

**Minutes of FAP Meeting #12 AY2021-22**  
**November 29, 2021**  
**4:00 PM – 5:00 PM**  
**Meeting Held by ZOOM**

Members in Attendance: Joseph Fehribach (FAP Chair), Joseph Sarkis (FBC Co-Chair), David Spanagel (RPC Representative), Tanja Dominko (FAP Secretary), Kris Sullivan (Associate Vice President for Academic Affairs),

Absent: Mike Horan (Executive Vice President/CFO)

**Agenda**

**1. Call to Order**

**Chair Fehribach** called the meeting to order at 4:05 PM.

**2. Expanding FAP Membership**

The committee continued its discussion of the motion to expand FAP membership. The main purpose of expanding FAP's membership of Faculty members is to enable a more flexible and reasonable distribution of concurrent leadership roles that fall to the various FAP Faculty members. In addition to a Faculty member chairing FAP and attending other meetings as *ex officio* (Board of Trustees Budget and Finance, Administrative Policy Group, Annual Planning and Budget Process), FAP appoints one Faculty committee member to the Fringe Benefits Committee as the Chair – FBC, and another Faculty member to the Retirement Planning Committee – RPC. The remaining elected faculty member undertakes the role of the committee Secretary. Expanding the membership will allow for greater diversification of committee members and ensure sufficient membership to undertake additional committee responsibilities.

The committee considered three options: (1) doing nothing; (2) adding one member; (3) adding two members. It will make its recommendation at the next FAP meeting and forward it to COG for input.

**3. FAP #11 minutes** were amended and approved.

**4. Prof. Sarkis** (Co-chair of FBC) reported that FBC will be reviewing 403B contribution to retirement benefits. COVID caused a reduction from 11% to 8% that was implemented in 2020/2021 and adjusted this past May to 9.5% - but never restored to-pre-COVID levels. FAP will ask Associate VP for Strategic Initiatives Rachel Leblanc to share original analysis material that was used for WPI Forward Recommendations and any additional material that may be needed for FBC deliberations.

**5. Update on the 2019/2020 faculty salary report**

Prof. Dominko communicated with T&I Alicia Mills and Kristan Coffey regarding the need for an update to the latest faculty salary survey for 2020. Kristan was only able to provide one additional set of information – a median salary of WPI for each rank – Assistant Professors, Associate Professors, and Professors for 2020. While somewhat informative, this data set cannot be used to guide compensation comparison across ranks within and between different Departments/disciplines. T&I was unable to provide CUPA-HR (College and University Professional Association for Human Resources) and WPI salary values segregated by gender and demographics.

In the absence of this information, the salary report cannot be used as a guidance document against which compensation of WPI faculty can be compared. Alicia Mills indicated that T&I could conduct another comprehensive faculty compensation study in 2022/23.

Prof. Dominko has not been able to schedule a meeting with T&I. Chair Fehribach will invite VP Mills to a FAP meeting to discuss the next steps.

## **5. Adjournment**

The meeting was adjourned at 5:05 PM.

Respectfully submitted,  
Tanja Dominko  
FAP Secretary