

Committee on Priorities and Resources
Meeting Minutes – February 20, 2013

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. Jagu Jagannathan, chair, Prof. Pavel Machela, Prof. Karen Sánchez-Eppler, George Tepe '14, *ex officio* and Sarah Barr, recorder.

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

The meeting was called to order at 4:08 pm.

Proceedings

1. Meeting Schedule – The CPR will meet on March 1, March 29, April 19 and April 26 at 2 pm.
2. Meeting with the Trustees – The committee will meet with the board at the May meeting if there are recommendations that they would like to discuss with the trustees.
3. Budget Pressures – Treasurer Shannon Gurek presented information about some of the budget pressures that the college will face during the next three years.
 - a. This year, there are unexpected expenditures related to Title IX compliance and the Campus Center renovations. Several new initiatives and programs will need to be funded in the coming years including the restructuring of the Dean of Student's Office, support for the Provost, additional staff for Grab n Go, extended Dining Hall hours, and additional student housing related to the construction of the science center.
 - b. Funding for these initiatives may come from a variety of sources including budget savings (salaries and utilities), the comprehensive fee, increased distribution from the endowment, flat below line budgets, and moderate salary and benefit increases.
 - c. The group briefly discussed other initiatives that are more capital in nature including the Humanities Center, Online Learning, and Student Community Space.
 - d. Treasurer Gurek will update the CPR on the budget pressures and funding proposals as the semester progresses. At the end of the semester, the CPR will need to evaluate and prioritize these initiatives when it makes recommendations to the senior administrators.
 - e. The CPR was very interested in learning more about the ways these initiatives might fit better into the capital campaign instead of the operating budget of the college. The committee thought it might be helpful to meet with Advancement to discuss the role that the CPR might play in the planning process.
4. Faculty Salary Report – Treasurer Gurek presented information on salary and compensation comparisons based on data available through the American Association of University Professors (AAUP) and the professional school adjustment guidelines created by Beth Yarbrough.
 - a. The data is organized by rank (full, associate, and assistant professor) and does not include part-time faculty members, coaches or administrators. Treasurer Gurek provided a three year comparison of Amherst College to thirty colleges and universities. The comparison group includes twelve schools known as the Traditional Group and eighteen additional schools known as the New Group. Faculty compensation rankings are affected by specific benefits, which include many College benefits (health insurance, life insurance, FICA, housing) but exclude others (retiree health benefits).

- b. Next Steps – Professors Benedetto and Jagannathan will work Treasurer Gurek to draft the report.
5. Faculty Housing – Professor Dan Barbezat, chair of the Faculty Housing Committee, would like to hear from the CPR its views on the budget implications of the policy recommendations they plan to bring to the Committee of Six.
6. Future Meetings – Professor Jagannathan will invite college administrators to the spring CPR meetings to discuss their budget request.

Next Meeting: Friday, March 1, 2013.

The meeting adjourned at 5:15 pm.

Respectfully Submitted,

Sarah Barr