

Minutes of FAP Meeting #16 AY2017-18
26 January 2018; 11 a.m. – 12 noon
Faculty Governance Conference Room

In attendance: Tanja Dominko (Chair), Nancy Burnham (Secretary), Tahar El-Korchi, Kristopher Sullivan - Associate Vice President for Academic Affairs, Mark Richman, Secretary of the Faculty

Absent: Fabienne Miller, Jeffrey Solomon - Executive Vice President/CFO

1. The day's **agenda** was approved.
2. The **minutes** from Meeting #15 were approved as amended.
3. **Updates:**
 - a. Chair Dominko attended a CGSR meeting where the Committee discussed ongoing concerns about cost of credit hours for post-qualifying exam PhD students. FAP agreed to participate with CGSR and develop joint recommendations this spring.
 - b. Michelle Jones-Johnson (HR) has received the salary report by gender. It should be available to FAP next week. FAP's goal is to provide an update to the Faculty at the February faculty meeting.
 - c. Salary report conducted for TTT faculty during the last academic year identified 33 Faculty whose compensation fell at or below 85% of their respective peer group rank and discipline median. Associate VP Sullivan reported that the Provost's office is reviewing compensation of these individual faculty members and working with the Division for Talent and Inclusion to address these disparities. Adjustment of their salaries to at least 85% of the median will depend in part on their performance.
 - d. An outline of FAP's annual report for AY17-18 was reviewed.
4. **Administrative to Instructional Ratio.** FAP discussed the draft of the report on how WPI's Administrative to Instructional Ratio compares to peer institutions, especially the recommendations at the end. The document was approved pending a few editorial changes. The report will be submitted to the Budget and Finance Committee of WPI's Board of Trustees for their February 16, 2018 meeting.

Respectfully submitted,

Nancy A Burnham
FAP Secretary 2017-18