

Wake Forest University Senate 2005-2006
Minutes
October 12, 2005

The University Senate held its first regularly scheduled meeting of the 2005-2006 academic year in DeTamble Auditorium of Tribble Hall. The following were present:

Administration: Nathan O. Hatch, William Gordon, John Anderson, Kenneth Zick, J. Reid Morgan, Louis Morrell, Deborah Best, Gordon Melson, Lynn Sutton, Robert Walsh, Jack Wilkerson

College: Robert Browne, Eric Carlson, David Coates, Natalie Holzwarth, Jill McMillan, Harry Titus

Graduate School: Greg Shelness, Suzy Torti

School of Medicine: Michelle Naughton, Cormac O'Donavan, Joseph Tobin, Ronald Zagoria

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

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

Babcock School of Management: Robert Lamey, Michelle Roehm, Jeff Smith

Divinity School: Neal Walls

Staff: Gary Alwine, Gloria Stickney, Vickie Russell

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

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

Harry began the meeting by having senators and guests introduce themselves and state their affiliations.

The minutes of the April 13, 2005 meeting were approved.

Harry reminded members to consult the Senate web site (www.wfu.edu/senate) to learn about past and ongoing Senate issues. Harry indicated that the Senate

focused last year on the theme of "transparency" and would continue working to play as a constructive and proactive force in university governance.

Harry introduced the President of Wake Forest University, Dr. Nathan O. Hatch, to the University Senate.

Address by Dr. Nathan O. Hatch to the University Senate

Dr. Hatch indicated that he was still preparing for his presidential inaugural address and wished to preview some of the specific goals he would emphasize during his speech.

1. To renew wellspring of trust and community at WFU. Specifically, Dr. Hatch indicated the need to address issues of morale and to work towards strengthening the sense of community at WFU.
2. Reestablish primacy of academic and intellectual life. Dr. Hatch highlighted the need to nurture and promote teaching, research, and scholarship, and to balance these goals against the many practical but nonacademic concerns affecting WFU and other universities.
3. Establish a climate for synergies. WFU is not large in scale yet remains surprisingly segmented. There is a need to extract the greatest potential from existing personnel, departments, and schools by promoting familiarity, collaboration, and cooperation.
4. Address long-term financial health of university. Enhancing the resource base of the university is considered one of its highest priorities.
5. Mobilize WFU resources within the community. The downtown research park and other initiatives are important ongoing and future priorities of the university.
6. Define strategies for compelling excellence. WFU has a positive trajectory but to move to the next level it needs to identify and promote areas of leadership and primacy.
7. Pro humanitatae. WFU should be both an intellectual and moral force within the academic community and contemporary society.

On issues of governance, Dr. Hatch indicated that strong communication must recognize the various factions and interests within WFU and to understand that each has its own history, culture and pattern of communication. Dr. Hatch noted that faculty members are already on search committees and on the Research Advisory Council. He expressed the desire to involve faculty in formulation of the next strategic plan. Dr. Hatch indicated that he was supportive of involving WFU

faculty in budgetary and other advisory roles. He noted, however, that the mechanisms or structure of governance are less important than trust and communication. i.e., the same structures can breed either trust or distrust.

Dr Hatch answered several question regarding the role of the Senate in University governance and specific questions regarding community building and other issues facing his presidency.

Committee Reports

University Oversight Committee - David Coates: The University Oversight Committee will build on the excellent progress made last year by the Committee of Collegiate Senators on issues of transparency, communication, consultation, and faculty representation in the University's budgetary policy-making process. As the Senate minutes of April 15, 2005 make clear progress has been extensive but the task is not yet complete. Issues remaining include the nature, location and access to appropriate budget-related data. The Oversight Committee will work on these matters, as part of its more general responsibility to monitor and evaluate the full range of the University's long-term planning processes. David indicated the importance of being involved at early stages of these processes and that the committee must remain proactive.

Intra University Operations Committee – Barry Maine: Barry Maine indicated that he is new to the Senate and is open minded on new potential agenda items. One issue that will be looked at this year is whether different schools should have more uniformity in their systems of governance.

Senior University Appointments Committee – Joe Tobin: Last year the Committee was involved in the presidential search as well as searches for five other senior administrative positions in previous years. Similar activity will be initiated, as required. A second role of the Committee is approval of honorary degree candidates. The procedure for nominations for honorary degrees has been changed to allow greater lead-time between nominations and final approval by the administration and Senate.

Fringe Benefits Committee - Robert Browne: The first item concerns the Ad Hoc Benefits Planning Committee. In July 2004, an Ad Hoc Benefits Planning Committee was established by the administration to manage health, welfare and retirement benefits for faculty and staff and to develop a strategic plan that will contain costs, while continuing to provide benefits that are competitive with other universities and local employers. The Committee consists of Ralph Pederson, Maureen Carpenter, Brenda Balzar and Teresa Brown (Administration), three faculty members, Peter Brubaker, Dale Dagenbach and Gloria Muday, and one staff member, Dana Hutchens. Three of the four were senators at the time but have since rotated off the Senate.

Gallagher Benefit Services developed a plan; faculty members on the committee were allowed a brief examination of the plan but have not yet been given a written copy. Gloria Muday recently inquired to the administration about the status of the Ad Hoc Benefits Committee and is waiting for a reply. The FRB will continue to be in contact with Gloria and the other faculty members on the committee so that we can be aware of potential impact on faculty and staff fringe benefits and have some input on policy formation.

The second item of concern is a salary dependent premium plan for health care. The Senate passed a motion for the Senate Health Care Subcommittee to explore a salary dependent premium plan. In November 2004 Vice President Anderson responded to the Senate resolution with a memo stating that President Hearn had directed that a plan (with multiple options) for salary-based health premiums be developed for further study. The plan is to be developed with the assistance of the University's health and welfare consultant, Gallagher Benefit Services.

Staff Issues Committee – Gloria Stickney:

1. Neal Walls, member of the Divinity School and Senate Vice-President, is the faculty representative for the SI committee for 2005-2006.
2. In May, the committee met with Veronica Cruickshank of ARAMark and Connie Carson of Residence Life and Housing to discuss a discount employee meal plan for the recently renovated Reynolda Hall Cafeteria (now referred to as The Fresh Food Company). A discount program was arranged and put in effect in August. They also shared information about the changes in campus wide vending operations. Appreciation has been expressed to Veronica and Connie for listening to the concerns of the staff and putting this program in place.
3. The SI committee met with Provost Gordon in May to share ideas of developing a Staff Advisory Council.
4. Documents are still being gathered regarding cross-admits' Staff Advisory Councils bylaws.
5. The Employee Suggestion Program was deactivated June 30, 2005 for a period of time as Human Resources evaluates the program and the issues that have arisen.
6. Bruce Sanspree, of the WFU Security Council, presented information in July regarding security awareness on campus.
7. The committee reviewed three draft Human Resources policies. These policies concerned: 1) independent contractors, 2) solicitations and canvassing, and 3) relationships in the workplace. Feedback and concerns from the committee were provided back to Ralph Pedersen.
8. Appeal for support was issued for a facilities management employee who was paralyzed in an auto accident during the summer.

9. In awareness of national identity theft issues, Financial & Accounting Services (FAS) agreed to remove Social Security Numbers from FAS forms as applicable.
10. Due to the rise in gas prices, the SI committee launched a carpool initiative that can now be accessed through WIN. (NOTE: WIN announcements are posted for 2 weeks and then reactivated for further time.)
11. The 2nd Annual Artisan's Fair will be held Thursday, November 17, 2005 in the Benson Center.
12. The Staff Issues Committee continues to meet on a monthly basis.

Report by Provost Gordon on Budget Process and Involvement of Senate Budget Committee.

The administration requested to have faculty representatives who had some expertise in finance and had institutional familiarity beyond their home departments and schools on the budget committee. Seven faculty members were selected from the list submitted by the Senate. Current members include: Jennifer Burg, Christa Colyer, Katy Harriger, Mark Leary, Dale Martin, John Moorhouse, and Bruce Resnick.

Ideally, discussion of next year's budget would have started last spring. However, because the committee started late, planning lead-time was reduced. First meetings were on tuition recommendations and on the budget initiative put in place last year. Discussions focused on how tuition is set. A tuition increase recommendation was developed and will be presented to the trustees.

New Business

Harry noted that it will be important for all Senate members, including administrators, to commit seriously to their Senate Committee responsibilities.

Meeting was adjourned at 5:07 PM

