

Committee on Priorities and Resources
Meeting Minutes – December 5, 2012

In attendance: Assistant Director Carol Allman-Morton, Prof. Rob Benedetto, 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, and Sarah Barr, recorder.

Guests from the Managers Council: Lizzie Barker, chair, Jim Brassord, Katie Fretwell, Bryn Geffert, Kathleen Goff, Sandy Miner, Stephen Nigro, Ursula Olender, Lisa Stoffer, and Charlie Thompson.

Guests from the Faculty Housing Committee: Dan Barbezat, Dan Hanneke, and Sean Redding.

Not in attendance: Dean of the Faculty Gregory Call, *ex officio*, and George Tepe '14

The meeting was called to order at 4:05 pm.

Proceedings

1. Introductions – CPR and Managers Council members introduced themselves.
2. Updates from the Managers Council – Members of the Managers Council presented information on their ongoing work.
 - a. Trustee-appointed Designation –The Managers Council presented a proposal for assigning benefits following the anticipated elimination of the trustee-appointed designation, which will create more transparency and parity. The group hopes to reconcile inconsistencies and create distinctions based on job function rather than status. The Managers Council recommends that the transition occur after a rigorous assessment of each position has been completed through the comprehensive compensation review. Currently there are 135 trustee-appointed employees, 463 non-trustee-appointed employees, and approximately 300 casual employees. The CPR was curious about the budgetary impact of the changes, which Shannon Gurek will investigate. The CPR voted unanimously to endorse the sum and substance of the proposal in the context of the compensation review. Senior Staff will discuss the compensation review process soon.
 - b. Website – The Managers Council has a new website that includes meeting minutes and information about the leadership of the group.
 - c. College Committees – The group is working with IT find a home for a comprehensive list of college committees.
 - d. Collaboration with the Employee Council – The Managers Council and the Employee Council will have a joint meeting in February.
3. Faculty Housing – Members of the Housing Committee presented the latest draft of their recommendations. This fall, the committee focused on the speed of allocation of Amherst College owned units, rental subsidies for those not participating in the rental program, and support for purchasing homes in the open market. The committee is particularly interested in addressing the need for housing during the next 10-15 years when the college will be experiencing a hiring bulge (55 new hires in the next 10 years). The Housing Committee recommends that the college provide rental subsidies based on the difference between College rents and Amherst market rents, offer no limit to the distance where subsidized rental units are located, streamline the rental selection process and offer apartment layouts and photos online, and offer purchasing support through down payment assistance and mortgage assistance. The CPR was interested in the financial impact of subsidies versus the acquisitions of rental properties and the tax implications of these programs.

4. Minutes – Minutes from the November 28 and December 5 meetings will be approved over e-mail by the end of the semester.

Next Meeting: Wednesday, February 6 at 4 pm.

The meeting adjourned at 5:30 pm.

Respectfully Submitted,

Sarah Barr