

Financial And Administrative Policy
Minutes
8th Meeting, AY 2022-23
Tuesday, November 1, 2022, 2:00 pm
Meeting held remotely; Zoom meeting ID: 960 6087 3656

Members: David Spanagel (HUA, Chair), Hal Walker (CEAE), Rob Dempski (CBC),
Tanja Dominko (BBT, COG Appointee), Mike Horan (Executive VP and CFO, *Ex Officio*)

Absent: Kris Sullivan (Associate VP for Academic Affairs), Joe Sarkis (BUS)

1. The meeting was called to order at 2:02 pm.
2. The agenda was approved.
3. The Minutes of the 7th meeting were approved as amended.
4. Discuss and prioritize items for Future FAP Meeting Agendas

Chair Spanagel presented a summary of the FAP Canvas site discussion board distinct suggestions for topics that FAP might either follow up upon or initiate as new areas of inquiries. Besides the divergent institutional compensation philosophy topic already initiated by FAP this year, items that could affect FY24 budget planning should be expedited for FAP discussion and consideration.

CFO Horan reported that the Board of Trustees has yet to discuss compensation guidelines and for the upcoming year. The Board approved a 3.5% increase in tuition, room, and board fees during its recent meeting in October as a guiding assumption for the upcoming budget development. As WPI's revenue mostly relies on undergraduate and graduate tuition (71% and 14%, respectively), he highlighted the Board's desire to identify new revenue opportunities.

The committee agreed to prioritize the following items for its future work:

- Review and discuss the 3-5 year budget plan in collaboration with Finance and Operations. In light of current inflation rates, predicted decline in student demand for higher education in general, and the need to remain competitive, the committee believes that developing and implementing a long-range plan for operating and capital budgets is required. Through building a realistic financial plan WPI can develop budgetary solutions that will maintain educational quality, allow implementation of strategic initiatives, and a sustainable work environment.
- Compensation (salary and benefits) analyses for executive and administrative staff, and faculty in collaboration with Talent and Inclusion. To recruit and retain valuable personnel, WPI needs to review and adjust compensation as necessary. This includes following up on the Faculty's May 2022 resolution requesting that WPI restore employee retirement match contributions to 11%.
- Impact of graduate student compensation (stipend and benefits) on operating budget – in collaboration with the Committee on Graduate Studies and Research (CGSR) - to address

Graduate Student concerns about employment conditions more generally (in the light of an impending vote to establish a Graduate Worker's Union at WPI). As a part of this discussion, clarify whether WPI will be retaining and paying for outside services for these negotiations.

In the spirit of transparency, other suggestions imply a widespread hunger for investigative reporting by FAP to better illuminate the Institute's investment and expenditures practices as well as assessing the financial consequences of strategic choices that have been made or are being contemplated. With appropriate planning and effective outreach to Finance and Institutional Research resources for accurate data, we should be able to inform the community on other activities that have implications for availability of resources, such as reviewing endowment management philosophy and performance and its impact on operating budget, and strategies for increasing the impact of capital campaign on operating budget.

5. The meeting was adjourned at 3:00 pm.

Respectfully,

Tanja Dominko
FAP Secretary