

AY 2015-16 Committee on Administrative and Financial Policy (FAP)

FAP Meeting # 20 - 11:00 a.m., Thursday, February 18, 2016 Conference Room-
Financial Services; Boynton Hall 2nd FL

In Attendance:

Professor David Spanagel (Chair)

Professor Hossein Hakim (FBC Chair and FAP Faculty Representative on RPC)

Professor Tahar El-Korchi (Secretary)

Professor Tanja Dominko; faculty appointee to Trustees' Budget and Finance committee
(invited guest).

Kristopher Sullivan; Assistant Vice President Academic Affairs

1. Chair Spanagel began the meeting at 11:06 a.m.
2. Chair Spanagel started by reviewing the list of remaining items that will be addressed by FAP for the remainder of C-term and also the items and topics to be addressed by order of priority to be completed by this academic year. He also solicited input from the Committee on additional topics that may be addressed if there is enough time in the remainder of the year.

Professor Hakim stated that in addition to discussing the university budget and the endowment, FAP should also discuss the issue of 'culture and climate' at the university.

Professor Hakim shared with the Committee a document entitled 'Culture and Climate' which are guidelines that were adopted by the WPI Board of Trustees in Feb 2014. He wanted FAP to address this topic that is important to the community at WPI. He asked about who should be accountable for implementing this charge that has been approved by the WPI Board of Trustees.

3. Prof. Dominko reported on her meeting with Judi Trainor AVP Budget and Planning, and her first initial review of the expense categories in the budget. The purpose is to assess how this information can be used to provide input on the breakdown in the various categories related to instruction, research, administrative services etc.
4. Chair Spanagel continued the discussion on the summer compensation issue. Professor Hakim and Chair Spanagel asked whether a comparative analysis of the impact on various participating faculty members of the Provost's summer faculty compensation recommendation and of FAP's summer faculty compensation recommendation could be shared with FAP. AVP Sullivan responded that the Provost's office can not share faculty salary data for this study even if faculty names and course number identification is removed. He added that salary data can be provided as an aggregate but not as discrete values.

Chair Spanagel stated that FAP's motive is not to look for specific salary data but a general understanding of the different scenarios of a subset of summer courses taught in a particular summer that the Provost's office explored in order to generate the recommendations used to put forward a new summer compensation policy.

Professor Dominko and Chair Spanagel inquired about providing the sensitivity in the data if the averages or the median values were used to conduct the study.

AVP Sullivan stated that based on the numerous scenarios evaluated, at least half the faculty would be making less compensation than in the previous year.

Professor Hakim stated that the decrease in salary will be a few hundred dollars and would increase dramatically once the enrollment increases in future years and that FAP's recommendation was cost neutral.

AVP Sullivan stated that the Provost's rationale behind the proposed policy was to equitably increase everyone's salary that teaches in the summer since summer compensation has not been increased for ten years and he wanted to provide incentives for faculty to teach in the summer.

Professor Hakim stated that he has not yet received additional data about the Provost's summer teaching salary policy recommendation he requested from the Provost's office.

Professor Hakim informed Chair Spanagel that he will be drafting a response letter to the Provost that will address the Provost's summer compensation policy proposal.

5. Chair Spanagel was contacted by The Chair of COAP, Prof. Savilonis, who requested that FAP discuss the issue of salary augmentation policy that accompany promotion for NTT as well as tenured faculty. What are the financial and equity implications of small bumps in tight budget years versus larger bumps in flush years; and what really is the point of NTT pursuit of promotion in status if compensation increases do not reflect those efforts? This topic was not discussed due to time limitations.

Meeting was adjourned at 12:15 p.m.

Respectfully submitted,
Tahar El-Korchi, FAP Secretary