

Financial and Administrative Policy  
Minutes  
12<sup>th</sup> Meeting, AY 2022-23  
Tuesday, November 29, 2022, 2:00 pm  
Meeting held remotely; Zoom meeting ID: 960 6087 3656

Members: David Spanagel (HUA, Chair), Hal Walker (CEAE), Tanja Dominko (BBT, COG Appointee), Kris Sullivan (Associate VP of Academic Affairs), Rob Dempski (CBC)  
Absent: Joe Sarkis (BUS), Mike Horan (Executive VP and CFO, *Ex Officio*)  
Guest: Kent Rissmiller, Associate Dean, Global School

1. The meeting was called to order at 2:03pm
2. Agenda was approved as distributed
3. Minutes of 10<sup>th</sup> meeting were approved as amended
4. Faculty compensation rates for off campus project advising

Dean Rissmiller reviewed current practices for compensation of faculty advisors for off campus projects (HUA, IQP, MQP) and highlighted features of differential compensation schedules for teaching/advising during academic year vs. summer. Dean Rissmiller provided the data in the below tables following the guidelines from the Provost's office.

Table 1. Current Compensation Model for Adjunct Faculty Academic year (Terms A-D)

Teaching Compensation, 1 course	\$ 5,000
Off Campus Advising = 2 Course Load	\$ 10,000
PQP Advising	\$ 3,000
Total	\$ 13,000

He explained the difference in compensation for adjunct faculty depending on whether they teach a course or a project (Table 1) during an academic year, primarily because advising at a project center is considered an equivalent to teaching 2 courses. While these are general compensation guidelines, different departments and programs exercise their own discretion when offering adjunct positions, in particular in competitive disciplines (e.g. computer science, management, finance) in order to attract and retain quality candidates. AVP Sullivan stressed the need to have flexible rates for adjunct faculty, as our ability to attract candidates is driven by market value.

Dean Rissmiller stated that the current rates for adjuncts are not equitable – a “full load” for an adjunct faculty in the Global Program prorated to an entire academic year (8 courses or 4 projects) would earn a faculty member \$40,000 or \$52,000) in yearly compensation, respectively.

For full-time faculty, compensation for summer course teaching has been prorated recently (adjusted for low and high enrollments) and the most recent guidelines were distributed to the faculty by the Provost's office in March, 2022.

Table 2. Summer (E Term) Compensation for One or Two Project Advisers

No. of Students	No. of Advisers	Compensation per One Unit Project (E 2022)*	E Term Compensation per Adviser	Plus \$3K PQP
6	1	\$ 2,200.00	\$ 13,200.00	\$ 16,200.00
7	1	\$ 2,200.00	\$ 15,400.00	\$ 18,400.00
8	1	\$ 2,200.00	\$ 17,600.00	\$ 20,600.00
9	1	\$ 2,200.00	\$ 19,800.00	\$ 22,800.00
10	1	\$ 2,200.00	\$ 22,000.00	\$ 25,000.00
11	1	\$ 2,200.00	\$ 24,200.00	\$ 27,200.00
12	1	\$ 2,200.00	\$ 26,400.00	\$ 29,400.00
13	1	\$ 2,200.00	\$ 28,600.00	\$ 31,600.00
14	1	\$ 2,200.00	\$ 30,800.00	\$ 33,800.00
15	1	\$ 2,200.00	\$ 33,000.00	\$ 36,000.00
16	1	\$ 2,200.00	\$ 35,200.00	\$ 38,200.00
17	2	\$ 2,200.00	\$ 18,700.00	\$ 21,700.00
18	2	\$ 2,200.00	\$ 19,800.00	\$ 22,800.00
19	2	\$ 2,200.00	\$ 20,900.00	\$ 23,900.00
20	2	\$ 2,200.00	\$ 22,000.00	\$ 25,000.00
21	2	\$ 2,200.00	\$ 23,100.00	\$ 26,100.00
22	2	\$ 2,200.00	\$ 24,200.00	\$ 27,200.00
23	2	\$ 2,200.00	\$ 25,300.00	\$ 28,300.00
24	2	\$ 2,200.00	\$ 26,400.00	\$ 29,400.00

\*9 credits

Compensation for summer off campus advising is the same for full-time faculty and adjunct faculty and varies depending on the number of students participating and whether the project is advised by one or two advisers. For example, a sole advisor of a summer off-campus project with 16 students earns \$38,200; Each advisor of a summer off-campus project with 24 students earns \$24,900 (Table 2). These compensation practices are generous and were built to incentivize participation. Global programs would welcome more full-time faculty in off-campus project advising generally.

These practices are also not equitable, as faculty (full-time or adjunct) advising a summer off campus project (E-term) may earn significantly more than a full-time faculty during any of the academic year terms (A-D).

Table 3. Summer (E Term) Differentials and Net Budget Need

No. of Students	No. of Advisers	Compensation per One Unit Project (E 2022)*	Total Compensation per Adviser	E Term Differential (compensation over \$13k)	FY 23 Adjunct Advisers	Net or Budget Need
12	1	\$ 2,200	\$ 29,400	\$ 16,400	18	\$ 295,200
16	1	\$ 2,200	\$ 38,200	\$ 25,200	18	\$ 453,600
20	2	\$ 2,200	\$ 25,000	\$ 12,000	18	\$ 216,000
24	2	\$ 2,200	\$ 29,400	\$ 16,400	18	\$ 295,200

\*9 credits

Compensation for summer advising can be significantly higher than compensation for any teaching activity during an academic year. As presented in Table 3, compensation for summer project advising (e.g. \$38,200) can be several magnitudes higher than compensation for the same activity during an academic year (e.g. \$13,000).

Dean Rissmiller explained that revenues and expenditures generated by summer teaching activities are reported separately in the summer programs budget, not the academic year operating budget. Historically, these and other summer teaching activities have always operated with a surplus.

While global projects are an important component of WPI's commitment to students, it is important that we consider affordability of these programs to students. WPI continues to offer a global scholarship up to \$5,000 to all incoming freshmen to offset the student cost of participation in global projects. This scholarship is sufficient for students to participate at about half of WPI global project sites. The scholarship does not have cash value but is rather credited to students on their tuition bill in their junior year. The scholarship is not included in calculations of the overall tuition discount rate.

FAP agreed to review current practices and develop recommendations that will be more equitable, while continuing to incentivize summer teaching and advising, recognize the importance of our former colleagues in these activities, and maintain or grow the revenue from summer programs.

5. The meeting was adjourned at 2:55pm.

Respectfully,  
 Tanja Dominko  
 FAP Secretary