

Minutes of Faculty Senate Meeting

November 15, 2017

Submitted by Senate Secretary, Ralph Kennedy

Prepared by Sydney Feinglass and Ralph Kennedy

Caveat: Comments recorded are not necessarily verbatim. To facilitate open discussion, the identity of most Senators making comments or questions is not recorded. The identity of comments from Senate Officers and Senate Ad Hoc and Standing Committee Chairs are given, as is the identity of persons commenting in their official administrative capacity (e.g. CFO, Provost and College Dean.)

In attendance: Jane Albrecht, Simone Caron, Stewart Carter, Anna Ciani, Christine Coughlin, Larry Daniel, Julie Freischlag*, Michele Gillespie*, Dwayne Godwin*, Hugh Howards, Ana Iltis, Molly Keener, Ralph Kennedy, Christopher Knott, Mark Knudson, Pat Lord, Jason Lowe*, Ananda Mitra, Sherry Moss, Tim Pyatt*, Sarah Raynor, Stephen Robinson, Jimmy Ruiz, Mary Scanlon, Wayne Silver, Erica Still, Neal Walls, Lisa Washburn, Julie Wayne, Page West

*denotes non-voting member

There were 19 voting-eligible members present, a quorum.

Welcome

President Carter called the meeting to order. Motion to approve the minutes of the October 18 Senate meeting was made by Simone Caron, seconded by Steve Robinson, and approved.

Making Wake Forest a poverty-free campus

In April 2017, the Senate passed a motion proposed by the Senate Poverty Committee that recommended Aramark to increase the pay raises of their employees. Since then, rumors have circulated that Aramark had cut hours of their employees. In response to the rumors, Simone Caron met with John Wise (Aramark's Account Manager), Tim Vandermeersh (Aramark's Resident District Manager), and DeDee Johnston (Chief Sustainability Officer) to review Aramark documents. Caron reports that the administration has taken Senate recommendations seriously and positive changes have been enacted. Other findings include:

- There is no record that any Aramark employee's hours have been reduced because of pay raise increases since July 1, 2017.
- All Aramark employees make at least \$10.48 an hour. All Graylyn employees make at least \$10.50 an hour.

Caron also reported that positive changes have been enacted to increase food security. Aramark employees are now allowed to draw from the Chaplain's Fund. The Chaplain's Fund is currently all donation-based. Caron and Tim Auman, University Chaplain, will work with the administration to get a similar fund put in the line item university budget to ensure a fund for employees and students on campus. Other measures that have increased food security include:

- All Aramark and Graylyn employees get one free meal a day.
- All Graylyn employees get a free turkey for Thanksgiving.

- Graylyn has launched a new pilot program to minimize food waste for all Graylyn dining employees. The same pilot program will come to campus for Aramark workers.

Caron was asked whether she talked with workers as well as with supervisors when conducting this review. Caron mainly examined documentation provided by Aramark administrators, but did talk with one Aramark employee.

Code of Conduct issues

During the October meeting, Matt Clifford and John Dinan presented and welcomed discussion on the Student Code of Conduct review process. The Senate Executive Committee suggested having the Senate present revision recommendations to the Office of Student Life before the open comment period's December 1 deadline. President Carter drafted suggestions (see Appendix A) and welcomed discussion.

President Carter explained that his rationale for striking some of the proposed language was because the language seems to stifle protests on campus.

There was also discussion about the definitions of “violent” and “threatening” in Section 13. Representatives from the Law School explained that while there are no formal legal definitions of violent and threatening, the current wording places the burden on the university to demonstrate why a behavior is violent or threatening, which is desirable.

A motion was made to accept the revisions was made, seconded and approved. Amendments were then proposed.

With regards to Section 12, there was discussion on the use of both “lewd” and “indecent.” A motion to strike “or indecent” from the revision recommendations was made in efforts to reduce redundancy. The motion was seconded and unanimously approved.

With regards to Section 13, a motion to accept the recommendations as they stand was made, seconded and unanimously approved.

Proposed changes to Senate bylaws (See Appendix B)

In the proposed changes to Senate bylaws, the key question is whether teaching professionals are eligible to serve on Senate. Michele Gillespie (Dean of the College) noted that teaching professionals make up ~19% of the faculty. President Carter reported that Executive Committee considered that non-tenure track faculty may feel reluctant to speak out at a faculty meeting or other university committees. In response to that concern, one Senate member noted that the view was paternalistic and offensive to teaching professionals.

In opposition to the proposed changes, one Senate member voiced support for having tenure as a qualification for Senate eligibility, as it would preserve the original goal and purpose of Senate. In response, another member noted that library faculty are not eligible for tenure, which would disqualify an entire faculty body—recognized by the Board of Trustees, the Provost, and the President—from having any representation on Senate. There was also discussion on equivalent titles that would be eligible for Senate membership per the proposed changes, including different ranks of medical school faculty.

A member asked for clarification on the rationale behind having membership at the associate level and not the assistant level. President Carter explained that associate rank ensures that faculty member has experience, has institutional knowledge of Wake Forest and has been through a vetting process to reach new rank. Also, assistant professors do minimal service, which is why they are not eligible per the current wording.

Motion to accept the current wording was made, seconded and approved. One member voted against the motion.

Traffic and pedestrian issues – update

As an update to the traffic and pedestrian concerns raised during the October meeting, DeDee Johnston met with Executive Committee. Johnston has volunteers counting the number of people crossing University Parkway. The pedestrian safety issue will need to be dealt with at the local, state, and university level. DeDee Johnston will present to the Senate at the January meeting.

Jan. 24 Senate meeting – President Hatch

Following the State of the University address, faculty members expressed interest in having a forum for President Hatch to answer questions from faculty. President Carter reached out to Mary Pugel, Chief of Staff. She reported that President Hatch is willing to come to the January Senate meeting, but President Hatch will need to have the questions in advance. President Carter is hoping President Hatch will take spontaneous questions from the floor, but that is not yet confirmed. President Carter asked that Senate members submit questions by January 14, 2018. He will send out reminders.

President Carter asked if there was any new business; hearing none, he adjourned the meeting at 4:47 pm.