

Committee on Governance: Minutes

Meeting #25: April 8, 2024

Faculty Governance Office

Faculty Governance Conference Room, SL 225

3:00 pm – 4:30 pm

Members: Mark Claypool (CS), Althea Danielski (Secretary, HUA), Tanja Dominko (BBT), George Heineman (Chair, CS), Art Heinricher (Interim Provost), Stephen Kmiotek (ChE), Mark Richman (Secretary of the Faculty, AE)

Guests: Harold Walker (Finance and Administrative Policy Chair, CEAE), Joe Sarkis (FAP, BUS)

1. Two representatives from the Committee on Financial and Administrative Policy (FAP), Joe Sarkis (BUS) and Harold Walker (CEAE, Chair), attended the first part of the COG meeting to get input on a proposal to establish a standing committee, the Faculty Compensation Committee (FCC). They reported that there are several ongoing issues regarding faculty compensation that require action, but FAP has had difficulty in prioritizing this issue with its current workload. FAP believes a separate subcommittee is needed to do this critical work effectively. FAP proposed that the FCC be made up of four voting members (three elected and one appointed by COG) and three nonvoting members (the Provost, the Vice President for Talent and Inclusion, and the Chief Financial Officer, or their designees). FAP proposes having one member from the FCC be selected to serve as chair on the Fringe Benefits Committee (FBC). Some of the issues this new committee would work on include consultation with the Administration on the annual allocation of funds for faculty salaries and raises, development of policies for merit raises and faculty compensation in each school, monitoring the relationship between compensation and cost of living, benchmarking faculty compensation to peer institutions, and yearly reports on faculty salaries at WPI. FAP committee members Walker and Sarkis reported that this proposal is the result of a consensus reached by all the members of FAP.
2. The COG meeting paused to observe an important celestial event, and [this photograph](#) was taken by a member for posterity.
3. Chair Heineman shared that members of COG are participating in the Morgan Teaching and Learning Center's work to select peer institutions for benchmarking WPI in the COACHE Survey.
4. COG talked about plans for the April Faculty Meeting. Agenda items will include three motions for discussion (on election eligibility, a change to the FBC, and the appointments of interim department heads) and one motion for a vote (on the mailing list policy.)
5. The minutes for meeting #24 were approved.

6. COG discussed the status of the upcoming Faculty Governance elections and appointments. Members of the committee agreed to reach out to various departments to recruit volunteers for the ballots, which will be created next week. COG will also be looking for faculty members to appoint to the Committee on Information Technology Policy (CITP), FAP, the Conflict Management Committee (CMC), the Campus Hearing Board (CHB), and the Research Development Council (RDC).

7. The meeting adjourned at 4:40 PM.

Respectfully,

Althea Danielski
COG Secretary