

Minutes of Faculty Senate Meeting November 20, 2013

*Submitted by Senate Secretary, Catherine Seta, Professor of Psychology
Prepared by Amalia Wagner and Catherine Seta, Ph.D.*

In attendance: Martha Alexander-Miller, Ed Allen, Sarah Bodin, Daniel Bourland, James Cotter, Kevin Cox, Carol Cramer, Jacquelyn Fetrow, Will Fleeson, Candelas Gala, Samuel Gladding, Michael Hughes, Hank Kennedy, Rogan Kersh, Nina Lucas, Linda McPhail, Emmanuel Opara, Cathy Seta, Peter Siavelis, Gale Sigal, Michelle Steward, Rosalind Tedford, Jeffrey Weiner, Mark Welker

Welcome and Updates from Senate President Hank Kennedy

Professor Hank Kennedy welcomed the University Senators to the meeting.

Professor Kennedy asked if there were any comments or corrections to the minutes of the October 15, 2013 meeting. No comments or corrections were voiced; therefore, the minutes were approved as posted on the Faculty Senate website.

Board of Trustees, Senate Representative Reports:

Committee on Academics: Professor Catherine Seta reported on the recent Board of Trustees meeting held on the Reynolda Campus in October. The agenda of the meeting included updates on the online education program recently adopted by the College, the global WFU program, presentation of a proposed new Data Analytics MS program, a resolution involving consolidation of the name of the schools of business, and discussions of faculty salary issues. A report of this meeting is attached (see Addendum A). Both Jay and Cathy felt welcome by the BOT. She stated the next Board of Trustees meeting will take place in Charlotte in January and asks that Senators contact her or Jay Ford with any topics or ideas you would like them to bring up at the upcoming meeting. Refer to addendum A for a detailed report of the Academic Committee of the Board of Trustees meeting held on October 17, 2013.

Committee on Advancement and Communication: Professor Michelle Gillespie reported on the Advancement and Communication Committee of the Board of Trustees meeting held on October 17, 2013. Please refer to addendum B for a detailed report of this meeting. Michelle suggested that Senators go to the Wake Will website for updates on the campaign.

Old Business:

Protection of Minors update: Professor Mike Hughes gave an update on the policy surrounding protection of minors. The committee that is forming a draft of the policy is recommending drug and background screening for new hires. Human Resources proposes to implement background checks for new hires, similar to the procedures used for hiring staff. In

addition, Wake Forest is getting pressure from their insurance providers for liability reasons. The committee is continuing discussion concerning how this may affect existing faculty and exactly what criteria will be used when offenses are discovered. More generally, detail on the policy is needed. Upon completion of a draft of this policy, it will be presented to the Faculty Senate. Provost Rogan Kersh stated the he would like to see a “back and forth” dialogue between the Senate and the Protection of Minors committee concerning the policy, similar to the process used in formulating the Sexual Harassment policy.

Standing Committee Reports:

Integration Committee: Professor Bourland reported that he recently met with the Research Advisory Committee regarding the “on-boarding process” for graduate and undergraduate students working across the Medical School and Reynolda campuses. He provided the RAC with a copy of Professor Michele Gillespie’s summary, based on her committee’s work last year, regarding the onboarding process. In addition, he provided the RAC with a string of emails from a student that had experienced problems with his on-boarding experience. A meeting is taking place tomorrow, November 22, 2013 on Reynolda campus with HR management at Wake Forest Baptist Health/Human Resources, Associate Dean Ann Boyle, Patrick Sullivan, OPCD (internships), Shannon Mihalko, and Director of URECA. They will discuss how to speed up and lower the cost of government mandated on-boarding requirements (managed by WFBH/HR) for undergraduate and graduate students from the Reynolda Campus who want to do research internships at the Medical Center. Refer to addendum C for complete summary of Senate Integrations Committee work on undergraduate internships at Wake Forest School of Medicine.

Committee of Collegiate Senators: Ed Allen reported that the Collegiate Senators are addressing issues related to changes in the definition of the new Teaching Professionals positions in the schools comprising the Reynolda Campus. The Collegiate Senators are presently in the process of researching issues related to this change, such as whether these positions conform to the guidelines of AAUP, how many positions are tenure track, and the criteria used for promotions. The Senators are arranging a meeting with Dean Fetrow in December to ask questions regarding these issues. The Collegiate Senators will prepare a report to the Senate and to College Faculty regarding its conclusions.

Dean Fetrow clarified that this initiative came from the Business School and will encompass all of the schools within the Reynolda campus.

Resources Committee: Professor James Cotter reported on Senior VP/CFO Milam’s presentation to the Resources Committee. He reported that several factors drive our finances; one of them is our debt load. Because of the new three year residency requirement, WFU incurred additional debt to build new dorms and renovation of the quad dorms will require considerable funds that will also require taking on additional debt. Professor Cotter commented that he is pleased with Milam’s approach and transparency concerning issues of finance. The

committee plans to meet with Mark Peterson and Jim Dunn to discuss returns on endowment and the advancement area.

Fringe Benefits Committee: Professor Peter Siavelis reported that the University- wide Fringe Benefits Committee met in November 14, 2013 and that the Senate FBC met the following week. At these meetings, the major concern was health care cost. SRI, parking, and tuition concessions will be discussed in the January meetings of the FBC. The following are various items of concern to the committee: health insurance premiums, tuition benefits, PTO policy, and retiree benefits. In addition, the possibility of combining the Fringe Benefits Committee with a Compensation Committee will be discussed.

New Business:

Professors Hank Kennedy and Jane Albrecht presented the 2013 AAUP final report regarding faculty salaries. [Please refer to addendum D for complete report.] Professor Albrecht reported that the AAUP report is shared annually with the College but felt that this information would be useful to the Faculty Senate as well. Below are some of the highlights of the report:

- Faculty salaries have not kept up with inflation
- WFU progress regarding faculty salaries has eroded
- WFU and College faculty salaries continue to lag far behind comparable institutions
- Professional schools have done a little better
- WFU has done poorly in comparison to cross-admit universities
- Poor performance in comparison to the Colonial group
- Lost ground in respect to fringe benefits, new area of research
- Schools that have higher level of salaries also have better fringe benefits

Hank stated that the AAUP final report for 2013 is complete and may be cited.

Discussion and Comments from the Senators:

A faculty senator made a comment that they were surprised by the large bonuses given to Administrators and key Athletic department personnel.

Another comment was made about a library faculty study that shows similarities. They mentioned it is important not to ignore staff salaries.

In response to Senate President Kennedy's query concerning further details about Verger, as mentioned by President Hatch in his annual address, Provost Kersh noted that a multi-year planning effort to create a separate endowment-management outfit was recently approved by the Board of Trustees. Verger's creation will allow the continued management of Wake Forest's endowment, along with other university/nonprofit organizations' assets. This will both reduce the cost to WFU of asset management, provide a modest but steady new source of revenue to the University, and attract a larger pool of would-be investors (WFU's limited endowment size is too

small to attract several types of capital investors). This move, which financial-industry experts on our Board have concluded poses no additional risk to WFU's endowment, is similar to the strategy followed by several prominent universities such as UNC-Chapel Hill (their version of 'Verger' is known as UNC Management), Richmond (Spider Management), and Duke (DUMAC), among many others.

President Kennedy expressed the Senate's thanks for this explanation, and noted that he hopes Verger will adopt a different logo in the future.

Announcements:

The next faculty senate meeting will be held on December 11, 2013. President Hatch has agreed to meet with the Senate for an informal discussion and “question, and answer session” at that time. Professor Gale Sigal will preside. Please feel free to send your comments and questions to Professor Sigal in advance of this meeting.

Adjourned 5:45pm