



WARTBURG AAUP

"Committed to Academic Excellence"

NEWSLETTER

September 15, 1998

BOARD OF REGENTS REJECTS FACULTY-APPROVED GRIEVANCE POLICY

At its May meeting, the Wartburg College Board of Regents rejected faculty-approved amendments to the faculty grievance policy after receiving a memorandum from Dean Mary Margaret Smith.

In the 5/15 memorandum, Smith stated, "I indicated to faculty during the deliberations [over the proposed changes] that I had concerns that the proposed extension opens a number of areas not now subject to grievance ... I have concerns that the proposal is so broad in its language as to permit virtually any action or decision as a grievable [sic]."

With her memorandum she forwarded a 5/14 letter from college attorney Ivan Ackerman, in which Ackerman recommended that the proposal be rejected. "From a legal or business analysis," Ackerman explained, "it seems to me to be a better policy to limit grievances rather than to expand them so broadly."

DEAN MATTHIAS TO SPEAK ABOUT RESOURCES AT AAUP FACULTY DINNER

Ronald Matthias, Wartburg's interim dean, will speak at the sixth annual AAUP Fall Faculty Dinner, to be held from 6:15 to 8:00 p.m., on Friday, September 25, in the Castle Room. As Wartburg's former vice president for finance, Matthias will talk about how serving as academic dean has altered his perspective on academic resources.

All faculty and spouses are invited. Invitations, with reservation forms, are being sent in campus mail.

U.S. NEWS'S "BEST COLLEGES 1999": WARTBURG GAINS SOME GROUND

U.S. News and World Report (August 31) has once again included Wartburg in the fourth tier of its 162 "best national liberal arts colleges." Only five 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 down a tier from last year's ranking—Central and Coe both descended from tier III to tier IV—Wartburg made slight gains in almost every ranking criteria.

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."

Placement 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%).

Academic reputation is arrived at by surveying the president, provost, and dean of admissions at each school and asking them to rank the other national liberal arts colleges on a scale from 1

(marginal) to 5 (distinguished). 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 midwestern ELCA colleges in 10 of the 12 categories contained in the *U.S. News* article Since last year, Wartburg has improved in every one of these ranking criteria except the two relating to class size.

Relative to the other nine schools (most of which are in higher tiers), Wartburg looks fairly good in several categories: the percentage of first-year students graduating in the top 10% of their high-school class (fourth), first-year retention (sixth), and percent of faculty who are full time (fifth).

But it compares less favorably in a few others: percentage of classes under 20 (last), percentage of classes with more than 50 students (tied for last), and academic reputation (ninth).

	Tier	SAT/ACT 25th-75th percentile ¹	Frosh in Top 10% ¹	Accept Rate	Freshman Retention Rate	1997 Grad Rate	% of Classes under 20	% of Classes with 50+	% F-T Faculty	Academic Reputation
Augustana (IL)	II	23-29	36%	81%	85%	71%	60%	3%	89	2.7
Central	IV	21-27	28	89	75	61	67	0	83	2.5
Coe	IV	21-27	26	86	78	57	58	0	83	2.7
Concordia (MN)	IV	21-27	30	92	79	63	43	1	86	2.3
Cornell	III	23-27	28	81	72	60	67	0	79	2.9
Grinnell	I	1260-1450	63	69	91	84	69	1	95	4.4
Gustavus	II	23-28	34	83	89	77	60	4	88	3.1
Luther	III	23-29	41	92	88	73	43	6	90	2.7
St. Olaf	II	24-29	45	78	87	78	54	2	85	3.5
Wartburg	IV	22-27	38	88	83	61	39	4	87	2.4

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

AR&T COMMITTEE RECOMMENDS PROCESS FOR EVALUATING DEAN OF FACULTY

Last year's Appointment, Rank, and Tenure Committee asked President Ohle to consider a process for periodic faculty evaluation of the Dean of Faculty. According to Cheryl Jacobsen, who chaired the committee in 1997-98, in June the committee sent President Ohle an outline of the proposed process, a rationale for the process, and a suggested evaluation form.

The committee recommended that the results of the evaluations be shared with the dean, the president, and the Appointment, Rank, and Tenure Committee.

These recommendations seem to accord in large part with the standards found in AAUP's 1981 *Faculty Participation in the Selection, Evaluation, and Retention of Administrators*.

This Redbook statement recommends that "institutions should develop procedures for periodic review of ... academic administrators ... [A]dministrators, faculty, students, and others should participate in the review according to their legitimate interest in the result, with faculty ... accorded a primary voice in the case of academic administrators. The ... appointing administrator should publish a summary of the review, including a statement of actions taken as a result of the review."