

Minutes of FAP Meeting #10 AY2019-20

December 9, 2019

3:00 PM – 4:00 PM

SL 225

Members in Attendance: Nancy Burnham (Chair), Joe Fehribach (FBC Chair), George Pins (RPC Representative), Mike Radzicki (Secretary), Kris Sullivan (Associate Vice President for Academic Affairs)

Absent: Jeff Solomon (Executive Vice President/CFO)

- 1) **Call to Order.** Chair Burnham called the tenth FAP meeting of the year to order at 3:05 PM.
- 2) **Approval of Minutes.** The minutes of the November 25th FAP meeting were read and minor corrections were offered. Professor Pins moved and Professor Fehribach seconded a motion to approve the minutes as corrected. The motion passed unanimously.
- 3) **Announcements.**
 - a) Chair Burnham announced that due to the need to monitor expenses as suggested by the WPI Forward initiative, WPI will not be doing external salary benchmarking this year. Instead, an internal salary review process will be conducted. FAP will wait to hear from WPI's Division of Talent and Inclusion for additional information on the internal salary review process.
 - b) Because two members of FAP are also members of the WPI Forward working group, and because this group will meet directly before the FAP meeting on December 16th, Chair Burnham will wait until shortly before 3:00 PM to see if enough members will be in attendance to warrant a meeting.
- 4) **Transparency in the Faculty Review Process.** A brief discussion was held on the latest draft of the "Overview of the Faculty Performance Management Process" document and a few minor modifications were suggested. Associate VP Sullivan indicated that he'd make the suggested changes and circulate the next version of the document to FAP. Chair Burnham noted that Professor Radzicki will attend the department head's meeting on December 18th to discuss FAP's progress on the transparency in the faculty review process, and can share the latest version of the document with this group at that time.
- 5) **Fringe Benefits Committee.** FBC Chair Fehribach reported that he was contacted by an employee who wondered if the FBC/FAP was aware of changes in policy with respect to who is covered by WPI's healthcare plan. More specifically, in the past ex-spouses were able to retain their coverage under WPI's healthcare plan and now it appears that this is no longer true. This may cause some significant challenges to WPI employees

and, indeed, this benefit might be an explicit part of some divorce settlements. Associate VP Sullivan suggested that the FBC review all of WPI's healthcare policies, past and present, and make sure WPI's policies are consistent.

The discussion then turned to WPI's next healthcare plan. The consensus view was that FBC/FAP needs to examine it prior to open enrollment. In addition, asking the professionals who will be offering the next plan to provide educational sessions for all WPI employees prior to open enrollment would also be a good idea.

6) **Adjournment.** The meeting was adjourned at 4:00 PM.

Respectfully submitted,

Michael J. Radzicki

Secretary