

DRAFT Minutes FAP Meeting #11 AY2016-17
November 17th, 2016; 10 a.m. – 11 a.m.
Faculty Governance Conference Room-SL225

In Attendance: Tanja Dominko (Secretary), Tahar El-Korchi (Chair), Fabienne Miller, George Pins, Jeffrey Solomon - Executive Vice President/CFO , Kristopher Sullivan - Assistant Vice President Academic Affairs

Invited Guests: Alison Donta-Venman – Director of Institutional Research; Michelle Jones-Johnson - VP for Talent Development and Chief Diversity Officer, Bruce Bursten – Provost; representatives from Sibson consulting

1. Approval of the Agenda
Agenda was approved as distributed
2. Approval of Minutes from Meeting #10, November 10th, 2016 was postponed until the next meeting.
3. Conference call with Sibson Consulting

The consultants reviewed the project work steps, timing and deliverables for the upcoming Faculty Salary Study.

At the last FAP meeting, FAP and WPI administration agreed to jointly develop a list of peers for comparative purposes for the upcoming faculty salary study, as well as for other benchmarking purposes. The list, together with some other recommendations received from the Provost and the President, was presented to Sibson for inclusion. After some discussion it was agreed that the list will be considered by FAP and final recommendation for institutions finalized by Monday, November 21st. The below table summarizes the recommended list (highlighted) with some institutional characteristics.

The study will include:

- Summary of aggregate competitive position by rank
- Average relationship to market percentile by rank
- Distribution of relationship to market percentile by rank
- Distribution of relationship to market percentile by home organization, and
- Dean market assessment analysis.

Ms. Donta-Venman expressed a concern that the proposed peer institutions chosen for Faculty salary study may not be appropriate for Dean compensation study, as responsibilities of Deans at WPI are much different from those of Deans at bigger institutions.

Sibson Consulting will finalize assessment findings, make recommendations for revised pay guidelines with stakeholders, draft implementation strategy and salary range alternatives and develop a report of findings and recommendations by the end of February 2017.

Institution	US News and World Report 2016 Ranking	Control	Carnegie Classification 2015	AITU member	Faculty Compensation 2013 peer group	Faculty Compensation 2016 peer group
WPI	60	Private	R2	❖	❖	❖
Boston College	31	Private	R1		❖	❖
Boston University	39	Private	R1		❖	❖
Brandeis					❖	
Brown University	14	Private	R1		❖	❖
CalTech	12		R1	❖	❖	
Carnegie Mellon University	24	Private	R1	❖	❖	❖
Case Western Reserve	37	Private	R1	❖	❖	❖
Clarkson University	129	Private	R3	❖	❖	❖
Colorado School of Mines	82	Public	R2			❖
Cornell University	15		R1		❖	
Drexel University	96	Private	R2	❖	❖	❖
Embry-Riddle Aeronautical				❖	❖	
Florida Institute of Technology	171		R2		❖	
Franklin W. Olin College of Engineering				❖	❖	
Georgia Institute of Technology	34	Public	R1		❖	❖
Harvey Mudd College			Liberal Arts	❖	❖	
Illinois Institute of Technology	103	Private	R2	❖	❖	❖
Kettering University				❖	❖	
Lehigh University	44	Private	R2			❖
Michigan Technological University	118	Public	R2		❖	❖
Milwaukee School of Engineering				❖	❖	
MIT	7	Private	R1	❖	❖	❖
New Jersey Institute of Technology	135	Public	R2		❖	❖
Northeastern University	39	Private	R1		❖	❖
Penn State					❖	
Polytechnic Institute of NY university				❖	❖	
Purdue University Main Campus	60	Public	R1		❖	❖
Rensselaer Polytechnic Institute	39	Private	R2	❖	❖	❖
Rochester Institute of Technology	107		R3	❖	❖	❖
Rose-Hulman Institute of Technology				❖	❖	
Stevens Institute of Technology	71	Private	R2	❖	❖	❖
Tufts University	27	Private	R1		❖	❖
University Maryland College Park					❖	
University of Illinois Urbana					❖	
University of Massachusetts Amherst	74	Public	R1		❖	❖
University of Connecticut	60	Public	R1			❖
Virginia Polytechnic Institute and State University	74	Public	R1		❖	❖

Table 1. Institutions and some of their characteristics. Highlighted institutions will be recommended for inclusion in the 2016-17 Faculty salary study.

4. Adjourned at 11:10am

Tanja Dominko
Secretary