

Minutes of FAP Meeting #25 AY2020-21

March 15, 2020

4:00 PM – 5:00 PM

Meeting Held Electronically via ZOOM

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

Guests: Veronica Brandstrader (Change Management & Training Manager for Information Technology), Patty Patria (VP for Information Technology/CIO)

Call to Order. Chair Fehribach called the 25th FAP meeting of the year to order at 4:02 PM.

1) **Workday Student.** Change Management Trainer Brandstrader shared a set of slides that she had prepared in advance to update FAP members regarding the ongoing work to launch Workday Student. She reported that the new system is fully populated with ~1.5 million data files as we ready to handle course registration for Fall 2021 (noting that Summer 2021 courses will still integrate with Banner). AVP Sullivan put in a word of thanks to Director of Academic Affairs Technology Carla Mararian for the work done by Academic Affairs staff members to clean up Banner data files in preparation for this transition Workday Student.

Change Management Trainer Brandstrader also explained how the new system will implement our current policies for awarding credit for graduate coursework to undergraduates enrolled in those courses. The credit conversion mechanism will require faculty members to assign two grades to these students (one for the regular amount of undergraduate course credit and another for an associated “independent study” credit that carries the additional credit). In other words, graduate course instructors will see enrolled undergraduates’ names on two separate course rosters.

The schedule for rollout (as of now) looks like this:

- 3/29-31 Fall course schedules should become available
- 4/21 rising Seniors and grad students would begin to register
- 4/23 rising Juniors
- 4/27 rising Sophomores

Looking ahead, the Spring 2022 course schedule should be published in August, 2021. Banner will also remain available for all academic record data retrieval purposes, etc., until August as well; there will not be any gap of time between when all necessary features of the two systems are up and running.

Workday Student hopes to provide several new features to facilitate advising and implementation of course planning: the “College Scheduler” app might be integrated into the system [turns out to be harder than anticipated]; the “Saved Schedules” feature of Workday Student will allow students to pre-load alternative course selection combinations that can be immediately applied if their first choice course preference is unavailable by the time that they try to register; the “Swap” feature enable ADD and DROP processes to be synchronized, eliminating the current time lag between processing a DROP and then being practically eligible to ADD a course. A feature called “CoursePops” will provide “live” access to all course populations. Among other notable changes, there will be no CRNs in Workday Student. The new system will be able to provide both photos and preferred pronouns.

CIO Patria urged any interested faculty to participate in system testing over the summer if they would like to become more familiar with the system and to help fine-tune how graduation and program requirements will be accounted for and displayed in various categories. She also reminded FAP members that anyone can ask questions or get help both through the WPI Hub and/or by emailing a query to Workday@wpi.edu.

- 2) **Other Workday Issues.** Recalling how FAP members had reported continuing faculty frustrations with the Workday financial system, CIO Patria noted that her division is now looking into harnessing an artificial intelligence-capable “suggestor” to assist people who are interacting with Workday finance software on an intermittent basis. Change Management Trainer Brandstrader reiterated the invitation, as well, to anyone having difficulties or questions about finance reporting or filing expense reimbursement requests to contact them with an email to Workday@wpi.edu.
- 3) **Financial Update.** CFO Solomon reported that the budget implications for the Class of 2025 continues to look very promising, based upon early action decisions which are hitting admissions target numbers with aid packages falling within the projected discount rate. He also indicated that the latest (third) round of Federal stimulus money should translate into approximately \$7 million coming to

WPI (stimulus money gets spilt evenly between disbursements to our students and a lump sum to the institution which helps to cover the costs of our Covid safety response actions).

4) **Retirement Plan Committee.** FAP Secretary Spanagel had attended the March 9 RPC meeting in lieu of RPC representative Pins, who was teaching at that hour. Spanagel shared his impressions of the committee, and noted that it voted to approve a revision to its charter to acknowledge some changes in the WPI administrative leadership positions expecting to be active participants in the RPC going forward. The competitive selection process for a new Investment Advisor firm is underway now; and a request for bids has just gone out to also select who will conduct the annual financial audit of the Retirement Plan. These two processes mean that the RPC will be meeting several times between now and the next regular quarterly meeting.

5) **Fringe Benefits Committee.** FBC Chair Radzicki asked for clarification about whether FBC minutes typically get distributed to the whole community, and how that is accomplished? Those of us who have served previously as FBC Chairs recalled that those minutes usually got approved by the committee and then distributed (on behalf of the FBC Chair or the FBC Secretary) by the Director of Benefits (who at the time was an *ex officio* member of FBC). FBC minutes are available to any interested employee.

FBC Chair Radzicki then reiterated the list of agenda items that the committee hopes to take up during the spring: previewing the COACHE data analysis task for next year; communicating with the community about My Medical Shopper (a tool to help contain medical expenses); continued discussion of the 24- vs. 28-hour/week benefits eligibility for part-time employees; and the summer hours proposal.

6) **Approval of Minutes.** Having gone over time, we postponed discussion of the past two meetings' worth of FAP minutes until our next meeting.

7) **Adjournment.** The meeting was adjourned at 5:10 PM.

Respectfully submitted,

David Spanagel

FAP Secretary