Resolved:

The Faculty Senate condemns the continuing proliferation and implementation of policies and practices regarding tenure, terms of employment of tenured and tenure-track employees, and tenured faculty compensation adopted by the Wake Forest University School of Medicine since March 2007.

1) Significant and systematic reduction of the salaries of tenured faculty members constitutes de facto tenure revocation. Consequently, the implementation of such policies effectively bypasses long-established existing university and medical school policies regarding tenure revocation.

2) Policy changes introduced by the “Tenure Policy Revisions” (2007) and the “Policy on Faculty Compensation” (2012) constitute wholesale revisions of the terms and conditions of employment for tenure-track and tenured employees hired before 2007 as well as those hired between 2007 and 2011 thus violating the contracts of the respective employees.