

WFU Faculty Senate Agenda – Feb 26, 2025

Call to Order – 4:00p

1. Approval of January 2025 meeting minutes - **Approved**

2. Announcements

- Welcome new Senator: Eranda Jayarickweme, Psychology, Wake Forest College
 - Plan for Provost's Address to the Faculty, March 5, 2025, Broyhill Auditorium, 4p
 - Google form for questions
- <https://forms.gle/vkWdmwT9PubzYcU5A>

3. Old business

- None

4. Current business

- Upcoming Elections for 2025-2026 Senate Officers
 - Will occur at 3/19 Senate meeting
 - Ad Hoc nominations committee chair: Ellen Kirkman, Chris Knott
 - Elections will be held in March to start April 1, 2025
 - See attached list of Faculty Senators and service terms
 - reminder: upcoming Senate elections within units
- Report outs from those serving as representatives on various University committees
 - UDEIC – Sarah Morath and Ryan Shirey
 - Meeting tomorrow
 - Others
 - None
 - University Priorities Committee
 - Met last week
- Standing Committee Reports
 - Fringe Benefits: Ellen Kirkman, Chair
 - See attached report
 - Academic Freedom and Responsibility: Sarah Morath, Chair
 - Committee has been meeting to discuss the university's draft statement, including meeting with Matthew Phillips
 - Draft and feedback form at academicfreedom.wfu.edu
 - Committee offers general support for the process and encourages participation
 - Provost Gillespie recommends discussion guide prepared by Betsy Barre to help shape conversations around these issues (included on the website)
 - Feedback can be anonymized, will be aggregated and shared with Board of Trustees
 - Ultimately will become a part of the constitution as a statement of principles, not a policy as such
 - College Senators: Jason Parsley, Chair
 - Met with Dean Krasas 2 weeks ago
 - Discussion of relationship of academics to athletics
 - Discussion of Workday and challenges it poses to enrollment management

- Discussion of communication practices during COVID and importance of communication during challenging times
- Medical School Senators: Michael Cartwright, Chair
 - No report
- Salaries: Katherine Shaner, Chair
 - No report
- Integration: Amanda Kaufman, Chair
 - Integration had two proposals at the end of the last semester for events to increase integration (socially and intellectually) (e.g. meals and mingling events)
 - Committee revisiting those options in light of cost and challenges
 - Committee on planning for Charlotte activities may have some overlap here in the future
- Capital Planning: Lauren Reid, Chair
 - No formal report
 - Bicentennial Comprehensive Campus Space Plan: groups did SWOT analysis
 - 10 year planning with focus on Reynolda Campus
 - Laura Giovanelli, Associate Dean for Space Planning (ODOC) now working 50% out of the Provost's Office for space planning as well
- Athletics: John Sumanth, Chair
 - Four slide overview (*will be attached to minutes*)
 - ongoing NIL changes and dialogue around that
 - new coaches highlight our academic commitment as a positive and commitment to educating the whole person: students become advocates upon graduation
 - this speaks to how we recruit and understand our place in the shifting landscape of the ACC and college athletics
- Senate President Report:
 - review of recent Executive Committee Meeting
 - much of the content will be covered in the guest presentation—discussions of what is happening with government policy and guidance
- **Guest Presentation: Julia Jackson-Newsom and ~~Jimmy Broughton~~ Dina Marty: Gov't Affairs update**
 - Associate Vice President for Government Relations Julia Jackson-Newsom: Rescheduled meeting made it impossible for Jimmy Broughton to be at this meeting as he is working on our behalf in D.C.
 - Relationships: keeping communication open and maintaining relationships with elected officials
 - Politics: monitoring the balance of power and trying to understand developments
 - Policy: determining what is binding policy, working with colleagues and organizations around these questions
 - Making strategic decisions around how, when, and where to best serve the interests of the university
 - Concerns about NSF and NIH funding; questions about indirect costs; steering group is working to communicate with local leaders (e.g. W-S Chamber of Commerce) to help build understanding of impact and significance of decisions around funding
 - Conversations are also turning towards future planning in anticipation of changes to come in the medium and long term to take more direct control of our projects
 - E.O.s and "Dear colleague" letter addressing DEI.

- Dina Marty, Deputy General Counsel
 - Pres. Administration taking steps to eliminate DEI principles not only from federal government but also from private institutions
 - District court in Maryland issued a preliminary injunction last week to pause executive orders on the basis of constitutional questions
 - E.O. provision contains a “certification clause” that federal contractors (such as WFU) must sign to indicate that they are not participating in “unlawful” DEI activities. This is difficult to interpret at the moment.
 - Due process and First Amendment concerns around punitive actions towards institutions who are out of compliance with the E.O.
 - “Dear colleague” letter from Department of Education
 - Separate and distinct, but not unrelated to E.O. The letter was issued in response to the order and as an interpretation of the Supreme Court decision in “Students for Fair Admissions.”
 - Only takes into consideration the Supreme Court decision and not subsequent court rulings in the District Courts. These offer different interpretations.
 - All of these developments are being taken into account by the university’s legal department; desire to avoid overreaction and be intentional about how and when we respond.
 - Much of the letter seems susceptible to legal challenge on First and Fifth Amendment grounds.
 - Other civil rights statutes to consider as well (e.g. Title VI)

- Issues are often much more complex and deeper than the media representation might suggest

- Comments and Discussion

- Questions:

- If media isn’t getting the story right, shouldn’t we get our story out? Draw on our networks and help shape the public narrative?
 - There are ways to message that are positive and proactive, such as highlighting the role universities play in research.
 - We are standing by our commitments and not preemptively canceling or drawing down programs.
 - Doing versus saying.
- Difference between institutional and individual messaging; Why are some universities responding differently than we are?
 - Local factors strongly influence how specific universities are choosing to respond to events
- Planning for summer projects: Are there impacts to any planned programs?
 - Kim McAllister and legal are providing guidance on navigating these questions vis-à-vis externally funded programming
 - Impacted programs were identified and faculty contacted to discuss and work through any legal ramifications to their work
 - Legal is continuing to work on identifying any other programming or research that might be legally impacted

- It's not just legal, but also other offices and administrators are fully participating in these processes
- Pell grants? What is the difference institutionally between a commitment and an activity? (Can we voice support for a principle if it's not operationalized as an activity that can be interpreted as exclusive?)
 - No immediate concern that Pell grants will be lost. Some attention to whether compliance issues could be attached.
- Are there consequences to non-compliance with the "14 days" deadline of the "Dear colleague" letter?
 - There is concern, but how compliance would be enforced is unclear.
 - Title VI obligates federal government to work with institutions on compliance even after a complaint has been filed.
- Should the general plan be status quo for now unless directed otherwise, or should faculty contact working group for guidance?
 - Group is happy to answer questions and offer guidance, but given all of the institutional work being done, there doesn't seem to be a need to preempt ourselves.

5. 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
- Angie Edwards (Medicine) - Member-at-large
- Raja Chatterjee (Medicine) – Past President
- Mike Cartwright (Medicine) – Chair, Medical School Senators
- 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