

**FAP Meeting #23 AY2016-17**  
**April 13th, 2017; 10 a.m. – 11 a.m.**  
**Faculty Governance Conference Room-SL225**

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

Absent: Tahar El-Korchi

**1. Approval of the Agenda**

Agenda was approved as distributed.

**2. Approval of Minutes from Meetings #21 and #22, March 23<sup>rd</sup>, and April 6<sup>th</sup>, 2017**

Minutes from Meetings #21 and #22 were approved as amended.

**3. Update from the Fringe Benefits committee (Prof. Miller)**

EVP Solomon indicated that employee benefits represent about 26% of employees' compensation, or \$30M, and stressed the importance of maintaining a strategic approach to managing benefits.

FAP discussed the charge of the Fringe Benefits Committee (FBC) and its collaboration with Human Resources. The Committee noted that FBC is the main vehicle through which staff and faculty can make suggestions related to benefits. Having reviewed the responsibilities of FBC laid out in the Faculty Handbook, the Committee recommended inviting Ms. Michelle Jones-Johnson at the beginning of the academic year to the FAP meeting where benefits of interest to the WPI community are discussed.

FBC obtained feedback from FAP on the survey assessing the effect of proposed changes to how vacation is awarded and will distribute the survey to supervisors.

FBC received requests to review tuition assistance and will be reviewing benchmarking information collected the last time tuition assistance was discussed.

**4. Miscellaneous**

EVP Solomon noted that the salary pool allocated for compensation increases was increased from 2 ½% to 3% for 2017-2018 and reiterated the importance of a strategic approach to compensation policies.

**5. Meeting adjourned at 11 a.m.**

Fabienne Miller, Secretary