

Minutes of FAP Meeting #28 AY2021-22

May 2, 2022

4:00 PM – 5:00 PM

Meeting Held Electronically via ZOOM

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

Call to Order. Chair Fehribach called the 28th FAP meeting of the year to order at 4:04 PM.

1) High-Earners Compensation at WPI. Chair Fehribach shared a draft of the presentation slides that he has prepared in case there is time for a FAP presentation on this topic at the May 10 Faculty meeting. Secretary of Faculty Mark Richman has indicated, however, that the agenda for that meeting is very full so it may be necessary to postpone a FAP presentation on High-Earners Compensation until the early fall of 2022.

FAP members offered possible additional slides to include and asked questions about Chair Fehribach's graphs for the purpose of clarifying what information and specific findings are intended. Chair Fehribach invited members to provide any additional relevant data and improved labels for the graphs to polish up the brief presentation, whose central messages were to document how a gap in compensation patterns at WPI has developed over a substantial period of time (decades), in part because of larger market forces that operate in higher education leadership practices in general. The interpretation of the summarized data is intended to illustrate why continued growth of this compensation gap at WPI is financially unsustainable and places added stress on internal trust relationships, therefore harmful to the institution's long term health and deserving of the attention of the Trustees to seek ways to reverse the trend through a careful review and revision of the executive compensation philosophy to realign it more closely with prevailing institutional compensation practices.

2) Approval of Minutes. FAP's Meeting #27 minutes were approved with no objections.

3) Adjournment. The meeting was adjourned at 5:17 PM.

Respectfully submitted,

David Spanagel, FAP Secretary