

Faculty Senate Meeting

April 17, 2013

In attendance: Umit Akinc, Paul Anderson, Sarah Bodin, Daniel Bourland, Kevin Cox, Carol Cramer, Candelas Gala, Michele Gillespie, Samuel Gladding, Laura Graham, Duncan Hite, Michael Hughes, Brad Jones, James Harper, Sarah Jones, Kevin Jung, Judy Kem, Hank Kennedy, Rogan Kersh, David Levy, Linda McPhail, Jack Meredith, James Schirillo, Cathy Seta, Gale Sigal, Susan Smith, John Stewart, Lynn Sutton.

Topics:

- Updates, committee reports and new business
- Provost report – SRI update and Protection of Minors
- Global Affairs update: Kline Harrison, Associate Provost for Global Affairs

Welcome and Updates from President, Dan Bourland:

Dan mentioned that this is the last scheduled Senate meeting of the year. Although, he reminded everyone that there are many outstanding items and the Senate term runs through June 30, 2013 so be sure to check your email after graduation.

Committee Reports:

Fringe Benefits: No report

Staff Advisory: Carol Cramer reported on the last SAC meeting, which was on March 26, 2013. The main topic was a presentation on benefits for next year. The presenter took many concerned questions about the privacy implications of a new Healthy Outcomes incentive. There will also be an audit of dependents on the policy (i.e., eliminate dependents who no longer qualify, e.g., ex-spouses). Some concerns were raised about this process as well. Concerns that finding the proof will be burdensome and possibly discriminatory for same-sex couples. The HR representatives emphasized that domestic partners are required to show documentation to get on the health plan in the first place, so this documentation should suffice for the audit as well.

Comment: Maybe the Benefits department could present at a Faculty Senate meeting in the fall.

Resources: Cathy Seta described the charge of the Senate Resource Committee (SRC) which includes monitoring, evaluating, and making recommendations to the Senate about existing programs and long-range initiatives. Consistent with this charge, the SRC focused its attention on faculty development and faculty leave programs across all of the schools and colleges. The committee gathered information from various units and discovered that policies and procedures governing the forms of faculty leaves and development varied considerably across the University. Below is a brief summary of their finding for the various schools and the college.

- Schools of Business – The Schools of Business offer a one semester research leave to all tenure-track pre-tenured faculty, but not for more senior faculty. They do offer a fellowship available for one faculty member (any rank) who wishes to spend one to two months in a non-academic, business organization during the summer.
- Divinity School (excerpt from Handbook) – To facilitate their continuing research and writing, faculty may submit periodic requests for Research Leaves. Faculty members may apply for leave every 4 – 6 years depending on research proposals and the overall School schedule. As a general

rule, such leaves should extend for one semester at full salary. Faculty members whose research plans extend for one year may apply accordingly and, if approved, receive two-thirds their annual salary. Final approval for the Research Leave rests with the Dean.

- School of Law – The only leave policy for the School of Law is its sabbatical policy for tenure-track, full-time faculty. After seven years, a faculty member may apply for a sabbatical either for a full year at a half teaching load per semester or for a semester with no teaching responsibilities. The Dean reviews the application and decides whether to grant the application based on its merits and the particular needs of the law school. As a usual rule, the Dean grants the application of no more than one faculty member per year.
- School of Medicine – Full-time faculty members who have been continuously employed for seven years are eligible for sabbatical leave. The duration of sabbatical leave will be no shorter than two and no longer than twelve consecutive months. Faculty members taking sabbatical leave will be responsible for acquiring funding to support their salaries and academic expenses during the time that they are on leave.
- Wake Forest College – In Wake Forest College, faculty leaves are paid from the combined resources of the endowment plus whatever salary savings are gained when faculty take a year's leave at partial pay. Junior Leaves are awarded at full pay for a semester or half pay for the academic year. Reynolds Leaves are awarded at full pay for the semester or two-thirds pay for the full academic year. Replacement costs for a faculty member are typically less than one-third of a faculty's salary. Thus, the amount of money available to the leave program grows whenever a faculty member takes a full academic year's leave. Leave funds are used to hire temporary leave replacement faculty for regular faculty on leave. Salaries for regular faculty continue to be paid out of the College salary vault. Dean Fetrow is exploring additional sources of funding for faculty leaves.

Q: What about the library, do they have leaves?

A: The library is just beginning the process of developing a leave program.

This academic year, 10 more leave proposals were submitted than last year. The committee's concern is with the future health of the program due to the lack of funding. With a flat line we worry there will not be enough money to support the leave programs. SRC recently learned that APC gives money back to the college, which could be used to fund these programs. We don't care where the money comes from; we just want to insure the funds are readily available.

The two recommendations from the SRC are:

1. We recommend that senators from each College and School of Wake Forest University organize a faculty committee to assess existing programs and, if they decide changes are needed, develop a proposal on what an appropriate faculty development program should be in that respective College or School. These proposals should be brought to the Resource Committee of the Faculty Senate by January 2014.
2. We recommend that the faculty leave and other faculty development programs in Wake Forest College be exempted from the APC program unless and until alternative sources of funding are available to replenish these funds. Furthermore, we recommend that the Resources Committee of the Senate continue to monitor the College FDL.

Q: Do you foresee the committee being comprised of only senators?

A: No, I don't think it needs to be exclusively senators.

Q: At an earlier meeting, you mentioned the number of leaves granted, what are the current figures?

A: At present, 33 applications submitted this year, and 29 have been granted.

Dan brought the two recommendations from the SRC with the approval of the Executive Committee for a vote before the Faculty Senate. The recommendations were unanimously approved.

Senior University Appointments: No report

University Integration: Dan Bourland reported that the new Ad Hoc Integration/collaboration Committee held its first meeting on April 8th. The committee is working on organization efforts and drafting their charge, which is: Identify and research areas for collaborative optimization between Wake Forest University's two Campuses, Reynolda, and Bowman Gray Campuses, to reduce duplicative efforts, increase efficiency, and/or improve productivity or services. They have a very enthusiastic graduate student on the committee.

Academic Freedom and Responsibility: Linda McPhail reported that the committee did not meet as a whole this year. The Academic Freedom and Responsibility Committee only convenes as a group if the Senate charges them with a task. However, Linda, as Chair of the committee did get involved in various matters. One of them was a co-authored letter to Dr. Edward Abraham, Dean, Wake Forest School of Medicine, and Dr. John D. McConnell, CET Wake Forest Baptist Medical Center, regarding the process for non-reappointment of untenured faculty. This was sparked by an article written in the Winston Salem Journal. The committee couldn't find a procedure that addressed how medical school faculty would be non-reappointed. Our letter suggested having a policy similar to the one on Reynolda Campus (following AAUP guidelines), which ties the length of service at the University with how much advance notice is required to be given to the affected employee. The response from the administration was a copy of a policy that indicates faculty can be terminated with three months' notice. Some faculty received termination notices in March. Several members of the committee along with executive committee members will be meeting with Dean Abraham to discuss this matter with him. Presently, the termination policy is not available for Medical School faculty to view on the website because it has been removed while changes are being made.

Q: In School of Medicine, the tenure process seems to be different. Is giving 3 months' notice common practice at other Medical Schools?

A: I have looked at approximately 20 others and haven't found that to be the case. Most follow AAUP guidelines, which dictate advance notification period based on length of service. For example, if you have two years of service, 9 months to a year of prior notice is required.

The following Faculty members are meeting with Dean Abraham on April 23, 2013: Ashok Hedge, President, Faculty Representative Council, Bowman Gray campus; Mike Hughes, Past-president, Faculty Senate; Dan Bourland, President, Faculty Senate; Hank Kennedy, President-elect, Faculty Senate; Linda McPhail, Chair, Committee on Academic Freedom and Responsibility; and Sonia Crandall, Chair, Medical School SubCommittee (medical school senators).

Below is a list of concerns the group wants to discuss with Dean Abraham:

- Policy is no longer online

- How do we help faculty in a non-renewal situation?
- Where does one find the policy, if not online?

The Dean's office has circulated the termination policy to those that have requested the information. It has been difficult to direct faculty who have inquired about where to find this information because the materials are not readily available to everyone. If you receive any inquiries about the termination policy, please direct them to Linda McPhail or Dan Bourland.

Q: In reference to tenured faculty-getting pay cuts. Do you know how many?

A: No, not sure how many are affected. There is a policy in place that states: Subject to 10% cuts at recommendation of chair, but can be as high as 15%, if approved by the Dean.

Comment: I think a survey for the medical school faculty would be helpful to determine how they currently feel.

Comment: One way to approach the situation is to put the policy information in the Chair's lap and they could disseminate the information.

Q: Could the Senate ask for specific information at the upcoming meeting with Dean Abraham, so we can clear up any rumors?

A: Yes, could state that the Faculty Senate requests certain information at the meeting.

Comment: Senate should also ask in writing why documents and policies are not available on the website.

Comment: Appointment and promotion policies are available on Human Resources' website and the Dean's website as well. However, faculty compensation is on HR's website and not on the Dean's website.

Comment: Might be worthy having a vote of the Senate today to determine its level of support of the meeting taking place with Dr. Abraham on April 23, 2013.

A motion was made and seconded that the Faculty Senate compile a list of questions that will be presented in the upcoming meeting on April 23, 2013 with Dr. Abraham. The motion was passed unanimously. Please email any questions to Dan Bourland.

Comment: Could you include a question about beginning and end dates in contracts and get some clarity.

Comment: Could you also inquire why all faculty don't have a written statement of their employment.

The group scheduled to meet with Dr. Abraham is holding a strategy meeting this upcoming Monday.

At-large Rep: Judy reported that CAP is still pursuing lowering the academic requirements. David Coates is looking into what the teaching load requirements are.

New Business

- Dan Bourland thanked all the Senators for serving this year
- Still working on BOT nominations

- Reminded the Senate about CFO Hof Milam's Annual Address, 4:00pm, May 2, 2013 in Pugh Auditorium, Benson Center – at the invitation of the Senate

Updates

By Rogan Kersh, Provost

Rogan thanked the entire Senate for their work and expressed that it has been a privilege and honor to work with them this year.

SRI: The committee is at a point where they will be making an announcement on their progress.

- Campus Connections on Thursday, April 25 at 8:45, Rogan Kersh and Hof Milam will present on specific SRI item
- Rogan asked the Senate if they would like to sponsor or co-sponsor a forum regarding SRI
- Hof Milam's May 2nd address will not be about SRI

Dan Bourland liked the idea of a Forum about SRI and said he would contact Rogan for a workable time.

Protection of Minors: Rogan mentioned that he is in the process of forming a committee that will work on shaping the policy for protection of minors. There will be a couple of meetings over the summer.

Global Affairs Update

By Kline Harrison, Associate Provost for Global Affairs

Kline reported that there is an increasing amount of global activity surrounding foreign students applying to U. S. Colleges. Wake Forest University has seen an increase in Chinese students applying for admission. One fourth of Chinese students study in the U.S. College Admissions offices have a difficult time evaluating Chinese students. Recently, WFU has admitted a larger group of International and Chinese students to campus. LIASE committee helps engage and welcome Chinese students. As a result, we began to look at the opportunity for ways that Chinese Students could matriculate in U.S. Schools. The new Wake Forest Advantage program will help bridge the academic and cultural differences between educational experience in their home country and those in the U.S. The initiative is designed to help international students prepare for higher education in the U.S. before they arrive on campus. Dr. Anne Cunningham is in charge of this venture.

After School Program – A readiness and validation program designed to help Chinese students develop both awareness and competency with regard to skills necessary for success in U.S. colleges and universities. The focus is on helping ensure the success of each individual student who wishes to enroll in a U.S. college or university while providing U.S. universities with a sound methodology for assessment and validation of Chinese student applications

- 30 lessons – Sept – May (3-hour sessions, meeting once/week)
- Locations: Nanjing and Suzhou – target of 8-10 partner high schools in 2013-2014, 30 students per class
- Final product –iMovie portfolio: debate, collaboration, self-reflection, peer assessment, goal exploration

- Cost: RMB 15,000 (\$2,500)

Summer Program – A readiness program designed to help Chinese students develop an awareness of skills necessary for success in U.S. colleges and universities. The focus is on helping ensure the success of each individual student who wishes to enroll in a U.S. college or university.

- Two weeks – July 15-20; 22-27, 2013 (6 hr. per day)
- Two sites: Nanjing and Suzhou – 300 students per site, 30 students per class
- Final product – Reflective portfolio – iPhoto portfolio: images, narration, text (DVD cover with logo)
- Cost: RMB 9,800 (\$1,500)

Wake Forest University will send students' digital portfolios directly to colleges on their behalf. We feel that students that participate in this program will have greater access and acceptance to U.S. colleges.

Q: Are graduate students included in this?

A: Not now, we are focused on undergraduates at this time.

Q: Is the full year program in China?

A: Yes, in their high school.

Q: What's your projection in five years?

A: We hope to expand outside of Shanghai in two to three years and expect to generate a profit in three to four years. We anticipate that we will be the number one college choice for students.

Q: What elements constitute a digital portfolio?

A: iMovie portfolio includes debate, collaboration, self-reflection, peer assessment and goal exploration.

Q: Is Edison Learning working with any other universities?

A: No.

Q: Are there any other programs like this?

A: None that we know of; we think we are the pioneers.

Q: Will you charge U. S. Universities for this?

A: Not now, we will offer as a service to peer admit schools. We may charge in the future.

Q: Will this program give a false sense of expectation that they are guaranteed admittance to WFU?

A: This has been a topic of discussion for us because we don't want to give them that impression. This program will only help with the application process, not admittance.

Q: What kind of research have you done in developing the program?

A: We spoke with expats, for the cultural piece. We have relied on our current Chinese students information as far as what gaps they have experienced.

Miscellaneous

One item Dan failed to mention earlier in the meeting was regarding the draft document on sexual harassment. The Executive committee reviewed the draft and sent it back to legal with their comments and feedback.

Dan thanked David Levy for his service.

Q: Regarding the new computer policy, I was told today that I need to decide by Friday what type of computer I wanted to order. I was offered a laptop with less storage or I could upgrade at my expense if I wanted more storage. I am busy grading papers and can't make a decision on this right now. Who can provide me with more information?

A: You could ask Jacque or Rick Matthews. Keep in mind unless you use your computer to store excessive amount of videos, music or pictures you are probable only using about 2% of the available memory and what they are offering is adequate.

Mike Hughes thanked Dan Bourland for all his work as President of the Faculty Senate.

Dan also thanked Mike Hughes, Past President for all his support and guidance this past year.

Adjourned: 5:35 p.m.