

Wake Forest University Faculty Senate Minutes
Wednesday, February 20th 2019
Tribble Hall, DeTamble Auditorium

Minutes prepared by Jayson Pugh and Senate Secretary Erica Still; submitted by Erica Still.

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. The identity of comments from Senate Officers and Senate Ad Hoc and Standing Committee Chairs are given, as is the identity of persons commenting in their official administrative capacity (e.g. EVP, Provost and College Dean.)

In Attendance: Jane Albrecht, Steve Boyd, Simone Caron, Arjun Chatterjee, Anna Cianci, Jay Ford, Amy Hildreth, Hugh Howards, Allyn Howlett*, Ana Iltis, Carrie Johnston, Steve Kelley, Ralph Kennedy, Christopher Knott, Mark Knudson, Pat Lord, Ellen Makaravage*, Wilson Parker, Matthew Phillips, Tim Pyatt*, Stephen Robinson, Wayne Silver, Michelle Steward, Erica Still, Barry Trachtenberg, Neal Walls

(*) denotes non-voting members
23 voting members in attendance, a quorum

1. Call to Order
 - a. President Parker called the meeting to order.
2. Approval of Minutes from January 23, 2019
 - a. The motion to approve the minutes of the January 2019 meeting was made, seconded, and passed.
3. Simone Caron and Mark Knudson: Update from the Ad Hoc Committee on Conflicts of Interest Regarding Gifts and Grants
 - a. The group has been working in response to the Senate feedback.
 - b. They will be protecting academic freedom of faculty who are recipients of this gift.
 - c. There is a document that most of the committee has agreed upon.
 - d. It will be sent out before the next meeting and we will vote in March.
4. Simone Caron: Discussion of amending Bylaws to have officer change in January
 - a. Problems created by the current system
 - i. There has been a lag time from April to September, so the senate loses momentum and time trying to restart at the beginning of each new academic year.
 - b. An alternative would be to have terms run through the calendar year.
 - iii. The new transition might occur over winter break.
 - c. Discussion covered the following points:
 - i. If this change occurred now, there would be a slate of officers serving through Fall 2019, elections would be held in that semester, and new terms would begin in January 2020.
 - ii. Having officers serve 2-year terms would help maintain momentum and direction.
 - iii. 2-year terms would require a 6-year commitment from members serving as president (as president-elect, president, and past-president). This is a significant obstacle, especially given the current difficulty recruiting for the position.

- iv. While the current bylaws call for the transition of officers to occur in July, it is possible that the Senate's work could continue during all of the summer months, especially if the current officers meet with the newly-elected ones after the April meeting.
- v. The bylaws will need to be changed if term lengths are revised. Whatever practice is adopted should be established by the bylaws.
- vi. The possibility of creating an ad hoc committee to review best practices was raised.
- d. Outcomes
 - i. For this year, the current Executive Committee will meet with the incoming officers following the April meeting, with the intention of naming committee chairs who can continue and/or begin work during the summer.
 - ii. An ad hoc committee will look into practices at peer institutions for comparison and/or suggestions. Jay Ford, chair 2. Simone Caron 3. Erica Still 4. Steve Kelly
 - iii. College senators will work out the process for electing an at-large member.
- 5. Matthew Phillips: Update on Compensation Committee
 - a. In the committee's work to report salary comparisons, it has encountered challenges and inconsistencies identifying an appropriate peer group.
 - i. Three categories have historically been used: cross admits, the Colonial Group, and geographic locations -- these categories are no longer useful.
 - b. The committee has been working with Phil Handwerk in Institutional Research to identify a more appropriate peer group by using by comparison methods
 - i. Using factors identified by the AAUP and Compensation Committee members as most relevant, the new formula will a mathematical formula to determine the 12-15 schools must like Wake Forest.
 - 1. [While the minutes do not reflect the specifics of the process outlined in the meeting, more details will likely be included in the Compensation Committee's proposal]
 - c. The committee is presenting this information to solicit general support for proceeding in this direction. Such support was informally offered.
 - d. The point was made that the AAUP has traditionally been the most active group in making salary recommendations, but perhaps the Senate's Compensation Committee should take on this responsibility.
 - e. The point was made that "compensation" includes "benefits" and therefore exceeds "salary." The distinctions should be taken into consideration in future comparison reports.
- 6. Wilson Parker: Update on WFU relationship with Koch Foundation, discussion of possible Senate visit by President Hatch, review of February 1 Retreat, update on Shared Governance Committee
 - a. There is an AAUP meeting in Tribble Hall on March 28th.
 - b. Koch Foundation
 - i. The university's contract has been put up on the Koch Foundation website.
 - ii. The Eudaimonia Institute (EI) website needs to be updated to distinguish between common and "major" gifts.
 - 1. A senator asked if this policy of disclosure will apply to all institutes and centers. Discussion included the following points:
 - a. Does requiring such disclosure create a shaming effect on donors of smaller amounts?
 - b. Can general categories be used to indicate levels of funding without disclosing donors' contributions?

- c. The Senate is asking that EI designate “major” funding, which means that a level must be set for future reference.
 - d. Professional practice is that sources of funding be disclosed in order to support academic freedom and integrity.
 - e. Such disclosures apply to “restricted gifts.”
 - f. The Gift Acceptance Committee will continue to work out these issues.
 - g. The Senate’s position is that this policy of disclosure, as worked out by the Gift Acceptance Committee and agreed to by the Senate, should be applied evenly to all institutes and centers.
- c. Visit by President Hatch to Senate
 - i. President Hatch has been invited to the March Senate meeting; confirmation is dependent upon his schedule. If that date is unavailable, should an additional meeting be called to host him?
 - 1. Most senators indicated (informally) that they would support calling a separate meeting on a Wednesday in March or April.
 - ii. Senate President Parker urged senators to begin soliciting questions for President Hatch.
- d. February 1 Retreat
 - i. Discussion included the following points:
 - 1. One purpose of the retreat was to gather input to assist the shared governance committee in drafting a statement that the Senate, the administration, and the Board of Trustees could hold in common.
 - 2. One outcome of the retreat was a recommendation for a liaison committee to communicate directly with the Board of Trustees.
 - 3. A second outcome was a request for a faculty member to be added as a voting member of the Board of Trustees. The following points were raised regarding the issue:
 - a. Some senators felt having direct faculty placement on the Board of Trustees is important for representing faculty concerns directly to Board members.
 - b. Some senators would rather have additional faculty placed on the Board of Trustees Committees as voting members. Working with the committee administrator to set the meeting agenda, such faculty members would have greater input into the matters that reach the Board. Faculty would be better positioned to make their concerns known. This option calls for two senators serving on staggered terms on each committee.
 - c. Senators serving as committee members need to do a better job communicating the business and outcomes of the Board of Trustees meetings. They could better represent faculty concerns by attending information-gathering and information-sharing pre- and post-meeting sessions with Senate Executive Committee (or the full Senate).
 - d. The senators currently serving on Board of Trustees committees have had varying experiences in terms of the degree to which they are invited to participate in the committee meetings.
 - e. The goal is to have a more robust system of representation with the Board of Trustees overall.
 - 4. President Parker indicated that he would present the Senate’s requests regarding faculty representation:
 - a. Liaison committee
 - b. Faculty board member
 - c. More robust representative system

7. President Parker: Meeting Adjourned
 - a. Motion to adjourn was properly seconded and meeting was concluded.