

# 2011-2012 Annual Report

## North Central Chapter of the American Association of University Professors

VOLUME 1, ISSUE 1

SEPTEMBER 1, 2012

### *Academic Freedom for a Free Society*

## AAUP Chapter Formed

After a series of preliminary meetings held throughout 2010-2011, the NCC AAUP chapter was officially founded at on June 10, 2011. At the time, there were a total of 15 AAUP members on campus. Chapter bylaws were adopted and the following officers were elected:

- ◆ President Steve Macek (Speech Communication)
- ◆ Vice President Ann Keating (History)
- ◆ Secretary-Treasurer Amy Grim Buxbaum (Speech Communication)

- ◆ At-Large Member of the Executive Committee  
Tim Morris (Philosophy)
- ◆ At-Large Member of the Executive Committee  
Stephen Maynard Caliendo (Political Science)

During the summer of 2011, we sent introductory letters and Red Books (containing the AAUP's key policy statements) to twelve campus leaders, including the President, the Dean, the Chair of the Board of Trustees, and chairs of the major faculty governance committees.



In September, Macek addressed the first faculty meeting of the year. He discussed AAUP's history and its role in promoting academic freedom, tenure, faculty governance and fair pay.

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## AAUP National President Cary Nelson Gives Public Talk at NCC

On September 26, 2011, the chapter's official kick-off event featured a talk by Cary Nelson, President of the AAUP, entitled "Something Wicked This Way Comes: How to Save Higher Education." The program also included brief remarks from Hans-Joerg Tiede (IL Wesleyan) from

the AAUP's Committee on Academic Freedom and Tenure and IL AAUP President Michael Harkins (Harper College). Nelson formally presented the chapter with its charter. Some 75 faculty, administrators, students, and community members attended. While on campus, Nelson

also met informally with a small group of AAUP members to discuss ways of building the chapter and possible chapter initiatives. This event was underwritten by an IL AAUP State Conference grant for new chapter development.

## Chapter Passes Two Critical Resolutions, Meets with Dean

On January 11, 2012, we held our first membership meeting. Twenty-one people attended, all but two of them AAUP members. The main topics of discussion were the problems AAUP had identified



with NCC's current grievance procedure and the impending administrative transition at the college. At the meeting, two resolutions (below) were passed unanimously.

Subsequently, on February 10, 2012 the executive committee met with the Dean to discuss our concerns about the grievance procedure.

The Dean acknowledged the issue and said he would support having our governance process take up revision of the grievance procedure at the start of the 2012-2013 school year.

Also at that meeting, the AAUP delegation asked for and received assurances that there would be elected faculty representation in the presidential search process.

### Resolution #1

**We move to send a delegation to the Dean to request that the grievance procedure be brought in line with AAUP policy and made consistent with the grievance process for employees of the College. Specifically, with regard to grievances related to the Faculty Personnel Committee, we would like to strike the clause, "when the issue is related to the Faculty Personnel Committee, the allegation is limited to procedural errors or inadequate consideration in terms of the personnel standards of the College" from Appendix 2, Article X, Section 4, Paragraph F of the Faculty Handbook.**

### Resolution #2

**We move to have at least one elected representative of the faculty be involved in the search process and be a voting member of the search committees for the President and Vice-President of Academic Affairs/Dean of Faculty.**

## VP Keating Chosen to Serve on Presidential Search Committee

Shortly after President Wilde announced his plans to retire, on April 10, 2012, we held a membership meeting to brainstorm about what AAUP members wanted in a new president and to discuss the sorts of issues and questions to raise at the official faculty forum with the presidential search firm.

Several AAUP members subsequently entered the divisional elections for representatives to the presidential search committee. Ann Keating, VP of the chapter, was elected as the representative from HTB and was ultimately selected to serve on the committee.



## AAUP Annual Faculty Salary Survey: How NCC Compares

Every March the AAUP releases its annual faculty salary survey, the most comprehensive assessment available of the economic health of the profession. The AAUP national office provides the chapter with customized reports based on the annual survey data comparing our salaries to those of faculty at our “peer and aspirant” institutions.

We requested reports comparing NCC faculty salaries and compensation to other College Conference of Illinois and Wisconsin (CCIW)

schools—our official salary benchmark—and to the New American Colleges and Universities (ANAC) schools. A few other local/regional schools of roughly similar size (Benedictine, Lake Forest, Knox) were included for good measure. Selections from those reports are attached as Appendix 1; the complete set is available on the chapter web site.

The data in those reports indicate that at the moment NCC faculty are actually doing fairly well com-

pared to our peers at other CCIW institutions and that we received one of the largest raises of any of the schools in our comparison group during the past year. In terms of total compensation, though, we lagged a bit behind schools like Elmhurst and Illinois Wesleyan.



## Presidential Salaries: How NCC Compares

In addition to monitoring average faculty salaries at North Central, the AAUP executive committee has also attempted to keep track of presidential salaries at CCIW schools.

The 990 Form all nonprofits must file with the IRS is open to public inspection and must disclose the salary and total compensation of the nonprofit’s top executive.

In the 2009-2010 fiscal year, the last year for which we have complete data, NCC President Hal Wilde had the highest salary (and second highest total compensation) of the eight CCIW presidents.

Appendix 2 (attached) shows the salary and compensation of each of the CCIW presidents based on the most recent 990 Forms filed by their institutions.

**THE COMPLETE FACULTY  
SALARY REPORT IS  
AVAILABLE ON OUR  
WEB SITE**

[HTTP://  
NCCAAUP.WEBLY.COM/](http://NCCAAUP.WEBLY.COM/)

## Contingent Faculty on Campus

In the spring, we received an inquiry from a chapter member about the percentage of courses taught by fulltime faculty who are tenured or tenure eligible. The member was concerned that the percentage of courses being taught by part-time and fulltime nontenure track faculty was reaching unacceptable levels.

The executive committee asked Dean Pandian to provide us with this information and he obliged. The information he shared with us—which unfortunately we cannot disclose in detail because it is proprietary—indicates that there are indeed more fulltime nontenure track faculty on campus than in the past. However, this is most

likely a response to the recent dramatic increase in enrollment and many of these positions likely will be ultimately “converted” to tenure track positions.

We will continue to monitor this development.

## Ambiguous Process for Dismissal with Cause?

In April, while reviewing the portions of the handbook dealing with grievances, we identified some potential problems with NCC's policy on "dismissal with cause" of a tenured faculty member.

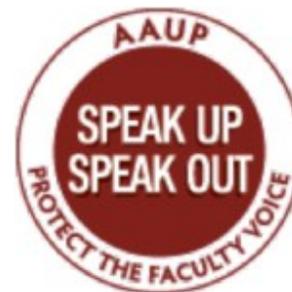
The AAUP's position—stated in its 1940 Statement of Principles on Academic Freedom and Tenure—has long been that any dismissal of a tenured faculty member must involve a specific statement of charges/causes and a hearing be-

fore a body of faculty constituted specifically for that purpose.

Unfortunately, NCC's handbook is ambiguous on this point. In one section of the handbook, it makes reference to the AAUP's statement and to the need for a hearing, but procedures for such a hearing are never delineated. Another section (the portion of Appendix 3, Article IX describing post-tenure evaluation) implies that a tenured faculty member can be dismissed after

three successive "negative" evaluations by FPC; no reference is made to the need for a hearing.

This discrepancy has been brought to the attention of the Faculty Welfare Committee.



## AAUP Summer Institute at Roosevelt University

Over the summer, Amy Grim Buxbaum and Steve Macek attended the AAUP Summer Institute at Roosevelt University. The institute offers workshops about a number of practical topics designed to protect and advance the integrity of the profession.

Macek attended sessions on faculty handbooks and academic freedom. Buxbaum attended sessions on chapter development, media relations, and women's issues in the academy. Both attended the session on faculty governance. They also met the leadership of the new AAUP chapter at Elmhurst College who would like to confab with us this year. Elmhurst hired a new president in 2008.

The faculty handbook workshop was especially valuable given the issues we are facing at North Central. It underscored the need to revise our grievance procedure—which is currently overly narrow—and to examine our process for dismissal of tenured faculty.

But it also brought some new issues to light. The workshop leaders stressed the need for all new faculty to receive a printed copy of the handbook—the closest thing we have to a contract—at the time of hire. They recommended that the handbook use a uniform decimal numbering system to make it easier to navigate and revise.

More substantively, the AAUP recommends that the handbook include an explicit provision explaining how the handbook can be amended (ours doesn't) and that revision of the handbook ought to be entrusted to a faculty committee created specifically for that purpose. Notably, the AAUP national staff will review our handbook and issue a detailed report free of charge if we submit a formal request.

The session on academic freedom outlined the AAUP's definition of academic freedom (embodied in its 1940 Statement of Principles on Academic Freedom and Tenure),

explored some recent high profile controversies, and described the way the Association investigates alleged academic freedom violations. It also covered the steps that chapter leaders should follow in responding to academic freedom complaints from faculty at their institutions.

The session on women's issues highlighted AAUP and FMLA policy on family leave, previewed the AAUP's draft statement on campus sexual assault, and discussed the gender composition of the professoriate as well as the rise of contingent faculty.

Other sessions highlighted some possible actions we may wish to take as our chapter grows, including forming a membership committee and establishing contacts with local reporters who cover the college and issues related to higher education.

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### WE'RE ON THE WEB!

<http://nccaaup.weebly.com/>

<http://www.aaup.org/AAUP/>

## American Association of University Professors

The AAUP's purpose is to advance academic freedom and shared governance, to define fundamental professional values and standards for higher education, and to ensure higher education's contribution to the common good.

The AAUP has been in existence for over 90 years promoting and protecting faculty interests. Tenure, due process, academic freedom, shared governance; all of these have been kept alive and strengthened by AAUP's work.

Strong AAUP representation is one of the best guarantees we have that our standards will be protected by our governance system. Our AAUP chapter is dedicated to helping coordinate our activities and making sure we contribute effectively with the greatest impact.

Please join us to ensure that faculty concerns and the faculty voice are prominent in College decisions. Join online at <http://www.aaup.org/AAUP/involved/>

## Up Next: Possible Initiatives for 2012-2013

1. Revise our grievance process and policy on dismissal of tenured faculty to bring them into line with AAUP recommendations. In addition, add language to the handbook requiring a "reasonably detailed" written statement of reasons in cases of tenure denial.
2. In anticipation of a search for a new Dean, convene members and host a campus forum to discuss the institutional function of the Dean/VPAA and what qualities we want from a Dean.
3. Insert language mandating elected faculty representation on administrative search committees into the handbook.
4. Discuss the evaluation process for Dean and President.
5. Initiate a comprehensive review of the handbook.
6. Continue to monitor faculty salaries and percentage of contingent faculty.
7. Recruit new members.
8. Run for governance positions.
9. Administer governance survey to identify potential areas of improvement.

### WE NEED TO HEAR FROM YOU!

If you have any issues or concerns you would like the chapter to consider this year, please let us know.



# Appendix 1A: Average Faculty Salary by Rank

AAUP Faculty Salary Survey Data for North Central College  
and Selected Peer and Aspirant Institutions

AAUP Faculty Compensation Survey 2011-12

Processed April 4, 2012

Average Salary of Full-time Instructional Faculty, By Rank  
Peer Comparison, Ranked by Full Professor Average

Data current as of 04/03/2012 21:30 Eastern

					Average Salary, By Rank							
					Professor		Associate		Assistant		Instructor	
List Rank	Institution name	St	AAUP Cat	Affil./ Control	Avg Sal	No.	Avg Sal	No.	Avg Sal	No.	Avg Sal	No.
1	Stetson U	FL	IIA	Priv-Ind	111,085	104	68,217	69	68,454	28	n.d.	0
2	Valparaiso U	IN	IIA	Religious	100,419	69	64,850	87	56,816	84	46,301	7
3	U Scranton	PA	IIA	Religious	99,063	89	83,009	80	66,433	75	54,049	5
4	Arcadia U	PA	IIA	Religious	98,115	30	78,636	32	62,206	65	49,149	4
5	Belmont U	TN	IIA	Priv-Ind	97,080	90	80,528	86	69,425	100	56,311	40
6	Ithaca Coll	NY	IIA	Priv-Ind	96,043	97	74,879	173	59,656	184	52,907	20
7	U Redlands	CA	IIA	Priv-Ind	95,369	85	75,228	56	64,987	35	n.d.	0
8	Samford U	AL	IIA	Religious	94,759	102	71,263	79	59,782	106	42,790	20
9	Lake Forest Coll	IL	IIB	Priv-Ind	94,196	26	70,674	34	57,107	33	n.d.	0
10	Wheaton Coll	IL	IIB	Priv-Ind	92,537	59	73,623	91	58,795	46	47,660	3
11	Hamline U	MN	IIA	Religious	88,504	78	63,961	54	55,767	46	51,640	8
12	Benedictine U	IL	IIA	Religious	87,834	41	61,650	44	51,685	40	49,804	18
13	Wagner Coll	NY	IIA	Religious	87,433	26	68,228	45	56,962	29	67,440	7
**	14 North Central Coll	IL	IIA	Religious	87,003	40	72,220	40	58,720	45	54,451	4 **
15	Illinois Wesleyan U	IL	IIB	Priv-Ind	86,949	52	68,358	50	58,040	52	52,921	7
16	U Evansville	IN	IIA	Religious	86,691	52	64,943	54	56,318	67	39,002	4
17	Butler U	IN	IIA	Priv-Ind	85,388	90	73,596	93	68,821	91	46,446	62
18	Westminster Coll	UT	IIB	Priv-Ind	84,925	42	66,497	53	61,363	45	54,650	3
19	Nazareth Coll Rochester	NY	IIA	Priv-Ind	83,595	65	69,367	42	58,375	65	49,057	4
20	Elmhurst Coll	IL	IIB	Religious	83,320	43	68,747	40	58,408	51	Low N	2
21	Augustana Coll	IL	IIB	Religious	82,850	72	63,041	32	52,614	57	45,400	21
22	Carthage Coll	WI	IIB	Religious	80,776	41	67,261	48	56,721	52	n.d.	0
23	Knox Coll	IL	IIB	Priv-Ind	79,520	43	60,548	34	49,567	38	47,942	7
24	Pacific Lutheran U	WA	IIA	Priv-Ind	79,218	53	64,956	72	58,785	73	48,632	15
25	Drury U	MO	IIB	Priv-Ind	74,412	39	57,126	57	53,088	33	45,663	13
26	Millikin U	IL	IIB	Religious	74,267	23	62,886	57	50,078	49	47,082	17
27	Sage Colleges	NY	IIA	Priv-Ind	65,696	21	55,385	45	49,974	67	Low N	1
28	Coll DuPage	IL	IV	Public	n.d.	.	n.d.	.	n.d.	.	n.d.	.
29	North Park U	IL	IIA	Religious	n.d.	.	n.d.	.	n.d.	.	n.d.	.
30	Hampton U	VA	IIA	Priv-Ind	n.d.	.	n.d.	.	n.d.	.	n.d.	.

\*\* Denotes basis institution; 'n.d.'=No data

**Notes:**

Weighted average of FT instructional faculty salaries; does not include medical school.  
All figures are academic-year equivalents.

AAUP Research Office, Washington, DC; <http://www.aap.org/AAUP/pubsres/research/>

The complete set of faculty salary reports is available on our chapter web site: <http://nccaup.weebly.com>

## Appendix 1B: Average Faculty Salary, All Ranks

AAUP Faculty Salary Survey Data for North Central College  
and Selected Peer and Aspirant Institutions

AAUP Faculty Compensation Survey 2011-12  
Average Salary of Full-time Instructional Faculty, All Ranks  
Peer Comparison, Ranked by Adjusted Average

Processed April 4, 2012

Data current as of 04/03/2012 21:30 Eastern

List Rank	Institution name	St	AAUP Cat	Affil./ Control	All Ranks Salary, Unadjusted		All Ranks Salary, Adjusted	
					Average	No.	Average	No.
1	U Scranton	PA	IIA	Religious	80,151	275	81,307	275
2	Belmont U	TN	IIA	Priv-Ind	78,663	316	81,037	316
3	Stetson U	FL	IIA	Priv-Ind	85,815	231	79,477	231
4	Arcadia U	PA	IIA	Religious	74,044	131	78,030	131
5	U Redlands	CA	IIA	Priv-Ind	78,639	202	75,568	202
6	Ithaca Coll	NY	IIA	Priv-Ind	72,044	478	75,450	478
7	Butler U	IN	IIA	Priv-Ind	70,452	336	74,745	336
8	Samford U	AL	IIA	Religious	73,251	307	73,661	307
9	Wheaton Coll	IL	IIB	Priv-Ind	75,411	199	73,510	199
10	Valparaiso U	IN	IIA	Religious	70,417	259	72,502	259
**	11 North Central Coll	IL	IIA	Religious	71,544	129	71,544	129
12	Lake Forest Coll	IL	IIB	Priv-Ind	72,082	95	71,043	95
13	Wagner Coll	NY	IIA	Religious	69,790	107	70,228	107
14	Westminster Coll	UT	IIB	Priv-Ind	70,045	143	70,053	143
15	Illinois Wesleyan U	IL	IIB	Priv-Ind	70,359	161	70,045	161
16	Elmhurst Coll	IL	IIB	Religious	67,949	147	69,555	147
17	Nazareth Coll Rochester	NY	IIA	Priv-Ind	70,100	176	69,315	176
18	Hamline U	MN	IIA	Religious	71,490	194	68,331	194
19	U Evansville	IN	IIA	Religious	67,481	177	67,874	177
20	Pacific Lutheran U	WA	IIA	Priv-Ind	65,240	213	66,719	213
21	Benedictine U	IL	IIA	Religious	64,879	143	65,926	143
22	Carthage Coll	WI	IIB	Religious	67,304	141	65,689	141
23	Augustana Coll	IL	IIB	Religious	65,577	182	64,999	182
24	Knox Coll	IL	IIB	Priv-Ind	63,117	123	62,209	123
25	Millikin U	IL	IIB	Religious	56,776	159	61,457	159
26	Drury U	MO	IIB	Priv-Ind	59,863	143	60,722	143
27	Sage Colleges	NY	IIA	Priv-Ind	54,203	134	56,311	134
28	Coll DuPage	IL	IV	Public	n.d.	.	.	.
29	North Park U	IL	IIA	Religious	n.d.	.	.	.
30	Hampton U	VA	IIA	Priv-Ind	n.d.	.	.	.
** Denotes basis institution; 'n.d.' =No data								

**Notes:**

Weighted average of full-time instructional faculty salaries; does not include medical school.  
All figures are academic-year equivalents; "All Ranks" includes Lecturers and unranked faculty where reported.  
"Adjusted All Ranks salary" equates the proportion of faculty in each rank to that of the requesting institution.

AAUP Research Office, Washington, DC; <http://www.aaup.org/AAUP/pubsres/research/>

The complete set of faculty salary reports is available on our chapter web site: <http://nccaaup.weebly.com>

# Appendix 1C: Peer Comparison of Benefits Expenditure

AAUP Faculty Salary Survey Data for North Central College  
and Selected Peer and Aspirant Institutions

AAUP Faculty Compensation Survey 2011-12

Processed April 4, 2012

Peer Comparison of Benefits Expenditure for Full-time Instructional Faculty

Total Expenditure on Specified Benefits

Data current as of 04/03/2012 21:30 Eastern

List Rank	Institution name	St	AAUP Cat	Affil/ Control	All Ranks Salary		Institutional Total Benefits Expenditure		
					Unadjusted Average	No. FT Faculty	Average	Pct. of Salary	No. FT Faculty
1	U Scranton	PA	IIA	Religious	80,151	275	31,807	39.7	275
2	Wheaton Coll	IL	IIB	Priv-Ind	75,411	199	26,236	34.8	199
3	Carthage Coll	WI	IIB	Religious	67,304	141	22,989	34.2	141
4	Illinois Wesleyan U	IL	IIB	Priv-Ind	70,359	161	24,008	34.1	161
5	Elmhurst Coll	IL	IIB	Religious	67,949	147	22,936	33.8	147
6	Ithaca Coll	NY	IIA	Priv-Ind	72,044	478	23,000	31.9	478
7	Sage Colleges	NY	IIA	Priv-Ind	54,203	134	16,938	31.2	134
8	Lake Forest Coll	IL	IIB	Priv-Ind	72,082	95	22,169	30.8	95
9	Valparaiso U	IN	IIA	Religious	70,417	259	21,438	30.4	259
**	North Central Coll	IL	IIA	Religious	71,544	129	21,568	30.1	129 **
11	Arcadia U	PA	IIA	Religious	74,044	131	22,085	29.8	131
12	Stetson U	FL	IIA	Priv-Ind	85,815	231	25,495	29.7	231
13	Butler U	IN	IIA	Priv-Ind	70,452	336	20,718	29.4	336
14	Nazareth Coll Rochester	NY	IIA	Priv-Ind	70,100	176	20,345	29.0	176
15	U Evansville	IN	IIA	Religious	67,481	177	19,326	28.6	177
16	Westminster Coll	UT	IIB	Priv-Ind	70,045	143	20,055	28.6	143
17	Drury U	MO	IIB	Priv-Ind	59,863	143	17,096	28.6	143
18	Augustana Coll	IL	IIB	Religious	65,577	182	18,224	27.8	182
19	Benedictine U	IL	IIA	Religious	64,879	143	17,906	27.6	143
20	Samford U	AL	IIA	Religious	73,251	307	19,921	27.2	307
21	Wagner Coll	NY	IIA	Religious	69,790	107	18,930	27.1	107
22	Pacific Lutheran U	WA	IIA	Priv-Ind	65,240	213	17,636	27.0	213
23	Knox Coll	IL	IIB	Priv-Ind	63,117	123	16,537	26.2	123
24	Millikin U	IL	IIB	Religious	56,776	159	14,576	25.7	159
25	U Redlands	CA	IIA	Priv-Ind	78,639	202	19,956	25.4	202
26	Hamline U	MN	IIA	Religious	71,490	194	16,826	23.5	194
27	Belmont U	TN	IIA	Priv-Ind	78,663	316	13,890	17.7	316
28	Coll DuPage	IL	IV	Public	n.d.	.	n.d.	.	.
29	North Park U	IL	IIA	Religious	n.d.	.	n.d.	.	.
30	Hampton U	VA	IIA	Priv-Ind	n.d.	.	n.d.	.	.

\*\* Denotes basis institution; 'n.d.'=No data

**Notes:**

Weighted average of FT instructional faculty salaries; does not include medical school.

Total benefits figure is the institutional expenditure for all benefits averaged over all faculty. Benefits include retirement, medical, dental, disability, tuition, FICA, unemployment, life insurance, worker's comp, and other (cash). All figures are academic-year equivalents.

AAUP Research Office, Washington, DC; <http://www.aaup.org/AAUP/pubsres/research/>

The complete set of faculty salary reports is available on our chapter web site: <http://nccaup.weebly.com>

## Appendix 2: Presidential Compensation at CCIW Schools

Institution <i>President</i>	2010 990 Form (2010-2011 Fiscal Year) : Salary/Total Compensation	2009 990 Form (2009-2010 Fiscal Year): Salary/Total Compensation
Augustana <i>Stephen Bahls</i>	\$306,804/\$447,478	\$260,700/\$345,242
Carthage <i>Gregory Campbell</i>	\$261,684/\$450,052	\$253,663/\$433,280
Elmhurst <i>S. Alan Ray</i>	NA	\$225,217/\$331,919
IL Wesleyan <i>Richard Wilson</i>	NA	\$282,950/\$328,415
Millikin <i>Douglas Zemke</i>	\$270,037/\$320,277	\$238,000/\$284,805
North Central College <i>Hal Wilde</i>	\$328,565/\$501,983	\$313,412/\$455,730
North Park University <i>David Parkyn</i>	NA	\$197,587/\$245,937
Wheaton <i>Duane Liftin (now retired and replaced by Philip G. Ryken)</i>	\$308,889/\$529,024	\$267,391/\$507,715

Source: IRS 990 forms available at [www.guidestar.org](http://www.guidestar.org)