

Wake Forest University Senate 2009-2010
Minutes
April 16, 2010

The University Senate held its last regularly scheduled meeting of the 2009-2010 academic year in DeTamble Auditorium, Tribble Hall on the Reynolda campus. The following members were present:

Administration: Jacque Fetrow, Lynn Sutton, Jill Tiefenthaler

College: Jane Albrecht, Paul Anderson, Anne Boyle, Carole Browne, Paul Escott, Mary Friedman, Judy Kem, Ellen Miller, Kathy Smith

Graduate School: Greg Kucera

School of Medicine: Martha Alexander-Miller, Ed Haponik, Sara Jones, Mark Miller, Bill Ward

School of Law: Mike Green

Schools of Business: Umit Akinc, Derrick Boone, James Cotter, Ken Middaugh

Divinity School:

Staff Advisory Council: Patrick Morton

Many visitors were in attendance, principally from WFUSM.

The meeting was called to order by Senate President Carole Browne at 4:05 p.m. The minutes of the meeting of March 3, 2010 were approved as submitted.

Announcements: Carole Browne thanked the Provost for her support of faculty governance and for the wine and cheese reception, and thanked the Senate executive committee for their work this year;

The assembly was reminded that SVP -CFO Nancy Suttentfield will address the campus community at 4:00 on April 21, 2010 in Pugh Auditorium;

It was reported that the College is the only academic unit still to review and sign-off on the relevant, proposed revisions to the Reynolda Campus Faculty Handbook.

It was announced that the College faculty passed unanimously the motion that Faculty Athletic Committee (FAC) members not receive season tickets to men's football and basketball games; and passed narrowly a motion that a member of the Senate be a non-voting member of the FAC.

Reports from standing committees:

Fringe Benefits: Anne Boyle reported that she and Patrick Morton will meet with Mike Tesh, HR, and VP Matt Cullinan regarding the status of Reynolda Campus's BCBS medical insurance coverage, in light of the federal health plan. She announced that the Medical School Fringe Benefits Committee will cease to exist on July 1, 2010. A new council will be formed.

University Integration: Ken Middaugh followed up on the dissolution of the Safety Response Team (SRT) on Reynolda campus by saying that volunteers may surface if there is a need. He thanked the members of UI committee and CB for an extraordinary job as Senate president in 2009-2010.

Resources James Cotter presented a two-page "taste" of the committee's finance report, which will be available in a few weeks and will be posted on the Senate website.

The following Senate by-laws changes were approved:

Section 4. Committees

(c) The standing committees of the Senate

6. The Committee on Academic Freedom and Responsibility is composed of fourteen tenured faculty members of the rank of full professor or librarian with two members elected by the faculty of each academic unit. The members of this committee are responsible for serving as members of panels for the dismissal of a tenured faculty member, as well as addressing other issues related to academic freedom and responsibility. The Executive Committee of the Senate selects the chairperson of this committee. Committee members need not be members of the Senate.

Changed to:

6. The Committee on Academic Freedom and Responsibility is composed of fourteen tenured faculty members of the rank of full professor or librarian with two members elected by the faculty of each academic unit. The members of this committee are responsible for serving as members of panels for the dismissal of a tenured faculty member, as well as addressing other issues related to academic freedom and responsibility. The Executive Committee of the Senate selects the chairperson of this committee. Committee members need not be members of the Senate. ***The Senate will convene this committee as deemed necessary.***

Section 4. Committees

(d) The Senate President will appoint a representative to the Staff Advisory Council to act as a liaison between the two bodies.

Changed to:

(d) The Senate President will appoint a *Senate* representative to the Staff Advisory Council, ***University Finance Advisory Committee, WFUBMC Research Advisory Committee, and WFUBMC Dean's Advisory Council, and other advisory committees and bodies as requested.***

ARTICLE IV

Functions

5. To represent the faculty on various administrative committees of the University and Board of Trustees.
6. To do those things authorized, or permitted, by the Trustees from time to time.

Changed to:

5. To represent the faculty on various administrative committees of the University.
6. ***To participate as requested by the Board of Trustees in the nomination process for faculty representatives to Trustee committees.***
7. To do those things authorized, or permitted, by the Trustees from time to time.

Election of Officers for 2010-2011

Derrick Boone, chair of the Nominations Committee, presented the following slate of candidates:

President: James Cotter, Business
VP: Greg Kucera, WFUBMC
Secretary: Ellen Miller, College
At-large: Michael Green, Law
Immediate past President: Carole Browne, College

No nominations came from the floor, and the slate was approved by voice vote.

Report from Facilities Management on Reynolda Campus Parking

Jim Alty introduced the new parking and transportation manager on RC, Alex Crist. Concerning parking, next year, the focus will be on faculty/staff/visitor parking. Facilities has installed new software and will request faculty and staff register vehicles every year. There is a new shuttle from one side of campus to the other. Mr. Alty then took questions from the floor, including:

Q: where does revenue from parking go?

A: (Student) decal sales revenue goes to General Fund of University; money from citations funds parking department operations (\$300,000 per annum).

Q: Do Zipcars occupy faculty spots, and are they expensive and underused?

A: Only cost \$8 per hour all-inclusive, and Provost will supply use statistics.

Q: Are there plans to build a parking deck?

A: No, as this is a small campus and the cost would be \$15-20 million. Will open a commuter lot at the stadium, and provide more shuttles, and are close to not letting freshmen bring cars.

Q&A with Dean Applegate, WFUSM

Dean Applegate was present to respond to the Senate motion regarding cuts and tenure probationations at the Medical School (SM). Gale Sigal and Hank Kennedy from

the AAUP, WFU chapter, were present to share response from AAUP national office re. same. Dean Applegate took questions from the floor, including the following:

Q: Why has Fringe Benefits Committee committee at School of Medicine been disbanded?

A: It is not effective to have two committees, one at SM and another at hospital, especially in view of the impending amalgamation of the two into one, overarching entity, the Medical Center. The new committee will have 6 faculty members.

Q: What is the status of the tuition concession benefit?

A: Currently, hospital pays for employee, but not dependent benefit; the S of M pays both. It is an important tool for recruiting and retaining faculty, and it is tax-free if faculty and staff are part of an educational institution. Right now, \$4.4 million per year is paid for faculty and staff dependents. The question for the future is, will the IRS allow this benefit to be non-taxable for faculty if they are part of the Medical Center. The new Fringe Benefits Committee will be dealing with the nuts and bolts of the tuition concession issue. Also, re. post-retirement health benefits, currently \$10-15 million per year is paid for retirees who are younger than age 65. There will be open discussion of this issue in the new committee.

Dean Applegate further explained that: the new Fringe Benefits committee will be appointed, not elected. This summer, there will be further integration between Health Sciences and Baptist Hospital into one entity, the Medical Center, which will be hugely clinical and partly academic. John McConnell, CEO of Medical Center, will report to President Hatch, who should have the ability to hire and fire the CEO (a point under discussion). The status of the faculty will not change.

Reply from AAUP National Office

Gale Sigal, College, and AAUP- WFU Chapter President, spoke on the AAUP reply concerning salary reductions and tenure probations at the School of Medicine. Gale Sigal reported that she also spoke to the LCME accreditations office.

The main concern expressed by the national office of the AAUP was in regard to the reference to tenure at SM being limited to 5-year terms. "Probationary tenure" is an oxymoron. Post-tenure review is fine, reevaluation of tenure is not.

Dean Applegate will put together a faculty committee, (he later referred to a faculty forum with elected members), and will respond in the fall to the issues raised in the AAUP response.

Comments from the floor: 1980s policies re. tenure that were redrafted in 2007 were substantive and never went through S of M departments for approval. 15% of tenured faculty at S of M have had their salaries reduced. These reductions and tenure probations should be revoked.

Dean Applegate disagreed with that perspective. Nationally, academic medical centers depend on revenues generated, not tuition. The question is, how many faculty can the Medical Center afford to have. Clinicians, who are well paid, will also see downward income based on the economy. There are 800 faculty. There have been 10% cuts in all administrative staff and 5% in all departments and centers. Faculty

who are not bringing in as much money as prescribed are going to be targeted for salary reductions.

Questions and comments from the floor: How much of their salary are they required to be covering on grants? (While some support others' salaries with grant money, they may not be covering their own). There was no clear definition of what the performance criteria were to be. There is an atmosphere of great fear of retribution. There should be a base salary below which one cannot go. Grant funding is up and down among colleagues in a given department, but the S of M is now targeting individuals. An elected committee should be established to discuss these issues. The suggestion was made that the Senate Committee on Academic Freedom and Responsibility be empowered.

Dean Applegate is interested in seeing such a committee operate at the Medical Center. He referred to interest in significant faculty involvement in determining performance criteria and guarantees of minimum salary, etc., not in reviewing individual cases. After using grant income as a screen, how are service to graduate education, teaching and publications weighed?

Question from floor: Where is the \$90 million to be spent on the new initiative downtown coming from?

Dean Applegate: The property will be leased at \$2-3 million per year. The Medical center will float some of that through the endowment, and will get cheap lab space. Finally, he added that two committees are currently working on a new faculty salary reduction policy.

Invited address by Jacque Fetrow, Dean of the College

Dean Fetrow spoke of two, overarching goals, and how they are being addressed:

- 1) Support and encourage faculty scholars, excellent teachers and scholars who engage with students outside of the classroom. Initiatives include:
Faculty salary increases. The University has met its goal of bringing salaries to the the mean of that of nine competitor schools for Associate and Assistant Professors.
The CRADLE program to mentor junior faculty has been very successful, awards are up, including 5 NEH fellowships.
The College has been a big participant in leadership development.
The merit evaluation process is under study, specifically, how to recognize and reward outstanding teaching, scholarship and service, and differentiate quality from quantity. The hope is to push the process into departments and to chairs, so departments develop their own measures, which then come to review at the administrative level.
Re: The Collegiate Senators' motion to establish committees to review best practices in teaching, scholarship and service. The recommendations of those committees will go to the faculty in the fall.

Understand and appreciate faculty workload. Paul Ribisl is in nascent stages of collecting that data.

College faculty teach heavier loads than many of our peers. The administration is thinking hard about our current research leave program. A funding mechanism is needed. This year, 92% of received proposals were funded, and 30 faculty leaves were awarded. That number would be 60 if every faculty member received a leave every six years.

2) Support student academic endeavors

The goal is to maintain increased quality of students while increasing diversity. 24% of first year students are students of color (up from 17%). The question is how to develop programs that ensure inclusion in social and academic community and how to support them academically. The Magnolia Scholars, first generation college students, will need significant financial aid. Nate French was hired to develop programs for them.

Questions from floor: What are plans for increasing diversity of faculty?

Response: The College is promoting “target of opportunity” hires and seeking progress in where and how to advertise jobs. Is there evidence to show the effectiveness of research leaves for teaching and scholarship? Answer: With the college’s large teaching load, a leave program is almost necessary.

There being no further business, the meeting was adjourned at 6:05 p.m.

Respectfully submitted,

Jane W. Albrecht
Senate Secretary