

Resolved:

The Faculty Senate condemns the continuing proliferation and implementation of policies and practices regarding tenure, terms of employment of tenured and tenure-track employees, and tenured faculty compensation adopted by the Wake Forest University School of Medicine since March 2007.

- 1) Significant and systematic reduction of the salaries of tenured faculty members constitutes de facto tenure revocation. Consequently, the implementation of such policies effectively bypasses long-established existing university and medical school policies regarding tenure revocation.
- 2) Policy changes introduced by the “Tenure Policy Revisions” (2007) and the “Policy on Faculty Compensation” (2012) constitute wholesale revisions of the terms and conditions of employment for tenure-track and tenured employees hired before 2007 as well as those hired between 2007 and 2011 thus violating the contracts of the respective employees.