

# FAP/FBC/COG Motion to Modify FBC Membership and Representation

- This proposal would modify the faculty membership on the Fringe Benefits Committee (FBC) and the staff representation in Fringe Benefits Committee (FBC) deliberations in order to enhance the representation and influence of staff members in decisions that affect their benefits.
- As the FBC currently operates, the FBC consists of seven faculty members who invite five WPI staff members join FBC deliberations and to vote on matters related to benefits that are of equal concern to the WPI faculty and staff. The five members of the WPI staff are chosen by the V.P. of Talent and Inclusion to serve three-year staggered terms.
- The modifications will provide the following three benefits:
  - *Balanced Leadership:* A staff vice-chair ensures equitable leadership on matters related to benefits that are of equal concern to the WPI faculty and staff, aligning with WPI's commitment to shared governance.
  - *Representative Inclusion:* The diverse composition of staff members ensures that varied perspectives and interests are considered in the FBC's deliberations concerning relevant benefits.
  - *Continuity and Experience:* Staggered three-year terms for staff members foster sustained involvement and knowledge accumulation, contributing to more informed and stable decision-making.

# Specifics

- *Faculty Representation:* Decrease the number of faculty representatives from seven to five to equal the number of invited staff representatives. In addition, the committee has grown too large with 12 members and this decrease will help this committee to run more smoothly.
- *Staff Appointments:* The five staff members will be appointed by the Staff Council with input from WPI Talent and Inclusion. The staff members are chosen to proportionally represent exempt and non-exempt employees and to promote a representative selection of eligible staff members across university divisions.
- *Vice-Chair Appointment:* Introduce a vice-chair role for the staff to ensure shared leadership on matters related to benefits that are of equal concern to the WPI faculty and staff. The Vice-Chair will serve as one of the five staff members described in item 2 above and would be appointed by the Staff Council.
- *Term of Service for Staff:* The Vice-Chair will be appointed from among the current Staff Council members to a one-year (renewable) term, up to two consecutive years. The remaining four - staff members will serve three-year staggered (renewable) terms and do not have to be members of the Staff Council to serve.