WFU Faculty Senate Agenda

Location: Farrell Hall, Room A17

Date: 2024 FEB 21

Time: 4-530 pm

In person Senators: Raja Chatterjee, Saylor Breckenridge, Lauren Reid, Steve Virgil, Katy Harriger, Michelle Steward, Amanda Kaufman, Ryan Shirey, Jason Parsley, Wanda Balzano, Amol Joshi, John Sumanth, Sharon Andrews, Dan Johnson, John Pickel, Sarah Morath

On Zoom: Rais Rahman, Simone Caron, Ananda Mira, Stacie Petter, Angie Edwards, Katherine Shaner, Mark Johnson, Adrian Laxton, David Clingenpeel, Mike Cartwright

1. Announcements – Raja Chatterjee
   1. Useful links on the agenda: How Wake Works, Faculty Discounts, University Fact Book
   2. Approved minutes: 2024 Jan.
2. Report from the Nominating Committee – Katy Harriger. Slate presented. Can make nominations from the floor and then vote in March.
   1. President- Saylor Breckenridge
   2. VP – Steve Virgil
   3. Secretary – Ryan Shirey
   4. At large – Erik Summers
3. VOTE: Senate Bylaws Revision. Text is available on the Senate website and has been emailed to all faculty at WFU. 21 Senators approved. 0 against.
4. VOTE: Policy on Policies. The current resolution was emailed to all Senators.
   1. This informs the creation of a policy on policies. Formal request for our response and desire for that to happen.
   2. Michele – we will form a working group for a policy on policies with Senate representation.
   3. 23 senators voted in favor; 0 opposed.
5. Resolutions introduced from the Integration Committee. Plan to vote in March. Document was emailed to all senators.
   1. Amanda Kaufman: recommend university administration articulate commit to integration across campuses and development of working group of stakeholders to come up with solutions.
6. Verbal Reports from the Standing Committees (minutes from their meetings have been posted on the Senate website)
   1. Fringe benefits (Raja for Ellen Kirkman):
      1. Michele: farewell celebration for Beth Fey 4-6 pm 2/27
   2. Med School (Raja from
   3. Compensation (Ryan Shirey): met today and been in recent conversations for OIR salaries year over year and peer comparisons. Want to introduce median salaries into the year over year table. Want to work with new list of peer institutions developed by the Senate when it is possible. AAUP data is difficult to compare and interpret (ex: Lehigh’s AAUP reports zero teaching faculty). Also hoping to get on Travisano’s calendar to check in on wage for contract workers on campus. If there is anything else that Senators would like to have the committee to bring to Jackie, please reach out to Ryan or others on the committee.
   4. Nothing to report from College Senators, Resources Committee, Ad-hoc Handbook committee, and Ad Hoc teaching professors.
7. Associate Provost Anne Hardcastle to discuss SIS Workday go-live on 4 March
   1. Mur Muchane:
      1. Preparations started in 2020
      2. Banner limitations – obsolete technology, no support for mobile devices, substantial effort to maintain, etc.
      3. Workday Student objectives – easier course registration, improved academic advising, forecasting demand for classes, “what if” scenarios, improved student billing, “One Wake Forest” approach
   2. Anne Hardcastle:
      1. Change Management Activities: Advisor Readiness Sessions and Faculty demos of student registration experience, Instructional videos and PDFs are on Project Wakeday website, Student demo sessions and awareness tabling events
      2. Recognize that this a big change: “One Wake Forest” with potential for collaborations – seamless experience for undergraduate and graduate students; improves data security and quality; self-service and more agency given to students; transparent processes to keep everything moving forward
      3. Call to Action: Empathy for colleagues and students, Flexibility as processes evolve, Partnership in refining the system
   3. How does this system help us make strategic decisions? Mur’s response: fully integrated system across various functions from admissions to enrollment to finances
   4. Smoother than Banner but concerned in April that students will panic – will there be staff around to help them out? Anne’s response: staff will be on site and live chat available
   5. Michele and Mur – students reported that they liked the mock semesters
   6. As challenges are identified, what will the process be to address those problems? Anne’s response: they will be collecting feedback along the way
   7. Any discussion on building out reporting for departments to evaluate themselves; Anne’s response: system will handle capacity planning and help long-range planning for academic units
8. Senior Athletics Strategy Advisor and Counsel, Pete Paukstelis and Associate Counsel Mary Crosby
   1. John Sumanth: graduation rates are exceedingly strong
   2. Discuss the implications of the NLRB decision in re: Dartmouth College
      1. National Labor Relations Act: regional director said the basketball team met the requirements of employment and control/compensation; Dartmouth is appealing; NLRA only applies to private schools
         1. USC and Pac 12 and NCAA – unfair labor practice charge related to student athletes; all 3 are being linked as joint employers
      2. Fair Labor Standards Act
      3. NCAA President’s proposal from December: more of a thought experiment than a proposal, unlimited academic benefits, direct NIL payments from schools, new division within NCAA that would be high dollar division
      4. Pay equity: separate unions for each sport/group
      5. All sports would be impacted in some form if students become employees
      6. Gambling will be legal in NC next month: coaches and students receive abuse from gamblers on social media; perhaps will need university wide gambling policy; athletes and staff are prohibited from gambling on anything by the NCAA
      7. Students would be paid hourly; unions would establish a process for disputes including firing; would be difficult for coaches to discipline players
9. Senate Engagement: Senate elections for Reynolda Campus (College, Law, Business, Divinity, GSAS) are coming up. Please reach out to your colleagues to run for Senate and to consider volunteering to serve on committees.
10. Meeting adjourned at 5:30.