

## FAP Minutes, Meeting #21

AY 23-24

Meeting Date: 2/26/2024

Members Present: Hal Walker (CEAE, Chair), Rob Dempski (CBC), Tahar El-Korchi (CEAE), Mike Horan (CFO) Suzanne LePage (CEAE), Joseph Sarkis, (BUS), Kris Sullivan, (Associate VP for Academic Affairs), Stephan Sturm (MA).

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

1. The agenda was approved as submitted.
2. Approval of Minutes
  - a. The minutes for Meeting #15 were approved.
  - b. The minutes for Meeting #20 were approved.

### 3. D-Term Meeting Schedule

FAP set their D-term meeting schedule for Tuesdays, 10-11AM.

### 4. Faculty Compensation Study - Advisory Committee

FAP resumed their discussion regarding membership structure for a Faculty Advisory Committee to participate in the Faculty Salary survey. Comments included:

- FAP and Fringe Benefit Committee (FBC) representation should be listed as “member of” rather than Chair to ensure continuity (in case officers change);
- The FBC representative should be a faculty member, not staff;
- There should be a representative from each school;
- It may be sensitive to have an untenured faculty member serve, although there is recognition that equal input is important; and
- Creating a slot for every rank, school, etc., could result in a committee that is too large.

FAP still had questions about the size and mission for the committee, but decided to begin trying to identify individuals while waiting for specific feedback from Senior Vice President Turner of Talent and Inclusion.

In addition, FAP decided to ask again for some existing data for preliminary review.

### 5. FBC proposal to change structure of committee

FBC Chair Dempski explained that there are more faculty than staff on the FBC, and that T&I has traditionally appointed those staff members. The proposed resolution (see attached) would decrease the number of faculty so that staff and faculty have equal representation, assign one of the staff members as Vice Chair, and have the Staff Council identify members. After discussion, FAP voted to endorse the resolution.

One of the discussion points regarded participation of faculty in FBC meetings. Participation has been inconsistent, and sometimes low. A suggestion that having faculty elected, rather than appointed, could provide more incentive to be more engaged and active in the FBC. The discussion was tabled for a future time.

6. Faculty Compensation Committee

There was not enough meeting time to get to this item, but it was identified as a high priority for the next meeting.

7. The meeting adjourned at 10:55 AM.

Respectfully submitted Suzanne LePage, C-Term FAP Secretary.