

## Minutes of FAP Meeting #16 AY2019-20

February 24, 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)

Absent: Kris Sullivan (Associate Vice President for Academic Affairs)

- 1) **Call to Order.** Chair Burnham called the sixteenth FAP meeting of the year to order at 3:01 PM.
- 2) **Announcements.**
  - a) Chair Burnham asked Vice President for Talent & Inclusion Michelle Jones-Johnson for an update on the administration's faculty salary benchmarking process. VP Johnson indicated that the process will be completed soon.
  - b) Chair Burnham received a follow-up e-mail message from WPI Change Management and Training Manager Veronica Brandstrader and WPI Information Technology CIO Patti Patria. They indicated that the costs associated with the delays in rolling out the Student module in Workday are all within WPI's capital budget.
  - c) Chair Burnham asked that FAP begin to think about the issues it should tackle during D term.
  - d) Chair Burnham asked that FAP revisit the "Overview of the Faculty Performance Management Process" document in light of the recent briefing provided to FAP by members of the WPI Advance Grant committee to determine if the document should be modified in any manner.
  - e) Fringe Benefits Committee Chair Fehribach announced that the FBC will next meet on Friday, February 28<sup>th</sup>. Executive Vice President Solomon will attend the meeting to discuss WPI Forward.
- 3) **Fringe Benefits Committee.** Chair Fehribach provided feedback with respect to three issues to which he had previously called FAP's attention. The first involved an employee's argument that WPI's coverage of chiropractic care is inadequate. The resolution was that the employee's chiropractic sessions will now be covered. The second involved a variety of health care coverage appeals from five employees in 2019. Four were granted and one was denied. Chair Fehribach asked the administration to provide 2017 and 2018 numbers to the FBC so that the committee can compare them with the 2019 data. The third involved eleven x-spouses who were forced off of WPI's health insurance coverage after their divorce from a WPI employee. Unfortunately, these people cannot be covered under WPI's current health care plan.

- 4) **IT Problem.** Professor Pins noted that although advising day is in three days WPI's IT system is not properly populating students to faculty advisee lists. In particular, students who are pursuing double majors have two advisors and this is not being reflected in faculty advisee lists. Executive VP Solomon indicated that the administration was aware of the problem and that it was in the process of being solved. Happily, over the course of the meeting the problem was solved!
- 5) **WPI Forward.** Executive VP Solomon provided FAP with an update on WPI Forward. His main points were that:
- a) There is currently no additional clarity on any of the projects as they are in the early stages of analysis.
  - b) There is less flexibility in WPI's healthcare benefit than in, say, its 403B retirement benefit. Although WPI is self-insured, this is different from healthcare plan *design*, which requires the involvement of the insurance vendors. Once WPI's healthcare plan design options are identified, the recommended WPI/employee split of the cost can be made to the president.
  - c) The administration is aware of the anxiety surrounding the WPI Forward initiative and, as a consequence, agreed to significantly stretch-out the timeline for the submission and approval of the Institute's annual budget. It also heard the community's concern that the first proposed extended timeline would not give the community adequate time to examine and respond to the budget, as the academic year would have ended before the budget process had been completed. As such, the administration agreed to compress the timeline a bit to ensure there was enough time for analysis and commentary.
- 6) **Adjournment.** The meeting was adjourned at 3:50 PM.

Respectfully submitted,

Michael J. Radzicki

Secretary