

WFU Faculty Senate Meeting Minutes – Aug 28, 2024

Call to Order – 4:00pm

1. Approval of May 2024 meeting minutes: *Approved*

2. Announcements

- a. New Senators: Catherine Harnois (College/Sociology), Nina Lucas (College/Theatre & Dance)
- b. Senatorial Election: The School of Medicine is in the process of electing a new Senator
- c. New Administrators and Administrative Offices:
 - i. new Vice Provost for Research, Scholarly Inquiry, and Creative Activity (VPRSICA): Kimberley McAllister, from UC Davis, Professor in departments of Biology (College and Graduate School) and Translational Neurosciences (School of Medicine)
 - ii. new University Registrar: Brad Maki, from University of Michigan
 - iii. new VP Chief Human Resources Officer: Mary Lucal, from George Mason, previously at UT Knoxville
 - iv. new Assistant Provost for Faculty Development: Mary Muchane, from Davidson
 - v. new Assistant Provost: Betsy Barre, executive director of the Center for the Advancement of Teaching
 - vi. Communications and External Relations (CER) transformed into University Marketing and Communications (UMC) advised by Executive Marketing Council (XMC) led by Brett Eaton.
- d. This morning was the ribbon-cutting ceremony for the new childcare center at the UCC; a long time coming; Simone Caron and Ellen Kirkman have been drivers of this work, as were many others.

2. Old Business

- a. Review of summer Executive Committee activities
 - i) Met at least every month in the summer, sometimes more often – mostly policy work

3. Current business

- a) Ongoing or completed policy and related activity with Senate involvement
 - i. Campus Demonstration Policy
 - Two ExCom members were in conversation with student government, SAC, and administration
 - Policy is now available
 - As with any policy, it's open to adjustments over time; Associate Vice President for Policy and Government Affairs Julia Jackson-Newsom is open to suggestions for changes/updates via email or through the Senate
 - ii. University Policy on Campaign and Political Activity (required by 501(c)(3) status)
 - Indicates constraints against using WF resources to support specific candidates or politics
 - iii. New Title IX policy: on hold
 - iv. Freedom of Expression and Academic Freedom: website
 - Two senate representatives
 - Existing information on website – used widely in last couple of weeks – video will be shared with new faculty and new students
 - It's a statement (not a policy) that will be released in draft form next week for discussions and input from the community

- v. Major Gift Receipts and Policy
 - More information to come
- b) Faculty Green card/immigration – work to organize processes
 - i. Coordinating offices on campus with regards to green cards and immigration issues for faculty
 - ii. Summer wrinkles have been ironed out but how can we avoid the wrinkles
 - iii. Intention to smooth out, centralize, and draw upon expertise around navigating this process
- c) Standing Committee Reports
 - i. Salaries
 - Has not met yet this semester
 - Goals: analyze data and bring discussion to full Senate
 - ii. Medical School
 - Build more engagement across campuses
 - Share Charlotte campus vision to Senate
 - Improve ties between Senate, Medical Senators, and Medical School administration
 - iii. Integrations
 - Review progress on integration resolution; meeting with Provost
 - Working with Stacy Petter on cross-school teaching agreements
 - iv. Fringe Benefits
 - Tentative plan for benefits for 2025
 - Above budget for the past year, so costs will increase (premiums ~10%; ER co-pays and out-of-pocket/deductible will increase)
 - Integration of health plan with overall medical
 - \$15 copay in Carolina Behavioural Health – the number of people effected by out of network issue has gone down
 - October 3rd earmarked as time for release of new benefits description, benefits fair: October 7-18
 - Meeting with HR on 9/12, so send questions to chair
 - No drive-in, but flu shots will be available as usual
 - v. College
 - Meeting next week with Dean
 - Goals: faculty morale and cohesion, faculty workload concerns, effective communication
 - vi. Capital Planning
 - Met twice over summer with new VP
 - Toured 2400 Reynolda and UCC
 - vii. Athletics
 - New committee members
 - Impact of ACC expansion on student learning, etc.
 - John Currie now representative to ACC Council – representing university and conference interests
 - House vs. NCAA case: still in process, but looks to be resolved as early as the end of the year
 - Significant pool of money allocated to backpay of student-athletes, 2016-2021 (14,000 student athletes from that time period)
 - Unclear how allocations will be made around market value, sport, position, etc.
 - Starting in 2025, there may be about \$22 million funds slated in athletic budget to cover this impact
 - ACC schools may annually lose ~\$1 million in NCAA revenue annually

- President: university is doing contingency planning to remain highly competitive while maintaining commitments in other key areas
 - Separate legal matter from the question of student-athletes as employees. May take 3-5 years before this legal matter is resolved.
 - Time of dynamic change and the idea is to bridge to what comes next after this transitional moment
 - ACC will actively defend grant of rights and contracts and commitments signed by member institutions
- Movement away from scholarship limits to roster limits in NCAA
 - Roster limits can lead to different allocations of scholarships, including partial scholarships
 - Do not anticipate a reduction in scholarship spots at WFU and no plan to do so
- Continue to monitor conference realignment and its impacts should that happen

viii. CAFR

- No report

d) Presentation from President Wentz:

- i. \$2.5 million dollars on classroom refreshes: 20 classrooms in Greene this year; last year was Kirby, Winston, and Scales

ii. Planning for the upcoming year

- Year of investments and action; first 3 years working on vision and research, needs and opportunities assessment related to vision
- Space utilization study in year 1, last 2 years consultations on implementing strategic approach to overall Reynolda Campus Plan
- Near-Term and Total Campus space planning efforts
- First capital project is converting Alumni Hall into an academic building (announcement on 8/29)

iii. [After Action Review](#)

- Appreciate leadership of Raja Chatterjee and Corey D.B. Walker, co-chairs of committee
- Committee did not adjudicate or investigate but conducted conversation across a variety of perspectives
- 40-50 individual invited or volunteered and participated in interviews
- Regret the delay in communication in May around demonstration
- Heard from involved parties a motivation around and shared commitment to care and concern for students, faculty, and staff – regret that some community members felt threatened by actions taken
- Commitment to improvement and finding better answers and solutions
- 4 AAR Recommendations—all have been accepted and administrative leads have been assigned:
- Recommendation 1: Adopt a written protocol to guide decision-making on the deployment of law enforcement in the context of campus demonstrations.
 - Dr. Shea Kidd-Brown guiding this
 - Police Advisory Board taking an active role
 - Principles will be transparent, but specific procedures will not be shared for safety reasons

- Goal of De-escalation
- Citizen police academy to help community members learn about policing process
- Recommendation 2: Adopt policies, procedures, and guidelines to ensure clear, consistent, and accurate communications to the community.
 - VP Brett Eaton guiding this
 - Hire senior communications position
 - Additional support for crisis communications and management
 - Guidance from Executive Marketing Council (XMC)
 - University communications philosophy and guidelines shared on University website (UMC website)
- Recommendation 3: Adopt reasonable time, place, and manner guidelines applicable to campus-based protests and demonstrations.
 - VP Brian White (team includes Julia Jackson-Newsom)
 - Time, place, and manner guidelines with an effort to avoid being overly restrictive
 - Process involves feedback
 - Senator question: Is there a definition of “demonstration”?
 - We can work on a definition.
- Recommendation 4: Develop a comprehensive after-action review policy for the University to formalize and institutionalize the body that conducts after-action reviews and the process and procedure for undertaking such reviews.
 - Chauncy Bowers and Shea Kidd-Brown
 - Searching for Assistant Emergency Manager
 - AARs are a regular part of University operations, but they often happen internally and with some anonymity for internal improvement
 - Choice in this case to be more transparent due to community impact and desire for trust
 - Senator question: Will it be common practice for third parties to help administer AARs?
 - Pres. Wente: Case-by-case basis.
 - Senator question: What other processes are available for public communication and opportunities for healing/reconciliation?
 - Multiple communications and sites and an ongoing process.
 - Focus on resilience in this area and create a process for healing.
 - Connecting to the support in academic spaces and with academic freedom.
- Timelines will or have already been set with area leads and different pieces (such as hiring) have different schedules. Goal is to get engaged quickly, but will keep us advised as progress is made in different areas.

4. New Business

a) Adjourn – by 5:30p

POST ADJOURNMENT: Open discussion with President Wentz, Cabinet members, and Deans.

Included links:

After Action review 1: <https://outreach.wfu.edu/after-action-review/>

After Action review 2: <https://inside.wfu.edu/2024/08/administrative-actions-in-response-to-after-action-review/>

Campaign policy information: <https://inside.wfu.edu/2024/08/policy-provides-guidance-on-university-resources-and-political-activity/>

Demonstrations, Chalking, and Posting Policy: <https://policy.wfu.edu/demonstrations-chalking-and-posting-policy/>

Freedom of Expression and Academic Freedom: <https://freeexpression.wfu.edu/>

Title IX updates: <https://inside.wfu.edu/2024/08/update-on-the-department-of-educations-proposed-title-ix-regulations-at-wfu/>

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
- Sarah Morath (Law) – Chair, Committee on Academic Freedom and Responsibility (CAFR)
- 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
- John Sumanth (Business) - Chair, Athletics



WF



HAVE A QUESTION?

CONTACT US

2024-2025 Senate Committee on Athletics (SCA)



Amol Joshi
Business & Medicine

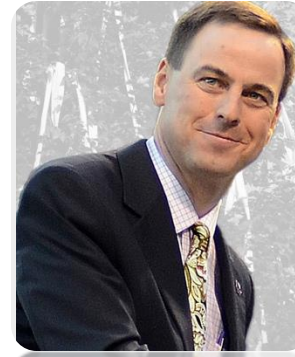


Nina Lucas
College



Bret Nicks
Medicine

John Currie
VP & Director
of Athletics
(AD)



Pete Brubaker
Faculty
Athletics
Rep. (FAR)



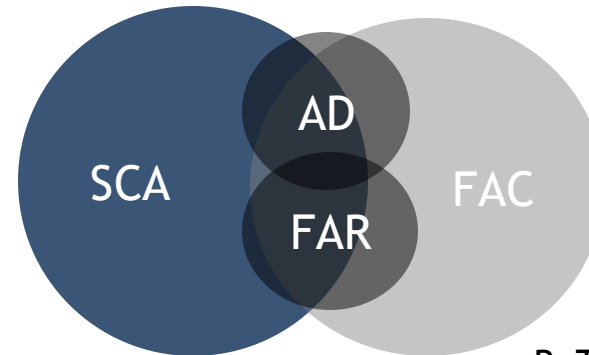
Jason Parsley
College



Julie Wayne
Business



John Sumanth
Business
Chair, SCA



Nate Plageman
College
Chair, FAC
BoT Athletics Committee Rep.

Senate Committee on Athletics (SCA)



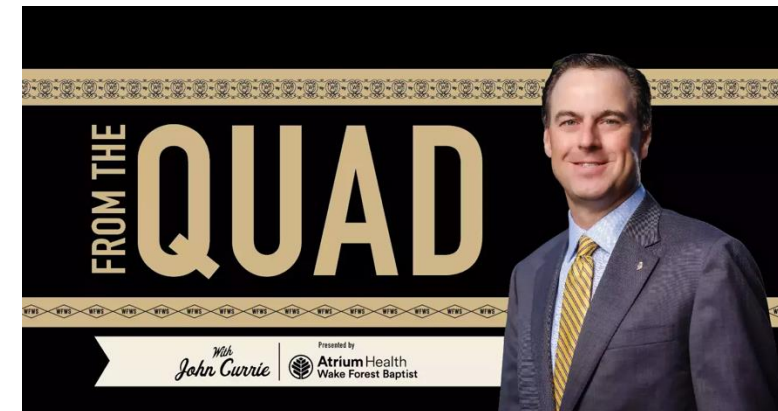
Faculty Athletics Committee (FAC)



NCAA Leadership Representation

John Currie, Vice President & Director of Athletics, appointed to NCAA Division I Council

- Source: [WF Athletics](#), July 22, 2024
- WINSTON-SALEM, N.C. - Wake Forest University Vice President & Director of Athletics John Currie was recently selected as the Atlantic Coast Conference's representative on the NCAA Division I Council. Currie's term on the Council will continue through June 2028. The Council is the high-level group responsible for the NCAA Division I's major day-to-day issues and long-term decision-making which reports to the NCAA Board of Directors. Its members include athletics directors, administrators, senior women administrators, faculty athletics representatives, and student-athletes. The Council oversees all NCAA Division I Committees, including the Football and Men's/Women's Basketball Oversight Committees.



- NCAA has agreed to [settle](#) a major lawsuit (House vs. NCAA), [AP News](#)
- House case was driven, in part, by the [9-0 Supreme Court Alston case ruling in 2021](#) in which justices ruled that the NCAA cannot limit education-related benefits colleges offer their athletes. Justice Kavanaugh suggested the NCAA may be violating antitrust law.
- Judge Claudia Wilken, whose previous rulings in NCAA cases paved the way for SAs to profit from their fame, retires in May 2025 and is tasked with signing off on the final agreement
- \$2.77 billion settlement of multiple antitrust lawsuits that were challenging limits on college athlete compensation
- NCAA and conferences have agreed to a revenue-sharing plan with athletes in addition to the damages the NCAA will pay out
- Schools will be permitted to divert about \$22 million to their athletes, starting in 2025, a number that is expected to rise as athletic revenues rise for power conference schools.
- Wake Forest and other ACC schools will annually lose ~\$1 million in NCAA revenue due to the settlement





NCAA Increases Sports Scholarships, Roster Limits

“INDIANAPOLIS – Dozens more scholarship spots are coming to NCAA sports.

During a meeting Tuesday, power conference commissioners finalized new roster-size limits that pave the way for athletic departments to distribute millions of dollars in new scholarships to athletes in, most notably, football, baseball and softball. Conference officials with knowledge of the figures spoke to Yahoo Sports under condition of anonymity.” **Source:** Ross Dellenger, [Yahoo Sports \(July 24, 2024\)](#)

Key Changes:

[New revenue-sharing model](#) begins in 2025-26 (AY), and by-sport scholarship restrictions are eliminated. Schools are now able to offer scholarships to their entire rosters.

All sports will now be considered “**equivalency sports**,” meaning partial scholarships can be distributed to players. Currently, football, basketball and other sports are considered “head-count sports” which requires scholarship players to receive a full grant.

Football: Roster limit increases from 85 to 105

Baseball: Scholarship offerings increase from 11.7 to 34

Softball: Scholarship offerings increase from 12 to 25

Volleyball: Scholarship offerings increase from 12 to 18



Note: No sport will see a reduction in scholarship spots. Roster limits must be set at or more than current scholarship limits for each sport.

ACC & Conference Realignment

- SMU, Cal-Berkeley, and Stanford are now full ACC members as of this fall (17 schools in total)
- Earlier this year, Clemson and Florida State sued the ACC over matters related to the legitimacy and enforceability of the ACC's grant of rights and media deal with ESPN
- ACC media deal with ESPN netted each program about [\\$40 million in 2021-22](#), but the deal is set to expire in 2036. However, per FSU's lawsuit filing, that deal may only be guaranteed until 2027.
- In comparison, Big Ten and SEC schools' media deals with FOX and ESPN, respectively, pay out over \$50 million to each school.
- **Significant concerns and questions as to where Wake Forest would land were the ACC to dissolve or how its financial standing might be impacted should the conference survive but be reconstituted (e.g., loss of Florida State, Clemson, other schools)**

