

Wake Forest University Senate 2005-2006
Minutes
November 16, 2005

The University Senate held its second regularly scheduled meeting of the 2005-2006 academic year in the Worrell Professional Center. The following were present:

Administration: Nathan O. Hatch, William Gordon, Kenneth Zick, Louis Morrell

College: Robert Browne, Bob Evans, Eric Carlson, David Coates, Natalie Holzwarth, Barry Maine, Harry Titus

Graduate School: Greg Shelness, Suzy Torti

School of Medicine: Michelle Naughton, Michael Olympio, Joseph Tobin, Ronald Zagoria

School of Law: Tim Davis, Tom Roberts, Simone Rose,

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

Babcock School of Management: Jeff Smith

Divinity School: Neal Walls

Library: Lynn Sutton

Staff: Gary Alwine, Gloria Stickney, Julie Groves

Visitors: Gloria Muday (Biology), Alan Palmiter (Law)

President Harry Titus called the meeting to order at 4:05 PM

The minutes of the October 12, 2005 meeting were approved.

Committee Reports

Staff Issues (SI) Committee – Gloria Stickney: Gloria summarized what she described as two years of hard work leading to the creation of a Staff Advisory Council on the Reynolda Campus. Gloria, in her capacity as Co-Chair of the Senate ad hoc Staff Issues Committee, met with John Anderson, Bill Gordon, Harry Titus, Neal Walls, and Brenda Balzer. At that meeting Dr. Anderson and Dr. Gordon asked the Senate SI Committee to submit a proposal for the

development of a Staff Advisory Council. After submission, Drs. Anderson and Gordon will provide input and return the document to the SI Committee for possible revisions. The proposal will then be submitted to Reynolda Campus staff employees for review and comment and then submitted to President Hatch for final approval. The initial draft bylaws formulated by the SI Committee will be submitted to Drs. Anderson and Gordon by a December 1, 2005 deadline.

In other SI business, the Second Annual Artisan's Fair will be held on Thursday, November 17, 2005 in Benson Room 401. This year's event will host 29 vendors from the WFU retiree, staff, and student communities. The event is open to WFU and the public. Senators were encouraged to publicize and patronize the event to ensure its ongoing success. A question was asked regarding participation of Medical Center employees. Gloria indicated that slots for 10 Medical Center employees were made available this year, however, no one from the Medical Center responded.

The University Oversight Committee (UOC) – David Coates. The UOC held its first meeting of the year on October 26th. The meeting focused on issues left over from the previous academic year, particularly the issue of access to budgetary data and the character and functioning of the newly constituted Budget Advisory Council. Subsequent conversations with Provost Gordon were used to communicate the need for timely access to accurate, comprehensive and disaggregated budget data for the UOC to function effectively. David reported that there was considerable agreement between the Provost and the Committee on these matters. It appears that the Provost supports a concept in which members of the Budget Advisory Council will brief the UOC during the budget creation process and he has agreed to talk to the Council about how that might be accomplished. Hence, it appears from recent developments that there will be a system in place to facilitate a regular exchange of data and ideas on budgetary priorities among the Senate, its constituent committees, the Budget Advisory Council, and the Administration.

Senior University Appointments (SUA) Committee – Joe Tobin: A longer lead-time is being instituted for consideration of candidates for honorary degrees. To achieve this, the SUA Committee announced a nomination deadline of September 15, 2005 for degrees to be awarded in both 2006 and 2007 (with the exception of speakers for May 2007 ceremonies, who can be nominated until September 15, 2006). The SUA Committee has received nominations for 2006 and 2007 representing a diverse slate of candidates, many of considerable national and international renown. The committee has begun its deliberations and further supplemental information regarding nominees is being obtained. The committee plans to complete its evaluations in the next three weeks and to make its recommendations at the next Senate meeting.

The Office of the President has requested an SUA Committee evaluation of candidates identified for the positions of Vice President for Administration and

Vice President for Finance. The first candidate for the position of Vice President of Administration will be interviewed by the end of November. A national search for Vice President of Finance is underway and, as candidates are identified, they will be interviewed by SUA.

Fringe Benefits (FRB) Committee – Robert Browne: Robert Browne, in his capacity as chair of the FRB Committee, met with Brenda Balzer, Ralph Pederson, and Teresa Brown on 10/16/05. Discussions focused on the role of the Ad Hoc Benefits Planning Committee and on the salary dependent premium plan. The Fringe Benefits Committee held its first meeting of the 2005-2006 academic year on 11/7/05. There were presentations by HR representatives Brenda Balzer, Ralph Pederson and Teresa Brown. The following items were presented and discussed:

1. Year End Report (04/05) for the Medical Plan: a slight budget surplus was forecast.
2. The results of a survey focusing on why some WFU employees who are eligible to enroll in the University's medical plan have chosen not to participate were presented. Of the 1741 Reynolda campus employees, 205 have chosen not to participate. Of this group, 86% had insurance through their spouses, 7% had insurance as a retiree from another employer, 3% had other insurance coverage, and 3.5% had no insurance at all. (Note that there are still some surveys outstanding but percentages are not expected to significantly change.)
3. A survey of health insurance premiums for cross-admit institutions was presented. According to HR, we pay higher premiums but have better benefits than many other institutions. For example, our coverage is 90-10 (90% of cost of most in-network procedures covered by employer; 10% covered by employee) whereas 80-20 is the norm for most institutions.
4. Per the request of the Senate and the Administration, salary based premium plan options are being drawn up by Gallagher Associates. Two options are being considered: premiums linked to salary bands and premiums linked to a flat percentage of salary. An additional option is also being considered in which different health care plans, ranging from basic to "Cadillac" coverage are developed, each with corresponding differences in premiums.

In the ensuing discussion the philosophies underlying this initiative were discussed at length. Concerns were raised as to whether Wake Forest employees would be able to vote only to endorse a particular salary-dependent premium plan or would also have the opportunity to endorse the status quo. Concerns were raised as to whether a salary dependent premium plan would actually spur the small number of employees who have opted out of the group plan to join. However, it was pointed that this was an issue related more to affordability than participation rates, as some employees spend as much as 25%

of salary on insurance premiums. Further, salary-based insurance plans apparently exist at other cross-admit institutions. With regard to offering differing coverage, depending on the ability or desire to pay, a concern was raised that a university with a major academic medical center should not offer substandard health insurance as means of making coverage more affordable for low-income employees. The Ad Hoc Benefits Planning Committee (Ralph Pederson, Maureen Carpenter, Brenda Balzer, Teresa Brown, Dale Hutchens, Peter Brubaker, Dale Dagenbach, Gloria Muday, and Robert Browne) will meet with Gallagher Associates on December 6th to further discuss many of the items described above.

In other issues, HR, in conjunction with Gallagher Associates, is seeking to develop Wellness and Disease Management Programs. Implementation costs are a prime consideration. Finally, Retiree Health Insurance will change on 1/1/06 and move from a Blue Cross/Blue Shield plan costing \$216/month to a United Health Care plan costing \$35/month. However, there will be increased out-of-pocket expenses. HR believes that this will be a major improvement in health care benefits for the majority of retirees. Joining the plan is optional.

Intra University Operations – Barry Maine: Little to report at this time. The Committee is following up on the evaluation system for university administrators. A question was asked as to whether the system has been implemented. Deans of the Calloway School, Divinity School, and Law School were evaluated during spring 2005. The Committee will provide a report regarding the status of the overall evaluation system at a later time.

Report on SACS Reaccreditation

Gloria Muday, in her capacity as a member of the SACS Reaccreditation Committee, provided an update. There are two components of the reaccreditation process: Compliance and a Quality Enhancement Plan (QEP). The compliance aspect has been completed and is in the process of review.

The process of Quality Enhancement first involved the selection of an area for improvement. International Experiences was chosen and an open forum was held and comments and ideas solicited. The entire QEP is a 75-page document, but includes an executive summary. This, as well as other information is available on the WFU web site (<http://www.wfu.edu/academics/qep/>). Comments regarding the QEP should be directed to committee members, who are listed in the QEP draft report.

A comment was made that international experiences was already considered a strength of the university and why was this area chosen for improvement, as opposed to other priorities? Gloria and Provost Gordon raised several issues including the fact that not all schools and disciplines utilize international experiences to the same extent and that the process is not of uniform quality. In

addition, there are few systems in place to evaluate the impact of existing programs. Finally, it was felt that there was a need to maximize the impact of existing programs both for the participating students as well as the overall academic community. These and other issues are addressed in detail within the QEP draft report.

Old Business

Senate Continuity – Harry Titus. Harry noted that many issues dealt with by previous Senates are still pending and that the annual turnover on the Senate Executive and other Senate Committees does not foster continuity. As an example, he noted that the issue of childcare at the Reynolda campus is not resolved, even though the Senate initiated active discussions in 2002. Harry asked for input as to how to better address these pending issues. One idea was that a system be put in place enabling consultations with previous members of Senate committees to find out about important pieces of unfinished business. In addition, any information that Senators may have regarding ongoing discussion of campus-wide interest should be introduced either under New Business, or by direct communication with the Senate President.

With respect to the childcare issue in particular, Dr. Hatch indicated that he has had discussions on childcare and related issues with the Women's Forum. He indicated that these issues should be seriously considered but cautioned that current budgetary constraints may necessitate that interim or partial solutions be considered first. Harry indicated that this, as well as other unresolved issues, should remain an ongoing concern of the Senate.

Adjourned at 5:20 PM