

Minutes of FAP Meeting #28 AY2019-20

29 June 2020

3:00 PM - 4:00 PM

Meeting Held via ZOOM

Members Attending: Nancy Burnham (Chair), Joseph Fehribach (FBC Chair, Secretary, *pro tem*), George Pins (RPC Representative), Mike Radzicki (Secretary), Jeff Solomon (Executive Vice President/CFO), Kris Sullivan (Associate Vice President for Academic Affairs), Kris Boudreau (Guest)

- The meeting was called to order by the chair at 15:03.
- Discussion of the Faculty Resolution with Kris Boudreau:
 - The meeting began with a discussion of the background leading to the Faculty Resolution from May 21st that was sent to committee, specifically FAP.
 - Concerns were expressed regarding the role of FAP in the budget process. FAP responded that, at least as of this moment, there have been no layoffs and none are planned, and that FAP has been monitoring this issue. Also while there have been budget cuts, these have been largely driven by Covid and most are not permanent. Early retirements will be helpful in reducing the overall cuts.
 - Discussion then turned to the numbers of NTT non-renewals. The number of NTT non-renewals at the end of AY2019-20 was similar to the corresponding numbers in recent years. There were a number of reasons for non-renewals; to FAP's knowledge, none were Covid-related. Numbers for recent years for NTT reappointment/non-renewal were provided to FAP from the Provost's Office:

AY	Reappointed	Non-Renewals	Retirees/Resigned	Other
2020-21	140	9	14	0
2019-20	138	26	3	2 (to TT)
2018-19	140	21	2	5 (to TT)

Some of those whose NTT appointments were not renewed transferred to part-time adjunct status.

- Has the role of FAP changed in recent years? FAP asserts that its role has not changed: FAP provides advice and comments to the Administration on financial and administrative policy; sometimes our advice is accepted, sometimes not. FAP does not write the first draft on the budget. FAP also reports on these to the Faculty, in part through its minutes, and we solicit input from the Faculty. FAP believes that we are following our charge as it is given in the Faculty Handbook.
 - Should there be a WPI-Forward-like steering committee on the budget? FAP may or may not become this committee—this is a question for the Faculty, the Administration and the Board of Trustees.
- Kris Boudreau left the meeting at 15:39.

- Discussion of the Minutes of FAP Meeting #27 AY2019-20:
 - Prof. Pins presented minutes for FAP Meeting #27. There was discussion of how to include the numbers for NTT reappointments/non-renewals.
 - FAP approved these minutes after minor revisions.
- Brief Discussions of Other Topics:
 - Prof. Pins reported that RPC held its quarterly meeting (via Zoom) on June 26 to conduct its regular due diligence review of the investment funds that are available to employees through our various retirement plans. In the course of the meeting, it was also noted that approximately 20 employees have elected to borrow monies from their retirement plans as per the provisions of the CARES Act. The investment oversight consultants, the Cammark Retirement Group, also informed the WPI team that WPI has retained one of the healthiest retirement benefits matching plans relative to the numerous private institutions that they consult for during the COVID crisis.
 - CFO Solomon stated that the cost of testing this fall is currently projected to be \$5M.
 - FAP discussed concerns about reopening in the fall/coming back to campus. Members stated their personal views on reopening. There was a general view that while some classes should meet in person, meetings should continue via zoom.
 - There will be a medical advisory board to help WPI make adjustments during the fall to deal reopening during the Covid crisis.
 - The on-going administrative bloat conversation is being handled through WPI Forward.
- The meeting ended at 16:16.

Respectfully submitted,

Joseph D. Fehribach,

Secretary, *pro tem*