

**Minutes of FAP Meeting #8 AY2021-22**  
**November 1, 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)  
Invited guest: Nancy Burnham (PH), former Chair of FAP

**Agenda**

**1. Call to Order**

**Chair Fehribach** called the meeting to order at 4:04 PM.

**2. Faculty Salary Report 2020**

**Prof. Dominko** shared two presentations used by FAP after the 2017 faculty salary survey – The aggregate analysis, analysis by rank and discipline; and the gender analysis presentation. To maintain continuity of these presentations, FAP discussed using previous report formats in preparation for the presentation of 2020 analysis. **Prof. Burnham** shared the presentation that FAP had prepared for the May 2020 Faculty meeting, but never made due to then pressing COVID-related academic priorities.

Upon review of the 2020 salary analysis, **Prof. Dominko** noted that several questions pertaining to the analysis methodology and salary data remain outstanding. The committee discussed what additional information may be required from Talent and Inclusion (T&I) in order to answer the questions and to gather additional salary data that would complete the report and be most beneficial for the faculty. Since the completion of the 2020 analysis, the staff responsible for the analysis and interfacing with FAP were no longer at WPI (VP of T&I Michelle Jones-Johnson and Analyst Jennifer Graves). After a prolonged discussion, the Committee agreed to contact the current VP of T&I ad Interim, Alicia Mills for any additional help that T&I can provide in updating the 2020 presentation.

**3. Adjournment**

The meeting was adjourned at 5:06 PM.

Respectfully submitted,  
Tanja Dominko  
FAP Secretary