

FAP Minutes, Meeting #25

AY 23-24

Meeting Date: 4/9/2024

Members Present: Hal Walker (CEAE, Chair), Rob Dempski (CBC), Tahar El-Korchi (CEAE), Suzanne LePage (CEAE), Joseph Sarkis, (BUS), Stephan Sturm (MA), 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. Announcements:
 - Provost search – Emails were sent this morning announcing that two candidates have been invited for on-campus interviews. Presentations have been scheduled for April 16-17 and April 22-23. In addition, Faculty Committee Chairs will be meeting with the two candidates. If FAP members have questions that they would like to be brought forward, please let Chair Walker know.
 - The Fringe Benefit Committee (FBC) Motion to update its membership structure is on the Faculty Meeting agenda this week. FBC Chair Dempski is prepared to give a presentation.
4. The minutes for Meeting #24 were approved.
5. Faculty Compensation Committee (FCC) proposal – FAP members presented the proposal to COG yesterday. It was very well received. A few questions came up; most were related to the need for clarification that this new FCC would be a stand-alone committee. Some minor comments and edits were also shared. Next steps include preparing a package of motions to include the changes to FBC and FAP that will result with the formation of the FCC. Detailed discussion of next steps was “eclipsed” by the need to adjourn and view the wonders of the universe.

FAP members continued to discuss the various areas of overlap between staff and faculty compensation and the potential challenges for the future FCC. Ultimately, though, this new committee will be an important mechanism for faculty input into the compensation process.

6. Faculty compensation study – Chair Walker sent an email to Senior Vice-President Turner (Talent & Inclusion) with FAP feedback on the Faculty Advisory Group charge and membership. She responded that the suggested revisions looked ok, although still needs to discuss with other members of T&I. She’d like to come to a future FAP meeting to finalize.
7. AY 24-25 Transition Planning –FAP needs to elect or appoint the following:
 - FAP Chair
 - FAP Secretary
 - Retirement Plan Committee (RPC) member
 - Fringe Benefits Committee (FBC) member
 - Two (2) FBC appointees

These can be selected now, and then confirmed at the beginning of next year, when the newly elected FAP member will begin to serve. Or, we can wait until the elections are concluded, and then have a transition meeting soon thereafter. FAP members tended to favor the latter. For the FBC appointees, one must be a Tenured/Tenure Track (TTT) faculty member and one on the Non-Tenure Track (NTT).

8. The meeting adjourned at 10:52 AM.

Respectfully submitted Suzanne LePage, D-Term FAP Secretary.