

Committee on Priorities and Resources
Meeting Minutes – November 7, 2012

In attendance: Assistant Director Carol Allman-Morton, Prof. Rob Benedetto, Dean of the Faculty Gregory Call, *ex officio*, Roger Creel '13, Rental Property Supervisor, Jonathan Devins, Christopher Friend '14, Treasurer Shannon Gurek, *ex officio*, Prof. Nasser Hussain, Prof. Jagu Jagannathan, chair, Director of Human Resources Maria-Judith Rodriguez, *ex officio*, Prof. Karen Sánchez-Eppler, George Tepe '14, and Sarah Barr, recorder.

The meeting was called to order at 4:03 pm.

Proceedings

1. Minutes – The minutes from October 10, 2012 were approved.
2. Upcoming Meetings – On November 28, the CPR will meet with the Employee Council and then discuss the Faculty Salary and Compensation Report. On December 5, the CPR will meet with the Managers' Council and the Faculty Housing Committee.
3. Financial Outlook Working Group – A working group has been formed to examine the financial model of the college. Jagu Jagannathan, Shannon Gurek (Chair), Megan Morey, Tom Parker, Mauricia Geissler, Greg Call, and two trustees (Brian Conway '80 and Hope Pascucci '90) make up the committee. They will gather data, review the college's dependence on the endowment, develop a series of guiding questions to inform the strategic planning the College plans to undertake.
4. Employee Benefits – CPR members reviewed employee benefits by cohort. Some committee members expressed a concern that staff members are not eligible for the death benefit that is made available to faculty members and trustee-appointed employees, especially since many higher-paid employees probably carry private life insurance. Senior staff members are currently examining the college's policies and working to make benefits available more broadly. The senior staff is aware of the issues associated with compensation for employees and hopes to develop a comprehensive plan for the review of position descriptions, benefits, and compensation. At the close of the conversation, some CPR members suggested that the college review the death benefit since a policy change seems like a simple step that would equalize benefits.
5. Resources for the Dean of Student's Office – The CPR discussed the staffing needs of the Dean of Student's Office and the impact on the college's budget. The Board of Trustees gave the president the authority to create the positions required to meet the needs of the college at this time. The committee recognized that an increase in staffing will also lead to a need for more office space, which is difficult to find. The committee suggested that the college work to get more local therapists into the student health insurance network so students would have more choices. The additional costs incurred by the college are being covered this year by the contingency built into the budget and the funds saved through position vacancies.
6. Online Courses – The college has decided not to continue exploring the opportunities available through 2tor at this time, but it will continue to gather information about edX. A formal proposal to join the edX consortium will be forwarded to the faculty soon.
7. Financial Indicators and Projections– The CPR reviewed the financial and institutional indicators for the college which give historical information on various financial measures. They also reviewed projections for the endowment, debt, income and expenditures. The student representatives felt that the college should keep enrollment at 1,770 students unless the institution is able to increase student services and classes across the college.
8. Amherst LEADS – The committee would like to learn more about Amherst LEADS.

9. Spring Meeting Schedule – Committee members should be prepared to decide on a spring meeting schedule at the next meeting.

Next Meeting: Wednesday, November 28 at 4 pm.

The meeting adjourned at 5:20 pm.

Respectfully Submitted,

Sarah Barr