

**WFU Faculty Senate Minutes – October 22,
2025 Farrell Hall, Room 111**

Call to Order – 4:00p

1. Approval of September 17, 2025 meeting minutes - Approved

2. Announcements

- a. Freedom of Expression and Academic Freedom Statement
 - i. Draft policy on complaints provided to Provost's Office
 - 1. In dialogue with Provost's Office about next steps
 - 2. Plan to have review and action item for an upcoming meeting
 - ii. FAQ posted on Academic Freedom website
- b. Update on current issues (attached to meeting invitation)
 - i. Updates on visas
 - ii. "Compact" sent to 9 universities at behest of Trump administration: 10-point policy for preferential treatment for federal grants; no universities have signed
 - iii. Impact of government shutdown: main effect is processing delays for things like visas and new funding requests of agencies. Existing committed funds remain available for now
- c. Upcoming Senate Meeting Presentations
 - i. November: Chris Kiwus on facilities, real estate, and planning with discussion led by chair of Capital Planning Cmte.
 - ii. January: Dean Charles Iacovou of SPS with discussion led by chair of Integration Cmte.
- d. Wake Student Body Invitation
 - i. January: Student Body President Amaya Williams will join as well to discuss Student Government priorities
- e. Presidential Search
 - i. Senate Open Call on 10/7
 - 1. Faculty voice in search is important
 - 2. Faculty role in institutional stewardship
 - 3. Concern in maintaining current initiatives and securing what is unique about Wake Forest
 - 4. Interviews and listening sessions will be conducted on November 5th with search committee
 - 5. Dedicated listening session for the Senate likely on the 4th or 5th, TBD
 - 6. Search committee has four faculty representatives including one senator (but not representing the Senate as such); faculty membership ~15% of the search committee
 - ii. Open comments and questions
 - 1. Q: Are there tensions around lack of official Senate representation as part of an elected faculty body versus the fact that a senator is there in a search role but not as an elected faculty senator, per se. A: Yes, but Board

President was open to discussion and open to faculty participation in a good compromise.

2. Q: How do we ensure that listening sessions and other opportunities to give feedback are more impactful and that we are not “speaking into the void.” A: This is a shared concern that we will take forward to make sure that we are heard in the process. Senate President will be as transparent as possible about process throughout.

3. Old business

- a. Follow up on registration growth presentation during September meeting
 - i. We will add a link on the Senate homepage in response to the presentation and this will be something we do going forward in response to presentations
- b. Faculty Handbook Updates
 - i. Stacie Petter in Provost’s Office is in editorial process for the handbook.
 - ii. Some elements need to be reviewed, commented upon, and/or voted upon. General counsel also reviews.
 - iii. Revisions will come to the Executive Committee at the end of the process.

4. Current business

- a. Senate President Report
 - i. ExComm remains engaged on multiple important questions around Academic Freedom and Freedom of Expression
 1. Protections for untenured and non-tenure track faculty
 2. Role of Committee on Academic Freedom and Responsibility
 3. Participation in important university committees becoming more consistent
 - ii. Plan for continuing presentations
 1. Presentation on medical school issues
 2. Presentation on government affairs
 3. If there are issues of interest, contact Senate President
 - iii. ExComm members will be reaching out to senators to encourage and increase engagement
- b. Presentation on Athletics (Led by Jason Parsley)
 - i. Era of uncertainty in University Athletics as we enter revenue sharing and other challenges. Thanks from committee chair to President Wentz and AD Currie
 - ii. President Wentz: Opening Comments
 1. Appreciation for faculty partnership in supporting student-athletes
 2. Presentation last year at this time looking ahead to the changes that would take place this year
 3. Those changes have occurred as expected: window for adoption from June to July was narrow but we were prepared to manage impact
 4. In addition to below leaders, General Counsel Brian White is also here to address questions
 5. In 2022-23, we launched a project with the Art & Science group looking at what drives applications and enrollment among prospective undergraduate students.
 - a. Results were mostly very affirming of academic mission: academic excellence and reputation

- b. Other factors were holistic residential experience, geographic location and campus environment, socio-economic representation
 - c. But competitive Power 4 Athletics was also an important factor
 - d. We also do this yearly by looking at who we compete with for admissions – they are largely much bigger than we are and involved in Division I athletics
 - e. We have to understand the relationship between the different elements that help us stay competitive
 - 6. This is not just a conversation about Athletics budget but also about our identity
 - 7. With the Board’s approval, we have adopted a plan for manageable, sustainable participation in ACC and Power 4 athletics
 - 8. Does Athletics take funding from Academics? No, we have not cut academics to give money to athletics
 - a. We have not cut into our resource pools for other areas, including academics and strategic framework
 - b. Overall perspective is important
 - c. Total cost to the university when revenue is included is less impactful
 - d. This investment helps us maintain our market position, keep alumni and community engaged, and economically benefit the community
 - e. Athletics does not compete with our academic mission, it complements it
 - f. We model collaboration with faculty involvement in athletics committees
- iii. EVP & CFO Jackie Travisano: Athletics Budget Overview
 - 1. The financial information shared is not a matter of public record and should be shared and discussed thoughtfully
 - 2. Total athletic expenditures account for a relatively small percentage of total university expense budget. Approx. half of that is student scholarships
- iv. VVP & AD John Currie: Conference Updates and SCORE Act
 - 1. Overview of conference distributions and types of institutions in each of Power 4 and other Division I conferences
 - 2. House case settlement helps settle landscape around NIL and revenue sharing; permissive cap
 - 3. SCORE Act: no way to establish national standards or rules that aren’t challenged in smaller courts. Act would set a national baseline for NIL, revenue-sharing, and student-athlete protections while reinforcing institutional control. Local/state lawsuits and actions make consistent standards exceptionally difficult.
 - a. Pending the end of the government shutdown
- v. Q&A
 - 1. Q: Is the SCORE Act likely to pass? It has faced more opposition lately. A: There seem to be enough possible votes. 31 of 32 conferences, including HBCU conferences, support SCORE.
 - 2. Q: Question about numbers around operating budget and revenue. A: Following best practices and guidance from Board around operating margin and building financial resiliency.
 - 3. Q: What kinds of contingency funding is being earmarked for any future

developments in athletics and conference issues? A: We've done a 10 year future projection and built contingencies to reflect future uncertainty. We are wide awake to possibilities. Athletics also builds its own contingency.

4. Q. Is any of the planned enrollment growth revenue intended to be directed towards funding athletics? A: No, that is not the plan. That growth is aimed at investment in academics and projections for future costs.
5. Q. What sort of guidance do we have in place to help student-athletes navigate this era around contracts and revenue sharing, etc.? A. We provide student-athletes financial literacy education, but we do not and cannot advise students on what to do with their finances directly. There are protections built into contracts for revenue sharing for the student-athletes.
6. Q. How does revenue sharing actually work across various programs? A: Structure roughly follows the revenue generated by each program, but we do make adjustments to help some of the lower revenue sports. College athletes are entering into a new relationship with how their skills and positions are valued in the way that professional sports already have.
7. Q. Is the question settled in the court about whether student athletes are employees? A. That is built into the SCORE Act which would define student-athletes as not employees.

c. Standing Committee reports.

- i. Athletics (Parsley)
 1. Time ceded given the presentation and discussion
- ii. Capital Planning (Castro)
 1. Met on 10/7 to discuss the scale and scope of the group and set priorities.
 2. Need to establish communication mechanisms to facilitate faculty feedback on capital planning.
 3. Questions following last presentation on growth.
 4. November meeting with VP Kiwus, please send questions in advance.
- iii. College Senators (Tarte/Breckenridge)
 1. Met on 10/1 discussed leadership transition and issues of important to the College.
- iv. Committee on Academic Freedom and Responsibility (Morath)
 1. No further report (see announcement)
- v. Fringe Benefits (Kirkman)
 1. Enrollment period is now over
 2. Report is available on HR website and in Senate minutes website for this meeting
 3. Covid shot coverage is a moving target. They have been covered, but check first.
- vi. Medical School (Cartwright)
 1. No update.
- vii. Salaries (Evans)
 1. Short slide deck available in committee reports on Senate minutes website for this meeting
 2. How can cmte have representation on administrative decisions?
 3. Dean Krasas has offered data sharing
- viii. University Integration (Kaufman)
 1. Meeting with VP McAllister on 11/9

2. Dean Iacovou in January

5. New Business

Representative still needed for Task Force on Parking and Transportation

Adjourned – 5:27pm

End notes

Executive Committee Membership:

- Steve Virgil (Law) - President
- Katherine Shaner (Divinity) - Vice President
- Ryan Shirey (College/English/Writing Program) - Secretary and Chair
- Bret Nicks (Medicine) - Member-at-large
- Saylor Breckenridge (College/Sociology) – Past President, Co-chair, College Senators
- Amanda Kaufman (Library) – Chair, University Integration
- Ellen Kirkman (College/Mathematics) – Chair, Fringe Benefits
- Kendall Tarte (College/French Studies) - Co-Chair, College Senators
- Rodrigo Castro (Library) - Chair, Capital Planning
- Mark Evans (Business) - Chair, Salaries
- Jason Parsley (College/Mathematics)- Chair, Athletics
- Michael Cartwright (Medicine) Chair, Medical School
- Sarah Morath (Law) - Chair, Committee on Academic Freedom and Responsibility

Future Fall Meeting (Farrell Hall Room 111 @ 4:00

November 19, 2025

December TBD