

Minutes of FAP Meeting #7 AY2021-22
October 25, 2021
4:00 PM – 5:00 PM
Meeting Held via ZOOM

Members in Attendance: Joseph Fehribach (FAP Chair), Joseph Sarkis (FBC Co-Chair), David Spanagel (RPC Representative), Tanja Dominko (FAP Secretary), Kris Sullivan (Associate Vice President for Academic Affairs), Mike Horan (Executive Vice President/CFO)

Agenda

1. Call to Order

Chair Fehribach called the meeting to order at 4:03 PM.

2. Motion to expand FAP membership

Prof. Dominko shared a draft of the motion to expand FAP membership. The main purpose of expanding FAP's membership of elected Faculty members is to enable a more flexible and reasonable distribution of concurrent leadership roles that fall to the various FAP Faculty members. In addition to a Faculty member chairing FAP, FAP appoints one Faculty committee member to the Fringe Benefits Committee as the Chair – FBC, and another Faculty member to the Retirement Plan Committee – RPC. The remaining faculty member undertakes the role of the committee Secretary. Expanding the membership would allow for greater diversification of committee members and ensure sufficient membership to undertake additional committee responsibilities.

The committee members agreed that increasing the number of elected members was necessary. The committee discussed advantages and disadvantages that may come with such change. Increasing the number of elected Faculty from 3 (currently) to 4 or 5 would allow for further diversification of the committee, reduced pressure for every elected committee member to undertake additional responsibilities, and an opportunity for broader group of faculty to interact with administration members. The committee discussed alternatives to the initial proposal, namely increasing the time of service on the committee from 3 to 4 years, to ensure that a new member would have a year to become familiar with the committee's range of work and undertake committee responsibilities with full confidence in year two. The additional year would also be beneficial for the continuity of the committee's work. Increasing the membership should be feasible as the pool of eligible faculty to be elected and serve has increased significantly after the May 2021 faculty vote to expand eligibility for participation in faculty governance to include all full-time teaching faculty members.

The committee will continue discussing the motion and formulate its recommendations in time for the January 2022 faculty meeting; in time for the new recommendation (if voted by the faculty) to be implemented during Spring 2022 elections.

3. Financial structure of Academic Affairs

CFO Horan and **AVP Sullivan** offered to make a joint presentation to FAP at the November 8th FAP meeting. The presentation materials will be distributed to the committee ahead of time.

4. Approval of Minutes

Amended minutes for Meeting #6 were approved.

5. FAP priorities for 2021/2022

The committee continued with assignment of priorities identified in meeting #6. In 2020 WPI Forward reduced contribution to 403B from 11 to 8%. Contribution to 403B concerns are being forwarded to FBC. FBC **Co-Chair Sarkis** noted that FBC will schedule its first meeting within the next two weeks. The committee members agreed that a broader examination of benchmarks is necessary to make sound recommendations for adjustment of current (9.5%) contribution to 403B retirement benefits. **Prof. Spanagel** asked that FBC also provide an analysis of potential consequences of reduced benefits on WPI's ability to recruit and retain talent as well as deliver on its strategic priorities.

6. Adjournment

The meeting was adjourned at 5:06 PM.

Respectfully submitted,
Tanja Dominko
FAP Secretary