

The Senator

The Newsletter of the Wake Forest University Senate

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Michael D. Hazen, President

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Campus Beautification Plan

At the recent Capital Planning Committee meeting, the Van Yahres "Campus Beautification Plan" was reviewed. It should be noted that this plan has been neither approved nor funded at this time. The plan calls for removing parking from campus roads, creating pedestrian walkways, and major landscaping improvements for the Quad, Magnolia Court, the area adjacent to Salem Hall, Davis Field, and more. Tentative plans for parking decks that would house 1,200 cars were also discussed. One suggested location for deck construction is behind Collins Residence Hall, but alternate locations are adjacent to Scales Fine Arts Center and Worrell Professional Center. If you would like to share any thoughts about the plan as a whole or any of its components, please contact the University Senate representative to the Capital Planning Committee, David Levy (levy@wfu.edu).

Budget Cuts Explained

At the University Senate meeting on February 10, both President Hearn and Dean of the College Paul Escott addressed the reasons why the administration feels compelled to impose cost-reduction measures on the Reynolda campus. President Hearn stressed the need to reign in tuition increases in the undergraduate college. There is a concern that as tuition continues to rise, we will be limiting the number of students who will consider Wake Forest as an option. Support of state institutions by lottery revenues in the southeast will make the tuition disparity between state and private institutions even greater in the future. Dean Escott noted that falling interest rates, slower growth of annual giving and rental income, and rising costs due to bond expenses and maintenance on the new buildings further create a need for budgetary prudence. Budget cuts of \$1.2 million are planned for next year from the College operating budget, Information Systems, and administrative units. The professional schools will be unaffected by these cuts. At this time, plans for the parking decks, the recreation center, and the day care center have all been put on hold.

Pool Update

The Graylyn Pool is currently under construction. The hole has been dug and the concrete has been poured for the sides. No information available on an expected completion date.

Domestic Partners Resolution Passes

As a matter of principle, the University Senate believes that the Wake Forest benefits package should include benefits for same-sex domestic partners. However, we also realize that while the direct costs of such a benefit might be negligible, intangibles, such as loss of potential donors to the university, are difficult to predict. Therefore, the University Senate requests that the administration do a study on the feasibility of a domestic partners benefits, based on the effects of instituting such benefits at other institutions, and that the results of this study be divulged to the university in a timely fashion.

New QualChoice Committee

A new QualChoice Committee has been formed. Members of the Committee are: Sandra Edwards, Mark Hall, Michael Lawlor, Win-chiat Lee (Chair) and Isabel Zuber. We are in business now and learning about QualChoice. We are also soliciting suggestions regarding general issues to look into. People can send their suggestions to me (Philosophy Department or via email leew@wfu.edu). Bear in mind however that we only deal with general issues as manifested in individual cases, but not the individual cases themselves. Please check with QualChoice and WFU-Human Resources regarding individual situations.

Win-chiat Lee, Chair

FRINGE BENEFITS COMMITTEE REPORT

Carole Browne, Chair

As a result of our comparison of benefits between the Reynolda and Bowman Gray campuses, and between Wake Forest and other institutions, the Fringe Benefits Committee has proposed a number of new benefits for Reynolda Campus employees. These proposals are presently under consideration by Jim Ferrell, Director of Human Resources. The proposals include increasing the cap on life insurance, offering group supplemental life insurance, offering an employee assistance plan, pre-retirement counseling, and offering an optional expanded dental plan that would include orthodontics. The Committee has reviewed the Reynolda Campus benefits brochure, and has offered suggestions for improvement. We have also encouraged Human Resources to post benefits information on the web. The committee will continue to pursue questions of improving the tuition remission benefit, establishing on-campus child care, and comparing retirement plans between Wake Forest and other campuses (see below).

Retirement Plan Comparisons

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| Wake Forest Univ. (Reynolda) | 5% years 1-3*, 7.5% yrs. 4-8, 10% yrs. over eight; immediate vesting |
| Wake Forest Univ. (Hawthorne) | Employee 2%; WFU 6.6% up to Soc. Sec. base**; 12.3% for salary over base up to \$160,000; 3 year vesting |
| University of Virginia | 10.4% up to \$150,000 salary; immediate vesting |
| Duke University | Emp. 3%, Duke 7.3% up to \$36,500 salary and 13% up to \$160,000; immed. vesting |
| Davidson College | 8.5% up to Soc. Sec. base; 12.5% for salary over base; 3-year vesting |
| UNC, Chapel Hill | Employee 6%; state system; 5-year vesting |
| University of Richmond | 5% plus employee matching up to 5% more; 3-year vesting |
| Emory University | 6% plus 2% more if employee contributes 1% plus 2% more if another 1% |
| Vanderbilt University | Up to 5% match to employee; immediate vesting |

* If employee starts employment with a pre-existing retirement contribution; otherwise a two-year waiting period.

** Social security based for 1999 is \$72,600.