

Call to Order – 4:00p

1. Approval of October 2024 meeting minutes - **approved**

2. Announcements

- Senate: attention is to faculty and academic excellence
- Senate: cornerstone of shared governance representing faculty across the University
- Farewell to Senator Stephanie Bennet, ZSR Library
- ZSR Library Senate election underway
- Medical School Senator election underway
 - Senate President has given permission to units to make adjustments to Senate terms as befits their needs

3. Old business

- Emails and connections with Senates at NC Universities most affected by Hurricane Helene
- US News Rankings
- Website updates: bylaws are updated and photos are in process
- Potential issues needing planned messaging
 - Space planning: unlocking the core, Campus Master Plan, The Grounds
 - R1 transition?
 - Campus Integration
 - SACS/QEP
 - Capital Campaign
 - all major University decisions should include attention to impact on academic excellence

4. Current business

- School of Professional Studies: review representation on the Senate
 - Four full-time faculty
 - Thinking through representation numbers – simple ratios will not work with changes across schools (especially growth of Medical School)
- Belonging and Inclusion Campus Evaluation: scheduling meeting with Rankin Climate (survey providers) and campus organizers.
- Medical School Promotion and Tenure plan update:
 - Reorganizing non-tenure track policies
 - Four areas of distinction: research, clinical, education, service
 - A shift to accommodate range of work and flexibility across sites; making sure that standards are not diluted
- Standing Committee Reports
 - Salaries Committee – no report
 - Fringe Benefits – no report
 - CAFR – working on/updating charges
 - Plans for faculty action in the spring
 - Reminder that CAFR is a Senate committee, but membership is elected by schools
 - College Senators – meeting first week of December; Workday continues to be an issue
 - Capital Planning – How Wake Works recent session on space planning on Reynolda Campus; presentation will be posted
 - Integration – met last Monday; putting together proposals for the Provost's Office; plan to share with the Senate in near future
- Other report outs from Senate representatives to various school and University committees
 - Library Dean search is proceeding
 - UDEIC – today is the last day to fill out the campus memorialization project feedback form
 - Provost asks to share—the form will remain open until Thanksgiving
 - Major Gifts Committee – new approval process is working effectively

** Special Presentation: Start at 4:45

President Susan Wente, Vice President/Athletic Director John Currie, and Athletics Counsel Pete Paukstelis: a review/overview of the details and implications of the House v NCAA case for WFU

(see attached slides for background framing of the presentation – this is not the presentation itself, it is information about legal history and athletics at WFU)

- President Wente's presentation
 - o Seismic changes to college athletics landscape
 - o Legal settlement – antitrust House settlement that impacts university athletics across the conferences and the country
 - o Timeline is swift – settlement goes into effect on July 1st; we have to plan accordingly
 - o Fiscal Year 2026-2027 – “The Bridge to What’s Next” – more change could come, so we’ll adapt as we need to
 - o Meetings with Faculty Senate ExCom, College Athletics Committee, Senate Committee on Athletics for input on what to share today
 - o Why do we need to do this?
 - Benefits to competing at high level in ACC: joined in 1953 and part of our tradition, identity, and national brand
 - Part of our relationship with the community and region culturally and economically
 - Important to undergraduate enrollment – a benefit for students and a help with recruitment
 - The settlement creates new conditions for remaining competitive: quoting UVA President, “If we throw the towel in now, the towel’s gone.”
 - Athletics is foundational to Wake Forest in so many ways and connected to WFU’s “Pillars for a Third Century” (four key attributes) – athletics is the 4th pillar in Strategic Framework
 - We’re in a strong position
 - o How much will this cost?
 - For FY26, up to \$18M
 - o How will we pay for it?
 - Standing commitments: excellence in all that we do, maintaining competitive merit pools and benefit plans, maintaining financial aid and minimizing tuition increases, and continuing to invest in academic initiatives in Strategic Framework and near-term campus space plan
 - Athletics revised operating model around increased fundraising and other revenue, expense reduction, and continued investment
 - Ensure undergraduate enrollment (across all years) is ~5523
 - BoT approval to budget differently to adhere to this plan
 - o Questions:
 - Will there be budget impacts to academics? – Normal budgeting process
- Athletic Director John Currie
 - o History around challenges to amateurism in college athletics: 25 years of legal action against the NCAA has led to this point
 - o House case settlement: \$2.8 billion in damages funded by NCAA over the next 10 years (comes from future revenue); reduction in revenue of ~\$1M to each school
 - o ~800-900 former WFU student-athletes affected by settlement
 - o Estimated \$20.5M cap, permissive, not required (represents 22% of the average Power 5 institution annual revenue). The cap is the same for all universities.
 - o 3rd party deal verification to regulate collectives/NIL
 - o Scholarship limits replaced by roster limits
 - o Principles and Tactics
 - Disciplined evaluation and reallocation of Athletics spending priorities
 - Title IX compliance and risk mitigation will be a continued priority
 - Elevated responsibility for head coaches to fundraise for their operating budgets
 - Continued institutional investment
 - Lean into Wake Forest Distinctives and Advantages
 - o Impact on Students
 - Roster limits will mean fewer student-athletes
 - o Other Potential College Athletics Disruptors
 - Additional lawsuits around conferences, employment, etc.
 - o Questions
 - No expectation of negative impact on development with increased fundraising by Athletics
 - Licensing deals may not operate under the same conditions/expectations as with scholarships; basic contract language will be shared across sports
 - Are there concerns around roster depth with the new rules? – Yes, coaches are thinking about this.
 - Managing roster differentiation around compensation will be a challenge, too.
 - Transfer portal impact is still ongoing
 - All sports will have fundraising expectations and many already have been working in this area

- Do new expectations for coaches/staffs impact morale and ability to compete? – Communication has been transparent and direct. Coaches have been adapting well.
- How to help students who will lose roster spots? – Find opportunities to be involved and engaged and lean into supporting students. Some students may choose to leave if they do not end up on rosters. End of COVID exceptions may mitigate some of these roster reductions as well.
- Roster changes will not take effect until the first competition of the fall season.
- President: creativity, teamwork, and dedication will help us navigate these changes.
- Background information can be shared

- Undergraduate Enrollment report (see attached) – struck for future discussion

5. New Business

- Adjourn – by 5:30p

End notes

Executive Committee Membership:

- Saylor Breckenridge (College/Sociology) - President
- Steve Virgil (Law) - Vice President
- Ryan Shirey (College/English/Writing Program) - Secretary
- Angie Edwards (Medicine) - Member-at-large
- Raja Chatterjee (Medicine) – Past President
- Mike Cartwright (Medicine) – Chair, Medical School Senators
- Amanda Kaufman (Library) – Chair, University Integration
- Ellen Kirkman (College/Mathematics) – Chair, Fringe Benefits
- Sarah Morath (Law) – Chair, Committee on Academic Freedom and Responsibility (CAFR)
- Jason Parsley (College/Mathematics) - Chair, College Senators
- Lauren Reid (Business) - Chair, Capital Planning
- Katherine Shaner (Divinity) - Chair, Salaries
- Michelle Steward (Business) – Chair, Ad Hoc Committee on the Faculty Handbook
- John Sumanth (Business) - Chair, Athletics