

Date: March 19, 2025

To: WPI Faculty

From: The Committee on Governance (COG) (Karen Troy, Chair) and
The Committee on Financial and Administrative Policy (FAP) (Robert Dempski, Chair)

Re: Motion to establish the Faculty Compensation Committee (FCC) as a formal faculty governance mechanism to study and advocate for equitable faculty compensation

Motion: The Committee on Governance and the Committee on Financial and Administrative Policy recommend and we move that the Faculty Compensation Committee (FCC) be added as a standing Committee of the Faculty (as described in the Faculty Handbook, Chapter One: the Constitution of the WPI Faculty, Section Five).

Description of the Motion: The proposal would establish the Faculty Compensation Committee as a standing Committee of the Faculty in the Faculty Handbook (Chapter One: Bylaws of the WPI Faculty, Bylaw Three) with charge and membership described below. In addition, in the same section of the Faculty Handbook, “IX. The Faculty Review Committee” would be renumbered to be “X. The Faculty Review Committee”: (text in ~~highlighted red strikeout~~ added as an approved amendment to the original motion)

IX. The Faculty Compensation Committee (FCC)

(Approved by the Faculty, *March 19, 2025*)

Roles and Responsibilities:

The Faculty Compensation Committee (FCC) shall consult with and advise the Administration on the formation and review of university policies and procedures concerning faculty salaries and fringe benefits.

The charge of the FCC includes but is not limited to working with the Administration regarding the annual availability of funds for faculty salaries and raises, salary equity, regularly benchmarking faculty salaries to peer institutions, discussion of other matters of compensation policy, oversight of how compensation studies are conducted and equity brought to its attention by the faculty or administration. This committee will provide yearly reports to the Faculty on committee activities and faculty salaries analysis.

Membership and Election Procedures:

The FCC shall consist of four voting faculty members, three of them elected and one selected by the Committee on Governance (COG). The COG-selected member shall be for a one-year term, renewable for up to three consecutive years, and selected so as to diversify the skills or perspectives needed by the FCC given the prospective composition of the committee that year. The FCC shall also include the following three members: the Chief Finance Officer ~~or a designee~~, the Provost ~~or a designee~~, and the VP of Talent and Inclusion ~~or a designee~~. The chair of this committee shall be elected from the three faculty members elected by the Faculty. The term of membership for elected members on the FCC shall be three years on a rotational basis.

The Chair of the FCC shall serve *ex officio* as a member of FAP. One faculty member from the FCC shall be selected by the committee to serve as chair on the Fringe Benefits Committee (FBC).

Rationale:

A Faculty Compensation Committee (FCC) is necessary given the importance of compensation to faculty and given the importance of faculty compensation for WPI to attract and retain excellent faculty. It is also a major concern for administration since it represents a major portion of the WPI budget. Collaboration between faculty and administration representatives through a standing Faculty Governance committee can help the administration make thoughtful and well-informed decisions. Faculty compensation has been a concern for an existing committee, FAP, for several years. However, given the workload and many long-term and emergent issues facing FAP, giving priority to faculty compensation has been difficult and/or slow.

A Faculty Compensation Committee (FCC) is necessary to ensure fair remuneration for academic professionals at WPI. By establishing transparent salary structures and evaluating performance metrics, this committee will focus on fostering trust and improving morale among faculty members and the WPI community. The committee will partner with Talent & Inclusion to provide key metrics of WPI faculty's salary and to monitor WPI's compensation in relation to the cost of living to peer universities. Its deliberations will uphold the principles of meritocracy, recognizing excellence and dedication while mitigating biases and disparities. Moreover, the committee will serve as a conduit for communication between faculty and administrative bodies, advocating for the welfare of educators and the integrity of academic standards.

The membership structure of this committee was developed in a similar structure as FAP, with most members being directly elected by the faculty, and one COG appointee to help ensure an appropriate mixture of dual-mission and teaching-mission, including tenure-track, tenured, and secured contract faculty.

Implementation:

So as to stagger the elected membership, the initial election (Spring 2025) of faculty to the FCC shall have the faculty member gets the most votes elected to a 3-year term, the faculty member that gets the second most votes elected to a 2-year term, and the faculty member that gets the third most votes elected to a 1 year term.

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To: WPI Faculty

From: The Committee on Governance (COG) (Karen Troy, Chair) and
The Committee on Financial and Administrative Policy (FAP) (Robert Dempski, Chair)

Re: Motion to modify the membership of FAP to add one additional ex-officio member from the FCC

Motion: The Committee on Governance and the Committee on Financial and Administrative Policy recommend and we move that the current language describing FAP's membership be revised (Faculty Handbook, Part One, Bylaw Three, Section VIII) as described below.

Description of the Motion: The motion would revise the membership description of FAP by adding the Chair of the Faculty Compensation Committee (FCC) as an *ex officio* voting member of FAP.

Current FAP Description: (Black text is unchanged; ~~striketrough~~ words would be deleted, red would be added)

Membership and Election Procedures:

(Amended by the Faculty, *April 14, 2016*)

(Amended by the Faculty, *February 17, 2022*)

(Amended by the Faculty, *March 19, 2025*)

FAP consists of ~~eight~~ **nine** members in total: five elected faculty members (serving staggered three-year terms), the Chief Financial Officer, one additional administrative representative member designated annually by the President, ~~and~~ one additional faculty member appointed by COG (for a one-year term, renewable for up to three consecutive years, in order to diversify the skills or perspectives needed by the committee, given the prospective composition of the committee that year), **and the Chair of the Faculty Compensation Committee (FCC) serving as an ex-officio member.** The Chair of FAP must be a tenured member of the faculty and will be elected from among the five elected faculty members. The election of faculty members to the Committee is conducted by COG following the procedures (described in Bylaw Four, Sections I and II.) for electing faculty members to standing committees.

Rationale: The membership description of the proposed Faculty Compensation Committee (FCC) indicates that the Chair of FCC shall serve *ex officio* as a member of FAP. As such, the description of FAP membership needs to be adjusted accordingly.

Date: March 19, 2025

To: WPI Faculty

From: The Committee on Governance (COG) (Karen Troy, Chair) and
The Committee on Financial and Administrative Policy (FAP) (Robert Dempski, Chair)

Re: Motion to modify the Fringe Benefits Committee (FBC) to be a subcommittee of the FCC

Motion: The Committee on Governance and the Committee on Financial and Administrative Policy recommend and we move that the current language describing FBC's membership be revised (Faculty Handbook, Chapter One, Bylaws of the WPI Faculty, Bylaw Three, Section VIIIa) as described below.

Description of the Motion: The motion would modify the Fringe Benefits Committee (FBC) to be a subcommittee of the FCC and the Chair of the FBC to be from the FCC.

Current FBC *Roles and Responsibilities* and *Membership and Appointment Procedures* descriptions: (Black text is unchanged; ~~striketrough~~ words would be deleted, red would be added)

~~VIII.a~~ **IX.a** The Fringe Benefits Committee (FBC)

(Amended by the Faculty, *October 14, 2016*)

(Amended by the Faculty, *May 7, 2024*)

(Amended by the Faculty, *March 19, 2025*)

Roles and Responsibilities:

The Fringe Benefits Committee (FBC) is a permanent subcommittee of the **Faculty Compensation Committee (FCC)** ~~Committee on Financial and Administrative Policy (FAP)~~ that is responsible for reviewing and proposing changes to the WPI fringe benefits offerings with special attention paid to the evaluation and recommendation of health care plans and health insurance providers, tuition benefits, disability plans, and retirement policies.

Recommendations from the FBC are passed to **the FCC FAP**. In those instances when **FCC FAP** does not accept FBC's recommendations, the two committees should meet in an attempt to resolve their differences.

Membership and Appointment Procedures:

The FBC consists of a Chair to be selected for one-year renewable terms from ~~FAP from~~ among ~~it's~~ **the FCC's** faculty members, two faculty members appointed by the Committee on Governance (COG), and two faculty members appointed by **FCC FAP**. Both COG and **FCC FCC** will coordinate their appointments to balance representation on FBC. Faculty members of the FBC (other than the Chair) will serve three-year staggered terms. Current COG or **FCC FAP** members appointed to the FBC who have not completed three years of service on FBC when their COG or **FCC FAP** terms expire will continue on FBC.

Although formally the FBC is constituted as above, operationally it invites five members of the WPI staff to join its deliberations and to vote on matters related to benefits that are of equal concern to the WPI Faculty and staff. The five members of the WPI staff are chosen by the Staff Council with input from WPI Talent and Inclusion. These staff members are comprised of one Vice-Chair chosen by the Staff Council from among its members to serve a one-year (renewable) term (up to a maximum of two years) and four staff members to serve three-year staggered (renewable) terms. The staff members are chosen to proportionally represent exempt and non-exempt employees and to promote a representative selection of eligible staff members across university divisions.

Either the V.P. of Talent and Inclusion or the Director of Benefits and Wellness serves as the liaison between the FBC and the Division of Talent and Inclusion. The liaison provides information requested by the FBC to conduct its deliberations in an informed manner. Neither the V.P. of Talent and Inclusion nor the Director of Benefits and Wellness should serve as one of the five invited voting WPI staff members.

Rationale: Given the connection between total compensation and fringe benefits it makes sense for the FBC to be a subcommittee of the FCC, rather than FAP. The Chair of the FCC will serve as an ex-officio member of FAP and will consult with FAP on issues related to compensation (including fringe benefits). The chair and membership of the FBC should reflect that it is a subcommittee of the FCC rather than FAP. The membership description of the proposed Faculty Compensation Committee indicates that one faculty member from the FCC shall be selected by the FCC to serve as Chair on the Fringe Benefits Committee (FBC). The FCC will also appoint two faculty to the FBC.