

Faculty Senate Meeting March 7, 2012

In attendance: Paul Anderson, Sharon Andrews, Daniel Bourland, Sheri Bridges, James Cotter, Carol Cramer, Sonia Crandall, Mary DeShazer, Paul Escott, Mary Friedman, Samuel Gladding, Martin Guthold, Nathan O. Hatch, Duncan Hite, Michael Hughes, Sarah Jones, Judy Kem, Linda McPhail, Ellen Miller, Mark Miller, James Schirillo, Susan Smith, John Stewart, Lynn Sutton, Alan Townsend, William Ward

Topics:

- Election of Senate Vice-President
- COIA (Committee on Intercollegiate Athletics) Presentation from Jane Albrecht, Wake's COIA representative
- Committee Reports
- Medical School Compensation

ELECTION OF VICE PRESIDENT

Baker had to step down to meet other responsibilities. Committee nominated Dan Bourland for VP this year and President Elect for next year. New model: provides continuity Senate President rotation was between Graduate Program and Business School (include). Still rotate, but now college & other schools.

Nominated Daniel Bourland at Radiology at Medical School. Moved to elect Dan as VP this year and President Elect next year.

Bourland willing and honored. Vote approved unanimous.

COALITION ON INTERCOLLEGIATE ATHLETICS

Presentation by Jane Albrecht, COIA, National Association of Faculty Senates. Senate only group on campus to have full picture of Athletics. She is appointed 3 years to attend that national meeting and bring feedback.

National meeting held in Tulsa. Agenda was really full; breakout sessions; steering committee proposal

Will take questions and comments. Showed questions. Collegiate model – vs commercialism; take stance on post season football play-off; sees congressional action on anti-trust.

COIA reaffirmed commitment to working with NCAA.

First business model to support amateur model back recent NCAA academic reforms; higher standards for junior colleges and universities.

Institute academic register year won't be able to play – protect student athletes. National Association Faculty exercise vote for institution. Think about inviting Richard Carmichael to come and speak about WFU and how we vote on issues.

COIA wrote press release: possible reform of playoff post season – concern that it not under NCAA but under BCS Bowl Championships; scheduling problems and Division I Reps issued statement: physical health and academic well-being of students as primary.

- Will take comments and questions via email
- Supposed to have Senate member on Athletic Committee along with President Hatch
- Countering increasing commercialism
- Collegiate model and counter proposal – students paid to play
- Endorses Anti-Trust
- COIA continue to support NCAA
- COIA vigilant regarding moves in football organization – notes proposal to move football out of NCAA
- President Hatch: ACC Conference meets regularly, hold votes and conference as whole has best sense, expansion, values; feels good about where conference is; stands as a whole for what is right
- Clemson, Florida State, Duke, Wake Forest voted for reform multi-year scholarship over-ride failed
- Invite Carmichael to speak
- Despite recent scandal – Miami not successful try to operate like WFU (Miami Beach is enticing place) complicated matter. Graduation rates improving. Maryland has terrible graduation rates. UNC attracts.

Comments – Initiatives – Questions

WFU has been part of COIA past 6 years

Convergence of Thought “Pay to Play” Award \$2,000 stipends to student athletes, slippery slope. New York Times: whether athletes should be paid; Atlantic Paper: working for nothing and multi-million dollar salary

Continues to be debated; not yet passed “do you meet full cost of attendance” does not apply to just football but all student athletes. Will diminish minor athletic sports. In Addendum you can read about debates and recommendations from steering committee.

Student athletes could get Pell Grants and Hardship Fund, big restriction on getting money from donors.

COMMITTEE CHAIRS REPORT:

Resource Committee: Chair is in Pakistan

Fringe Benefits Committee

Looking at proposal to increase compensation for same sex partners. Federal Tax Code discrimination. Money for same sex partner’s medical plan is taxable but not for other people should the University pick up the extra to make it an even playing field? Feasibility being explored.

Intergration Committee: Internship Program not just doctors but many different enterprizes and medical school. Orser, change instrumental for undergraduate students. In the fall 7 positions posted through HR applications to sponsor and then interview; late rolling out in Fall and ended up with a few students; best to do it in spring.

- Sissy Gamble, Heath Administration Internship – orthopedic research
- Want to increase the number and variety students so not to have to pay out of pocket for immunizations, etc.
- Excellent idea to make available while student is going to school
- Pre-med school shadow in clinic to enhance not alter
- Last three years WFU Scholars Program; first time one would be in senior position at medical school full year after graduation
- Paid intern by committee chair for one year

Advisory Council and Representative at Large University Senior Appointments Committee:

On Tuesday, February 28 discussed four nominations honorary degree, backed commencement speaker, 9 nominations to President Hatch. Respectfully submitted by Judy Kem.

Staff Advisory Council Report

The SAC meetings generally feature internal speakers, which have included Carmen Canales (HR), Angela Mazaris (LGBTQ Center), Lieutenant Colonel Arthur Addleman (ROTC), and Alex Crist (Parking) *inter alia*. There have also been presentations about professional development opportunities via the new CORE program and on intra-campus communication via Inside WFU.

The SAC is pleased with the establishment of the joint Senate/SAC Benefits Committee.

In the fall, there was a controversy over an email sent to both faculty and staff highlighting a football ticket perk that was available only to faculty. This event was sponsored by the Provost's Office. The controversy was resolved with a men's basketball ticket giveaway and party just for staff that was held in February.

Carol Cramer
SAC liaison

Committee for Academic Freedom and Responsibility, submitted by Gale Sigal

Two Issues:

- Grading policy at business school, maintain GAP, faculty are much happier now
- Medical school and salary document draft
- Senate Executive Committee to respond with responses
- Freedom:
 - Threats to academic freedom
 - Tenure revocations, salary reductions
 - No bottom over the years – defacto revocation through cuts below a proper standard of living
 - Draft: a policy in the making

Report on Draft Medical School Compensation Plan

- Salary based on excellence
- Equity among disciplines
- Outside grants determine salary, research vs non-research
- Maximum 10% cut this coming year, not securing sufficient service or grants
- Discretion of chairs 'non-research'

Presented mentoring and committee work: 76 faculty at medical school below threshold and to get salary cuts, with half to receive bridge funding; half who are chronically underfunded have no eligibility for bridge funding

Senate Executive Committee sent questions to Dean Abraham at Medical School: 2 million available for Bridge Funds, make sure funding for "productive" faculty

Discussing Salary reductions:

- Revocation process
- Incentives for "productive" faculty; how to measure non-research "Y" component; structure these elements to provide compensation
- Medical track records

- Point system to measure productivity
- Approximately 19 salary reductions 2 years ago; no one last year and this year
- 88% of faculty consistently funded have done well
- 76 faculty facing reductions represent 15% (of 250); some had salary reductions in past
- Non consistent policy before this year
- Priorities
 - Investment in new faculty
 - Compensation policy as Work in process

FRC and Senate Executive Committee to discuss process to have best policy and avoid problems

- Discretionary part of salary (5-20%) is on clinical side only, not in other 3 components
- Education EVU valuation units \$70 - \$200
 - 1 hour EVU for giving lecture
 - 1 hour EVU for prepping for lecture
 - Core Faculty, Core Directors and Core Grads
 - Lecture, new or tuned up
 - They went through all hours
 - Based on self-reporting
 - Clinical side is given to department chair to divide hours by faculty member activities
 - Only given in medical student curriculum, not graduate student curriculum

Tuition revenues medical school: 39 students, \$25k stipends

How to divide by graduate school

- 75% expectation research 25% lose funding on animal costs
- Determination of salary is a multi-variant equation
- Size of Graduate School
- Cage charges
- Expectation of money brought in by faculty
- How many students bring in tuition from grants
- Year 2 on investigators bring in their own tuition
- Revenue streams for graduate school and how to best do this

NIH – Core facilities don't keep us updated. Base on financials making us less competitive.

RAC 'Research Advisory Committee' worked with Office of Research; said we are competitive, which core do we need? Which core processes can we contract out? Unaware of costs being substantially out of line for cage charges. Suggested to talk to RAC.

Work on dissemination of information.

Compensation Committee looking at salary floor.

Will definitely be a base; actively being discussed – no decision made.

Model System: will all work out eventually

Don't know how much to have in Bridge Fund. General feeling was for Bridge Fund to be very generous for "productive" faculty.

Balance Everything and back out of other areas. Start up packages, taking more of money for salary for junior faculty, for those not yet with grants. Chairs to write letters, establish productivity of faculty, reviews, submit for grants. Look at history and productivity.

Sent out June 1 salary; July Bridge Funding

Metrics for determining Administrative Component, 14 million to one individual over past 5 years.

For 990 – clinical:
50 Core Teaching
5-20% salary
Course directors

Top levels:
drifted away from medical school
high dollar – how are they justified by board

1% is taking away majority of money; big change is loss of patent revenues, provided huge opportunities, standard of having 75% funded in the past to invest in research part; fortunate we are integrated with the medical center, patent funded 37% of operations of medical school.

Applegate said we'd lose money next 6 years; people left or leaving with huge salaries – people are frustrated

Loyal people helped and worked hard for years and taking a hit because of mismanagement – who takes the hit?

Practical sense: have to go forward, create a supportive faculty, support salaries, research programs continue. It's frustrating on decisions made but have to move forward

Ask that the frustration of faculty are presented to the Board. Assured that this is the primary concern in changing and highly competitive side.

Winston-Salem Journal: huge bump in top admin salaries, 400-600-900 increases

Dr. Applegate – benchmark, huge compensation in 990s in 2009. Based on 2005-2009

Review Dean of Medical School and Administration: Everyone should have evaluations

Break numbers down to look at 1 particular area:

- It's an individual question
- NIH priorities
- NHLBI 12%