



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

September 1, 1994

NATIONAL AAUP PRESIDENT TO KEYNOTE WARTBURG CHAPTER DINNER

Professor **James E. Perley**, newly elected president of the American Association of University Professors, will address the Wartburg College chapter of the AAUP at its annual dinner on Friday, September 9, in the Castle Room of the Wartburg College Student Union. His talk is entitled "**Tenure: An Outmoded Concept?**"

Perley, who took office in June, is a biology professor at the College of Wooster in Ohio. He spent the 1993-94 academic year at the University of California, Berkeley, as a visiting researcher on the mechanics of action in plant growth hormones, the biochemistry of auxin production, and the inorganic nutrition of plants.

Perley completed his undergraduate work at the University of Michigan in 1960. He earned his master's degree (1961) and his doctorate (1965) at Yale University. He accepted his current position at the College of Wooster in 1968 and has also taught at Wayne State University, the University of British Columbia, and Massey University in New Zealand.

A member of AAUP since 1968, Perley has served the Association in many capacities: as chair of the Assembly of State Conferences from 1991 to 1994, as a member of national Committee A on Academic Freedom and Tenure from 1990 to 1993, and as chair of the Ohio Conference Committee A from 1973 to 1993. Because of his extensive Committee A experience, Perley is considered an expert on assisting faculty whose rights to academic freedom and due process have been violated.

Wartburg AAUP dates its association with Perley to October 1993, when chapter members attended his regional workshop on Committee A activities, held in Cedar Falls.

All Wartburg faculty are welcome! If you are interested in attending, contact Greg Scholtz by phone (8224) or e-mail.

WARTBURG TO HOST FALL CONVENTION OF IOWA AAUP

At its spring meeting, the Iowa Conference of the AAUP voted unanimously to hold its fall meeting at Wartburg College. Set for September 10, the convention will feature AAUP President **Jim Perley** and Associate Secretary **Mark Blum**.

Perley (see previous article) begins the conference at 10:00 a.m. with a presentation entitled "**Defending Academic Freedom on Your Campus.**"

Blum's presentation (at 11:30) is entitled "**Power Tools for Chapter Development.**"

Blum is AAUP associate secretary and director of state conferences. Although much of his AAUP experience has been in collective bargaining, as director of state conferences Blum has been responsible for providing a wide range of services for AAUP chapters. He is especially interested in developing programs to support chapters in their function as faculty advocacy organizations. Prior to his association with AAUP, Blum, who earned his Ph.D. in economics at the London School of Economics, taught in the CUNY system, at the College of Insurance, and at Farleigh Dickinson University.

A highlight of the meeting will be the presentation of the **Edward S. Allen Award** for Outstanding Contributions to Higher Education in the State of Iowa. Iowa AAUP President Mearl A. Kilmore (University of Osteopathic Medicine) will present the award.

JULY/AUGUST ISSUE OF ACADEME FOCUSES ON ACCREDITATION

Accreditation involves more than the assurance of quality educational curricula taught by qualified faculty, with modern instructional resources and equipment. Evaluation of placement and student counseling services must also be included. Student outcomes assessment is now another part of the accreditation picture. Because of federal funding involvement, student financial aid considerations are important in the accreditation process. Moreover, because of the 1992 Amendments to (reauthorization of) the Higher Education Act, there are requirements limiting the independence of the private accrediting agencies. According to the 1992 amendments, specific student outcomes measures are to be used by newly created state review entities. If the state agency or accrediting body declares a college substandard, its students could lose financial aid.

The most recent (July / August 1994) issue of *Academe*, the bulletin of the American Association of University Professors, focuses on current issues in the accreditation process. We recommend reading all six thought-provoking articles in the issue, which is available in the faculty reading section of the library or from your colleagues who are members of AAUP.

In particular, the two lead articles, "Putting Our House in Order" by Robert Atwell and "The New Federal Focus on Accreditation" by David Longanecker, identify with authority the need for major reform in higher education accreditation and new requirements for accreditation agencies. Atwell is president of the American Council on Education and co-chair of the newly founded National Policy Board on Higher Education Institution Accreditation (NPB). Longanecker is assistant secretary of education for postsecondary education at the Department of Education.

Recent concerns of NPB include the federal intrusion into current accreditation practices: "If we don't fix accreditation, someone else--most likely the federal government--will try to do the job instead" (Atwell). Although still responsible for the traditional functions of accreditation (assessing the quality of the curriculum, faculty, and student services, for example), accreditation agencies will experience "major changes that affect how they conduct their business" (Longanecker).

A third definitive article is by David Warren, president of the National Association of Independent Colleges and Universities, who expresses concern that new U.S. Department of Education regulations might undermine the historic independence of private colleges and universities. In "The Decline of Academic Autonomy in Higher Education," Ernst Benjamin, former general secretary of the AAUP, repeats the alarm in his concern that there will be a "transformation of accreditation from voluntary self-assessment to external monitoring of institutional performance. The new system of regulation will be multifaceted and wide-ranging. It will drastically diminish faculty direction of curriculum and instruction."

In short, changes in accreditation procedures are underway, and we should be aware that familiar voluntary peer review and self-assessment procedures will be under close scrutiny. It would seem appropriate that Wartburg faculty be alerted to these changes as we prepare for the upcoming accreditation visit by the North Central Association.

--W. Zemke

WHAT ROLE SHOULD THE FACULTY PLAY IN THE UPCOMING NCA ACCREDITATION?

According to the AAUP, faculty should play a large role in the accrediting process. The Association's 1968 statement on *The Role of the Faculty in the Accrediting of Colleges and Universities* (AAUP Redbook, pp. 159-60) lists the following standards:

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

CHAPTER NOTIFIES REGENTS OF AAUP POLICY ON ADMINISTRATIVE EVALUATION

In accord with a resolution passed at the April chapter meeting, the executive committee sent the AAUP policy statement *Faculty Participation in the Selection, Evaluation, and Retention of Administrators* to the executive committee of the Wartburg College Board of Regents.

In a cover letter, executive committee members point out that the AAUP policy recommends that administrators should be evaluated periodically. Evaluation procedures should include (1) "a 'primary voice' accorded faculty," (2) "the participation of students and fellow administrators," and (3) "the publication of 'a summary of the review, including a statement of actions taken as a result of the review.'"

The writers commend President Vogel for reviewing the dean's performance in a manner "largely consistent with" AAUP recommendations, but question whether "the procedures followed by the Board of Regents when reviewing the president's performance have been equally consistent with AAUP standards."

Since the faculty handbook requires that all faculty communications with the board of regents be channeled through the college president, chapter president Warren Zemke presented the policy statement and cover letter to President Vogel, who agreed to pass it along to the board.

WARTBURG AAUP WINS CHAPTER ACHIEVEMENT AWARD

Wartburg AAUP received the Beatrice G. Konheim Award for Outstanding Chapter Achievement at the AAUP annual meeting in Washington, D.C., June 18-19.

The Konheim Award is given annually to 1 of the nearly 1,000 AAUP chapters for "outstanding achievement in advancing the Association's objectives in academic freedom, student rights and freedoms, the status of academic women, the elimination of discrimination against minorities, or the establishment of equal opportunity for members of college and university faculties." The award, established by the Konheim family in 1973, is dedicated in memory of Beatrice G. Konheim,

a revered former vice-president and long-time Association leader. A \$1,000 grant accompanies the award.

In a letter notifying the chapter of its selection, AAUP Associate Secretary Lesley Lee Francis said that the selection committee "was impressed by the active role of the chapter in achieving a strong faculty presence on campus . . . in a constructive, nonconfrontational manner."

ADMISSIONS DIRECTOR RESIGNS

Dee Katko resigned as Director of Admissions effective August 19. When interviewed in mid July, she said she resigned for personal, not professional, reasons.

Dee had been admissions director for 4 years, after serving as an admissions counselor for 4 years. Under her directorship, the college experienced some of its highest enrollments. It was also under her leadership that the college made the decision to appoint a full-time international recruiter, rather than relying upon agencies or individuals overseas.

Chapter president **Warren Zemke**, when informed of Dee's resignation, said, "We will miss Dee. She was a very capable director and recruiter. Interacting with students or faculty, Dee did a solid job. Comments from Cedar Valley Science Symposium students (as well as from my son Wayne) convinced me that she was a top-notch recruiter."

Zemke was a member of the Admissions and Scholarship Committee when Dee first assumed the directorship. "It was immediately obvious," said Zemke, "that she was thorough and well-organized as director; but more important to me, she was upfront with the faculty."

Last fall Katko spoke at the Wartburg AAUP fall dinner. Zemke said, "Her insightful presentation on 'Trends and Issues in Student Enrollments at Wartburg' gave us solid information on major preference statistics at Wartburg for the past 12 years. I was impressed."

We are grateful to Dee for her outstanding service to Wartburg College. We wish her the very best in her future endeavors.

FIVE TENURE-LINE FACULTY MOVE ON

Professors **Pam Correll**, **Kevin Griffith**, **Dan Sutherland**, **Jaime Gomez**, and **Heimir Geirsson** have resigned their positions at Wartburg in order to pursue new challenges.

Correll, an assistant professor of social work, has returned to her private social work practice in Cedar Falls. **Griffith**, an assistant professor of English, has accepted a position at Capital University in Columbus, OH. He joins an English department of 5 faculty and will be teaching composition and creative writing. **Sutherland**, an associate professor of biology, will be teaching at UW-LaCrosse, in a 22-member biology department.

Unlike their colleagues, **Geirsson** and **Gomez** left Wartburg because of last fall's decision to eliminate their positions on the basis of "institutional need." They had both served out the full term of their probationary periods and were expecting to stand for tenure in AY 1993-94.

Geirsson, an assistant professor of philosophy, has accepted a position at Grinnell College. He joins a department of 5 full-time faculty and will be teaching ethics. **Gomez**, an assistant professor of Spanish, moves to Luther, where he joins a department of 11 full-time faculty. Since several members of Luther's foreign language department, including the search committee chair, attended the spring convention of Iowa AAUP, Wartburg AAUP members had the opportunity to "put in a good word" for Jaime.

Though we are sorry to lose them, we wish these colleagues great success in their new positions!