

Minutes of FAP Meeting #4 AY2019-20

September 23, 2019

3:00 PM – 4:00 PM

SL 225

Members in Attendance: Nancy Burnham (Chair), Joseph Fehribach (FBC Chair), George Pins (RPC Representative), Mike Radzicki (Secretary), Jeffrey Solomon (Executive Vice President/CFO), 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)

- 1) **Call to Order.** Chair Burnham called the second FAP meeting of the year to order at 3:00 PM.
- 2) **Approval of Minutes.** The minutes of the September 16th FAP meeting were read and minor corrections were offered. Professor Fehribach moved and Professor Pins seconded a motion to approve the minutes as corrected. The motion passed unanimously.
- 3) **Fringe Benefits Committee.** FBC Chair Fehribach reported that the FBC met for the first time at 2:00 PM on Friday September 20th. Most of the meeting was spent on introductions and organizational matters. Two questions that did arise however were:
 - a) Will FAP consider appointing the FBC Chair to a two-year term?
 - b) Is chiropractic care within WPI's health care benefits package adequate to address chronic pain management? Eric Chojnowski will look into the matter and report back to the FBC.
- 4) **Workday Issues.** Jeff Solomon noted that WPI Change Management and Training Manager Veronica Brandstrader and WPI Information Technology CIO Patti Patria will come to the next FAP meeting to update everyone on the implementation of Workday Student, and then listen to any concerns about the Workday HCM and Finance modules. He also indicated that CIO Patria is currently interviewing department heads to hear about Workday pain points. A general discussion ensued about the challenges inherent in switching to Workday, the most general of which is that it requires more work from the faculty. CFO Solomon noted that the administration is trying its best to avoid the need for significant changes to how things currently work at WPI as Workday is rolled out.
- 5) **Transparency of the Salary Review Process.** Chair Burnham noted that she has been invited to attend a department head's meeting to receive input on WPI's salary review process. VP Sullivan noted that the broad steps of the salary review process are well known, informed by human resources, and can be easily shared

with the faculty. The administration, however, is not privy to the details of discussions between department heads and individual faculty members. Moreover, he noted that department heads will continue to have flexibility vis-à-vis the criteria for evaluating faculty performance.

- 6) **Adjournment.** Due to a FAP member needing to attend another meeting elsewhere on campus, the meeting was adjourned at 3:50 PM.

Respectfully submitted,

Michael J. Radzicki

Secretary