

Collegiate Senators

Minutes from September 6, 2023 Meeting (Zoom 4-5)

1. In-person meeting with Dean Krasas (September 12 4-5 pm Heritage Room).

We agreed that top priorities for discussion would be faculty governance, the merger with the graduate school, and roles/reporting structure/terms of appointment of associate deans. Members whose departments have graduate programs were encouraged to talk to their graduate program directors about their perception of how things might change because of the new relationship.

[Follow-up report: We spent most of the time having an exchange about faculty/shared governance and some of the challenges of engagement including failure of administrators to engage elected committees, reluctance of some faculty to do service either because of a perception that it doesn't count or a perception that it is pointless, and declining sense of community, especially post-COVID. We spent some time emphasizing the importance of the dean understanding the current complexities of the graduate programs in the College and discussing potential benefits of the merging of College and Graduate School in the new dean.]
2. Strategic Framework Roll-out.

Some concern was expressed about whether the framework adequately recognizes the importance of scholarship/research goals of faculty. Some members were pleased that the report reflected the work that they did in their strategic planning sub-groups. Others felt it was still so general that it was difficult to see what implications might be.
3. ACC Realignment
We had an extended discussion about the likely impact on student athletes of the expansion of the ACC to the West Coast. Jason Parsley, who chaired the Faculty Athletic Committee for the last two years, talked us through some of the issues that that committee, in conjunction with the Senate Athletic Committee, have raised with the athletic department. Scheduling of western trips but be done with careful consideration of how much class students are missing. There is pressure to allow more on-line courses for student athletes, but CAA rep Simone Caron noted that the committee is not prepared to change the rules just for athletes. This is an issue that needs considerable deliberation/attention because our restriction on the number of on-line courses also has implications for the transfer portal as many schools allow considerably more on-line coursework for their athletes.
4. Issues for further work/continued from last year
 - A. On-line courses
 - B. Handbook revisions (approval and publication has been delayed)
5. October Meeting
We can't meet on our usual first Wednesday of the month because of the Senate ExCom schedule. We agreed to change our time to Wednesday, Oct. 11, 4-5 pm on Zoom.

NATIONAL *Ranking*

SEPTEMBER 6, 2023

- 2 WOMEN'S GOLF
- 9 MEN'S SOCCER
- 17 FIELD HOCKEY
- 25 MEN'S GOLF



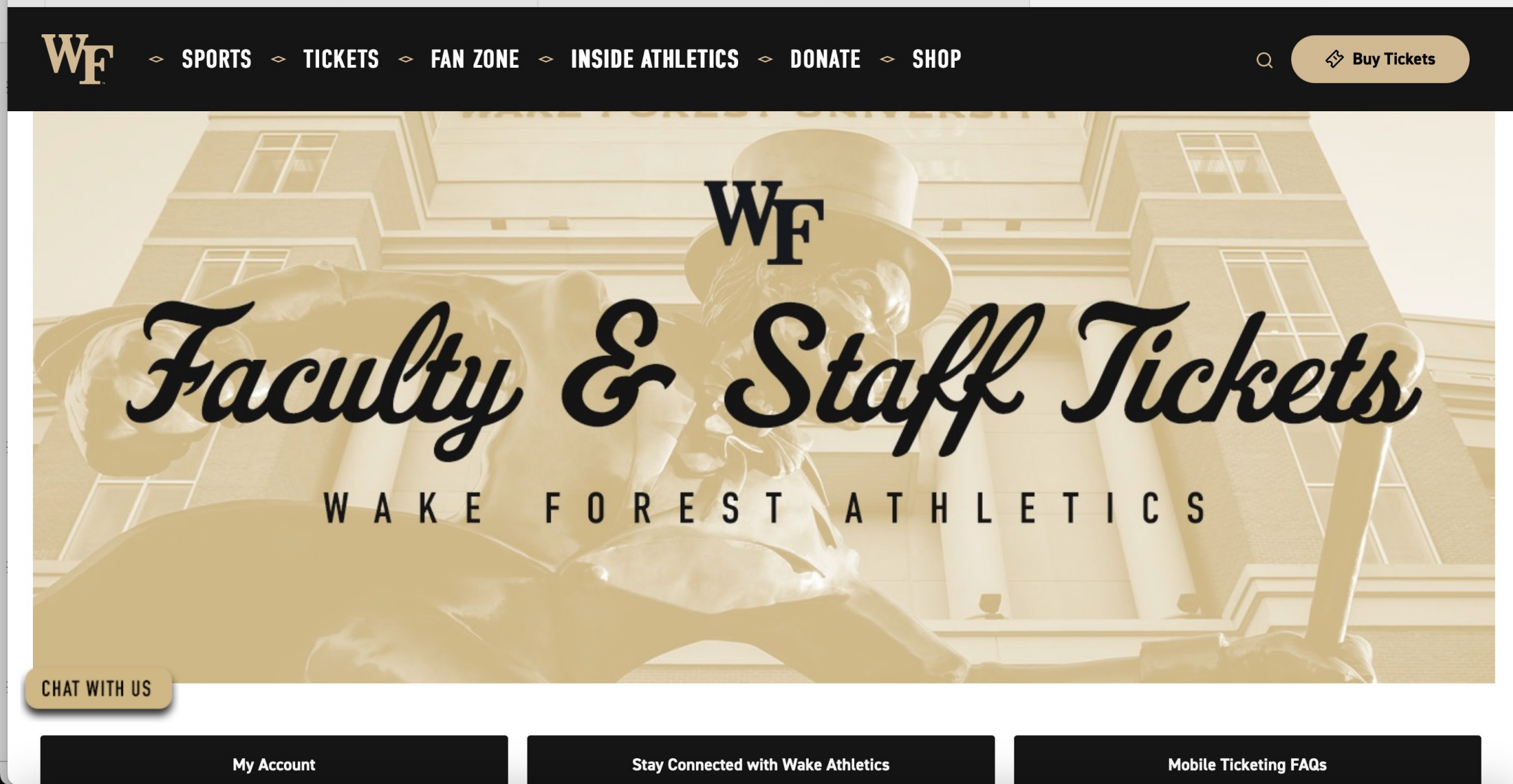
WAKE FOREST ATHLETICS



WF



Dedicated Athletics Website for Faculty & Staff → 20% Discount! (www.godeacs.com/facultystaff)



2023-2024 Faculty Senate Athletics Committee (SAC)



Amol Joshi
Business & Medicine



Gary Miller
College



Jason Parsley
College

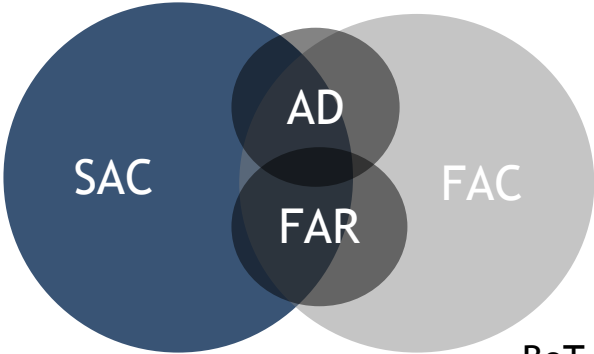
John Currie
Director of
Athletics (AD)



**Pete
Brubaker**
Faculty
Athletics
Rep. (FAR)



John Sumanth
Business
Chair, SAC



Nate Plageman
College
Chair, FAC
BoT Athletics Committee Rep.



Bret Nicks
Medicine

Senate Athletics Committee (SAC)



Faculty Athletics Committee (FAC)




ACADEMIC HIGHLIGHTS

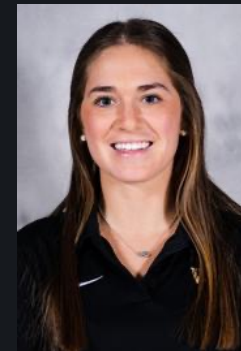
96% Graduation Success Rate Across All Programs

Including eight programs (Baseball, Men's Cross Country/ Track & Field, Men's Golf, Women's Golf, Field Hockey, Women's Soccer, Women's Tennis, & Volleyball) with a perfect 100%

70% Student-Athletes earned spots on the 2022-23 ACC Academic Honor Roll

4th consecutive year with ≥ 280 student-athletes on ACC Academic Honor Roll (317 SAs)

-  67 Student-Athletes earned degrees in 18 majors in 2022-23
-  34 Student-Athletes earned graduate degrees in 8 programs in 2022-23
-  3 Student-Athletes earned graduate certificates in 3 programs in 2022-23



Rachel Kuehn
(Women's Golf)



Rhett Lowder
(Baseball)

2022-2023
ACC Scholar-Athletes
of the Year

- In 2024, Stanford, California-Berkeley, and Southern Methodist University (SMU) will join the ACC Conference
- Implications for student-athletes travel schedules, class attendance, mental health, well-being?
- Faculty flexibility and policy and process updates will be necessary
- [ACC Press Release \(Sept. 1, 2023\)](#)



- Northwestern Football Hazing Scandal (2023)
- How is WF guarding against this?
- Per John Currie, AD (personal correspondence):
 - Real Response (anonymous reporting)
 - AD, FAR, GC, Dep. IX Coord. review reports
 - Annual anonymous surveys of all teams
 - In-person interviews with all departing SAs
 - AD accessibility to SAs, parents (cell no.)
 - FAR speaks to teams
 - Continuing Title IX, hazing education
 - Whistleblower policy
- [Recent SI Article \(Sept. 12, 2023\)](#)



NORTHWESTERN HAZING SCANDAL

FRIDAY

- INDEPENDENT INVESTIGATION REVEALS WIDESPREAD HAZING
- PAT FITZGERALD SUSPENDED 2 WEEKS

SATURDAY MORNING

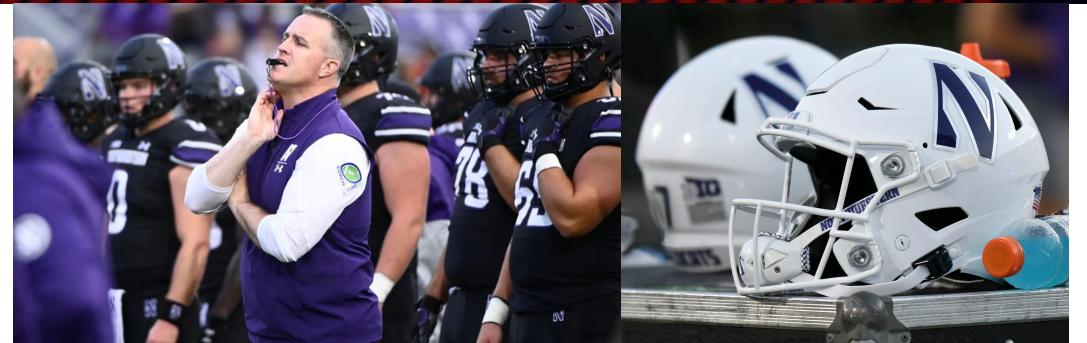
- *THE DAILY NORTHWESTERN* DETAILS HAZING ACCUSATIONS

SATURDAY NIGHT

- PRESIDENT SCHILL: "MAY HAVE ERRED" IN FITZGERALD'S PUNISHMENT
- STATEMENT CLAIMING TO BE FROM ENTIRE TEAM PUSHES BACK ON ACCUSATIONS

TODAY

- *THE DAILY NORTHWESTERN* REPORTS ON "CULTURE OF ENABLING RACISM"
- REPORTS: NORTHWESTERN FIRES PAT FITZGERALD





Name, Image, & Likeness (NIL)



Transfer Portal



Conference Realignment



Athlete Safety, Health, & Well-Being



Johnson vs. NCAA Case

Ad Hoc Handbook Committee – update as of July 12, 2023

Report submitted by Michelle Steward, Chair of the Ad Hoc Handbook Committee

The Ad Hoc Handbook Committee met this month to go through each of the redlined changes in the Faculty Handbook that the Provost's office sent us.

We solicited feedback from all EXCOMM members on the redlined changes.

We reviewed the document and submitted our suggested changes.

Based on our review of the Faculty Handbook, the Committee also created a list of areas that the Faculty Senate might consider working on in the future.

The entire process that is being developed around suggested changes to the Faculty Handbook is quite promising and robust.

Resource Committee Report

Steven Virgin, Committee Chair

September 13, 2023

The committee met on Sept 13 to discuss areas of interest for this AY. We identified the following topics for further exploration:

1. Assess the ratio of administrative positions to faculty and students across the university. Committee members noted that administrative structures have expanded across the university over the last decade. The Resource Committee intends to review the growth and scale of the administrative offices, and in comparison to our peer institutions.
2. Assess the role of external funding in driving academic programming across campus.
3. Evaluate the University's portfolio performance in comparison to overall market performance during the past two decades.
4. Identify areas of collaboration with VP Trevasano's office.

We will take up the above work over the next several weeks.

Integration Committee Report

**By Amanda Kaufman
September 13, 2023**

The integration committee has not met, but we are planning to meet in October.

Medical School Senators Report

By Michale Cartwright

September 14, 2023

The Medical School Senators have no specific updates, but it should be noted that the medical school is preparing for LCME (Liaison Committee on Medical Education) re-accreditation and fully opening the Charlotte branch in 2025. LCME is the organization that accredits medical schools in the US.

Senate Fringe Benefits Committee Report September 9, 2023

The full Fringe Benefits Advisory Committee, which includes the members of the Senate Fringe Benefits Committee and the Staff Advisory Committee Fringe Benefits Committee met September 1. The meeting had been scheduled for August 28, but on August 25 Executive Vice-President Jackie Travisano asked that the meeting be rescheduled to accommodate her schedule, and as a result the only member of the Senate Fringe Benefits Committee able to attend the meeting was Ellen Kirkman. This rescheduling was disappointing since EVP Travisano arrived at the rescheduled meeting twenty-five minutes late. It was announced that this September 1 meeting will be the only meeting of the semester.

Plans for benefits for 2024 were announced, as well as dates for faculty and staff to choose 2024 benefits. The 2024 benefits package includes some premium increases but no major changes in benefits. In a move to become more family-friendly, the medical plan will be amended to allow immediate access to covered family-building benefits beginning in January 2024. The percentage of the dental plan insurance that is contributed by the individual, rather than by the university, will increase from 70% to 75%, and EVP Travisano announced this is part of a long-range plan to move the percentage the individual covers to 100%, as it is at comparable institutions.

In response to questions posed in advance of the meeting by the Senate Fringe Benefits Committee, the committee was pleased to learn that:

- Respiratory Syncytial Virus (RSV) Vaccines will be covered as a preventive vaccine for members (age 60 and older) at an in-network pharmacy without a copay.
- COVID-19 Vaccinations: The Department of Health and Human Services announced the end of the Public Health Emergency earlier this year, and as such, group health plans are no longer required to cover COVID-19-related services as they were during the pandemic. However, WFU will cover COVID-19 vaccines at 100% coverage. Beginning January 1, 2024, COVID-19 diagnostic tests are covered, like other diagnostic tests, at an in-network provider/facility.
- Drive-by administration of flu shots will continue as an option this year.
- Senate Fringe Benefits Committee members' schedules will be considered in setting dates/times of future meetings.

Other issues that had been discussed in the spring will remain under consideration. These issues include pay-banded premiums, HDHP with HSA (high deductible health plans with health savings accounts), and a behavioral health third-party administrator review. Ellen Kirkman asked who would make the decision on HDHP, what would be considered in making the decision, and what would be the timetable for a decision; the only response was that the administration will continue to consider the issue.

With the minutes of the meeting Shannon Araya sent committee members the "Fringe Benefits Advisory Committee Charter", which outlines the responsibilities of the committee. This document is provided along with this report.

The Senate Fringe Benefits Committee met by itself September 7 to discuss the results of the full Advisory Committee meeting. The Charter says the full committee will meet at least four times a year, and our committee will ask for a clarification as to whether this is the academic year or the calendar year. The Senate Fringe Benefits Committee will also try to clarify the ways that HR envisions faculty

members fulfilling the responsibilities outlined in the Charter. For example, we know there is some interest among faculty in having a HDHP with HSA, and this issue has been studied for quite some time by the administration. How can members of the Senate Fringe Benefits Committee be involved in the decision making regarding this issue? To communicate concerns to HR about benefits, Senator Sarah Morath sent an email to HR regarding concerns about prenatal and pediatric care that she had received from Law faculty.

Submitted by:

Ellen Kirkman

Chair Fringe Benefits Committee

Attachment: Wake Forest University Fringe Benefits Advisory Committee Charter

Wake Forest University
Fringe Benefits Advisory Committee Charter
February 2023

PURPOSE

The Fringe Benefits Advisory Committee (FBAC) serves as an advisory body to the University and is facilitated by the Vice President for Human Resources & Sustainability and is advisory to the Executive Vice President. The FBAC will advise regarding the evaluation of benefit priorities while balancing the University's financial position, faculty and staff members' interests and needs, the competitive market for faculty and staff members, and the external benefits landscape.

RESPONSIBILITIES

- To understand existing employee benefit programs and their impact on faculty and staff;
- To help define alternatives and improvements to benefits that should be considered to promote the health, well-being, and development of employees;
- To provide input on employee benefits-related matters such as plan and program design, costs, funding, and competitiveness;
- To recommend communications about employee benefits matters to faculty and staff; and
- To share non-confidential employee benefits updates as directed and approved by the Vice President for Human Resources & Sustainability and/or their delegate.

MEETINGS

The FBAC meets at least four (4) times a year, with additional ad hoc meetings convened as necessary. Human Resources prepare the agendas. Meetings are convened by the Vice President for Human Resources & Sustainability.

MEMBERSHIP

The FBAC comprises representatives from the Faculty Senate Fringe Benefits Committee (up to six) and representatives from the Staff Advisory Council Fringe Benefits Committee (up to six), including the chairs of both committees. Membership in the FBAC is contingent upon membership in the respective committees and should represent the diversity of the workforce.

While no special skills are required of FBAC members, members should be interested in the employee benefits.

CONFIDENTIALITY

At times, matters discussed by FBAC may be considered confidential. Such matters may include, but are not limited to, proposed new employee benefits, costs or fees associated with current and proposed employee benefits, and changes to employee benefits. Matters identified as confidential should not be shared with non-committee members.

Current members for the 2023-2024 academic year include:

Faculty Senate Fringe Benefits Committee Representatives:

1. Ellen Kirkman (Chair of Faculty Senate Fringe Benefits Committee), Mathematics

2. Emily Pharr, Wake Health, School of Medicine
3. Sarah Morath, Law School
4. Simone Caron, History
5. Stacie Petter, Business School

Staff Advisory Council Fringe Benefits Committee Representatives:

1. Adam Carlson (Chair of Staff Advisory Council Fringe Benefits Committee), IS
2. David Bass, Athletics
3. David Clingenpeel, Business School
4. Shaquayla Person, Budget and Financial Planning
5. Jenna Radford, Wake Washington
6. Jim Settle, Office of Dean of Students

Administrative Committee Representatives:

1. Dr. Jacqueline Travisano, Executive Vice President and Chief Financial Officer
2. Dedee DeLongpré Johnston, Vice President for Human Resources & Sustainability
3. Beth Fay, Assistant Vice President, Total Rewards
4. James Ponce, Assistant Vice President, Chief Audit & Compliance Officer
5. Jeff Ries, Benefits Consultant, Arthur J. Gallagher & Co.
6. Melissa Barnette, Benefits Analyst
7. Shannon Araya, Director, Absence & Benefits