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# Newsletter, December 2014

AAUP Chapter, Illinois Wesleyan University

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# Illinois Wesleyan Chapter of the AAUP

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NEWSLETTER

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## Chapter Executive Committee:

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**Editor:**  
Meg Miner

**Chapter website:**  
<http://digitalcommons.iwu.edu/iwuaaup>

## Curricular and compensation losses in an era of "right-sizing" by Meg Miner

At the request of a member attending our October meeting, the IWU Executive Committee asked Provost Green and CUPP Chair Williams for an update on faculty salaries.

We further requested that CUPP and the administration go beyond reporting and discuss how to address the drop in median salaries that would likely occur over time as higher-paid colleagues left the Associate and Full Professor ranks during a period of minimal salary growth. A member suggested that perhaps the equity adjustment policy needs to be changed so that reasonable salary benchmarks are maintained for each rank even if IWU median salaries drop.

Associate Provost Boyd responded:

*I announced the salary figures for 2014-15 in the second April faculty meeting and advised that they were available on the Associate Provost's website under "Higher Ed Resources." The figures remain there for review.*

Using the intranet, members of the IWU community can access the median salaries for Full and Associate Professors that are used to calculate equity adjustments. These data for 2012-2013, 2013-2014, and 2014-2015 are available under the Higher Ed Resources tab of the Associate Provost's page. Additionally, a five-year history (2010-2014) of mean faculty salaries and mean faculty compensation is available under the Internal Research tab of the IWU Institution Research and Planning web page (also intranet only). In order to facilitate further comparison with our baccalaureate peer group, we report here the numbers that were made publicly available in April 2014 through the *Chronicle of Higher Education* (<http://chronicle.com/article/2013-14-AAUP-Faculty-Salary/145679/#id=145646>).

The graph available in the *Chronicle* states that it shows "trends, gender breakdowns, and comparisons of faculty salaries at 1,156 institutions from the AAUP's Faculty Salary Survey" (<http://www.aaup.org/our-work/research/annual-report-economic-status-profession>). AAUP reports that compared to other baccalaureate institutions, the IWU mean salaries by rank are

Full Professors: \$88,500 (68th percentile),  
Associate Professors: \$70,300 (66th percentile),  
Assistant Professors: \$58,500 (59th percentile), and  
Instructors: \$46,600 (44th percentile).

The AAUP chapter remains concerned about IWU faculty salaries falling further below the university's stated goal of being at the 80th percentile of baccalaureate institutions and will continue to remind the administration of the need to meet this goal and the goal of restoring retirement contributions to 10%.

An additional opportunity to raise the question again of "how to address the drop in median salaries" occurred after the November 3 Faculty Meeting when CUPP announced that President Wilson, Provost Green, BOT Chair George Vinyard, and Trustee and Chair of the BOT Academic Affairs Committee Thomas McKinney would host a meeting with faculty on November 13.

At our November 4 Chapter meeting, members endorsed a plan to present discussion points related to IWU endowment growth compared to compensation rates,

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endowment compared to mean salary across ranks, salary compared to inflation rates, and salary compared to the AAUP 80<sup>th</sup> percentile for Baccalaureate institutions.

The results of a questionnaire circulated to department chairs/program directors and to the Facforum listserv led off our presentation with this summary of impacts to the curriculum:

- ...loss of choice and flexibility for students
  - Entire subject areas lost
  - Individual courses lost
  - Core courses taught less frequently
  - Fewer electives and/or offered less frequently

*Overall effects:* Weakens our ability to deliver majors/minors, General Education Program, writing instruction, and has fundamentally transformed May Term.

The compiled discussion points, survey questions and responses, and two suggestions from faculty that did not arrive in time for the panel to consider are available at [http://digitalcommons.iwu.edu/iwuaaup\\_act/22](http://digitalcommons.iwu.edu/iwuaaup_act/22). Our submitted question was

What is the Board's plan to rebuild compensation rates and to increase support for delivery of the curriculum?

The panel's response stated that

*A serious analysis of endowment growth needs to include a perspective that goes back further than the last five years.*

- *The endowment constitutes about 10% of the operating budget of the University; thus looking to the growth of this source of revenue in comparison to salary increases is not very useful. If the endowment increases by 10% in a year, the increase in income the following year is \$250,000, equivalent to about 0.5% increase in compensation if all of the money was reserved for that purpose.*
- *The Board of Trustees embraces the importance of making meaningful improvements in compensation. That aspiration, however, has to be moderated by the realities of the budget environment we currently face.*
- *Future Curricular Adjustments.*

AAUP members present believed the message that we are deeply committed to the programs of study we've developed and to our curriculum, and that we are equally deeply upset by what we perceive as their dismantling, got through loud and clear. It seems that the salary and benefits issue, although raised and in view, was somewhat eclipsed by the comments on the curriculum. A member's personal reflection on this process follows.

### *Collective Questioning; or, A Fantastic Thing Happened on the Way to the Forum*

by Mike Theune

Without Contraries is no progression.

—William Blake, *The Marriage of Heaven and Hell*

On Monday, November 3, during the monthly Faculty Meeting, faculty were notified that an open forum would be held on Thursday, November 13, the purpose of which would be to allow for faculty to enter into conversation with members of the administration (specifically, President Wilson, Provost Green, and Trustees George Vinyard and Tom McKinney) and ask questions about current University policy and procedures. While faculty were told that they could ask questions at the open forum, we also were asked, if possible, to submit questions by November 11 so that the administration could organize their remarks accordingly.

In my estimation, much good came from the open forum. It was informative. Many faculty members submitted questions in advance, and many asked questions and

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made eloquent statements at the forum. And I believe we were heard—Trustee McKinney acknowledged the faculty’s “anguish” regarding some of the current trends at the University. I thank all those who participated in this conversation.

However, I also believe that something significant happened among the faculty in the days between the announcement and the deadline to submit queries: a large portion of the faculty also engaged in collective questioning. And I believe that this action was so important that it at least needs to be acknowledged and reflected on a bit here.

It so happened that our AAUP chapter had a meeting scheduled for the afternoon of Tuesday, November 4, and a part of that meeting was devoted to discussing how the chapter might contribute to the forum. It was determined that members of the chapter would work to assemble information about compensation rates and the effects that budget cuts were having on the curriculum.

Over the next few days, there was a flurry of emails among several chapter members as information about compensation, new notions about what new information might be relevant, and new ideas about how to present that information poured in. Additionally, Alison Sainsbury took the lead on asking all academic units questions about the effects that budget cuts had had on their ability to offer curriculum, questions including: as a result of budget cuts, what subject units are now wholly gone from the curriculum? what courses can no longer be offered? what losses to general education have occurred? Twenty one academic units responded.

The result of all this work was a document, shared with faculty and administration prior to the open forum (that is, in a mere *eight days’ time!*) that strived to sum up the results of these collective inquiries to ask a single, poignant question: “What is the Board’s plan to rebuild compensation rates and to increase support for delivery of the curriculum?”

In my estimation, this focused, collective work transformed the open forum. Without it, the forum would have been a question-and-answer session, in which the faculty had the questions and the administration had the answers. Additionally, no one question or expression of concern from any one faculty member stood much of a chance of having any real force. It could always be answered and/or dealt with as a marginal question or concern from a single faculty member, or a “small, but vocal, minority.” However, the work of those in our AAUP chapter shifted the obvious power dynamics of the forum, turning it into a true dialog in which the two engaging entities, faculty and administration, both contributed important information and insights. Through the actions of the AAUP chapter, the faculty (and not just individual faculty members) were heard.

I believe this work also reflected well on the faculty more broadly. We did not enter the conversation as if we were a group that did not know things and needed information. We entered the conversation as an equal partner. Our collective work also very clearly demonstrated (for anyone who might need such proof) that faculty are capable of working together on important issues.

Though these are difficult times at Illinois Wesleyan, I have been inspired and moved by the work I saw my fellow faculty do to create the dynamics that could enable real dialog. I thank all my colleagues who contributed to the important collective questioning, including those who contributed information and responded to questionnaires, and also those who helped to organize this undertaking, among them: Alison Sainsbury, Meg Miner, Becky Roesner, and Joerg Tiede. I thank you all for helping me, for helping us, be heard.

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*An Assault on Academic Freedom at the University of Illinois*  
by Chuck Fruehling Springwood

Many IWU faculty members may have heard about the case of Steven Salaita, who

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was recruited and ultimately hired this summer by the American Indian Studies program at the University of Illinois @Urbana-Champaign. Although his new position was tenured, Professor Salaita was promptly fired – before he even taught a class – when the University’s Board of Trustees voted to “block” his appointment. The Board took this action because its members believed Salaita’s Twitter postings – conveying strident criticisms of Israeli aggression in Gaza – were inappropriate and uncivil. Echoing the sentiment of the Board, the university’s chancellor, Phyllis Wise, insisted that, “What we cannot and will not tolerate at the University of Illinois are personal and disrespectful words or actions...” (NYT, 9/13/14).

The Board’s action is problematic in a number of ways, particularly to those who are invested in the historical integrity of academic freedom as the cornerstone of the Academy and all of its institutions of higher learning. Indeed, the AAUP was among the first organizations to respond to the decision to “unhire” Salaita, and its official statement can be read here: <<http://www.aaup.org/media-release/statement-case-stein-salaita>>. The AAUP notes that not only was Professor Salaita’s own academic freedom compromised, but that the academic freedom of the UIUC faculty, particularly those in the American Indian Studies program who voted to hire Salaita, was also violated. Although UIUC administrators were already aware Salaita’s personal views regarding Zionism when he was hired, the Trustees and the Chancellor seem to have been influenced late in the summer by Pro-Israeli donors who urged the university to block Salaita’s appointment. The Board nearly always defers to the faculty in matters of hiring, but in this case, its members violated the principle of shared governance not only by overruling the American Indian Studies faculty but in failing to seek their input or even to inform them in advance of the controversial action.

The Salaita case also represents a more explicitly defined breach of academic freedom, the absolute protection of a faculty member’s personal opinions that are expressed on social media platforms. This stance was made explicit in the AAUP policy statement published in 2004, and this concern – along with problematic issue of Salaita’s “civility” – were addressed in the AAUP statement Salaita’s firing:

*...faculty comments made on social media, including Twitter, are largely extramural statements of personal views that should be protected by academic freedom. While Professor Salaita's scholarship does appear to deal with the topic of Palestine, his posts were arguably not intended as scholarly statements but as expressions of personal viewpoint. Whether one finds these views attractive or repulsive is irrelevant to the right of a faculty member to express them. Moreover, the AAUP has long objected to using criteria of civility and collegiality in faculty evaluation because we view this as a threat to academic freedom.*

Reacting to the many protocols of academic freedom compromised in this process, at least ten UIUC departments have voted “no confidence” motions against chancellor Wise, and professor Salaita has recently filed a civil law suit against the university.

The case has also provoked a vigorous response from across the national academic landscape, as many professors at other universities have published articles highly critical of UIUC and others have decided to boycott the campus. At present, scholars have cancelled 36 previously scheduled lectures because of the Salaita case, including David Blacker, Professor of Philosophy at the University of Delaware. The first to cancel, Blacker reasoned, “Instead of choosing education and more speech as the remedy for disagreeable speech [UIUC] has apparently chosen ‘enforced silence.’ It thus violates what a university must stand for – whatever else it stands for – and therefore I will join those who will not participate in the violation.” (NYT, 9/1/14). Recruitment is also suffering, as a current open-rank search in Philosophy has attracted 80% fewer applicants than a similar search last year – for the same specialty.

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Moreover, to further complicate matters, UIUC professor Cary Nelson, one-time president of the AAUP who visited IWU in 2011 to speak on academic freedom, publicly supported Salaita’s firing. The comments of Nelson, a Jewish professor of English and a faculty fellow with the Israel on Campus Coalition, shocked many,

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given his longstanding reputation as a supporter of academic freedom. In fact, in its statement on Salaita (cited above), the AAUP goes out of its way to critique and distance itself from Nelson. In contrast, however, Salaita did, receive some noteworthy demonstrations of support on campus, including a group of Jewish students and faculty who performed the Jewish ritual of Tashlich in September during Rosh Hashanah. The group framed the ceremony, in which sins are cast off as the New Year commences, as a ritual casting off of the university's sin of firing Salaita.

At UIUC, the debate continues, and faculty in many departments struggle to come to terms with and to resist the administrative assault on their academic freedom. While boycotts by invited scholars may continue, and as folks anticipate the outcome of Salaita's legal challenges in court, only time will tell if the integrity of academic freedom at the University of Illinois at C-U will remain tarnished – as it is presently – for many years to come. It is important for faculty at IWU to keep abreast of the details of Salaita's case, for the Academy, and the principles of freedom to which we are committed, is an extensive community of imbricated institutions, scholars, and students that faces many common threats. If our freedoms here in Bloomington, Illinois are ever infringed in ways similar to those experienced some fifty miles down I-74, we should be prepared to respond with vigor and integrity, and hopefully with the public support of the broader academic community.

### **Announcements:**



#### **Executive Committee Elections**

Elections are scheduled for spring, and we are looking for candidates to serve the chapter from Fall 2015-Spring 2017. If you are willing to stand for or to nominate someone for election as President, Vice President or Secretary-Treasurer, notify [mminer@iwu.edu](mailto:mminer@iwu.edu)



#### **Spring Reading Group**

Our selection is *Degrees of Inequality: How the Politics of Higher Education Sabotaged the American Dream* by Suzanne Mettler. This title is available for Kindle users or in print. Kindle users must purchase their own copy but reimbursement can be requested by sending Julie Lappin ([jlappin@iwu.edu](mailto:jlappin@iwu.edu)) the receipt and a Request for Non-Invoice Payment form no later than January 14, 2015.

If you prefer a print copy, all you need to do is let Julie know by December 12, 2014 so that she can place the order in time for the books to arrive on campus before the winter break. Our discussion will take place around Spring Break.

Julie will compile a reading group list, and I will send notices with the discussion date ASAP!



#### **Spring Meetings**

Two chapter meetings are scheduled for Spring: February 16 and March 30, both at 4:00pm in the Memorial Center's Cartwright Room.

The all-faculty *IWU AAUP Presents...* meetings will continue in Spring at noon in Davidson on the following dates: Jan 9 and 30, March 2, April 6 and 20. If you attended any of these events this year and have feedback or suggestions for the future, write to [mminer@iwu.edu](mailto:mminer@iwu.edu).



#### **March 2, 2015: Nominations for the James D. Dougan Award for Contributions to Faculty Governance**

The AAUP chapter of Illinois Wesleyan created the Dougan Award in 2011 in honor of the late Professor of Psychology, James Dougan. The award seeks to recognize meritorious service in the cause of faculty governance in line with Professor Dougan's staunch commitment to defending the faculty's right to participate in shaping the

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direction of the university. Any full-time faculty member who has not previously received the award is eligible and any faculty member may make a nomination.

For details on the award criteria, see [http://digitalcommons.iwu.edu/iwuaaup\\_act/9/](http://digitalcommons.iwu.edu/iwuaaup_act/9/)

Previous award recipients are

2014: Joerg Tiede, Professor of Computer Science

2013: Alison Sainsbury, Associate Professor of English

2012: Larry Stout, Professor of Mathematics

2011: Mike Young, Professor of History

Their award citations are available at [http://digitalcommons.iwu.edu/iwuaaup\\_win/](http://digitalcommons.iwu.edu/iwuaaup_win/)

### *How to become a member:*

This year our chapter affirmed a member's question about local vs. national dues. Our bylaws say dues to the national AAUP and the local chapter are required in order to be a voting member. That means we must restrict non-members from voting on issues like Chapter Resolutions.

HOWEVER, as we feel it is important to be inclusive of faculty who wish to be part of conversations occurring in the Chapter, we encourage even those who cannot or do not wish to pay the national dues to participate in the IWU chapter, and to add a voice to the effort of keeping faculty governance strong at IWU.

Local dues payments are at the following levels: Assistant Professors: \$15, Associate Professors: \$20, Professors: \$25. Make checks payable to IWU AAUP and send to Meg Miner, Ames 401D.

National membership may be paid online (through lump sum or monthly credit card payments) at <http://aaup.org/membership/join>. You may also use IWU faculty travel funds for up to two professional memberships annually. See p. 11 of the Faculty Development Handbook (<https://www.iwu.edu/melloncenter/2014-15-fdchandbook-final.pdf>) or contact Julie Lappin in the Mellon Center for details.

Not sure what value there is in making a national AAUP investment? Start at <http://aaup.org/membership/benefits> and then click through to the programs, issues publications and news pages.

Locally, your Chapter dues help us maintain a strong and active presence on campus!

We use these funds to

- \* print AAUP Newsletters for all IWU faculty;
- \* send a delegate to the annual national AAUP conference; and
- \* provide copies of AAUP's *Policy Documents and Reports* (aka, the Redbook) to new members of our Chapter, chairs of key elected committees, the Administration and the Board of Trustees.

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