

“How FAP is evolving under our new Administration”

- Existing charge of the committee

FAP consists of three elected faculty members and, *ex officio*, the President or a representative designated by the President, and the Vice President for Business Affairs. This Committee informs the Faculty on administrative and financial policies affecting the Faculty and the academic affairs of the College. It ascertains the interests and views of the Faculty concerning such policies, and represents these interests and views to the Administration.

- Opportunities to interact with top leadership since President Laurie Leshin’s arrival
- Involvement in annual planning and budget process (APBP)
- Changing composition of the committee
- Evolving climate and culture

Who is who (and doing what)?



WPI

FAP members (AY 2015-16)

- D. Spanagel (FAP Chair; attends **Trustees' Budget and Finance committee**; **APBP faculty rep**)
- H. Hakim (Fringe Benefits committee chair; Retirement Plan committee rep)
- T. El-Korchi (FAP Secretary)
- J. Solomon (CFO; permanent FAP member)
- K. Sullivan (Asst. VP Academic Affairs; President's appointee to FAP this year)

• Other key folks

- T. Dominko (faculty appointee to **Trustees' Budget and Finance committee**; **APBP faculty rep**)
- M. Richman (Secretary of the faculty; **APBP faculty rep**)
- J. Trainor (Asst. VP Budget and Planning)
- C. Wills (faculty appointee to **Trustees' Budget and Finance committee**)

FAP's "agenda" for this year



WPI

1. Provide "advice and consent" regarding a revised summer faculty compensation recommendation to be integrated in the coming year's budget plans. [done]
2. Review, and make recommendations to COG about making possible changes to, FAP's official "charge," its size, and the configuration of its membership, given the new era and climate of shared governance in which we now find ourselves. [done]
3. Assess the costs and benefits of existing academic programs and administrative positions and structures:
 - A. Look at the costs involved in operating the structure we now have [of "things" led by Deans], data about which the Provost promised to share with faculty members at the last Faculty meeting.
 - B. Investigate how WPI is doing, relative to benchmark schools, on balancing its allocations to instructional resources, administrative staffing levels, compensation, facilities costs, etc. (including developing a clearer shared understanding of the costs and rationales associated with some extreme examples of ballooning compensation levels).
4. Review e-procurement; P-card, and gift card policies.
5. Review, understand, and communicate to the faculty about the management of WPI's endowment and other financial factors (such as debt levels) that affect WPI's long-term financial outlook.

Item 1 -Summer Faculty Compensation (levels basically unchanged for the past decade)



Faculty Rank	For 1/3 unit courses*	For 10wk, 42 hour Graduate Courses**	Projects: MQP, IQP, ISP, ISG, PQP
Instructor	\$4500	\$4840	\$550 per student per 1/3 unit \$183.33 per credit hour
Assistant Professor	\$5300	\$5698	\$595 per student per 1/3 unit \$198.33 per credit hour
Associate Professor	\$5516	\$5930	\$620 per student per 1/3 unit \$206.66 per credit hour
Professor	\$5732	\$6162	\$640 per student per 1/3 unit \$213.33 per credit hour

COURSES & PROJECTS

* For Undergraduate courses carrying less than 1/3 unit, salary will be pro-rated.

** These rates apply to 3-credit graduate courses. This formula does not automatically apply to 2-credit or to cross-listed courses. Academic Dean approval required.

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- Last year's summer compensation policy epic
 - raised as a concern in the first FAP meeting of 2014-15 (>15 months ago)
 - Uncoordinated attempts to obtain relevant data from within and beyond WPI (for benchmarking) occupied most of 2014-15; meanwhile 4 of the 5 FAP members engaged heavily in Strategic Planning pillar work
 - all 5 members of 2014-15 FAP participated actively in the new budget process, but a recommendation to revise the summer compensation model was not deemed “ready” in time for May, 2016 FY 16 budget decisions
 - What is different this year
 - having a representative from the Provost's office on FAP

Outcome of all this work



WPI

- FAP's recommendation (approved Oct. 29, 2015)
 - In place of the current fixed schedule of maximum compensation by job title (Full, Associate, Assistant, or Instructor), the compensation for teaching a summer course (i.e. a course “out of load”) shall equal 1/9 of the annual base salary of that faculty member.
 - Instructors of courses that attract fewer than 10 students by the end of the add drop period shall be compensated on a pro-rated basis (i.e. 1/90 of annual base salary per student enrolled).
 - Compensation for multi-section courses should be reviewed.
 - The total compensation provided to an instructor shall be capped at a level equal to the tuition revenue being generated by the course.
- Currently in the hands of the Provost's office ...
 - To evaluate in conversations with Dean of Undergraduate Studies (and others)
 - To modify and implement as part of current APBP work, if possible
- Note: unresolved issues remain (project advising, etc.)

Proposal to COG for new language to describe FAP (approved Dec. 17, 2015)



- Current language
 - *FAP consists of three elected faculty members and, ex officio, the President or a representative designated by the President, and the Vice President for Business Affairs. This Committee informs the Faculty on administrative and financial policies affecting the Faculty and the academic affairs of the College. It ascertains the interests and views of the Faculty concerning such policies, and represents these interests and views to the Administration.*
- Proposal:
 - FAP consists of seven members: three elected faculty members (serving staggered 3-year terms), one FAP-appointed faculty member (chosen at the beginning of each academic year for a one-year term, to diversify the skills or perspectives needed by the committee), the Chief Financial Officer, and two additional administrative representative members designated (for renewable one year terms) by the President. This Committee informs the Faculty on administrative and financial matters that affect the Institute. FAP ascertains the interests and views of the Faculty concerning such matters, deliberates critically and constructively, and works collaboratively with the Administration to render well-informed recommendations that target the best interests of the Institute.

- FAP is a deliberative and advisory body
- A key nexus for WPI's efforts to implement various aspects of “shared governance”
 - a means to apply and expand the notion of “transparency”
 - a “safe place” or “trading zone” for candid exchanges of sensitive information and diverse viewpoints among administrators and faculty members

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