

## Committee on Priorities and Resources

### Meeting Minutes – October 4, 2011

In attendance: Prof. Rob Benedetto, Dean of the Faculty Gregory Call, *ex officio*, Diwa Cody '14, Technical Services Associate Mark Fiegenbaum, Adam Gerchick '13, Associate Treasurer/Director of the Budget Shannon Gurek, *ex officio*, Prof. Nasser Hussain, chair, Prof. Jagu Jagannathan, Luke Lavin '13, Prof. Karen Sánchez-Eppler, Treasurer Peter Shea, *ex officio*, and Sarah Barr, recorder.

Not in attendance: HVAC Technician Kevin Gladu and Director of Human Resources Maria-Judith Rodriguez.

The meeting was called to order at 8:34 am.

1. Introductions – Committee members introduced themselves to the new student representative, Diwa Cody '14.
2. Minutes – Minutes from September 21, 2011 were approved. The format of the minutes was briefly discussed and the committee decided to keep the current style. If there is a substantial difference of opinion, or a topic we expect may be controversial within the larger college community, the content will be expanded and different perspectives will be noted.
3. Fall Schedule – Prof. Hussain outlined the fall meeting schedule.
  - a. Faculty Salary and Compensation, Shannon Gurek
  - b. Faculty Housing Committee, Prof. David Cox
  - c. Parenting Leave, Benefits Administrator Ernest LeBlanc
  - d. Employee Council (8:30-9:15 am), Co-Chair Suzette Farnham and Managers' Council (9:15-9:50 am), Chair Molly Mead
  - e. Treasurer's Report, Peter Shea
  - f. Committee members were asked to hold all remaining Tuesday mornings.
4. Spring Schedule – The committee is trying to establish a meeting schedule for the spring semester.
5. Faculty Salary Report – Shannon Gurek presented information on salary and compensation comparisons based on data available through the American Association of University Professors (AAUP). The data is organized by rank (full, associate, and assistant professor) and does not include part-time faculty members, coaches or administrators. Ms. Gurek provided a three year comparison with twelve other colleges and universities known as the Traditional Group and with a broader group of institutions that includes 19 additional schools known as the New Group. Faculty compensation rankings are affected by specific benefits that are included for AAUP purposes which include many College benefits (health insurance, life insurance, FICA, housing) but exclude others (retiree health benefits). The committee also reviewed the data based on the professional school adjustment guidelines that were established by Beth Yarbrough. These guidelines adjust for the higher salaries that faculty members often receive at professional schools. The CPR has stated that it would like faculty salaries to be at 102-105% of the median of the New Group but the institution has not adopted that specific goal.

- a. Observations
    - i. Amherst College's ranking for assistant professors is down because the college is hiring many new faculty members at starting salaries. Moving forward the committee will watch the starting salaries for assistant professors to ensure that the college remains competitive in the national market.
    - ii. The AAUP does not collect starting salary information from institutions so the college relies on informal information gathered from other institutions in New England after the hiring season is over to gauge the market.
    - iii. The salary pool has been set to increase at 2 ½ % for the past two years after the salary freeze recommended by the ABC. Based on the data from the other schools, it appears that many other institutions held back as well so Amherst College's ranking has remained consistent over the last three years.
  - b. Next Steps - The written sections of the report will be drafted and the charts will be compiled.
6. Faculty Housing Committee Presentation on October 18 – CPR committee members will receive written materials from Prof. Cox in preparation for the next meeting.

Next Meeting: Tuesday, October 18 at 8:30 am.

The meeting adjourned at 9:22 am.

Respectfully Submitted,

Sarah Barr