

AAUP NEWS

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS - INDIANA UNIVERSITY, BLOOMINGTON CHAPTER

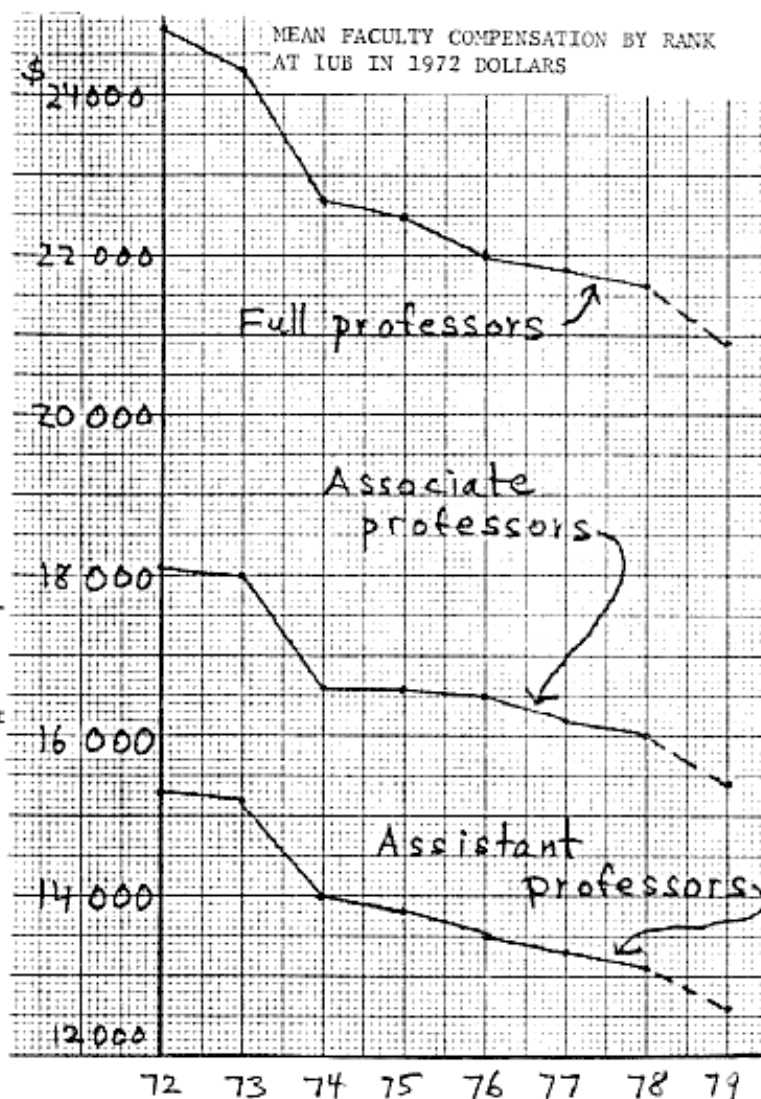
Vol. 3, No. 5 April, 1979

BLOOMINGTON FACULTY COMPENSATION IN DRAMATIC DECLINE, SHOWS REPORT PREPARED BY A.A.U.P. ECONOMIC STATUS COMMITTEE

In last month's issue of AAUP News we documented the long slide in IUB faculty compensation relative to compensation at other Big Ten schools. We also showed that compensation was not rising as fast as the cost of living. Here we make this latter point more dramatically by showing a graph of faculty compensation (including fringe benefits) in constant 1972 dollars.

This graph includes the 1978 figures (which were recently made available to us by the administration) and estimated figures for 1979. The 1979 estimate assumes that faculty compensation is going up by 6.1 percent and that the consumer price index will go up by 10 percent. (This is a conservative estimate, as inflation is currently running about 12 percent.)

By
Don B. Lichtenberg
Richard E. Hake



H.E.C.'s WEATHERSBY SEES MAJOR PROBLEMS
FOR HIGHER EDUCATION IN THE COMING
DECADE

Declining enrollments are forcing a rethinking of the roles and missions of state universities, says Dr. George Weathersby, Indiana Commissioner for Higher Education. "Demand for higher education has peaked," Weathersby told 38 persons attending the A.A.U.P. annual business meeting on Monday, April 22, in the Coronation Room of IMU. This is causing many to question whether I.U. can continue to offer everything from secretarial science to nuclear physics.

On the other hand, universities are meeting only about one quarter of the adult education needs of the state, Weathersby argued. The university's degree orientation forces older persons to "take the whole package" or nothing. This drives them to the commercial education market, said Weathersby.

The major problem of the next decade is "maintaining a vital and productive faculty" in the face of budgetary retrenchment. Weathersby said the General Assembly's view of faculty is clearly something "to be concerned about." The legislature's funding of faculty salaries below amounts recommended by the Higher Education Commission (H.E.C.) was "conscious and deliberate."

"It is not yet clear to me," said Weathersby, "that the legislature sees that the major institutional commitment is to people, not buildings." He added that the faculty's "visibility" at the state level is "completely inadequate."

There are also problems within the university that threaten quality, in Weathersby's view. He listed these:

Aging of the faculty--the average age of the faculty increases by one year each year;

Faculty search procedures stifle creativity--the faculty search and screen process seeks to please everyone, thereby contributing to "mediocrity";

Faculty productivity declining--as faculty average age increases and universities become more fully tenured, incentives to productivity may be lessened;

Accrediting societies encourage "conformity"--by measuring departments and institutions against goals set by the departments and institutions themselves, accrediting bodies encourage "conformity" rather than creativity;

Declining admissions standards--there is a tendency to admit any student who is "eighteen and alive";

Breakdown of a "disciplinary environment"--faculty are not applying the rigor of their disciplinary training to the university's educational and budgetary problems.

Weathersby invited greater faculty involvement in the proceedings of the Higher Education Commission. The H.E.C., Weathersby suggested, seeks to avoid "intrusion" into the management of the universities. Instead, the Commission seeks to encourage "incentives" that lead to quality and accountability.

SEE RELATED STORY
ON BACK PAGE

LIEBENOW MOVES UP TO A.A.U.P. PRESIDENCY
LINDENBAUM PRESIDENT-ELECT

President Al Ruesink (Biology) turned over the office of presidency to J. Gus Liebenow (Political Science) at the annual A.A.U.P. business meeting on Monday, April 22, in the Coronation Room of the IMU. In his final report as president, Ruesink said, "It is clear that A.A.U.P. is alive and well on the Bloomington campus after a very active year."

Other officers and executive committee members proposed by the nominating committee headed by Henry W. Hofstetter (Optometry) were elected unanimously:

Sheila Lindenbaum, English,
Vice-President and President-Elect.
Hans Tischler, Music,
Recording Secretary.
Oleg Kudryk, Library,
Treasurer.
Joseph Zinnes, Psychology,
Corres. Secretary and Chairman of
Committee on Membership.
Jerome Mintz, Anthropology,
Chairman, Committee on Academic
Freedom.
John Sinclair, Biology,
Chairman, Committee on Economic
Status of the Faculty.

The Executive Committee elected were these:

Henry Hofstetter, Optometry.
R. Kent Honeycutt, Astronomy.
Morton Lowengrub, Mathematics.
Betty Rose Nagle, Classical Studies.
Albert Ruesink, Biology.
Sarita Soni, Optometry.
Cleve Wilhoit, Journalism.

VICE-PRESIDENT O'NEIL DISCUSSES
TENURE CRITERIA AT A.A.U.P. LUNCHEON

Vice-President Robert M. O'Neil told an A.A.U.P. luncheon meeting on March 21 that he shared many of the concerns of the A.A.U.P. Academic Freedom Committee (A) about the need to reevaluate the language of a 1974 Faculty Council statement that says "long-term needs" of departments, schools, programs and the university may be considered in deciding whether to grant tenure.

Jerome R. Mintz, chairman of Committee A, pointed out that the Faculty Council statement is not reproduced in the Faculty Handbook and "therefore is not readily available for examination by faculty members who may be affected by its implementation." In addition, Committee A feels that "there is potential for grave abuse in the implementation of the 1974 statement." The committee fears the criterion may lead to dismissal of persons "for reasons which have nothing to do with professional competence."

O'Neil said he is willing to accept individual unit policies concerning the role of long-range needs in the tenure process, but that he agrees with Committee A that the Faculty Council should "clarify" its 1974 statement on the matter. He added that individual academic units may wish to consider permanent visiting faculty slots to avoid becoming fully tenured.

Members of Committee A are Douglas Boshkoff (Law), Henry Hofstetter (Optometry), Merritt Lawlis (English & Comp. Lit.), and Sheila Lindenbaum (English).

"Comparing average salaries by rank is meaningless," Dr. George Weathersby, Indiana Commissioner of Higher Education, told A.A.U.P. members at the annual meeting on Monday, April 22. Under intense questioning, Weathersby argued that data supplied by all the public universities in Indiana show that the "real purchasing power of persons employed by state institutions of higher education has risen by 3.2% during the last four years."

Weathersby noted that his figures include staff, faculty, and administrators for all state institutions and that he could not speak about the salaries of faculty on any particular campus. He also said that a study conducted for the H.E.C. found that I.U. has one of the "lowest faculty turnover rates of any major research university in the country."

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