

Minutes of FAP Meeting #13 AY2019-20

February 3, 2020

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), Jeff Solomon (Executive Vice President/CFO), Kris Sullivan (Associate Vice President for Academic Affairs)

Guests: Professor Chrysanthe Demetry, Professor Elizabeth Long Lingo, Professor Susan Roberts

- 1) **Call to Order.** Chair Burnham called the thirteenth FAP meeting of the year to order at 3:02 PM.
- 2) **Approval of Minutes.** The minutes of the January 20th FAP meeting were read and minor corrections were offered. Professor Fehribach moved and Professor Pins seconded a motion to approve the minutes as corrected. The motion passed unanimously.
- 3) **Fringe Benefits Committee.** Professor Fehribach indicated that he's heard concerns about aspects of WPI's health care (and other) benefits and will hold discussions with respect to these concerns at the next FBC meeting. He will inform FAP about these discussions at its next meeting.
- 4) **Retirement Plan Committee.** Following up on the RPC discussion held at last week's FAP meeting, CFO Jeff Solomon indicated that the rationale for the RPC's proposed change to its bylaws is the need to make the committee's fiduciary responsibilities more specific and concrete. Since Professor George Pins sits on the Committee to act as a conduit to/from the faculty, there is no need for the RPC to brief FAP on its proposed bylaw changes.
- 5) **WPI Advance Grant.** Chair Burnham welcomed Advance Team members Professors Demetry, Long Lingo, and Roberts to the meeting and indicated that FAP's interest in the Advance Grant related to transparency in the annual faculty review process. Professor Roberts noted that the Advance Grant team is focusing on the journey from associate professor to full professor in general, even though their original mandate was to focus on the promotion process for female faculty members, and that they have also added mentoring to their agenda. Professor Long Lingo noted that the Advance Grant team has developed a new "conversation model" that can be used by department heads to transform annual faculty review meetings from "purely evaluative" to a "professional development model." She then shared a draft of the "conversation model" with FAP. The discussion next turned to the ways in which the Advance Grant team is trying to reframe the leadership role for WPI department heads. This process might involve such things placing less emphasis on purely financial

rewards to making nonfinancial gestures that show that faculty members are valued. For example, department heads can nominate young faculty members for awards. Chair Burnham thanked the members of the Advance Grant team for briefing FAP.

6) **Adjournment.** The meeting was adjourned at 4:04 PM.

Respectfully submitted,

Michael J. Radzicki

Secretary