

Wake Forest University Senate
Minutes of the Fourth Meeting
April 24, 2002

The University Senate for 2001-2002 held its fourth meeting in the Worrell Professional Center on the Reynolda campus. The following were present:

Administration: Sandra Boyette, Rhoda Channing, Paul Escott, Robert Walsh, Edwin Wilson

College: Jane Albrecht, Allin Cottrell, Don Frey, Judy Kem, Win-Chiat Lee, David Levy, Gloria Muday, Paul Ribisl

School of Medicine: John Butterworth, Larry Daniel, Craig Henkel

School of Law: Michael Curtis, Alan Palmiter

Calloway School of Business and Accountancy: Page West

Graduate School: Greg Shelness

Babcock School: James Flynn, Chet Miller, Timothy Smunt

Divinity School: Sam Weber

Staff: Kathy Clark, H. David Womack

Guest: Trustees Egbert Davis, Jr., Zachary Smith

Timothy Smunt called the meeting to order at 4:05 pm. The Minutes of the meeting of February 6 were approved with the addition of Page West to those present.

President Smunt announced that 3 of the 5 faculties have approved the bylaws changes previously approved by the Senate; these changes related to the addition of the Athletic Director to the Senate and the ability to alter the length of terms for incoming senators under certain circumstances.

Win-Chiat Lee reported on the choice of ACS as the medical insurance provider on the Reynolda campus. He thanked the committee which had worked with Human Resources on the choice: Dana Hutchens, Vonnie Gage, Gloria Muday, Mark Hall and Michael Lawlor, as well as Lee. Factors in the choice included cost, quality of service, and a smooth transition with least numbers having to change doctors. Because the switchover cost is very high, there will be some reduction in benefit. The 60/40 split will stay in place. Senator Lee said that we don't know yet how realistic are the cost estimates that have been made. Employees will see 24% increases in

premiums as well as deductibles of \$100 for an individual and \$250 for a family. The University decided against adding an indemnity plan as an option, since there was a concern that healthier employees would select the indemnity plan causing the PPO plan to become more expensive. There are some health insurance issues that remain; the 60/40 split on the Reynolda campus may be out of line with other educational institutions; the university contribution to health insurance for some 270 retirees is capped at \$64 per month; last, there are 300 employees who cannot afford health insurance. Smunt added that there are some improvements in the new plan, including better out-of-network coverage and the inclusion of hospitals in the Triangle and the Charlotte areas in the network. He reminded the Senate that the retirees are typically covered by Medicare and need buy only the supplementary insurance. He suggested that the Healthcare committee should investigate the current net cost for retirees' medical insurance for future analyses and discussions. In the absence of Roger Jenkins, chair of the Fringe Benefits Committee, Smunt reported that the committee would be working on a Strategic Plan, to determine what fringe benefits should look like in five years.

Larry Daniel reported for the IOC. One of the ideas of the IOC was to explore the possibility of interdisciplinary courses. This semester three members of the committee (Daniels, Flynn, West) organized a course on "Biochemistry and Biotechnology" which included business and scientific topics. The course was very popular with an enrollment of twenty students from several departments. However, this course served to illustrate some of the forces impeding intercampus courses. Foremost are the different structures for rewarding teaching among the campuses and the assignment of credit to the department for courses offered.

The goals of the IOC committee for the year were to:

1. Organize evening seminars.
The first symposium on "The Human Genome" was held in January.
2. Distribute information about campus wide events by email and web site.
E-mail has proven difficult since no wide distribution list is available for use. There is a wealth of information available on various web sites.
3. Organize community meetings
The community meeting on diversity will be held in May. The Senate Executive Committee met with staff in a forum that discussed mainly benefits questions.
4. Explore the uses and needs for a faculty club.
Faculty dining rooms have been made available on both the Reynolda and Bowman Gray campus. The larger question of the need for a faculty club remains open.

Senator Daniel also praised the work done by Giz Womack to establish and maintain the Senate website.

John Butterworth was able to report that the Senior University Appointments Committee had had a role in the selection of the new Provost, and the selection of honorary degree

candidates. He did indicate that there was a need to identify more scholars as candidates for honorary degrees for next year. Tim Smunt reminded him to send reminders to all the chairs.

In the absence of Mark Leary, Tim Smunt reported that there had been little activity and that a meeting of the capital planning committee had been recently cancelled.

Allin Cottrell, chair of the new financial communication committee, volunteered that he will try to get financial information before it is presented to the Senate, so that his committee (Chet Miller, Hank Kennedy) can prepare an executive summary and ask questions. Cottrell will meet with John P. Anderson and Maureen Carpenter to discuss the issues. He reported that the Trustees seem enthusiastic about sharing meaningful financial information.

David Levy gave the Nominating Committee report. Roger Jenkins and Mark Leary were the other members of the committee. The slate of Senate officers, which was approved by unanimous consent, included Larry Daniel as President, Don Frey as Vice President, Bernadine Barnes as Secretary, Dale Dagenbach as Assistant Secretary and Michael Curtis as Representative at large.

The evaluation of administrators was the next topic. The faculty of the College passed a resolution calling for biennial review of department chairs, and faculty participation in the evaluation of senior university administrators. Currently some departments have no process for evaluating chairs. The Dean of the College solicits faculty comments on his performance, but this is not universal among the Deans. David Levy said that he finds the feedback useful to him as a chair. Paul Ribisl offered that the chair in HES is evaluated every four years, the term of the chairmanship. Levy has learned from the reviews that there are often varying interpretations of the role of the chair. Ribisl shared that pre-tenure and post-tenure faculty have different concerns in their reviews. After the positive comments about the value of administrative evaluation, some negatives were mentioned. The structure of the university may not lend itself to evaluation, although feedback can still be useful. Such a process adds to the administrative load. Smunt charged the IOC to see what our peer institutions do and to report their findings at the first Senate meeting of next academic year. Dean Escott found that it is often difficult for faculty to really understand the responsibilities of the Dean or other administrators. Smunt asked if there is a belief that a feedback or evaluation process might reduce the pool of qualified candidates for chair or dean positions. After some discussion, it was found no one felt that such a process would be harmful in this regard. Smunt also suggested that the Senate work closely with the new Provost on any recommendations for the review of administrators.

The Senate President made some closing remarks. Smunt stated that he plans to publish two more issues of *The Senator*. He thanked the officers and committee chairs for all of their hard work during the past year. He listed recent Senate accomplishments: role in the appointment of the new Provost, better communication with the Trustees, best possible medical insurance plan, intercampus activities and enhancements to some other benefits, as well as a website and a more substantive *Senator*.

Still needed or in process, according to Smunt, are better communication of financial information, administrative evaluations, diversity meetings, resolution of the daycare issue, which is at least 18 years old, parking solutions, parity of fringe benefits with other institutions, especially contribution to retirement and tuition reimbursement, developing a good relationship with the new Provost, continuing Trustee interaction and finally, a process for selecting the next President.

The meeting was adjourned at 5:30pm.

Respectfully submitted,

Rhoda Channing
Secretary