

**Minutes of FAP Meeting #14 AY2021-22**  
**December 12, 2021**  
**4:00 PM – 5:00 PM**  
**Meeting Held via ZOOM**

Members in Attendance: Joseph Fehribach (FAP Chair), Joseph Sarkis (FBC Co-Chair), David Spanagel (RPC Representative), Tanja Dominko (FAP Secretary), Kris Sullivan (Associate Vice President for Academic Affairs), Mike Horan (Executive Vice President/CFO)

**Agenda**

**1. Call to Order**

**Chair Fehribach** called the meeting to order at 4:05 PM.

**2. Financial Report**

**Mike Horan (CFO)** continued his presentation on the 5 year budget plan. He reported that with the latest monthly report of inflation at 6.3%, that the current salary pool of 3% will in the draft budget for next year will not be enough. In support of this, the University is finding that the replacement of certain positions is requiring a higher salary that of people who left. The struggle here, is that our projection for the incoming class next year is 1,350 and will be brought in at a higher discount rate, which will put us on the path of achieving our strategic plan goals of access and affordability. One FAP member asked what are the consequences of increasing the tuition discount from 47% to 49% on the revenue, and why more funds are not allocated to scholarships.

Another member observed that the increase in tuition discount rate is necessary for WPI to achieve its diversity goals, as stated in the Strategic plan. They asked for further updates regarding Operating budget revenue projections, considerations of a strategic giving plan and update on endowment. CFO Horan reported that the endowment grew 38% last year. Proposed annual draw on the Endowment will be reduced from 4.7 to 4.6%.

**Chair Fehribach** stated that some people have inquired whether WPI may be in financial trouble, a perception with which he does not agree. CFO Horan stated that the University has never been in a better financial position. If things are going so well, however, one member questioned why WPI has not restored the benefits that were cut during WPI Forward and COVID, such as contributions to 403B plan and no salary increase for 14 months. Restoring 3% of the salary pool is still significantly below the inflation.

**Prof Spanagel** asked for a report that would show how goals of WPI Forward are reflected in the current and future years. The report should delineate and assess savings realized by changes in policies and savings generated by WPI Forward. CFO Horan agreed to present the report in January 2022. The report will include cash flow chart, operating budget patterns and WPI Forward results. Prof. Spanagel suggested that a comprehensive presentation should include how WPI Forward savings and new gifts are contributing to WPI's affordability goals.

**3. FAP will continue to meet on Mondays 4-5pm virtually.**

**4. Workday**

The committee will ask CIO Patty Patria for a report on effectiveness of Workday and any savings that have been generated by streamlining the business processes and whether they are being offset by

considerable time and effort that users are spending implementing the new enterprise management system.

## **5. Adjournment**

The meeting was adjourned at 5:06 PM.

Respectfully submitted,  
Tanja Dominko  
FAP Secretary