

Minutes of FAP Meeting #10 AY2020-21

October 12, 2020

3:00 PM – 4:00 PM

Meeting Held Electronically via ZOOM

Members in Attendance: Nancy Burnham (Chair), Joe Fehribach (FBC Chair), George Pins (RPC Representative), Mike Radzicki (Secretary), Jeff Solomon (Executive Vice President/CFO), Kris Sullivan (Associate Vice President for Academic Affairs)

Guest: Tanja Dominko (Secretary of the Faculty)

Call to Order. Chair Burnham called the 10th FAP meeting of the year to order at 3:03 PM.

- 1) **Approval of Minutes.** The minutes of the September 21th and October 5th FAP meetings 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.
- 2) **Fringe Benefits Committee.** FBC Chair Fehribach reported that Professor Jon Abraham agreed to serve as FAP's appointee to the FBC. Chair Fehribach moved and Professor Radzicki seconded a motion to formally appoint Professor Abraham to the FBC. The motion passed unanimously.
- 3) **Faculty Salary Benchmarking.** A spirited discussion about the methods used by the administration to create a salary benchmark, against which WPI faculty can compare their compensation, was conducted. Much of the discussion involved the timing of data released by the Colleague and University Professional Association for Human Resources (CUPA-HR), relative to the timing of WPI's benchmarking process, as well as the method used to age the CUPA-HR data. The following proposed modifications to the current process were discussed:
 - a) initiating the process in April instead of January so that the most recent CUPA-HR data can be utilized.
 - b) creating a committee to do the benchmarking using anonymized data from WPI's Division of Talent and Inclusion. In principle, this would enable the benchmarking process to be conducted annually, rather than every three years.
 - c) replicating the process for WPI's non-tenure track faculty.
- 4) **Announcements.** FAP offered its thanks to Chair Burnham and Secretary Radzicki for their service on the committee, as their terms in office were ending with the conclusion of the meeting.

5) **Adjournment.** The meeting was adjourned at 3:57 PM.

Respectfully submitted.

Michael J. Radzicki

Secretary