

Minutes of FAP Meeting #24 AY2019-20

May 11, 2020

3:00 PM – 4:00 PM

Meeting Held Electronically via ZOOM

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

Members Absent: Mike Radzicki (Secretary), Jeff Solomon (Executive Vice President/CFO)

- 1) **Call to Order.** Chair Burnham called the twenty-fourth FAP meeting of the year to order at 15:02 PM.
- 2) **Approval of Minutes.** The minutes of FAP meeting#22 were read and minor corrections were offered. Professor Pins moved and Professor Fehribach seconded a motion to approve the minutes as amended. The motion passed unanimously.
- 3) **Announcements.** Chair Burnham made the following announcements:
 - a) It was noted that the faculty voted at the most recent Faculty Meeting to retain the current faculty committee officers until early fall of AY 20-21. As such, Chair Burnham offered to continue serving as chair of FAP until that time. There was unanimous support for her.
 - b) The secretary duties for FAP will be rotor between Professors Fehribach and Pins on an interim basis.
- 4) **Discussion of FAP presentation for May 21 Faculty Meeting.** FAP agreed that Chair Burnham should present on the work regarding transparency of the faculty performance review process. It was agreed that we should share the preliminary review of the faculty salary benchmarking data analysis. A more comprehensive presentation of salary benchmark will be presented in the fall. Finally, FAP in partnership with the CFO and the President will share information about the WPI COVID-19 budget planning for the upcoming year.
- 5) **Debrief of Faculty Benchmarking Meeting.** FAP agreed that benchmarking with rigorously completed and the analysis was satisfactory. Nothing in the analysis was remarkable. Benchmarking suggests that we are making competitive offers, retaining successful faculty and successfully growing research and teaching enterprises.
- 6) **Deposits for Incoming Class.** It was noted that we have robust deposits (>1400) and our initial discount rate is down. This is a very good outcome. It is also consistent with the anticipated outcome that the pendulum would swing back in favor of a WPI education.
- 7) **Other Notes.** FAP is waiting to hear from the CFO on Finance and Budgets for the coming year. (A follow-up meeting is scheduled for Wednesday, May 13). WPI Forward had their "Trade-off" meeting on Monday, May

4 to share the pros and cons of various WPI Forward Project actions with the President and Steering Committee. Final decisions and implementation plans will be forthcoming.

8) **Adjournment.** The meeting was adjourned at 13:51 PM.

Respectfully submitted,

George Pins

Secretary, pro tem

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