

WFU Faculty Senate – Committee Reports (October 22, 2025)

- 1) Athletics (Parsley)
 - a) Time ceded given the presentation and discussion
- 2) Capital Planning (Castro)
 - a) Met on 10/7 to discuss the scale and scope of the group and set priorities.
 - b) Need to establish communication mechanisms to facilitate faculty feedback on capital planning.
 - c) Questions following last presentation on growth.
 - d) November meeting with VP Kiwus, please send questions in advance.
- 3) College Senators (Tarte/Breckenridge)
 - a) At our most recent meeting (10/1/2025), College Senators discussed the upcoming leadership transitions at the university (following President Wentz's announcement that same day) and the implications for the College in particular.
- 4) Committee on Academic Freedom and Responsibility (Morath)
 - a) No further report (see announcement in minutes)
- 5) Fringe Benefits (Kirkman)
 - a) Enrollment period is now over
 - b) Report is available on HR website and in Senate minutes website for this meeting
 - c) Covid shot coverage is a moving target. They have been covered, but check first.
- 6) Medical School (Cartwright)
 - a) No update.
- 7) Salaries (Evans)
 - a) Short slide deck available in committee reports on Senate minutes website for this meeting
 - b) How can cmte have representation on administrative decisions?
 - c) Dean Krasas has offered data sharing
- 8) University Integration (Kaufman)
 - a) Three members of the Integrations Committee met with Vice Provost McCallister on 10/9 to discuss collaboration ideas. We are bringing this back to the larger committee for discussion.
 - b) Dean Iacovou (School of Professional Studies) has agreed to speak and take questions at the January Senate meeting.

Fringe Benefits Advisory Committee

September 12, 2025

FY25 Financial Update (through June)

- Medical is running favorably compared to budget.
- Dental is running favorably compared to budget. You may recall that while the employee cost-share increased in 2025, MetLife did not increase their renewal rate in 2025.

CY26 Medical and Dental Premiums

CY26 Medical Plan

No medical insurance plan design changes.

Since the High Plan costs 2x more than the Low Plan, the recommendation after consultation with Gallagher is to increase premium by 3% for the high plan and 1.5% for the low plan.

- **Premium Increases (per month)**
 - **High Plan:** 3% (\$8.14/employee - \$27.58/family)
 - **Low Plan:** 1.5% (\$1.95/employee - \$7.88/family)

CY25 Dental Plan:

No dental plan design or cost-sharing changes. For 2026, MetLife renewal rate increase of 7%. A claims analysis found that the analysis supported the increase.

- **Premium Increases (per month)**
 - **High Plan:** 7% (\$2.87/employee - \$9.18/family)
 - **Low Plan:** 7% (\$1.59/employee - \$5.17/family)

Disease Management Recommendation

Recommendation: Tria Health

- **Highest Financial Return:** Offers a stronger ROI and has a direct impact on managing costly chronic conditions.
- **Targeted Chronic Care:** Addresses major cost drivers like Diabetes, Blood Pressure, and Obesity through a pharmacist-led model and a comprehensive "Choose to Lose" weight management program*, (program excludes use of GLP-1s).
- **Effective Engagement:** Offers a variety of incentive options that can be used; uses remote monitoring for active member participation.

**Not a prescription drug weight loss program.*

2026 Other Benefit Changes

- **Teladoc:** Adding Dermatology (\$10 copay) beginning **October 1, 2025**
- **Infertility Benefits:**
 - Increasing lifetime max from \$10k to \$15k
 - Adding Social Preservation (i.e. freezing eggs for future use)
- **Vision Plan** (100% EE paid)
 - Increasing frame frequency every 12 months (instead of every 24 months)
 - Increasing frame allowance from \$175 to \$225
 - Increasing contact lens allowance from \$150 to \$225
 - Premium Increase:
 - Employee Only: \$1.42 per month
 - Family: \$4.04 per month
- **Legal Plan** (100% EE paid)
 - High Plan is expanding services for parents & grandparents
 - Additional \$.30 per month
- **Student Debt Counseling:** Adding Fiducius Enterprise Model
- **Diagnostic Lab & X-ray:** If performed at a provider's office, copay applies
- **Flexible Spending Accounts:**
 - Health Care: Increasing from \$3,200 to \$3,300
 - Carry Over: Increasing from \$640 to \$660
 - Dependent Care: Increasing from \$5,000 to \$7,500 (per household)

What's Next

ANNUAL BENEFITS ENROLLMENT: October 6 - 17, 2025

- **Annual Benefits Enrollment Webinar:** October 2, from 12:00- 12:30 pm
- **Benefits Fair:** October 7, 2025; 12 - 3 p.m.; Sutton Center, 4th Floor
- **Benefits Assistance Sessions**
 - October 7, from 12 – 3 p.m. in Sutton Center, 4th Floor (Benefits Fair)
 - October 8, from 10:30 a.m. – 12:30 p.m. in UCC 2003
 - October 8, from 1:30 – 3:30 p.m. in Graylyn House Management #1
 - October 13, from 12 – 2 p.m. in Reynolda Hall 301
 - October 14, from 10 a.m. – 12 p.m. in Benson Center 406
 - October 15, from 10 a.m. – 12 p.m. in Benson Center 344
 - October 16, from 1 – 4 p.m. in HS Moore 120

What's Next Cont...

FLU SHOTS:

- September 18, 9 a.m. – 1 p.m. in Wellbeing Center Living Room
- September 23, 1 p.m. – 4 p.m. in Wellbeing Center Living Room
- September 25, 9 a.m. – 1 p.m. in Wellbeing Center Living Room
- September 30, 1 p.m. – 4 p.m. in Graylyn Management House
- October 7, 12 p.m. – 3 p.m. (or until shots are gone) in Wellbeing Cntr Living Rm
 - *During the Benefits Fair*
- October 9, 9 a.m. – 1 p.m. in Wellbeing Center Living Room

MOBILE MAMMOGRAPHY:

- October 2, 10 a.m. – 4 p.m. in front of Scales Fine Arts Center

RETIREMENT PLAN UPDATES:

- Working with WFU Retirement Plan Committee, we are finishing up a Request for Proposal process for our Retirement Plan Administrator, currently TIAA.
- Preparing to implement SECURE 2.0 Section 603 for January 1, 2026; requires age-based (50+) catch-up contributions be made on a Roth basis if someone earned at least \$145,000 in the previous calendar year.

Topical Items

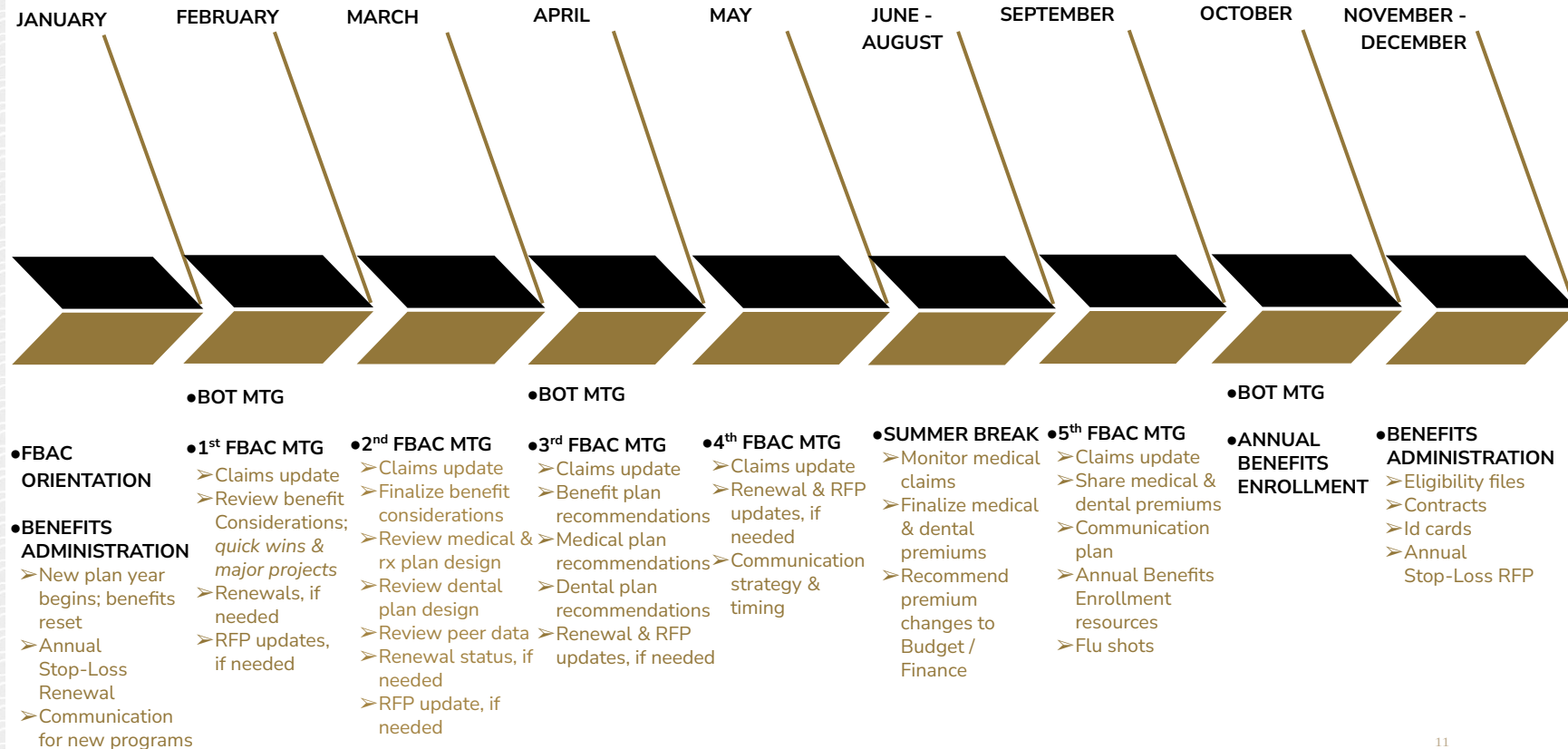
Duke Health System

- Member notifications are posted on Aetna's member website.
- Members with an email on file will receive an email notification the letter was posted.
- Aetna will be mailing out member letters beginning September 20 to the home residences, if they did not opt to go paperless.
- HR plans to share Aetna's communication plan in the HR Newsletter the week of September 15.

COVID Vaccinations*

- No change in how Aetna is covering the COVID vaccine; covered as preventive.
 - Covered at 100% if received at an in-network provider office or at an in-network retail pharmacy, however,
 - CVS Health has temporarily paused the administration of COVID-19 vaccines in 16 states due to regulatory constraints and pending guidance from the Centers for Disease Control & Prevention (CDC).
 - Members should contact their provider to determine if a prescription is required; if interested in getting a vaccine at a retail pharmacy, they should contact CVS and/or another in-network pharmacy to verify administration status.
- * Due to the changes in the regulatory landscape around COVID, requirements and/or the administration of it may change. For up-to-date information, contact Aetna/CVS at 855.586.6961 or wfu@aetna.com*

Annual Benefits Evaluation Calendar



Salaries committee: Questions for consideration

- How do Wake Forest faculty salaries compare with peers? with prior years?
 - Is there a gender gap & how does it compare with peers?
- Do we have trouble attracting new faculty based on our salary offers?
 - ... with particular focus on assistant professors
- Are merit pools distinguishable from COLA pools? Can they be? Should they be? Can faculty promotion be incentivized by accompanying salary increases?
- Do librarian salaries need more regular market reviews?
- How can this committee and the Senate be represented in administrative decisions at the University, especially given our charge and the enterprise-wide goal concerning compensation?

Data from AAUP and Wake's OIR

- Reynolda campus
 - Overall: by aggregate rank (TT and NTT mixed)
 - School-specific: by TT rank and NTT rank separately
 - Peer comparisons: by aggregate rank
 - Peer comparisons: by gender and aggregate rank
- Note: some data is for “all faculty” and some is for “continuing faculty”

Descriptive stats from AAUP; compiled by OIR [all Reynolda; all faculty]

ALL FACULTY (New & Continuing)	MEANS		MEDIAN	
	<u>2023-24</u>	<u>2024-25</u>	<u>2023-24</u>	<u>2024-25</u>
Assistant - TT	\$91,430	\$95,417	\$80,688	\$80,007
Associate - TT	\$118,464	\$122,545	\$104,731	\$109,029
Professor - TT	\$161,631	\$164,267	\$146,847	\$150,641
Assistant - NTT	\$71,591	\$70,304	\$64,000	\$64,434
Associate - NTT	\$92,030	\$97,628	\$78,629	\$82,783
Professor - NTT	\$128,531	\$124,263	\$116,676	\$106,805

Descriptive stats from AAUP; compiled by OIR [all Reynolda; continuing faculty]

CONTINUING FACULTY	MEANS		MEDIAN	
	<u>2023-24</u>	<u>2024-25</u>	<u>2023-24</u>	<u>2024-25</u>
Assistant – TT	\$91,346	\$95,612	Need to request from OIR the overall medians for *continuing* faculty by rank & tenure status.	
Associate – TT	\$117,316	\$122,389		
Professor	\$158,982	\$166,523		
Assistant – NTT	\$71,943	\$74,776		
Associate - NTT	\$93,472	\$98,261		
Professor - NTT	\$127,716	\$132,833		

Descriptive stats from AAUP; compiled by OIR [WF College; all faculty]

ALL FACULTY (New & Continuing)	MEANS		MEDIAN	
	<u>2023-24</u>	<u>2024-25</u>	<u>2023-24</u>	<u>2024-25</u>
Assistant - TT	\$83,604	\$84,329	\$78,187	\$78,788
Associate - TT	\$104,640	\$108,264	\$102,721	\$106,739
Professor - TT	\$150,066	\$153,529	\$143,740	\$147,410
Assistant - NTT	\$66,100	\$67,379	\$62,458	\$64,086
Associate - NTT	\$79,296	\$81,506	\$76,888	\$79,168
Professor - NTT	\$103,033	\$101,744	\$91,109	\$91,651

Descriptive stats from AAUP; compiled by OIR [WF College; continuing faculty]

CONTINUING FACULTY	MEANS		MEDIAN	
	<u>2023-24</u>	<u>2024-25</u>	<u>2023-24</u>	<u>2024-25</u>
Assistant – TT	\$83,352	\$87,422	Need to request from OIR the School-specific medians for *continuing* faculty by rank & tenure status.	
Associate – TT	\$104,572	\$109,306		
Professor	\$148,911	\$155,947		
Assistant – NTT	\$66,282	\$68,450		
Associate - NTT	\$79,881	\$84,327		
Professor - NTT	\$103,058	\$108,037		

Peer comps (means)

Institution	COL Region	Fac Sen	G14	%	COL NTT^ Factor†	PROFESSOR		ASSOCIATE		ASSISTANT	
						Unadjusted	COL Adjusted	Unadjusted	COL Adjusted	Unadjusted	COL Adjusted
						2024-25	2024-25	2024-25	2024-25	2024-25	2024-25
Boston Coll	Boston-Cambridge-Newton, MA-NH		✓	26%	111.6	214.3	192.0	136.8	122.6	132.2	118.5
Emory University	Atlanta-Sandy Springs-Alpharetta, GA	✓		25%	100.9	213.3	211.4	135.8	134.6	113.7	112.7
George Washington U	Arlington-Alexandria, DC-VA-MD-WV		✓	34%	108.6	203.0	186.9	131.8	121.4	108.1	99.5
Tufts U	Boston-Cambridge-Newton, MA-NH	✓	✓	40%	111.6	180.0	161.3	132.3	118.5	110.6	99.1
Wake Forest U	Winston-Salem, NC		✓	33%	91.4	153.7	168.2	115.2	126.0	81.9	89.6

Equity ratios:
women (W) /
men (M)

Full

Means;
all schools;
TT/NTT mixed

[prior yr: 89.9%]

"Professor"	↓W/M (%)
University of Notre Dame	82.5
University of Richmond	85.0
Boston College	86.1
Northeastern University	86.2
Dartmouth College	86.8
Southern Methodist University	87.1
Vanderbilt University	87.9
New York University	89.1
Wake Forest University	89.9
Pepperdine University	90.7
University of Miami	92.6
Boston University	92.9
Tulane University	93.5
Emory University	93.5
Tufts University	93.7
American University	95.2
Brandeis University	95.5
Lehigh University	96.4
George Washington University	98.7
Brown University	99.1

Equity ratios:
women (W) /
men (M)

Associate

Means;
all schools;
TT/NTT mixed

[prior yr: 91.4%]

"Associate"	↓W/M (%)
Tulane University	88.0
George Washington University	88.3
Northeastern University	90.3
Emory University	91.6
University of Notre Dame	92.9
Southern Methodist University	93.0
Brandeis University	94.1
University of Richmond	94.2
Tufts University	94.6
Boston College	94.7
Wake Forest University	94.7
Dartmouth College	95.0
University of Miami	95.1
Vanderbilt University	95.3
New York University	95.4
Lehigh University	96.2
American University	96.7
Brown University	97.1
Boston University	98.0
Pepperdine University	100.1

Equity ratios:
women (W) /
men (M)

Assistant

Means;
all schools;
TT/NTT mixed

[prior yr: 96.6%]

"Assistant"	↓W/M (%)
Tulane University	83.1
Pepperdine University	87.3
George Washington University	87.4
Southern Methodist University	88.0
Lehigh University	88.8
Northeastern University	89.5
University of Notre Dame	89.9
New York University	91.0
University of Miami	91.4
Emory University	92.1
Brandeis University	92.2
Brown University	93.6
Vanderbilt University	93.7
Boston University	93.7
Wake Forest University	94.3
Tufts University	94.6
American University	95.9
Boston College	96.6
University of Richmond	96.7
Dartmouth College	98.6

This data suggests...

- We need better data
 - Medians for continuing faculty; ***discipline-specific data within the College.***
 - Potential action items: **(1)** Work with OIR on better data for medians and continuing faculty; **(2)** Work with College on understanding discipline-specific comp [this could be esp relevant for understanding any gender differences]
- New assistant prof hiring salaries could be on the low end?
 - Potential action item: **(3)** Can department chairs present examples to admin (esp from the College) on losing promising assistants based on low salary offers?
- **(4)** We need to understand & inquire about: Senate involvement in University decisions... based on the salaries committee's charge & Wake's enterprise-wide goal E-2 per the [Campus Climate Task Force](#)