

Minutes of FAP Meeting #2 AY2019-20

September 9, 2019

3:00 PM – 4:00 PM

SL 225

Members in Attendance: Nancy Burnham (Chair), Mike Radzicki (Secretary), George Pins (RPC Representative), Joseph Fehribach (FBC Chair), Kristopher Sullivan – Associate Vice President for Academic Affairs (presidential appointee to FAP, not yet confirmed by president)

Ex Officio: Tanja Dominko (Secretary of the Faculty)

Absent: Jeffrey Solomon (Executive Vice President/CFO)

- 1) **Call to Order.** Chair Burnham called the second FAP meeting of the year to order at 3:02 PM.
- 2) **Committee Chairs' Lunch.** Chair Burnham asked Professor Fehribach to report on the issues discussed during the September 3rd committee chairs' lunch. Fehribach attended the meeting as Chair of the Fringe Benefits Committee and a substitute for Chair Burnham. Professor Dominko noted that the lunches are always held prior to faculty meetings so that feedback on agenda items can be solicited.

Professor Fehribach indicated that the main issue discussed during the lunch was a very preliminary proposal to create a path to tenure for WPI's teaching faculty. Professor Dominko emphasized that the discussion of this topic at venues such as the committee chairs' lunch (or department meetings) is an example of the sort of pre-vetting of an issue that must occur so that a topic is socialized before it is introduced for discussion at a faculty meeting.

- 3) **FAP Appointment to the Fringe Benefits Committee.** Chair Burnham announced that Professor Dirk Albrecht (BME) has accepted an appointment as FAP's representative to the Fringe Benefits Committee.
- 4) **Retirement Plan Committee.** Professor Pins reported that the Retirement Plan Committee will meet the week of September 9th and that he will summarize the meeting for FAP next week.
- 5) **FAP Priorities for AY '19-'20.** Chair Burnham asked that FAP continue its discussion, initiated the previous week, about identifying FAP's priorities for the upcoming academic year. She noted that the forum on FAP's Canvas site devoted to soliciting topics for FAP from the faculty will remain open for one additional week.

The committee began both a re-cap of the topics suggested by the faculty on FAP's Canvas site, and a brainstorming session directed at identifying possible new topics. This discussion led to the following master list of suggested issues:

- a. Salary benchmarking. Chair Burnham indicated that this year FAP must assist HR with its triennial salary benchmarking process for both NTT and T/TT faculty. Among FAP's roles will be to assist HR in identifying WPI's peer institutions. Kris Sullivan noted that HR has already put out a request for proposals to potential consulting firms who can help with the benchmarking effort. Chair Burnham noted that FAP's participation in the benchmarking process will likely take place in the late fall/winter and that Kris Sullivan will inform FAP when HR is ready for the committee's input.
- b. Transparency in the faculty evaluation process and how merit pay increases, promotional pay increases, and equity pay increases, are determined. Kris Sullivan noted that the merit pool is part of the budgeting process and that Jeff Solomon's input would be required to help FAP understand the details. Similarly, understanding the process of determining the equity pool will require input from Michelle Jones-Johnson.
- c. Trends in WPI's net tuition rate. Chair Burnham informed FAP that she and Professor Dominko have been asked to participate on a taskforce to look into this issue and that they will regularly report to FAP on the workings of this body. Professor Dominko argued that FAP should investigate the details of how WPI's net tuition rate is determined. Is there a formula? What data are used in the process?
- d. Workday problems as they pertain to faculty.
- e. Graduate student housing for married students and students with children.
- f. IT issues as they pertain to faculty. Kris Sullivan indicated that a specific list of issues will be necessary before any concrete action can be taken.
- g. Healthcare benefits, including improved chiropractic care.
- h. Faculty loading models. Professor Fehribach argued that a loading model that is regarded as fair by the majority of faculty across disciplines is notoriously difficult to create. Professor Radzicki indicated that he will share with FAP a document from a colleague at MIT that describes MIT's well-received faculty loading model.

6. **Adjournment.** The meeting was adjourned at 4:09 PM.

Respectfully submitted,

Michael J. Radzicki

Secretary