

Meeting Minutes – April 4, 2012

In attendance: Assistant Director Carol Allman-Morton, Dean of the Faculty Gregory Call, *ex officio*, Technical Services Associate Mark Fiegenbaum, Associate Treasurer/Director of the Budget Shannon Gurek, *ex officio*, Alex Hurst '12, Prof. Nasser Hussain, chair, Prof. Jagu Jagannathan, Luke Lavin '13, Prof. Karen Sánchez-Eppler, Treasurer Peter Shea, *ex officio*, George Tepe '14 and Sarah Barr, recorder.

Not in attendance: Prof. Rob Benedetto and Director of Human Resources Maria-Judith Rodriguez, *ex officio*.

The meeting was called to order at 4:04 pm.

1. Minutes – Minutes from March 14 were approved.
2. 2012-2013 CPR Meetings – Next year, CPR meetings will be held every other week at 4 pm on Wednesdays.
3. Faculty Salary and Compensation Report – Shannon Gurek and Jagu Jagannathan presented a draft of the Faculty Salary and Compensation Report. Minor details were discussed and final revisions were made so the report can be posted on the DOF website. In the future, the committee should systematically look at salary compression and complete a years and rank study. Greg expressed support for conducting a comparative study with some close peer institutions.
4. Athletics Facility – The college was approached by a donor interested funding a renovation to Pratt Field and the field house. The full cost of the project has been raised so the college intends to start building after the Williams football game next fall. The project will include the installation of a turf field that can be used more rigorously by several teams, a change in the location of the stands so the facility can be used for NESAC track meets, and a new field house that will be used by seven teams and athletic trainers.
5. Dental Benefits – The Employee Council agreed that the college should increase the dental benefit to \$1,500 but not provide an orthodontics benefit so there will be no changes to the CPR recommendation.
6. Provost – The president has contacted a search consultant so a job description can be formulated and posted.
7. Benefits – The CPR continued to discuss “grossing up” and parenting leave. Because the financial impact of changes to these policies is impossible to project, the committee continued to express the need for a normative discussion so the committee has a sense of the priorities and values of the community. The committee suggested that these conversations take place during the fall semester.
8. Recommendations to Senior Staff – The committee briefly discussed some of the recommendations it would like to make in its annual letter to senior staff. The CPR is interested in supporting the instructional room in the library, the staffing requests from the Mead and Facilities, and the Athletics requests. After some discussion, it became clear that the committee should focus its recommendations on the larger requests.
9. CPR Minutes – The staff and student members of CPR asked that the committee make the minutes available to the entire campus community. The committee will vote on this request at the next meeting.

The meeting adjourned at 5:34 pm.

Next Meeting: Wednesday, April 18 at 4 pm.

Respectfully Submitted,

Sarah Barr