

## **AY1516 Committee on Administrative and Financial Policy (FAP) Minutes**

### **FAP Meeting #9 11a.m. Thursday October 29, 2015 in Finance Conference Room**

Attendees: Professor Hossein Hakim (FAP member; FBC Chair), Executive Vice President/CFO Jeffrey Solomon (FAP Member), Professor David Spanagel (FAP Chair), Assistant Vice President for Academic Affairs Kristopher Sullivan (FAP Member), Assistant Vice President Budget and Planning Judi Trainor (invited guest).

FAP Chair Spanagel began the meeting at 11:05 a.m.

1. Given Professor El-Korchi's anticipated absence, FAP Chair Spanagel obtained advance input on the items of business to be discussed and voted upon at this meeting. Based on the general parameters of previous discussions, Prof. El-Korchi indicated his support to take action on items on this meeting's agenda.
2. FAP Meeting #8 minutes were reviewed and approved with minor corrections.
3. Assistant VP Sullivan shared the distribution analysis that FAP members had requested at the previous meeting, which showed how many summer courses had how many students enrolled in 2015. The median class size for summer courses this year was 6 students.

Prof. Hakim moved that FAP make the following recommendation to the Provost's Office for consideration in the FY17 annual planning and budget process. CFO Solomon seconded the motion.

That the faculty summer compensation policy be revised as follows:

- a) In place of the current fixed schedule of maximum compensation by job title (Full, Associate, Assistant, or Instructor) whose levels have not increased appreciably over the past decade, the compensation for teaching a summer course (i.e. a course "out of load") shall equal 1/9 of the annual base salary of that faculty member.
- b) Instructors of courses that attract fewer than 10 students by the end of the add drop period shall be compensated on a pro-rated basis (i.e. 1/90 of annual base salary per student enrolled).
- c) Compensation for multi-section courses should be reviewed.

Chair Spanagel raised a concern about the potential of provision (a) to create a situation in which some extremely highly salaried faculty member might be entitled by the proposed policy to be compensated in excess of the tuition being paid by the total enrollment of the students. After discussion, the motion was amended to include the following item.

- d) The total compensation provided to an instructor shall be capped at a level equal to the tuition revenue being generated by the course.

As FAP discussed the motion, we noted that it would naturally address the initial concern (compensation levels would keep pace with the larger patterns of salary increases over time, rather than plateauing indefinitely).

It would also immediately establish substantially higher levels of compensation for instructors teaching courses that enroll at least 10 students, which we expect to be an incentive for more of our most highly qualified faculty members to consider teaching out of load in the summer program. As instructional activity during the summer session is expected to increase (in conjunction with various elements of the strategic plan going forward), we recognize the need to incentivize increased faculty participation in summer teaching and project advising.

Based on analysis of FY15 summer data, FAP's detailed analysis of the proposal projects that it will be generally neutral to the budget. In other words, the proposed pro-rating of compensation levels for courses enrolling fewer than 10 students means that courses which had been "running" with 5 or 6 students in the old system would now generate slightly less compensation for the faculty teaching them under the proposed policy at those same enrollment levels.

After all of these considerations, FAP members voted 4 in favor, zero opposed, to approve the motion to recommend provisions a) b) c) and d), as stated above.

4. Assistant VP Sullivan noted that he had had a conversation with the Provost relating FAP's desire for a more detailed report of the data that went into FY17 tenure-track search decisions: various Deans' prioritized requests, their anticipated budget impacts, and the cases made for the relative alignment of each proposed new faculty position with the strategic plan. FAP will invite Provost Bursten to share these details at an upcoming meeting.
5. VP Solomon summarized the materials and general information that he has prepared to present to the Budget and Finance committee and the Facilities committee at next week's Trustee meetings.
6. The meeting was adjourned at 12:07 pm.

Respectfully submitted,  
David Spanagel, FAP Chair (and Acting FAP Secretary on this day)