**Faculty Senate**

**Minutes of March 21, 2018 meeting**

**Senators in Attendance (\*= non-voting)**

Jane Albrecht, Doug Beets, Simone Caron, Stewart Carter, Arjun Chatterjee, Anna Cianci, Christine Coughlin, Larry Daniel, Hugh Howards, Ralph Kennedy, Christopher Knott, Mark Knudson, David Levy, Pat Lord, James (Wilson) Parker, John Parks, Tim Pyatt\*, Sarah Raynor, Wayne Silver, Kathy Smith, Michelle Steward, Neal Walls, Julie Wayne

22 voting members in attendance, a quorum.

*Note: To facilitate open discussion, the identity of most Senators making comments or questions is not recorded. Such comments as are recorded are generally not verbatim. Comments from Senate Officers and Senate Ad Hoc and Standing Committee Chairs are identified as such, as is the identity of persons commenting in their official administrative capacity (e.g. CFO, Provost and College Dean.)*

**Welcome**

President Carter called the meeting to order. Motion to approve the minutes of the February 21 meeting made by Hugh Howards, seconded by David Levy, and approved.

**Announcements**

President Carter made several announcements:

* Erica Still will chair the committee charged to review the Faculty Code of Conduct. One more Senator is needed to serve.
* Executive Committee is looking at practices of peer institutions in drafting a motion to evaluate administrators.
* Executive Committee will meet with Student Life representatives and interim Chief Diversity Officer José Villalba before bringing topic of inclusivity in Greek organizations to the full Senate.

President Carter also provided the following update from Provost Kersh regarding the ad hoc Institutional Conflict of Interest Committee and the Gift Acceptance Committee:

* For all proposed gifts related to academics, if Senate President and/or Provost considers a proposed gift to be sufficiently controversial, a subcommittee will be activated. The subcommittee will consult with Senate President and Provost and reach an advisory recommendation for the Gift Acceptance Committee. The subcommittee will consist of six members, the majority of whom are to be university senators. Each of the six Reynolda campus academic deans will name one member to the committee in consultation with Senate President.
* Restricted gifts will be considered the same as grants.

It was noted in discussion that this arrangement does not meet Senate’s expectation of faculty involvement in the selection of subcommittee members, as deans are appointing committee members. Potential solutions include having senators from professional schools choose representatives. The suggestion was made that the ad hoc Institutional Conflict of Interest Committee continue until this matter is settled.

Simone Caron (Fringe Benefits Committee) provided updates on health benefits. WFU has moved to a calendar year system. Except for the FSA plan, current benefit plans will remain in place until the end of 2018 with no increase in premiums. People desiring continuing FSA coverage through December must sign up for that by April 9.

Jane Albrecht (Senate Athletics Committee) presented a follow-up from January discussion on Title IX in athletics, providing clarity on Title IX survey results. Outcomes: while there is no parity in number of female and male athletes, there is no evidence of unmet interest/ability of female students. The Title IX Office would like to discuss with the senate some issues that came up with unintended consequence of Title IX policy.

**Election of officers for 2018-19**

The Nominating Committee’s list of proposed officers for 2018-19 is:

President – Wilson Parker (Law)

Vice-President – Mark Knudson (Medicine)

Secretary – Erica Still (English)

Member-at-large – Wayne Silver (Biology)

Voting will take place during the April Senate meeting. Nominations can be made from the floor.

**Faculty salaries**

A motion to increase Reynolda Campus faculty salaries was made, seconded, and approved. (See appendix to these minutes for details.) The resolution will be updated with newest salary figures in early April. Kathy Smith suggested that the resolution be included in Board of Trustees April meeting information packet.

**Ad hoc Committee on Centers and Institutes—interim report**

Sarah Raynor presented and invited discussion on a preliminary report from the ad hoc Committee on Centers and Institutes. Presentation included drafts of recommendations regarding policy creation, review, and renewal/non-renewal of university institutes and centers.

Discussion included concern about populating the proposed committees and membership requirements of the proposed committees. A suggestion was made to emphasize the benefits that would be enjoyed by institutes and centers under these recommendations.

A full draft report will be available by end of the week, which will begin a two-week comment period. Senate will discuss and vote on committee’s recommendations during the April meeting.

President Carter asked if there was any new business. Hearing none, he adjourned the meeting at 5:02 pm.

**Appendix: motion to increase Reynolda Campus salaries**

For the last 20 years Wake Forest has been ranked by the *U.S. News and World Report* among the top 30 universities in the country;

The national and international reputation of Wake Forest rests, in large part, on the innovative teaching, individual attention to students and research productivity of the faculty;

The mean of Professors’ salaries at the nine traditional cross-admit institutions is $161,300.[[1]](#endnote-1) WFU’s current Professor salary is $149,300. The mean of the cross-admits’ Associate Professor salaries is $110,400; $98,500 at WFU. The mean of the cross-admits’ Assistant Professor salaries is $92,000; $77,900 at WFU.[[2]](#endnote-2)

Between 2011-12 and 2016-17, the mean rate of increase in Professors’ salaries at the cross-admits was 14.3%; 8.19% at WFU. For Associate Professors, the mean rate of increase at the cross-admits was 14.85%; 5.46% at WFU. For Assistant Professors, the mean rate of increase at the cross-admits was 17.85%; -1.52% at WFU.

The University stands in a weak competitive position with regard to recruiting and keeping the best faculty;

[The University has announced that over $200 million has been raised for faculty and programs in the current Wake Will Capital Campaign.]

BE IT RESOLVED: The Administration and Trustees raise faculty salaries at all ranks to the mean of the nine traditional cross-admit institutions by 2021 and raise salaries for non-tenure track faculty at a similar percentage rate as Assistant Professors.

1. Davidson, Duke, Emory, Richmond, UNC, UVA, Vanderbilt, Washington and Lee, William and Mary. [↑](#endnote-ref-1)
2. Sources: American Association of University Professors, Faculty Compensation Survey (Mar.-Apr. 2017); Office of Institutional Research. These figures are for 2016-17 and will be updated as soon as 2017-18 salary data are made available. [↑](#endnote-ref-2)