

Minutes of FAP Meeting #28 AY2020-21

April 15, 2021

4:00 PM – 5:00 PM

Meeting Held Electronically via ZOOM

Members in Attendance: Joseph Fehribach (FAP Chair), Jeff Solomon (Executive Vice President/CFO), David Spanagel (FAP Secretary), Kris Sullivan (Associate Vice President for Academic Affairs)

Absent: George Pins (RPC Representative), Mike Radzicki (FBC Chair)

Call to Order. Chair Fehribach called the 28th FAP meeting of the year to order at 4:02 PM.

1) **Faculty Compensation Discussion.** Recalling some details from what we had discussed two weeks earlier, Chair Fehribach asked whether FAP members would be interested in articulating a recommendation about the process used to determine how funds in the salary increase pool gets allocated among divisions and departments each year. FAP members reviewed and confirmed their shared understandings of the sequence of steps that get taken each year with respect to the determination of an overall salary increase pool percentage, the impact of raises attached to promotions, and the consequences that promotion salary increases therefore have on the remaining pool of funds available for merit and equity increases in each division and department. Secretary Spanagel agreed to draft a motion documenting and endorsing the details of this current process, for FAP to consider and vote upon at a future meeting.

When a question was raised about what happens when potentially departing highly-valued staff and faculty are retained through renegotiations involving a significant salary bump, CFO Solomon noted that those compensation increases do not siphon funds away from that year's annual institutional salary increase pool percentage amount, but are instead charged to another part of the operating budget. He added that it is customary to build into any such renegotiated higher salary the proviso that the new base salary level will plateau for the coming year rather than be eligible to partake of the next round of regular salary increases.

Chair Fehribach also reported that he had conferred with COG Chair Kris Boudreau to determine what had happened with FAP's Spring 2020 recommended guidelines for annual Faculty Review

procedures. COG did not have any further comment regarding those recommendations; FAP can proceed with them as it best sees fit. Noting the primary relevance of the guidelines FAP developed to Department Heads' responsibilities for faculty support and evaluation, FAP will present the results of last year's work on Faculty Review procedures to Provost Wole Soboyejo for his consideration and potential implementation/oversight going forward.

2) **Approval of Minutes.** After making minor corrections to each, the minutes for Meetings #26 and #27 were both approved without objections.

3) **Adjournment.** The meeting was adjourned at 4:54 PM.

Respectfully submitted,

David Spanagel

FAP Secretary