

FAP Meeting #21 AY2016-17

March 23, 2017; 10 a.m. – 11 a.m.

Faculty Governance Conference Room-SL225

Members: Tanja Dominko (Chair, pro tem; Secretary), Fabienne Miller, George Pins, Jeffrey Solomon - Executive Vice President/CFO, Kristopher Sullivan - Assistant Vice President Academic Affairs

Absent: Tahar El-Korchi (Chair)

Invited Guests: Mark Richman – Secretary of the Faculty, Michelle Jones-Johnson – VP for Talent Development and Chief Diversity Officer; Bruce Bursten – Provost; representatives of Sibson Consulting

1. Approval of the Agenda

Agenda was approved as distributed.

2. Faculty Salary Report 2017 (Ms. Jones-Johnson)

Ms. Jones-Johnson distributed to the Committee and invited guests the preliminary “Faculty Compensation Study Report of Findings” compiled as the result of the comprehensive faculty market assessment that was conducted in 2016-2017 by Sibson Consulting. Representatives of Sibson Consulting presented the Study which aims to compare WPI faculty compensation to the 24 peer institutions recommended by FAP (cf. FAP meeting #11) and WPI Administration and approved by the Executive Compensation Committee in January 2017.

236 WPI faculty positions (out of 245) were matched by disciplines and rank and benchmarked against their counterparts using the College and University Professional Association for Human Resources (CUPA-HR) Four Year Faculty Survey in Higher Education. CUPA-HR is the only study that provides the appropriate level of compensation detail (discipline and rank) and enables selection of peer schools. However, only 13 of the identified 24 peer institutions participated in the CUPA-HR study for the period examined.

Sibson uses the weighted average compensation of individual faculty members by discipline and rank to assess the aggregate competitiveness of WPI’s faculty salaries.

In aggregate, WPI’s faculty salaries approximate the market at 101% of the market median. Comparisons to a similar study completed during 2012-13 are provided below.

| WPI as % of Market | 2013 | 2017 |
|--------------------------------------|-------------|-------------|
| Median (50 th Percentile) | 108% | 101% |
| 60 th Percentile | 104% | 98% |
| 70 th Percentile | 99% | 92% |

Sibson posits that the following factors contributed to the decrease between 2013 and 2017:

1. Market outpacing WPI salary increases for faculty participating in the 2013 and 2017 surveys
2. New faculty members hired at above competitive market rates.
3. Attrition of faculty members paid more than the competitive market rates.

Sibson detailed data further by rank and home organization and noted that, consistent with the 2013 study, there is a high degree of compression between the median and 60th percentile.

FAP will review the document presented by Sibson and compile questions to be forwarded to Ms. Jones-Johnson and reviewed with Sibson during a future meeting.

3. **Appointment of committee Secretary for D-term.**
Prof. Miller was appointed as committee Secretary for the remainder of the D-term.
4. **Minutes from Meeting #19 and #20, March 2nd and 16th, 2017, respectively were approved as amended.**
5. Adjourned at 11 a.m.

Fabienne Miller, Secretary