

## WFU Faculty Senate Meeting Agenda: May 15, 2024

Call to Order – 4:00p

### 1. Approval of March 2024 minutes (see document)

- Moved, seconded, and approved

### 2. Announcements

- Elections of new Senators

- Emily Austin, College (Philosophy)
- J.K. Curry, College (Theatre & Dance)
- Simeon Ilesanmi, College (Religions)
- Ellen Kirkman, College (Mathematics)
- Julie Wayne, Business
- Chris Knott, Law
- Stephanie Bennett, Library

### 3. Old business

- Policy on Policies (see document)

- Resolution from the March meeting: was voted on unanimously by senators
- Senate document was used to help shape process for Policy on Policies draft
- Policy is going forward for approval to the Board of Trustees in October (we believe)
- Integrates Senate's focus on faculty policies with Provost's Office more general policies

### 4. Current business

- Campus activism and University response

- 4 college resolutions passed by majority vote; 1 tabled: both were shared with all Senators by the President of the Senate; University President's letter was also forwarded to the Senate
- Senate Executive Committee sent request to the University President for Senate participation in After Action Review (AAR) – details of AAR process in document shared with Senate
  - AAR dates inclusive of College meetings
  - Call for questions from the floor
  - Support for this as a positive process under exceptional circumstances
- Discussion of resolutions passed by College faculty
  - Call for discussion, starting with elected Senators
  - College senators met on 5/14 to discuss
    - College senators discussed process: length of meeting, which went over significantly and the fact that the final resolution was not circulated to faculty in advance
    - College senators came to consensus on a resolution: "The Collegiate Senators believe that holding a vote of no confidence on the President is premature." This addresses the tabled resolution for the College faculty meeting for 5/20
    - Support from the floor for this resolution from outside the College
      - AAR is a useful tool for precisely this kind of situation
    - Discussion in College meeting did not include the perspectives of administrators who made decisions
    - Importance of caring for students who may feel marginalized and unheard
    - Chair of College senators has invited colleagues who were working with students to dialog with College senators
    - Questions of freedom of expression and student conduct: will AAR leave room to discuss other impacts
- Discussion of President Wente's letter to the campus
  - Letter sent on Tuesday, 5/14 ~3:00 p.m.
  - President received letters from Departments of Religious Studies and Psychology, signed by faculty, on Thursday, 5/9: letters informed President's response
  - Strive for transparency and communication, but certain information cannot be shared for legal and other reasons
  - President has had ongoing meetings with different constituencies with a focus on listening and being responsive

- Commitment to Academic Freedom and Freedom of Expression; equal commitment to concern and care for all of our students
- Statement from the floor about taking time for process
- Question from the floor about whether there is concern for any disruptions of Commencement activities
  - Provost: large and thoughtful events team, including Dean Tim Pyatt (Library) and Associate Provost Matthew Phillips; faculty marshals also play an important role
  - Communicating expectations about not disrupting the ceremony and sharing guidelines with students and their families
  - Extra screening at entrance, but this practice is part of a longer-term pre-existing movement towards ensuring all campus events are safer
  - Campus Life staff designated as “speech advocates” who are tasked with helping guide any protest towards designated areas
  - Administration communicating with colleagues at other campuses to ensure that we are prepared
- Statement from the floor about attending to the emotions and history behind the present moment as part of the AAR and ongoing dialog
- 4 senators to serve on AAR
  - Comment that not all information from an AAR may become fully available for legal and other reasons, but it is still a useful tool

- Freedom of Expression/Academic Freedom Task Force Report (see document)

- Phase One report
- Encourage senators to read and not avoid the appendices, which includes information from other universities
- Includes plan for next phase(s)
- Desire was expressed for more Faculty Senate participation

- Fringe Benefits: Behavioral Health transition (see document)

- Question for Fringe Benefits Committee about what role committee can play in gathering and sharing feedback. Colleagues were caught off-guard about CBHA change.
- Fringe Benefits are complicated; a lot of assumptions being made about coverage may not be accurate to assess at this point. Confidentiality can complicate this as negotiations happen.
- Desire expressed for more and better communication from HR; faculty also have to communicate issues with HR
- Some healthcare benefits challenges reflect broader regional and national problems
- Committee was unhappy with HR’s communication plan, but were able to influence the communication to get more information to colleagues

- Other Committee Reports

- Athletics

- Shared recent successes of student-athletes
- House case settlement re: NIL may have financial implications; articles linked in report
  - Settlement will have past damages, but University President suggests that media reports may not be entirely accurate about projected amounts
  - Executive Committee will be briefed as information becomes available
  - ACC meetings are underway
    - FSU and Clemson have lawsuits to leave ACC; UNC board may be exploring the option
    - Meetings involved athletic directors and coaching staffs, not university presidents and board members
    - Possible realignment will be a long, drawn-out process

- Capital Projects (past “Resources”)

- No report

- College

- Workload and equity are ongoing conversations with the Dean

- Integration

- No report

- Salaries

- Summary reports on year-over-year salary and peer comparisons are available
- Anyone interested in numerical and data analysis, please contact committee chair, Katherine Shaner

- Ad Hoc Committee on the Handbook

- Next phase: what should go in the Faculty Handbook?
- Faculty handbook as a cultural artifact
- Improving accessibility—may be a Google Doc

- Ad Hoc Committee on Permanent non-tenure track faculty

- No report.
- Status of Senate-related searches and committees:
  - Registrar
    - Search is progressing very well and will resolve in the coming weeks
  - Vice Provost for Research, Scholarly Inquiry, and Creative Activity
    - Search is progressing very well and will resolve in the coming weeks
  - VP Chief Human Resources Officer
    - Interviews scheduled for first week of June
- Univ. President shares Paula Gentius – new Board secretary joining us June 1<sup>st</sup>.
- Committee membership distribution
  - Rank your desired committee memberships! Emails have been sent.
  - Committee work is valuable and important.
- Proposed Executive Committee Dates: 06/11 (Tues), 07/10, 08/14, second Weds thereafter, 3:00-5:00
- Proposed Fall 2024 Full Senate meeting dates: third Weds of each month 4:00-5:30 (hybrid modality).
  - Consideration of the 5:00 window

#### 4. New Business

- Call for new business?

- Adjourn – by 5:30p

#### End notes

Executive Committee Membership:

- Saylor Breckenridge (College/Sociology) - President
- Steve Virgil (Law) - Vice President
- Ryan Shirey (College/English/Writing Program) - Secretary and Chair, Ad Hoc Committee on Permanent Non-Tenure Track Faculty
- Erik Summers (Medicine) - Member-at-large
- Raja Chatterjee (Medicine) – Past President
- Amanda Kaufman (Library) – Chair, University Integration
- Ellen Kirkman (College/Mathematics) – Chair, Fringe Benefits
- Jason Parsley (College/Mathematics) - Chair, College Senators
- Lauren Reid (Business) - Chair, Capital Planning
- Katherine Shaner (Divinity) - Chair, Salaries
- Michelle Steward (Business) – Chair, Ad Hoc Committee on the Faculty Handbook
- Jon Sumanth (Business) - Chair, Athletics