

FAP Minutes, Meeting #19

AY 23-24

Meeting Date: 2/13/2024

Members Present: Hal Walker (CEAE, Chair), Rob Dempski (CBC), Tahar El-Korchi (CEAE), Suzanne LePage (CEAE), Joseph Sarkis, (BUS), Kris Sullivan, (Associate VP for Academic Affairs), Stephan Sturm (MA), Lauren Turner (Senior Vice President of Talent & Inclusion).

The meeting was called to order at 10:02 pm.

1. The agenda was approved as submitted.
2. Discussion of faculty compensation survey with SVP Lauren Turner

Chair Walker reviewed the three actions that FAP would like to move forward with regarding faculty compensation: (1) considering the creation of a Faculty Compensation Committee; (2) conducting a full faculty compensation study with appropriate benchmarking; and (3) reviewing internal data for single and dual-mission faculty.

SVP Turner announced that the staff compensation study is in its final stages, and that she and members of her team have begun to engage with the Deans and the Provost regarding how to launch the full faculty compensation study. Since a short-term study is a significant amount of work, her preference is to move forward with the full study. Her request is to have FAP appoint an Advisory Group to assist with this work. There was general agreement that an Advisory Group is good idea, but it should not supersede the need for further discussion about a Faculty Compensation Committee.

A few key points came out of the discussion:

- It will probably take about a year to complete study, but the scope and schedule should be developed with the Advisory Group.
- Benchmarking is probably the biggest effort. We will need to review/identify the peer group used for comparison. This could potentially be different from the 2017 study (the last study fully completed). The peer group could also be different for different schools (Engineering v. Arts & Science).
- Data for teaching faculty will not be as robust since they are new positions.
- The faculty study should be able to be completed in less time than the staff survey. For the staff, it took several months to complete the job descriptions, which won't really be needed for faculty.
- The preference is to complete the study using existing staff within the Talent & Inclusion team, with some consideration to use a consultant on some components as needed.
- Trends over time are important: both from the past and considerations to the future. There was general agreement that this effort should continue to be conducted on an ongoing and more regular basis. It is important to establish a good basis for future work. Knowing that data availability changes from year to year, it will be important to have a subset of indicators that will not change over time. This may take some time to determine and develop. SVP Turner agreed, indicating that her team is having that conversation now about the staff compensation survey as it finishes up, since there is a desire to make that an ongoing effort as well.

- There was some discussion about accessing data right away, using the 2017 peer group as a base, but the accuracy of the data may be misleading and not worth the effort.
 - The first step will be to write a charge for the Advisory Group and define the membership. SVP Turner offered to draft the charge for FAP consideration. She would like FAP to suggest membership of faculty for this group.
3. Bereavement & Childcare: SVP Turner recognized that FAP had questions about this from a previous meeting, but she was folding it into a bigger project on “paid time off,” so she will get back to FAP on that in the near future.
 4. Emergency Childcare: SVP Turner asked to what extent the cost of this proposal was discussed during the drafting and endorsement of the resolution by the Fringe Benefits Committee (FBC) and/or FAP? FBC Chair Rob Dempski replied that the FBC was interested in passing a resolution because child and eldercare are not benefits now; but the cost implications were not fully discussed as a function of overall benefits. Perhaps SVP Turner and/or CFO Mike Horan could come to FBC to discuss the challenges of funding the proposal. SVP Turner agreed. She will discuss with CFO Horan.
 5. Retirement Plan RFP and Record Keeping
Chair Walker informed the committee that the Secretary of the Faculty, Mark Richman, asked FAP if they could make a presentation on this topic at an upcoming Faculty Meeting; specifically, an overview of the process, the feedback received to date, and the likely next steps. He drafted such a presentation and asked for feedback from SVP Turner and FAP members. The approach, generally, will be to focus on: why WPI is considering the move to a single recordkeeper; a brief history of the consideration; some factors that are part of the decision (yet to be made); and to encourage faculty to provide feedback.
 6. Minutes were tabled due to time constraints.
 7. The meeting adjourned at 11:04 am.

Respectfully submitted Suzanne LePage, C-Term FAP Secretary.