

Wake Forest University Senate 2006-2007
Minutes
April 11, 2007

The University Senate held its fourth regularly scheduled meeting of the 2006-2007 academic year in DeTamble Auditorium on the Reynolda campus. The following members were present:

Administration: Nathan Hatch, William Gordon, Matthew Cullinan, J. Reid Morgan, William Applegate, Lynn Sutton

College: Anne Boyle, David Coates, Andrew Ettin, Michele Gillespie, Katy Harriger, Natalie Holzworth, James Kuzmanovich, Barry Maine

Graduate School: Suzy Torti

School of Medicine: Edward Haponik, Michelle Naughton

School of Law: Simone Rose

Calloway School of Business and Accountancy: Umit Akinc, Sheri Bridges, Dale Martin

Babcock School of Management: Derrick Boone, Michelle Roehm

Divinity School: Neal Walls

Staff: Julie Groves, Vickie Russell, Gloria Stickney,

Guests: Dana Hutchens, staff; Alan Palmiter, law school

The meeting was called to order by Senate President Neal Walls at 4:00 p.m.

The minutes of the February 14 meeting were approved.

Election of Senate officers for 2007-2008

The following slate of candidates, which had been proposed by the Nominating Committee, were elected to Senate office for 2007 – 2008:

President: David Coates, College

Vice President: Michelle Naughton, Medical School

Secretary: Suzy Torti, Graduate School

Assistant Secretary: James Kuzmanovich, College

Representative at Large: Derrick Boone, Management School

Dr. Walls thanked Harry Titus and all Committee chairs for their efforts during the 2006-2007 year.

Report on the University Planning Council

Provost Gordon gave an update on Planning Council activities. Strategic priorities have been issued, and units and crossfunctional planning groups are currently creating strategic plans that support and extend the University strategic plan. The planning council will review these and decide on the best institutional initiatives to implement the University's strategic priorities. The goal is to have the process completed by early fall of 2007.

Organizational restructuring at WFUHS

President Hatch, Dean Applegate, and Reid Morgan described the organizational restructuring currently proceeding at the Medical School and Baptist Hospital. The goal of these restructuring efforts is to create a shared vision and strategy that will result in increased operational efficiency. A CEO is being recruited to head this effort. This individual would be from the outside, preferably from a distinguished academic medical center. The organizational structure is complex, with interlocking boards. Details are available on the web http://infinet.wfubmc.edu/depts/about_us/slo/Default.aspx

Changes in Health Care Benefits at WFU

Vice President for Administration Matthew Cullinan gave a detailed report on the Employee Healthcare Program based on a review that his office has carried out over the past several months. The goal is for the healthcare plan to remain cost-efficient over the long term. One way to achieve this is to identify a lower-cost plan administrator, which his office has done. Another strategy to reduce costs is to offer more than one plan. WFU will also implement this strategy by offering a second plan at a reduced premium next year. This alternative plan will mirror the core plan (which will continue to be offered), but feature higher deductibles and out-of-pocket levels. Informational meetings and Benefit fairs will be held in early May to explain these changes.

Committee Reports

Senior University Appointments: Candidates for Dean of Graduate School and Dean of the Law school have been identified and interviewed; deliberations are still underway.

University Oversight Committee. Michelle Gillespie, chair, submitted the following report.

The University Oversight Committee is involved in several ongoing projects we would like to update the Senate on, and has some suggestions for the Senate's consideration.

The University Finance Advisory Committee, organized this past fall with the help of the UOC, met on February 23rd. Faculty, staff and student representatives, including two members of the UOC, reviewed recommendations for the use of reallocated and new income for the 2007-2008 budget as presented by CFO Nancy Sutenfield and Provost Bill Gordon. The committee engaged in a responsive dialogue about the suggested

recommendations, and committee feedback was subsequently shared with the President, in preparation for final budget recommendations to the Board of Trustees. The Finance Advisory Co-Chairs are already making plans to consult this committee early on in next year's budget process, as well as towards its conclusion.

The UOC was pleased with the work of the Finance Advisory Committee. It did suggest the committee be given the bigger budget picture over a longer timeframe in the future. CFO Nancy Suttentfield indicated that such information would indeed be forthcoming, but that this year's priority given the short budget cycle needed to be focused on current issues.

On March 13, at the request of the UOC, Ron Wellman met with UOC representatives in an exploratory discussion facilitated by CFO Nancy Suttentfield about Athletic Department finances. This was the first of what we intend to be multiple conversations aimed at building a healthier relationship between Athletics and Academics. The UOC will report on the progress of those conversations at future Senate meetings.

The UOC Chair has been asked to serve on the Resource Optimization Steering Committee, which is working with Huron Consultants to find ways to maximize our resources by assessing non-academic costs. The project should be finished by early September. The UOC committee was pleased to learn that feedback on potential decisions of import would be sought from faculty and staff at the end of the process. The UOC also encouraged the RSO Committee to recognize that Information Technology was integral to Academics, and should not be treated as a typical non-academic unit.

The UOC also discussed the UOC-initiated Staff Advisory Committee, which is now under the aegis of Vice President for Administration Matt Cullinan, and its growing pains in this its building year. The Advisory Council, which is in the midst of becoming an organized representative body, remains the key locus where staff can voice significant, long-term concerns over such issues as salary and management style. It is the UOC's hope that with the new organization of the Advisory Council and the arrival of the new Human Resources Director, these longstanding concerns can be addressed in a fair and judicious manner.

The UOC completed its work of the year by discussing the need to improve communication between this body and our representatives. Senate Vice President David Coates assured the committee that this was a priority for the Senate. The UOC will continue to monitor the Finance Advisory Committee's work, as well as that of the Resources Optimizations Steering Committee Work. It will pursue continued conversation with Ron Wellman. Finally, the UOC recommends that it be specifically sought out for feedback upon the completion of the Strategic Planning Process, but before priorities have been formally adopted by the Senior Administration.

Intra-University Operations Committee. Chairperson Barry Maine reported that lectures at President Hatch's home have increased interaction among faculty of the different University campuses, and are planned to continue. Database issues are interfering with production of hard-copy directories of the whole campus.

Fringe Benefits: The following report was submitted by committee Chair, Anne Boyle.

The committee met to discuss what progress had been made on this year's concerns, concerns that include child care for faculty and staff, parental leave for faculty and staff, and tenure policy.

Follow-up

1. Provost Gordon supports the revisions we suggested in the parental leave policies for faculty and staff and the tenure clock default policy for stopping the clock for parental leave and has discussed these with President Hatch. Another meeting will be held on this matter so as to include new Assistant VP for HR, Mike Tesh, Provost Gordon, Matt Cullinan, and the President. Thus, although there has been no policy change on this issue thus far this year, I hope changes will be implemented before the end of the year and hope that, if there are any questions regarding the revised policy, we will have the opportunity for dialogue.
2. As reported last time, the four child care forums conducted by Buz Moser were held before the last senate meeting, Nancy Suttentfield and Mary Pugel have informed me that daycare will be referred to new HR VP, Mike Tesh. I have not received a copy of the report.

While it seems wise to use HR to "institutionalize" our many scattered initiatives to provide childcare for WFU employees and, perhaps, establish a childcare center on or very near site, it also seems wise to recognize how long this initiative has been delayed, to take into account the work that has been done in the past, and to keep the community apprised of all timely developments.

Three new areas we might explore:

1. Needs assessment
2. Eldercare/retirement benefits
3. Salary adjustment and equity in light of the student report to the faculty on gender disparities

Efforts of outgoing President Neal Walls were gratefully acknowledged by the Senate.

New Business: none

The meeting was adjourned at 5:05 p.m.

Respectfully submitted,
Suzy Torti, Assistant Secretary, University Senate

*Appendix I: Minutes from the meeting of the University Board of Trustees
Administration Committee meeting, March 29, 2007*

**University Board of Trustees
Administration Committee
March 29, 2007**

Matt Cullinan introduced the new Assistant Vice President for Human Resources, Mike Tesh, to the committee. Mike outlined his goals for HR in general terms. Then the discussion turned to benefits, especially health care benefits. Matt, HR and consultants have developed a series of cost options for health care that are under consideration.

Jay Dominick reported on Information systems issues. IS is addressing a report made to them concerning information security at WFU. An IS team has been formed to establish policies and guidelines relating to information security matters. Issues related to improved Banner system reporting continue to be a focus of IS attention.

Bill Sides updated the committee on infrastructure assessments and Facilities Management projects.

Connie Carson reported on progress toward the selection of a firm to consult on a new campus master plan. Five firms have been interviewed, with a sixth on the immediate horizon. Short listed firms will be invited to campus to present. Representatives from a broad range of campus constituencies will be invited to attend the presentations.

The committee then went into Executive Session.

My experience with this committee has been very positive. K. Wayne Smith and Matt Cullinan have been open and welcoming.

Respectfully submitted,

Harry Titus
Senate representative to the committee