

Wake Forest University Faculty Senate Minutes

Wednesday, September 18, 2019

Tribble Hall, DeTamble Auditorium

Minutes prepared by Sophie Leruth 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 recorded here 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, Graca Almeida-Porada, Margaret Bender, Arjun Chatterjee, Anna Cianci, Christine Coughlin, Gail Curtis, Lisa Dragoni, Omaar Hena, Natalie Holzwarth, Hugh Howards, Allyn Howlett*, Ana Iltis, Carrie Johnston, Steve Kelley, Ralph Kennedy, Rogan Kersh*, Pat Lord, Ananda Mitra, Sherry Moss, Wilson Parker, Matthew Phillips, Tim Pyatt*, Stephen Robinson, Michelle Steward, Erica Still, Erik Summers, Barry Trachtenberg, Julie Wayne, Ellen Makaravage, Sophie Leruth (Senate Staffer), Jose' Villalba (Guest Presenter), Michele Gillespie (Guest Presenter), Regina Lawson (Guest Presenter)

(*) denotes non-voting members

27 voting members in attendance, a quorum

1. President Mark Knudson: Call to Order
2. Knudson: Approval of Minutes from April 24, 2019
 - a. The motion to approve the minutes of the April 2019 meeting was made, seconded, and passed.
3. Knudson: Brief orientation to the Senate, outlining its basic structure, procedure, and bylaws. [<https://facultysenate.wfu.edu/by-laws/>]
 - a. The function of the Senate is to
 - communicate faculty concerns regarding issues of importance to the university
 - represent the faculty on various administrative committees
 - facilitate communication between the administration and the faculty
 - b. The Senate is a representative body, so senators are expected to be in regular contact with the faculty they represent, both bringing their concerns

to the Senate and communicating Senate efforts back to the faculty body. Likewise, the Senate facilitates communication between faculty, the senior administration, and the Board of Trustees.

- The newly formed Academic Priorities Committee is an example of possible outcomes when the three bodies (Senate, Administration, and Board of Trustees) work together.

4. Gillespie, Lawson, Villalba: Campus Climate Issues & Response to Malicious Emails

- a. Michele Gillespie (College Dean) explained that Tuesday Sept. 10, 7 faculty and 1 staff member of the Department of Sociology received racist, anti-Semitic, homophobic emails. Emails of this nature also went out on Wednesday Sept 11 to four University offices: the Office of Diversity and Inclusion, the LGBTQ center, the Intercultural Center, and the WGSS department. Law enforcement was involved to look for sources of these messages. As concern increased during the rest of the week, the chair of the Sociology Department decided to invite department faculty to cancel classes for the week of Sept. 16. Jose' Villalba, Adam Goldstein, Regina Lawson, and Steve Bertino met with the Sociology Department on Mon Sept 16.
- b. Regina Lawson (Chief of Police) gave an overview of protocols enacted in response to malicious emails. A technology investigation was opened Wednesday Sept. 11, although a criminal case was opened in her department. The investigation involved working with Steve Bertino in Information Security and local law enforcement. The Department reached out to other universities to see if they were experiencing something of a similar nature, followed by involvement of an FBI expert on white supremacy who started to run a content check. Affected members of the Department of Sociology were met with. Additional security measures are being considered in "an abundance of caution": card access for classrooms; heightened police presence; and installation of panic buttons and peepholes. The investigation is ongoing.
- c. Jose' Villalba (Vice President for Diversity and Inclusion and Chief Diversity Officer) presented three takeaways from the malicious email incident. 1) The emails were sent in two batches, one targeting specific individuals in departments and another with a generalized approach to threatening and intimidating the community, and that led to differing degrees of impact. 2) Students are very worried and scared. 3) Protocols need to be reviewed and changed.
- d. Q & A/Discussion:
 - ❖ *Sometime in the last week or so there was anti-Semitic info on a temple in Winston-Salem. Could this be relevant information to the investigation?*
 - We are aware of this; our point folks do know
 - ❖ *Could the Jewish studies program also to be notified of such events?*

- ❖ *Some faculty members found that the email had been removed from their inbox without their knowledge, which created a sense of violation*
 - Spam filters were set up for spearfishing and catfishing so that nothing comes in
 - These emails are horrendous emails and emails were pulled so people would not be triggered and harassed by this. The Department of Sociology suggested not doing this.
 - Provost explained that IS never looks at the content (only addresses); in this case because a bias incident report was put in quickly the sender was flagged and blocked based on the address.
- ❖ *Is this efficient given that we cannot assess threat if it is never known?*
 - These emails go to a quarantine where they can be read and screened
- ❖ *There was debate as to privacy and questions in relation to blocking, the quarantine process, spam folder content, etc.*
- ❖ *Was there customized language in the messages?*
 - The messages were generally inflammatory and no physical descriptors, names, or office numbers were used. The language used was vile but of a general nature.

5. Knudson and Committee Chairs: Summary of Committees

- a. President Knudson explained the importance of committee work as the main vehicle for accomplishing Senate goals and implored senators to volunteer to serve on committees when possible.
 - **Compensation Committee:** collects data to inform conversations about salary and related forms of compensation
 - **Resources Committee:** discusses financial and academic planning on campus and how resources should be used
 - **College Senators Committee:** addresses concerns of the College faculty
 - **University Integration Committee:** focuses on solving issues between the medical school and Reynolda campus
 - **Fringe Benefits Committee:** liaisons with HR to provide faculty input regarding types of benefits available.
 - **Committee on Athletics:** deals with the Coalition on Intercollegiate Athletics (national organization), NCAA licensing, and national

issues in intercollegiate athletics. The first item on the agenda this fall is to talk to the new Director of Athletics (John Currie) and the Faculty Athletics Representative of Wake Forest (Peter Brubaker) on issues of student male athletes of color on campus and social climate, as well as their relative lack of success in graduation rates compared to female student athletes.

- **Committee on Academic Freedom and Responsibility:** consults on issues of faculty termination, appeal, and the like
- **Committee on Senate Bylaws (ad hoc):** reviews and suggests revisions to the Senate's bylaws in keeping with changes in the broader environment
- **Grant Acceptance Committee (ad hoc):** reviews incoming grants to ensure they are in keeping with university policy

5. Knudson: Koch Funding Update

- a. Provost communicated with the foundation and the contract is public:
<https://mk0bahufale3skgkthdo.kinstacdn.com/wp-content/uploads/2019/02/2016-Wake-Forest-University-Agreement.pdf>

6. Knudson: Update on gift acceptance and grants.

- a. Ad hoc Gift Acceptance Committee
 - recommendation to review gifts with potential for conflict of interests has been accepted and put into effect; however, conversation about the minimum gift amount for requiring additional review has continued, so the next step is to have the committee revisit the issue
- b. Ad hoc Grant Acceptance Committee
 - will review the grant acceptance policy to consider how grants come into the institution and are evaluated, etc.

7. Knudson: Adjournment