of the Faculty Handbook), and (c) by what system and upon what basis individual raises were determined.

Thank you very much for your attention to this matter. And thank you very much for your hard work on behalf of your faculty colleagues.

UW-MADISON CHANCELLOR TO GIVE BACK ALL FUTURE PAY RAISES

The Madison, WI, *Capital Times* reported on June 10 that John Wiley, the chief executive officer of the University of Wisconsin-Madison will donate to the university any raises in salary that he receives from now until he retires. In an interview with a *Capital Times* reporter, Wiley said, "I just feel like it's the right thing to do at this point. I have a great deal of sympathy, frankly, with the public controversy nationwide over CEO salaries." Last year Wiley's salary was \$306,043, and he would have received a raise in April of \$19,369. In the past Wiley has donated to various university entities, including campus child care and the School of Music.

ON THE GRAPEVINE: NEWS FROM OTHER ELCA COLLEGES

Augsburg Fined for Sending Students to Cuba

The July 21, 2006, *Chronicle of Higher Education* reported that the Department of the Treasury had fined Augsburg College in Minneapolis \$9,000 for allowing students to travel to Cuba without a "travel-provider license." According to the *Chronicle*, Augsburg is the first higher-education institution to be fined under the Bush administration's new rules limiting contacts between Americans and Cubans. When college officials claimed that they had cleared the trips with Treasury staff, the Treasury responded, "What our staff says is not binding." Augsburg's attorney was able to reduce the fine from the original \$36,000.

Financial Crisis Cripples Capital University

According to the July 1, 2006, *Columbus Dispatch*, the ELCA liberal arts college has cut seventy-full time staff positions (almost 13 percent of its non-faculty work force) and shut down its New Center for Professional Development in downtown Columbus in an attempt to address severe budget deficits. When it was revealed in late May that the college faced a shortfall of \$5.4 million in its operating budget, the college's CFO resigned, followed quickly by the college's president, Ted Fredrickson, who had been hired only four years ago. Capital's interim president, Denvy Bowman, has announced an even larger deficit for the 2006-2007 academic year. Former president Frederickson had blamed the deficits on overspending on financial aid in combination with shortfalls in expected revenue from its non-traditional programs.

Lenoir-Rhyne Removed from SACS Probation

The January 1, 2006, *Chronicle of Higher Education* reported that the Southern Association of Colleges and Schools (SACS), one of the country's six regional accrediting agencies, has removed Lenoir-Rhyne College in Hickory, N.C., from probation. In order to be removed from probation, which had been imposed in 2005 after three years on warning status, the college had "to demonstrate that undergraduates had achieved acceptable levels of reading, writing, and oral communication" and had "to document increased funds for the library, adequate financial resources, and adequate use of computer labs."

Jim Pence Moves On after Four Years at Pacific Lutheran

On May 8 Pacific Lutheran University (PLU) reported that James Pence had resigned as provost, effective the end of July. Pence came to the Tacoma, Washington, institution in 2002 after having resigned the year earlier as provost and dean of the college at St. Olaf. He had been vice president for academic affairs for six years at Wartburg before moving to St. Olaf in 1996. In a farewell letter, Pence stated, "my vocation of service calls me in new directions. Jan and I are at a good time in our lives to seek new beginnings, and I am exploring several options at this time." He also told the PLU student newspaper that he would probably not be seeking another post as chief academic officer.

TREAT YOURSELF WITH RESPECT: JOIN THE AAUP

The American Association of University Professors was founded by eminent scholars like John Dewey and A. O. Lovejoy who believed in the honor and dignity of the academic calling and in the necessity of professional control over academic matters. To advance the profession and its central role in higher education, they saw the need for faculty to join together in one "meta-disciplinary" organization—the AAUP.

Since 1915 the AAUP has helped to make American higher education the best in the world by articulating, defending, and promoting academic standards. These standards—especially those related to academic freedom—are designed to protect academic excellence by protecting professorial freedom in the areas of scholarship, teaching, and faculty governance. As Robert Maynard Hutchins (president, University of Chicago, 1928-1951) once memorably said, "academic freedom is simply a way of saying that we get the best results in education and research if we leave their management to people who know something about them" (*Higher Learning in America*, Yale, 1936).

To become part of this proud tradition, you can apply for membership in any of the following ways: You can visit the national AAUP Web page <<http://www.aaup.org>> and apply electronically. You can call toll-free 1-800-424-2973 and sign up using your credit card. Or you can send a check for dues to Wartburg AAUP Treasurer Paul Hedeem, and he will take care of the rest.

For other options, like bank debit or Wartburg College payroll deduction, contact a chapter officer (Greg Scholtz, Josef Breutzmann, Paul Hedeem, Paula Survilla, Warren Zemke) or visit the Wartburg AAUP website: <<http://home.mchsi.com/~wart-burgaaup>> to download forms and view instructions.

"TO SEE OURSELVES AS OTHERS SEE US"

For those interested in the context of the quotation that President Ohle employed during both his opening remarks at faculty workshop and his convocation address, here is the famous Scots vernacular poem (in which the speaker addresses a head louse crawling on a woman's bonnet in church) in its entirety:

"TO A LOUSE," BY ROBERT BURNS (1759-1796)

Ha! whaur ye gaun, ye crawlin ferlie?
Your impudence protects you sairly;
I canna say but ye strut rarely,
Owre gauze and lace;
Tho', faith! I fear ye dine but sparely
On sic a place.

Ye ugly, creepin, blastit wonner,
Detested, shunn'd by saunt an' sinner,
How daur ye set your fit upon her—
Sae fine a lady?
Gae somewhere else and seek your dinner
On some poor body.

Swith! in some beggar's haffet squattle;
There ye may creep, and sprawl, and sprattle,
Wi' ither kindred, jumping cattle,
In shoals and nations;
Whaur horn nor bane ne'er daur unsettle
Your thick plantations.

whaur = where; gaun = going;; ferlie = wonder
sairly = sorely, i.e., barely

sic = such

blastit = blasted, wonner = wonder

daur = dare; fit = foot
Sae = so
Gae = go

Swith = swift; haffet = locks; squattle = sprawl
sprattle = struggle
ither = other

bane = bone; horn and bone were used for combs

Now haud you there, ye're out o' sight,
Below the fatt'rels, snug and tight;
Na, faith ye yet! ye'll no be right,
Till ye've got on it—
The verra tapmost, tow'rin height
O' Miss's bonnet.

haud = hold
fatt'rels = ribbon ends

verra = very

My sooth! right bauld ye set your nose out,
As plump an' grey as ony groset:
O for some rank, mercurial rozet,
Or fell, red smeddum,
I'd gie you sic a hearty dose o't,
Wad dress your droddum.

bauld = bold
groset = gooseberry
rozet = rosin
fell = sharp; smeddum = powder
gie = give; sic = such; o't = of it
droddum = buttocks

I wad na been surpris'd to spy
You on an auld wife's flainen toy;
Or aiblins some bit duddie boy,
On's wylecoat;
But Miss' fine Lunardi! fye!
How daur ye do't?

wad = would; na = not
flainen = flannel; toy = cap
aiblins = perhaps; duddie = ragged
On's = on his; wylecoat = undershirt
Lunardi = balloon-shaped bonnet

O Jenny, dinna toss your head,
An' set your beauties a' abroad!
Ye little ken what cursed speed
The blastie's makin:
Thae winks an' finger-ends, I dread,
Are notice takin.

dinna = do not
a' abroad = all abroad
ken = know
blastie = creature
Thae = Those

O wad some Power the giftie gie us
To see oursels as ithers see us!
It wad frae mony a blunder free us,
An' foolish notion:
What airs in dress an' gait wad lea'e us,
An' ev'n devotion!

wad = would
frae = from
wad = would; lea'e = leave

LORAS WILL HOST FALL MEETING OF IOWA AAUP: GENERAL SECRETARY TO SPEAK

The new AAUP chapter at Loras College will host the Iowa Conference meeting on Saturday, October 14. AAUP's General Secretary Roger Bowen will keynote the meeting which begins at 9:00 a.m. The title of Dr. Bowen's address is "The Many Challenges Facing Higher Education and the AAUP." Admission is free. For more information, or a free ride, contact Warren Zemke.

AAUP RECOMMENDATIONS ON ACCREDITATION: HOW DO WE STACK UP?

As the college prepares for the visit of the HLC accrediting team on November 6-7, it is interesting to review what the AAUP recommends regarding institutional accreditation. A significant portion of its 1968 statement *The Role of the Faculty in the Accrediting of Colleges and Universities* is therefore quoted below.

Recommended Standards for Institutions of Higher Education

1. Primary responsibility for the preparation of the academic aspects of the self-evaluation should rest with a committee composed largely of faculty members and responsible to the faculty as a whole. Additions or deletions should be made only after consultation with the authors of the sections of the report which are affected.

2. The self-evaluation should include a description of (a) conditions of academic freedom and tenure (including provisions for academic due process); (b) conditions of faculty participation in institutional government (including provisions for the orderly handling of grievances and disputes); and (c) faculty status and morale (including working conditions and total compensation). Significant differences of opinion in these and other areas should be reflected in the self-evaluation.

3. The completed self-evaluation should be made available to the entire faculty prior to its submission to the accrediting commission and should be subject to amendment in the light of faculty suggestions.

4. Representatives of the faculty, including members of appropriate faculty committees, should be available to meet with the visiting committee to discuss questions of faculty concern.

5. The report of the visiting committee should be made available to the entire faculty.

6. The faculty should be fully informed of the accrediting commission's actions after an evaluation and should be kept abreast of all significant developments and issues arising between the accrediting commission and the institution. It should participate, as in the self-evaluation, in any subsequent activities regarding the institution's accreditation....

—AAUP, *Policy Documents and Reports*, 9th ed., pp. 271-72.

A NEW SET OF BENCHMARK INSTITUTIONS IS IMPOSED: WHAT'S THE AGENDA?

Reading the *Wartburg College Self-Study*, I was surprised to see a new set of benchmark institutions and wondered why these particular schools were chosen.

The listings were in the *Wartburg College Planning and Assessment* document, so I talked to Dean Menzel and a member of last year's Faculty Council. They told me they didn't know much about the reasoning behind the decision, mostly the final outcome ("approved by the Board of Regents, May 2006," p. 24). On September 2, therefore, I e-mailed the President's Office and asked these questions: (1) What benchmark institutions were in place before your arrival at Wartburg? (2) What additional criteria were used to select the new list of [benchmark] institutions? (3) What direct faculty input did you use in making up the list that went to the Board?

I hadn't received a response by press time, but with publicly available information I was able to put together the following tables, which compare Wartburg with the 1999 and 2006 sets of benchmark institutions. Information in the tables comes from the 2007 edition of *U.S. News & World Report's America's Best Colleges* and from Yahoo! Education <<http://education.yahoo.com/college/facts/>>. Listed for each school are 2005 undergraduate enrollments and percent full time students; comprehensive student fees, endowments per student, and other pertinent information.

In the 1999 benchmark group, there are 7 other Iowa schools and 5 other ELCA schools. Three of the ELCA schools are near Iowa and are schools with whom Wartburg competes for students: All schools on this list are either liberal arts or comprehensive colleges, according to the *U.S. News* classification.

In the 2006 list, there are 5 other Iowa schools and 3 other ELCA schools. There are now 2 Wisconsin schools (none before), and only 5 of the 12 schools lie within a 200 mile radius of Wartburg (in 1999, 9 of 13 schools were within this distance). There are 4 fewer liberal arts colleges and 2 more comprehensive colleges. And there are now 2 master's universities on the list (*U. S. News*). Moreover, Saint John's is an all-men's institution. Because Saint John's academic program is partnered with its sister all-women's school, the College of St. Benedict, it is surprising to me that Saint John's is even on the 2006 list.

WARTBURG BENCHMARKS 1999

Benchmark Institution	Enrollment (% full time)	Type ^a	Location ^b	Comp. Fee (thousands)	Endowment Per Student (thousands)	Rank ^c
Buena Vista.....	1276 (97)	ST	IA <200	\$ 27.7	\$ 86.6	Cp 18
St. Olaf.....	3058 (98)	ST*	MN.. <200	\$ 35.6	\$ 75.8	LA 55
Il Wesleyan.....	2146 (100)	sub	IL <300	\$ 35.8	\$ 74.0	LA 61
Cornell.....	1179 (99)	ST	IA <100	\$ 30.1	\$ 55.3	LA 115d
Coe.....	1336 (91)	urban	IA <100	\$ 30.2	\$ 42.1	LA 95
Central.....	1635 (98)	ST	IA <200	\$ 28.2	\$ 40.3	Cp 10
Augustana, IL.....	2385 (99)	sub*	IL <300	\$ 29.9	\$ 39.0	LA 104
Gustavus.....	2603 (99)	ST*	MN.. <200	\$ 30.9	\$ 33.4	LA 79
Luther.....	2545 (97)	ST*	IA <100	\$ 30.7	\$ 33.0	LA 95
Simpson.....	2010 (74)	ST	IA <200	\$ 26.8	\$ 32.0	Cp 08
Concordia.....	2759 (98)	sub*	MN.. <400	\$ 24.7	\$ 25.0	
Wartburg.....	1811 (96)	ST*	IA	\$ 26.9	\$ 20.3	Cp 06
NE Wesleyan.....	1842 (87)	sub	NE <300	\$ 23.4	\$ 19.2	
Loras.....	1594 (95)	sub	IA <100	\$ 27.2	\$ 15.2	Cp 25

WARTBURG BENCHMARKS 2006

Benchmark Institution	Enrollment (% full time)	Type ^a	Location ^b	Comp. Fee (thousands)	Endowment Per Student (thousands)	Rank ^c
Saint John's	1874 (98)	ST	MN.. <300	\$ 29.9	\$ 60.8	LA 69
Coe	1336 (91)	urban	IA ... <100	\$ 30.2	\$ 42.1	LA 95
Central	1635 (98)	ST	IA ... <200	\$ 28.2	\$ 40.3	Cp 10
Luther	2545 (97)	ST*	IA ... <100	\$ 30.7	\$ 33.0	LA 95
Simpson	2010 (74)	ST	IA ... <200	\$ 26.8	\$ 32.0	Cp 08
North Central	2133 (90)	sub	IL ... <300	\$ 28.9	\$ 28.9	MS 16
St. Norbert	1987 (97)	sub	WI ... <400	\$ 28.6	\$ 26.5	CP 04
Augustana, SD	1714 (95)	sub*	SD ... <300	\$ 25.5	\$ 23.6	Cp 12
Wartburg	1811 (96)	ST*	IA ... -	\$ 26.9	\$ 20.3	Cp 06
Millikin	2645 (96)	sub	IL ... <400	\$ 27.8	\$ 20.0	CP 18
NE Wesleyan	1842 (87)	sub	NE ... <300	\$ 23.4	\$ 19.2	
Loras	1594 (95)	sub	IA ... <100	\$ 27.2	\$ 15.2	Cp 25
Carthage	2560 (81)	sub*	WI ... <300	\$ 29.0	\$ 14.3	MS 30

^a ST = small town and sub = suburban; * means ELCA college

^b Following the state is the range: <100 means within 100 miles

^c U. S. News 2007 Edition. National ranking: LA = liberal arts colleges; Midwestern rankings: Cp = comprehensive colleges; MS = master's universities

^d Cornell's national ranking is for the U. S. News 2006 Edition

In the 1999 list, 9 of the 14 schools have student enrollments in the range 1600 – 2600 (Wartburg at 1811), and 10 of the 14 have fees in the range \$25,000 - \$31,000 (Wartburg at \$26,900). The most discriminating feature is the endowment—ranging from \$15,200 - \$86,600 per student (Wartburg at \$20,300). Hence, I rank the colleges according to per student endowment.

In the 2006 list, 11 of the 13 schools have enrollments in the range 1600-2600, and 12 of the 13 have fees in the range \$25,000 - \$31,000. On this new list the endowment per student range is lower and there are 4 schools below Wartburg (before there were 2), ranging from \$14,300 - \$42,100 (Saint John's is the exception at \$60,800).

The new list shifts the location of the comparison schools away from Iowa (more into Wisconsin) and ranking away from the Carnegie Liberal Arts College classification. The range of costs is narrowed in the new list, but Wartburg still ranks in 10th place. In the new list the range of endowments is narrowed and shifted downwards, and Wartburg's rank now improves from 12th to 9th place.

Although faculty salaries are not compared in these tables (more on salaries at another time), based on 2005-06 salaries from the March/ April 2006 issue of *Academe: the Bulletin of the AAUP*, Wartburg ranked 10th on the 1999 list and 7th on the 2006 list. I wonder what colleges would have been selected for the 2006 benchmark group if faculty had been consulted about the choice of schools.

—Warren T. Zemke

SENIOR AAUP STAFFER TO SPEAK AT FALL FACULTY DINNER SEPTEMBER 22

The Tenth Annual Wartburg AAUP Fall Faculty Dinner, to be held Friday, September 22, in Wartburg's elegant Castle Room, will feature AAUP associate secretary Patrick Shaw. Shaw has been to Wartburg before, in September 2001, when he keynoted the Iowa Conference meeting and gave what a Wartburg faculty member called "one of the best talks I've ever heard." This time around he is going to speak about the ways in which the AAUP empowers faculty to exercise their professional expertise, without interference, in the areas of curriculum, academic policy, academic planning, faculty governance, and faculty personnel. The title of his talk is "*The Key to Academic Excellence: How the AAUP Empowers Professors To Do What They Do Best.*"

All Wartburg faculty and spouses/friends are welcome to attend. Dinner begins at six o' clock in the Castle Room. The price is a mere \$17 per person, including tax, tip, and non-alcoholic beverages. Wine and beer are extra.

To reserve your seat, contact Josef Breutzmann by phone (8342) or e-mail <josef.breutzmann> with the number of attendees and your choice(s) of entrée (a vegetarian option is also available).