

The Senator

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Salary Plan for Reynolda Campus

by Ron Wright

John Anderson and Maureen Carpenter described current plans to raise faculty salaries through the use of endowment funds. This plan covers the Reynolda campus except for the professional schools. The goal is to raise salaries to equal the mean salaries of a group of nine peer institutions. Currently, Wake Forest is 3.9% above the mean for Associate Professors, 5.8% below the mean for Professors, and 5.3% below the mean for Assistant Professors. It will require 2.2 million dollars annually to reach the mean overall, and another 1 million dollars for staff salary increases. The university hopes to reach the mean within two years through the use of endowment funds.

One possibility considered was to fund the plan through a "straight draw" from the endowment fund. But ultimately Anderson recommended a strategy with less long-term impact on the endowment. The plan calls for a "set aside" of about 35 million dollars. The set-aside fund will be invested more aggressively than the endowment as a whole, and the higher return should make possible the salary increases. At the end of two years, the academic administration should receive enough funds to raise salaries as a whole to the mean of the comparison group. The income should also be enough to plan for 4.8% annual growth to keep pace with increases at peer universities. Because pay raises are based on merit, any given faculty subgroup might not reach the mean, but the faculty as a whole should be at the mean. Although the Plan for the Class of 2000 called for salaries in the top third of the comparison group, the salary gap between those schools and Wake Forest is too large and further progress will have to await a later initiative.

Faculty Members Meet with the Board of Trustees

by Carole Browne

On February 3rd and 4th, four members of the faculty (Jim Kuzmanovich, Carole Browne, Miles Foy and Charles Kimball) met with the Board of Trustees and four students at the Pinehurst Resort for a planning retreat as a part of Wake Forest's strategic planning process. The opportunity to meet with members of the Board was appreciated. For a number of years faculty have been seeking ways to increase interaction with the Board of Trustees. Both the faculty and Board members involved were enlightened by the opportunity to share views of, and visions for, the university. The success of this meeting only highlighted the need for guaranteed, regularly scheduled interactions between the Board and members of the faculty.

Wake Forest University is not the same institution it was twenty years ago. Previously an insular regional school with a Board composed of NC Baptists, the Board of Trustees has become more diverse, reflecting the increasing stature of the institution and its growing national reputation. Other institutions of this stature demonstrate their respect for their faculty's experience by guaranteeing that faculty are represented in planning and decision-making at the highest levels. They understand the value of the faculty to the educational mission of the university. Inclusion of faculty and a demonstrated respect for their opinions makes faculty feel more invested in the institution and ensure that they and the administration are working together towards common goals. Wake Forest University will be stronger in many ways for the greater inclusion of faculty in university governance. In recognition of this fact, the University Senate will be considering at its March meeting a motion for faculty representation on Board of Trustee committees.

Proposal to the Wake Forest University Board of Trustees for Faculty Representation on the Board

It is proposed that the Board of Trustees choose faculty from among the elected members of the University Senate to serve as representatives to the appropriate committees of the Board of Trustees. The representatives should be distributed across all of the colleges on the University. It is expected that faculty will be accepted as representatives of all Board committees excepting those that deal with confidential budget matters, those being the Compensation and Budget Committees. All committees will of course retain the right to dismiss faculty representatives when other confidential matters are being discussed. The Senate also requests that a faculty member, the Senate President, be allowed to attend the full Board meeting as a non-voting representative. The faculty representatives will report to the Senate after each Board meeting, and to the faculties of the various schools annually at a regular meeting on behalf of the Board and the Senate.

WFDD Committee Report

Ron Wright presented the final report of the Senate's Ad Hoc Committee on WFDD. The report contained nine recommendations. A first group declared that WFDD employees should be free, after an internal debate period, to go to the public with any objections they might have to station editorial policies. A second group called for regular involvement of the Community Resource Board in employment decisions for those in station management. A third dealt with the qualifications and outlook of WFDD news programming personnel. After debate, the Senate adopted the following resolutions:

- A. Employees at WFDD should be free to comment publicly on decisions that could have some impact on the content of broadcasts. They should suffer no adverse job consequences for speaking publicly on these questions.
- B. An employee's public comments should deal with issues of public concern and be consistent with journalistic ethics.
- C. The university might decide to insist on a brief period of internal debate about decisions at the radio station. An employee would be free to raise the matter in a public forum only after the supervisors of the radio station have had the chance to discuss and reconsider the issue. The length of time necessary for the internal debate should be short, giving due regard for the need to report the news in a timely manner.
- D. The Wake Forest University Trustees should adopt and publicize a resolution that reaffirms its commitment to operating WFDD with editorial integrity, defined as "the responsible application by professional practitioners of a free and independent decision making process ultimately accountable to the needs and interests of all citizens." The University should assure all listeners (and citizens) that station management has "the editorial freedom necessary to provide its services effectively and that the mission of providing such high quality programming remains paramount." (Quotes are from University of South Florida, Policies and Procedures Manual.)
- E. Appropriate officials of Wake Forest University should establish a Community Resource Board that includes representatives of station listeners and contributors, university faculty, and others with knowledge and experience in journalism and public radio. This Board should regularly advise the station management and provide other assistance in upholding the public commitment of the station and its operations. The Board should be consulted on all employment decisions concerning persons responsible for station management.
- F. The University should rebuild WFDD news staff with professional journalists and strengthen coverage of local news.
- G. The person (or people) responsible for news programming and news policy decisions at WFDD should be selected through a national search for the best possible applicants. Station personnel responsible for news programming should have significant training and/or experience in broadcast journalism; should be aware of and sensitive to public radio's tradition and culture of balanced and objective reporting; should be committed to journalistic freedom; and should understand and support journalistic ethics, such as the principles set forth in PRI/NPR "Independence and Integrity: A Handbook for Public Journalists."
- H. Regrettably, WFDD has lost three professional journalists in recent months who demonstrated a strong, unwavering commitment to freedom of the press and the highest journalistic ethics. The University Senate recognizes these journalists for defending important free speech principles.

Day Care Facility

John Anderson presented the results of a study dealing with a possible day care facility on campus. The site now under consideration would be near the Reynolda Road entrance to campus, at the edge of The Meadow near Reynolda Village. An access road would be cut from a point inside the security gate. A site at the Wake Forest Baptist Church playground was too small for the facility, and the existing structures considered so far would not convert easily to the special needs of a day care. The project as now proposed would cost 4.5 million dollars. It has not yet been approved or funded, and detailed building plans will not be created until after the project is approved.

Senior University Appointments

The Senior University Appointments committee recommended that the Senate approve an honorary degree for John Chambers, this year's Commencement speaker and the President and CEO of Cisco Systems. The Senate voted to authorize the honorary degree.

Fringe Benefits

At the Board of Trustees' meeting of Feb. 3-4, the trustees approved motions to increase a retiree's access to retirement funds from the current 25% to 100% and to include Vanguard among the providers available for retirement funds. Regarding health care, it was noted that WFU pays additional fees to provide out-of-area coverage through QualChoice for both current employees as well as retirees, a benefit that committee members were unaware of. The Benefits office is working on brochures for better information on both retirement funds and health-care options upon retirement, as well as placing this information on the Web. Plans are to create two web sites, one for public information and questions, the other an "Ask HR" site for personal questions. Last, the parking office plans to release maps showing the likely location of open parking spaces at different times of day. Lou Morrell pointed out that parking structures are undoubtedly in our future, which the committee strongly supported. It was noted that various levels of payment could be instituted in such structures so that everyone has an option more suitable to their means than what currently exists. It was also noted that such structures can be much more attractively constructed than asphalt parking lots.