Message from the Provost...

This time of year is always rewarding, as we gather to celebrate innovative teaching awards as well as faculty publishing books and producing creative works over the past academic year. Amid this vital activity, we continue to address a set of pressing financial/budget topics; this opening letter is devoted to brief discussions of those. Proceeding alphabetically:

Capital Campaign. Our initial ‘Wake Will’ efforts have had a significant impact on student financial aid, with nearly $70 million raised to date; some $15 million is specifically directed to support first-generation WFU students through our Magnolia Scholars program. An additional $40 million has been pledged to support faculty and academic departments, for needs ranging from lab equipment and faculty travel funds to endowment of the Humanities Institute, faculty chairs, and departmental support. (As with most financial support, monies are received not in one big bundle, but as pledges which will be realized in coming years.) Thanks in part to these fundraising successes, and our recent fiscal discipline, our tuition increase for 2014-15 is WFU’s smallest in 35 years. Coming months will bring a heightened focus on securing funds and endowments to support academic departments and programs.

The athletics campaign also announced a recent series of substantial gifts to support a planned sports-performance center. This facility, to be built behind the Miller Center, will be paid for entirely through private funds. This move was necessitated in part to accommodate the planned renovation of Reynolds Gym to accommodate faculty, staff and student needs, especially related to well-being.

Fringe Benefits. Owing to a combination of factors—national upward trends in health-insurance costs, a 34% increase in our faculty/staff medical-benefits claims, and Affordable Care Act mandates—the cost of our medical benefits has considerably outstripped our budgeted rates this year, and heightened levels are expected to continue. University reserves will cover the unfavorable variance this year, which is projected to be upwards of $700,000. Although the university contribution to benefits will increase significantly for FY14-15 and beyond, we still must address the rising cost of medical benefits in a sustainable manner. As we have done in the past and most other universities/colleges have more recently, we are looking at adjusted co-pays, premium rates, and the like.

Leadership Project. President Hatch recently announced an effort to engage our students and broader community in reflective conversations with leaders (and those who study leadership) who span diverse career paths, generations and worldviews. A faculty/staff advisory committee will be involved in the design and implementation of the Project. Some of the suggested speakers to be invited to campus include presidential/U.S. cultural historians Doris Kearns Goodwin and Jon Meacham, and a panel on women’s leadership that would feature Sheryl (Lean In) Sandberg and author-New York Times columnist Gail Collins, among others. Later this week, pioneering African American football coach and author Tony Dungy will speak on campus and meet with several student groups.

Strategic Resource Initiative (specifically parking). A full SRI report will be issued in coming days, but a preliminary word on the most-discussed aspect—a proposed parking fee. Vigorous faculty and staff engagement on this topic centered around two main suggestions: (1) slowing down the decision process to enable us to study parking in the wider context of sustainable transportation practices on and nearby the Reynolda campus; and (2) reducing demand for on-campus parking with a financial incentive to carpool or park off campus.
We took these suggestions, like all those from staff and faculty, very seriously. On (1): a large-scale study, including a campus-wide survey that drew more than 2000 responses, was undertaken over the past year by a group of faculty, staff, and city/state experts, under the direction of our Office of Sustainability. This study, which will soon be finalized and made public, recommends various ways to reduce demand for Reynolda campus parking—including a parking fee. On (2): as of July 1, 2014, a fee equivalent to 0.3% of pre-tax salary (up to a maximum $900 annually) will be required for an on-campus parking permit for parking during weekday hours when school is in session—and, so that no current faculty or staff member is negatively affected financially, an amount equal to the parking fee will be added to the pay of all employees who work on Reynolda Campus. Our expectations are that enough staff and faculty will choose to “pocket” the increase and carpool, park for free at UCC, or otherwise elect not to park regularly on campus during regular weekday hours, so that we can avoid building expensive and unsightly parking decks/new lots. Again, more details are provided in the forthcoming SRI report.

Other topics worth collective discussion abound, of course; looking forward to continued exchanges in coming weeks and months. Wishing you each a restorative springtime, when it arrives at last!

PROVOST TO PRESENT ANNUAL ADDRESS
Wednesday, March 26 | 4:00pm-5:00pm
Pugh Auditorium, Benson University Center

At the invitation of the Faculty Senate, Provost Rogan Kersh will be giving his Annual Address. The provost will speak about University priorities, as well as the challenges and opportunities that face the University’s academic mission and programs. All faculty, staff and students are invited to attend.

Lavender Graduation
The Wake Forest University LGBTQ Center is excited to announce our inaugural Lavender Graduation Celebration. Our Lavender Graduation will celebrate LGBTQ students and allies who have contributed to the rich diversity of our campus community. The Lavender Graduation will be held on April 30, 2014 at 6 pm in the Z. Smith Reynolds Auditorium. We invite the Wake Forest community to honor these LGBTQ students and allies for their contributions to Wake Forest University and wish them well in their future endeavors.

SafeZone Trainings
The Safe Zone program is an in-depth, interactive presentation designed to educate Wake Forest faculty, staff, and students about the LGBTQ community. Anti-LGBTQ bias and prejudice affects all members of a community, and we all have the opportunity to work against it. Participants learn what it means to be an ally—a person who supports and stands up for the rights of LGBTQ people—as well as how to create a Safe Zone. Allies who have completed the training program will be given a Safe Zone sticker, identifiable to the entire campus, which may be displayed on the ally’s door to designate it as a safe place for all members of the community. To sign up for a Safe Zone training, visit lgbtq.wfu.edu.
Wake Forest investigators have received nearly $7.5 million from external sponsors so far this fiscal year. They submitted 98 proposals, requesting over $25 million.

Kyle Bryner, Museum Registrar in the Museum of Anthropology, has received her first externally-sponsored award from the National Endowment for the Humanities (NEH) for the project, Art Storage Screens for the Museum of Anthropology at Wake Forest University.

The popular Quality Circle Workshop will be offered on Friday, April 11 from 9am to 12:30pm in Reynolda Hall 301. This workshop is open to all faculty and staff. Please sign up at https://pdc.wfu.edu/event/7407/.

Wake Forest Centers Funding Renewed

The Translational Science Center and the Center of Bioethics, Health and Society have both been renewed as Wake Forest University research centers. Both Centers have achieved high levels of research and scholarly output, teaching, training and outreach and have received awards to continue their distinct activities for another five years. Congratulations to both groups and their directors Dany Kim-Shapiro (Physics) and Ana Ilts (Philosophy) for their hard work and commitment to Wake Forest.

New Funding Opportunity

Wake Forest Innovations is soliciting proposals for a new round of Commercialization Pathway Awards. Applications are due by April 11. We seek milestone-drive projects that can lead to proprietary products and technologies having significant revenue-creating potential. Projects should be designed to advance translation and commercialization of innovative proprietary ideas and products in areas relevant to the mission of the Wake Forest Baptist Medical Center. Two categories of award exist, each for one year:

1. Spark Awards: $10,000 to $40,000 focus on achieving an early stage proof-of-concept milestone, formulation, or prototyping for an innovative idea or product with direct commercialization potential.

2. Value Inflection Awards typically will range up to $175,000 and focus on achieving clearly defined milestones that, at completion, are likely to enable technology commercialization via partnering with an established company or funding of a start-up company, or to attract additional investment.

Please contact Bruce King (kingsb@wfu.edu) for the request for proposal information.

Annual Staff Performance Reviews

Annual performance reviews for staff are conducted every 12 months, usually in the spring. These evaluations should be consulted in the process of determining each employee's merit raise for the next year. The FY15 budget will be available in WIN on April 14 and is due to the Provost by April 25. Therefore it would be helpful to conduct your annual evaluations with staff prior to April 14. For more information on the staff annual review process and the necessary forms, visit the HR website at: http://hr.wfu.edu/faculty-staff/performance/
ZSR offers services to WFU alumni

ZSR library faculty work hard to develop research skills in students in order to help them succeed in their academic work. Recognizing that the need for good research and reliable information doesn’t end at graduation, the Library now provides WFU alumni with access to selected databases, free of charge. Access is provided to three EBSCO databases (Academic Search Alumni Edition, Business Source Alumni Edition and Business Book Summaries). In addition, alumni have always received free borrowing privileges of print materials, for life.

Two other library programs designed to promote lifelong learning in alumni include the Connections and Conversations symposium on April 4-5, which is planned as a weekend of intellectual engagement around the theme of well-being, and the ZSRx series of free, open, online courses. ZSRx Social Media is planned for later this spring.

Join us for TechXploration on April 8

TechXploration will take place on Tuesday, April 8, between noon and 3:00 p.m. in room 401 of the Benson University Center to showcase faculty use of technology. The purpose of this event is to allow faculty, staff and students to see how technologies are being leveraged in teaching, learning, research, engagement, and creative endeavors at Wake Forest University. TechXploration will bring together faculty and staff who want to share their experiences with current technology efforts underway.

Would you be willing to present what you are doing? Please send a note to Rick Matthews (matthews@wfu.edu) and/or Kory Riemensperger (riemenka@wfu.edu). Each presenter will have an area set up in Benson 401 from 12:00-3:00 pm to display a poster board, presentation materials and/or their technology.

Plan to come see how technologies are being leveraged at Wake Forest. Attendees are invited to walk around and learn more about the exciting use of technology on the Wake Forest campus any time between 12:00-3:00 pm. The event will be catered by Aramark. If you cannot be present for the entire event, we would still appreciate you participating for as much time as you can.

ICE Innovation Visionaries Speaker Series / Spring 2014

April 2 / Wed: 5 - 6:30 pm
A. Child Reads: Selected poems and film shorts
WFU Scales Fine Arts Center, Art 102
Introduction, Professor Amy Catanzano
Reception in the lobby to follow.
This event is also part of the Dillon Johnston Writers Reading Series and co-sponsored with the Creative Writing Program.

April 3 / Thurs: 7 - 9 pm
Feature film screening – Unbound: scenes from the life of Mary Shelley
WFU Porter Byrum Welcome Center / Kulynych Auditorium
Followed by discussion with the director and reception.
Abigail Child’s visit is generously supported by a grant from IPLACE at Wake Forest University. These events are also supported by Women’s, Gender and Sexuality Studies, Film Studies, and the Documentary Film Program at Wake Forest University.

April 14 / Mon, 4:30 – 6:00 pm
“I must be at home somewhere”: Mobilizing Hospitality for Utopia
Beta Verde | 3733 Millhaven Road | Winston-Salem
Introduction, Dr. Wanda Balzano, Director, Women’s, Gender and Sexuality Studies
RSVP: Jenny Miller – milljl0@wfu.edu / 540-250-1729

Apr 15 / Tues, 4:00 – 5:30 pm
“Visible Entanglements: Plastic, Art, and Advocacy”
WFU Scales Fine Arts Center
Lecture, Art 102 followed by a reception in the lobby
Dr. Jennifer Wagner-Lawlor is co-sponsored by Women’s, Gender and Sexuality Studies, and the Center for Energy and Environmental Sustainability.

All event are open to the entire Wake Forest Community. For more detailed information about this series, contact Lynn Book, Associate Teaching Professor, Department of Theatre and Dance and Associate Director, Program for Innovation, Creativity and Entrepreneurship at bookl@wfu.edu or 336-671-4795.
Upcoming Events at the Charlotte and Philip Hanes Art Gallery

As students, faculty, and staff heads into the final weeks of the spring semester, take a glance at the range of exciting events you can anticipate at the Charlotte and Philip Hanes Art Gallery.

Correspondences: a conversation with Jim Rosen

Monday, March 31, 5pm
Charlotte and Philip Hanes Art Gallery

Visit the gallery on the final day of the March exhibitions for a casual gallery conversation and reception with exhibiting artist James Rosen. Rosen’s work comprises the current Hanes Art Gallery exhibition Ros-envelopes: envelopes and enclosures from James Rosen. It promises to be a conversation as various and engaging as the envelopes themselves.

Opening Reception: Student Exhibition

Thurs, April 24, 5pm
Charlotte and Philip Hanes Art Gallery

Opening reception for annual Student Art Exhibition. During the reception, six students will each be awarded a $100 Hanes Gallery Award. Recipients are selected by Wake Forest art faculty and the gallery staff.

OUR COUNTRY'S GOOD

By Timberlake Wertenbaker
Based on Thomas Keneally’s novel The Playmaker
Directed by Sharon Andrews

7:30 pm April 4-5 & 9-12, 2014
2:00 pm April 13, 2014

Wake Forest University Theatre presents
Wake Forest University expands summer school classes to Charlotte

Wake Forest University is expanding its presence in Charlotte to offer undergraduate summer school courses in the Queen City for the first time. Soon students from Wake Forest and other universities can choose from six undergraduate courses in English, psychology and communication to study at the Wake Forest Charlotte Center. Steps away from the heart of Charlotte’s bustling Uptown, the location is ideal for students living, working or interning in the area. The new offerings were designed to provide increased convenience and flexibility for students and faculty living in the Charlotte area.

“In the past, summer school has primarily taken place on the Winston-Salem campus,” said Randall Rogan, senior associate dean of academic planning and summer school at Wake Forest. “Charlotte offers convenience and an exciting setting for learning. Our summer school schedule will allow students to take classes and arrange their own internships for a rich and diverse experience.”

Sophomore Christa Harris, an English and psychology double major, was one of the first students who responded to a related interest survey last fall. Until then, she had planned to take courses at another university so she could live at home while also pursuing an internship. “I’m definitely really excited. A Wake education is unlike any other,” said Harris, who plans to shadow attorneys and judges while simultaneously advancing her academic studies. “After classes I will probably spend a lot of time Uptown, just walking around and enjoying the scenery and the people.”

Class offerings include “Media Effects,” which examines traditional and newer media forms, including gaming, and their effects upon our perceptions, attitudes and behaviors. Another course, “Psychology of Stereotyping and Prejudice,” looks at psychological roots of discrimination. Adding undergraduate summer school classes to the Evening MBA, Saturday MBA and Executive Education programs currently offered at the Wake Forest Charlotte Center is a natural extension of the University for students, faculty, staff and alumni in the area, Rogan said. Outside the Triad, more Wake Forest alumni live in the Charlotte area than in any other geographic region. Information about undergraduate summer school classes on the Reynolda Campus and at the Wake Forest Charlotte Center can be found at college.wfu.edu/summer. Registration begins March 17. Classes in Charlotte will run June 2-27.

The Leadership Project, a new presidential initiative designed to celebrate the many ways leadership development is taught and inspired at Wake Forest and to engage members of our community with personal leadership stories from a wide range of experienced leaders and perspectives, is just being launched.

Our first speaker, Tony Dungy, will be on campus March 26. Widely recognized as an inspirational champion both on and off the field, Coach Dungy has authored several books on topics such as mentorship, courage, strength and purpose. Dungy led the Indianapolis Colts to a Super Bowl victory in 2007, the first such win for an African-American coach. The Leadership Project builds upon the many opportunities at Wake Forest that guide students to discover their unique values, interests and strengths, to understand how to become an effective leader and to take positive actions to advance their own personal development. As the Project continues to take shape, a faculty, staff and student advisory committee will help guide the program. Suggestions for future leadership speakers are encouraged and welcomed.

Visit lead.wfu.edu for more information.

Career Development for Women Leaders Program

The Call for Applications for the Career Development for Women Leaders Program (CDWL) is now open. This training program is now six years old with 74 graduates and 18 current Fellows. Women faculty members (assistant, associate or full professor) and women senior staff are eligible to apply. Learn more about the Program, 2014-15 schedule and application process by visiting www.wakehealth.edu/School/OWIMS/CDWL.htm. The deadline is March 28. Please contact Dr. Shannon Mihalko, Vice-Chair CDWL Advisory Board at mihalksl@wfu.edu or Natalie Barrett, Program Coordinator at nbarrett@wakehealth.edu, with questions.

Realizing Women’s Full Potential
**March 26: Ethics, Society, and Advances in Brain Science**
Judy Illes, PhD, FRSC, FCAHS, Professor of Neurology and Canada Research Chair in Neuroethics, University of British Columbia
5:00-6:00 PM, Reception to follow
Z. Smith Reynolds Library Auditorium, Room 404, Wake Forest University

**April 3: Scienceexploitation: The Marketing of Unproven Stem Cell Therapies**
Timothy Caulfield, BSc, LL.B, LLM, Canada Research Chair in Health Law and Policy; Senior Health Scholar, Alberta Heritage Foundation for Medical Research; Professor, Faculty of Law and School of Public Health; and Research Director, Health Law Institute, University of Alberta
4:00-5:00 PM, Reception to follow
DeTamble Auditorium, Counseling, 1st Floor, Tribble Hall, Wake Forest University

**Funding Opportunity**
The Center for Bioethics, Health & Society accepts, on a rolling basis, applications for small grants (up to $1,000) to support Bioethics smaller activities and single events. Please contact Ana Iltis, iltisas@wfu.edu or Nancy King, nmpking@wakehealth.edu.

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**Supporting Academic Work**

**The Provost’s Fund for Academic Innovation | Deadline: April 1, 2014**
The Provost’s Fund for Academic Innovation is designed to promote innovation in the curriculum or the learning environment. This fund places special emphasis on new or creative ways to use the curriculum or the learning environment to advance Wake Forest’s three core academic priorities: (1) building the best faculty of teacher-scholars in the world, (2) bringing the right students and mix of students to Wake Forest and supporting them appropriately while they are here, and (3) creating a vibrant campus with the kind of intellectual climate that capitalizes fully on our many opportunities for faculty-student engagement. The fund provides 2:1 matching grants. We expect the typical award will not exceed $10,000, but are willing to consider awards of up to $20,000 in exceptional circumstances.

**Provost’s Fund for a Vibrant Campus | Deadline: April 1, 2014**
Two-to-one matching funds up to $5,000 allow faculty, schools, and departments to bring exciting guest speakers and performers to campus.

**Provost’s Fund for Academic Excellence | Deadline: April 1, 2014**
To support symposia and other large-scale events that reach across departments and units to promote intellectual community at Wake Forest, this fund provides a 2:1 match up to $10,000.

Guidelines for all opportunities may be found at [http://provost.wfu.edu/](http://provost.wfu.edu/); contact Vice Provost Jennifer Collins, 758-3852, with questions.

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**School of Divinity received $1 million in grants**
The School of Divinity has received notification that the three grant proposals submitted to national foundations were all successful. Each of these grants, totaling near $1 million, enhances the strategic positioning and educational mission of the School of Divinity and provides significant funding for one of the key areas of the School’s Wake Will campaign, Leadership and Career Development.

- **$200,000** from the Arthur Vining Davis Foundations to refresh and renew Paul Price Davis Chapel in Wingate Hall and make it a teaching chapel facility.
- **$250,000** from Lilly Endowment, Inc for a program in Financial Well-Being and Pastoral Leadership. The School of Divinity is one of 67 schools who have received grants up to $250,000 to address the economic issues facing future ministers. The program will form, educate and financially support ministry students who will then enter their first jobs with greater confidence about their abilities to manage their own finances and to cultivate congregational financial well-being.
- **$500,000** from Lilly Endowment, Inc for a leadership development program for early career clergy. The program will bring clergy leaders together with outstanding business and civic leaders to learn about the most difficult issues facing their communities. Targeted issues for the program include health care, poverty and economic justice, hunger and food access, immigration and racial justice, and regional economic renewal. These early career clergy will enhance their leadership skills and competencies so that they can assume their place as generative leaders in their larger communities and identify initiatives where congregations and their leaders can make vital contributions to the civic landscape.
Faculty Add Insight and Drama to American Moderns at Reynolda House

The spring exhibition at Reynolda House Museum of American Art features some of the most well-known names in modern art; the Museum’s spring programs feature some of the most well-known names in the arts at Wake Forest University.

Developed in conjunction with American Moderns, 1910-1960: From O’Keeffe to Rockwell, the Museum mounted a smaller exhibition called Reynolda Moderns to highlight the strength of the Museum’s collection of early 20th-century modernism. The exhibition includes QR codes on gallery labels that link to brief videos about each work of art. The series of videos, called Modern Minutes, is comprised of eight 90-second videos produced by the Museum and designed to enhance the on-site experience for visitors in the Reynolda Moderns gallery. David Lubin, Charlotte C. Weber Professor of Art, discusses Arthur Dove’s Dancing; and Jay Curley, Assistant Professor of Art, shares insights on Stuart Davis’s For Internal Use Only. View all the Modern Minute videos on the Museum’s blog.

Later in the season on May 1, Associate Professor of Theatre Sharon Andrews will be a part of the Museum’s-hours event called Reynolda Thursdays. Andrews will perform with Michael Huie “Safely in my hands”: The Letters of Georgia O’Keeffe and Alfred Stieglitz.

More information on other events is online at reynolda-house.org. Remember, admission to the Museum is free for faculty and staff!