

FAP Minutes, Meeting #22

AY 23-24

Meeting Date: 3/12/2024

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).

1. The meeting was called to order at 10:02 AM.
2. The agenda was approved as submitted.
3. Approval of Minutes
 - a. The minutes for Meeting #21 were approved.
4. Faculty Compensation Study
 - a. Faculty Advisory Group – Associate VP Sullivan provided a few updates. Lauren Turner, Senior Vice President of Talent & Inclusion, has met with the Deans to seek their input on the Advisory Group as well as benchmarking information that would be helpful to the individual schools. She will be invited to a future FAP meeting to provide updates.

FAP has drafted a spreadsheet of potential candidates for discussion, but no decisions will be made until the charge and structure of the committee has been finalized.
 - b. Faculty Compensation Committee (FCC)
 - A temporary Faculty Advisory group (discussed above) will support the full compensation study, expected to begin soon. Since this study should be completed every three years, an ongoing Faculty Compensation Committee is needed to advocate and communicate with administration. In the off-years, there are plenty of responsibilities for an FCC, including researching best practices, benchmarking criteria, etc.
 - It would also be helpful to have this committee looking specifically at faculty compensation in the budget planning process. FAP has spent a lot of time thinking about faculty compensation this year, leaving little time for deeper discussions about the broader budget.
 - If the committee can be established and approved by faculty governance sometime next fall, then the AY24-25 elections in the spring could seat this committee.
 - Should staff be represented? Although the focus is faculty compensation, the proposed pool of funds for compensation determined early in the budget planning process often includes both staff and faculty.
 - The proposal prepared in AY 2022-23 by then-FAP Member, Tanja Dominko is still relevant. FAP members agreed to review again in more detail for a full discussion next week.
5. Budget Planning – FAP requested CFO Horan provide an update at the next FAP meeting on the recent Budget Planning discussion with the trustees. Also, for Associate VP Kris to provide more information on the status of faculty new hires/requests.
6. The meeting adjourned at 10:57 AM.

Respectfully submitted Suzanne LePage, C-Term FAP Secretary.