

Committee on Priorities and Resources
Brief Report on Academic Year 2023-4

1. We met with a usual array of people who reported on various things: Letitia Johnson (Chief Investment Officer) on the endowment, Tom Davies (Executive Director of Planning, Design, and Construction) on major capital projects, Mike Thomas (Chief Financial and Administrative Officer) on the budget, Mike and Tom Dwyer (Associate Chief Financial Officer) on Capital Budget Requests.
2. We met with the Martin Garnar (Librarian of the College) to discuss the effects of the budget cuts on Library acquisitions. When we met with the trustees, we urged that these cuts be restored.
3. We met with Chris Casey (Senior Director of Human Resources Strategy and Operations) to discuss the recently completed Compensation Analysis Review
4. We polled department chairs about the effects of the 15% cuts. We learned that some departments are fine, some are cutting back in relatively minor ways and some are restricting certain courses and research opportunities. We expressed concern to the trustees that the cuts do not seem to be sustainable. We also heard from Ashley Travis (Director of Financial Planning) and others that (at the time in question) we seemed to be on track to stay on budget. From various members of the committee, we learned that the full effects of the cuts may not be understood for a couple of years.
5. We polled a group of faculty about conference travel costs. That data was used to inform a request that the administration consider increasing the funds easily available for faculty and staff travel and research.
6. We met with Angie Tissi-Galloway (Chief Student Affairs Officer and Dean of Students) to discuss AAS funding. As we had heard, there have been some problems. Dean Tissi-Galloway and her staff are well on the way to providing the AAS with the professional help they need to manage \$1,000,000 budget, handle taxes and compliance issues. It sounded to us like things are definitely headed in the right direction.
7. We reviewed and expressed support for the proposal for adding an Asian American and Pacific Islander Studies major and program.
8. As usual we prepared the faculty salary report. This year the CPR evaluated salary data across a comparison group of twelve liberal arts colleges. In the present cycle, we appear to be exceeding the 75th percentile benchmark criterion (i.e., among the top three institutions in the *Liberal Arts group*) for assistant professors and for full professors but are slightly (\$661 of mean salary) below the benchmark for associate professors.

9. We had a lively discussion with the trustees at the March meeting.