

Wake Forest University Senate
Minutes of the 4th Meeting
April 23, 2003

The University Senate held its fourth meeting of the 2002-2003 year DeTamble Auditorium on the Reynolda Campus. The following were present:

Administration: William B. Applegate, Paul D. Escott, Gordon A. Melson, Robert K. Walsh, Rhoda Channing

College: Jane Albrecht, Bernadine Barnes, Allin Cottrell, Donald Frey, Judy Kem, Charles H. Kennedy, Page Laughlin, Gloria Muday, Paul Ribisl, Bob Evans

Graduate School: Dale Dagenbach, Greg Shelness

School of Medicine: John Butterworth, Larry Daniel, Michael Olympio, David Harrington

School of Law: Michael K. Curtis, Alan Palmiter, Tom Roberts

Calloway School of Business and Accountancy: Yvonne Henson

Babcock School of Management: Jim Flynn, Scott Shafer

Divinity School: Sam Weber

Staff: Pat Bird, Dana Hutchens, H. David Womack

President Larry Daniel called the meeting to order at 4:03 p.m. The minutes of the February 5th meeting were approved as published on the Senate web page. The next item on the agenda was the election of new Senate officers for the 2003-4 academic year. Bernadine Barnes, chair of the Nominating Committee, presented the following slate of candidates:

President: Donald Frey
Vice-President: Gloria Muday
Secretary: Dale Dagenbach
Assistant Secretary: Yvonne Hinson
At-Large Representative: Michael Olympio

The Senate was given the opportunity to discuss the slate or add other candidates. The slate of candidates was then voted on and approved unanimously.

Due the late arrival of Dean Applegate, President Daniel proceeded to the committee reports.

University Oversight Committee : Allin Cottrell was unable to give a full report since the Senate had not heard a report on the general budget this year. Larry Daniel apologized for this oversight.

Intra-University Operations Committee: Jim Flynn presented a draft of an evaluation form for administrators, and made a motion that the Senate approve in principle the use of this form. The motion was seconded and approved. During the discussion of this motion several senators asked questions regarding procedures for editing and administering the evaluations. Flynn clarified that to preserve confidentiality, faculty would evaluate chairs and the dean of their school, and that the evaluations would be limited to the academic side of the administration. Michael Olympio made a motion that the IOC committee seek input on the evaluation form over the summer, which could then be incorporated into the draft and presented at the first Senate meeting in the fall of 2003 for approval. The motion was seconded and approved. A draft of the evaluation form as it currently stands is appended to the minutes.

With the arrival of Dean William Applegate, Larry Daniel then introduced him and he presented an informal report on new initiatives at the Medical School. Dean Applegate spoke about the development of new research centers focused on genomics, protein analysis, and transgenic animal research. Space has been rented at the Bowman Gray Technical center, and early planning is underway for the development of additional lab space at the downtown research park. In response to a question about the quality of the students at the Medical School, Dean Applegate reported that the mean scores of entering students are at the 50th percentile; when they complete their training the average score is at the 66th percentile. Wake Forest medical students are at a financial disadvantage compared to UNC (where tuition is about one third of ours) and at Duke where the larger endowment allows more students to receive significant financial aid. The average debt of a medical school graduate from Duke is between \$60,000 and 70,000; at Wake Forest the average debt is around \$120,000. As a result of the greater debt burden, more Wake Forest Medical School graduates choose higher paying specialties, as opposed to general practice. Dean Applegate mentioned that 18% of the student body is of an ethnic minority, a significant improvement over past years. Finally, Dean Applegate responded to a question about what is driving health care cost increases. He said that he expects hospital costs will level, and doctors' salaries have already gone down. High pharmacy costs are the biggest factor contributing to rising health care cost.

Following Dean Applegate's report, the committee reports resumed.

Senior University Appointments: John Butterworth reported that there were no new searches underway at this time. He also said that this year's recipients of honorary degrees was among the best in recent years, with degrees going to people to whom an award from Wake Forest was especially meaningful. He reminded the Senate to begin thinking about nominees for next year.

Fringe Benefits Committee: Dale Dagenbach, presented a report on retirement benefits, which is appended to the minutes. Of the nine cross-admit universities, Wake Forest Reynolda campus ranked 6th (virtually tied with Emory for 7th) in terms of the amount the university contributed to retirement benefits. WFU-Hawthorne ranked 8th. The Hawthorne campus retirement benefit comes out lowest because the numbers apply to those at the low end of the pay scale. Those who are paid above the social security base (around \$84,000 per year) have improved benefits.

Health Affairs Committee: Gloria Muday reported that the plan to raise the minimum wage for the lowest paid university employees has been rejected by the administration due to cost. This had initially been presented as a solution to the problem of the lowest paid employees not being able to afford health care. No alternative solution was proposed by the administration. She also reported that currently enrolled graduate students, paid by the university as graduate teaching and research assistants, have expressed a desire to have access to health insurance. Most of the report was devoted to explaining the increase in expenses and premiums for the Reynolda Campus self-insured program (see the attached file). One senator asked why we had gone to self-insurance in the first place, given that with a small enrollment, one or two severe illnesses can greatly affect the costs. Larry Daniel pointed out that we went to self-insurance when the University asked for bids on insuring us and no companies would make a proposal. In explaining the shortfall, Gloria Muday noted that the university set its contribution to the health care plan before the actual costs were known. Furthermore, it is difficult to make accurate predictions about next year's costs, since last year was an "immature" year (i.e. expenses were still being charged against QualChoice) and since the plan year is being changed so that it begins in July rather than May. The university's contribution is only 55% of the current estimates of next year's costs, so employees will have to bear the extra costs either in the form of additional increases in premiums or in increased copay, deductibles, or coinsurance.

The meeting was adjourned at 5:30.