

Summary report (2020-2021) from the Committee on Priorities and Resources May 24, 2021

The Committee on Priorities and Resources (CPR), consisting of faculty, staff, students, and *ex officio* administration officers, appreciates the opportunity to summarize our activity during the academic year 2020-2021.

Over the past two semesters (Fall 2020 and Spring 2021), the committee met eighteen times to discuss issues related to the committee's central charge of providing input on the (i) annual budgetary process, (ii) consideration of annual capital requests, (iii) long-term allocation of resources, and (iv) production of the annual faculty salary report. The committee also continued the tradition of meeting with various divisions at the college (e.g., Campus Operations, Financial Aid and Admissions, Human Resources, Information Technology, etc.) to maintain a sense of needs and priorities across campus divisions. The existing and projected impacts of the pandemic dominated much of the conversation this year, especially meetings in the fall.

Financial Planning. The committee listens to regular presentations from Kevin Weinman (Chief Financial and Administrative Officer) and Tom Dwyer (Director of Financial Planning), who both serve *ex officio* on the CPR, to learn how the college's resources have been (or are planning to be) allocated. We also heard about the budgetary impacts, adjustments, and planning procedures associated with the college's response to the pandemic. The committee also dedicates a meeting in the spring to respond to capital budget requests/decisions presented by Kevin Weinman.

Human Resources. The committee met with Maria-Judith Rodriguez (Chief Human Resources Officer) in the fall to learn about programs initiated in response to the pandemic and plans for the early retirement option for staff. Human Resources returned in the spring with Chris Casey (Interim Director of Human Resources) for a conversation centered around benefits and compensation for employees.

Campus Operations. The committee met with Jim Brassord (Chief of Campus Operations) in the fall regarding pandemic related impacts in his division, with a follow up meeting in the spring (also including Tom Davies, Director of Design and Construction/Facilities) to discuss longer-term planning for the new Student Center and implementation of the Climate Action Plan.

Workday. The CPR invited Katie Edwards (Director of Financial Systems and Projects) and Sarah Barr (Advisor to the Provost on Campus Initiatives) to a spring meeting related to the January 2021 switchover to Workday and the anticipated transition to the student project of Workday in 2022.

Admissions and Financial Aid. The committee met twice with Matt McGann (Dean of Admission and Financial Aid) to discuss impacts of the pandemic on admissions and financial aid (fall) and at the final meeting of the year (spring) for an update regarding the class of 2025.

Information Technology. The committee spoke with David Hamilton (Chief Information Officer) and John Manly (Director of IT Analysis, Planning and Budget) in the spring in a wide-ranging conversation around the types of investments needed in IT to support both our systems and the teaching and research mission of the college.

Student Affairs. The committee also met with Karu Kozuma (Chief Student Affairs Officer) in the spring to hear about the needs and priorities in his division, especially given plans to return to in-person instruction in fall 2021 with a larger than usual number of returning students.

Annual Faculty Salary Report. Generating an annual faculty salary report is specified in the CPR's charge and this year the report was drafted and discussed in the fall semester with final approval in the spring.

Respectfully submitted,

Jill Miller, Professor of Biology and Chair of Environmental Studies
Chair of the CPR, 2020-2021

2020-2021 members

Javier Corrales, Dwight W. Morrow 1895 Professor of Political Science
Andrew Dole, Professor of Religion
Monica Ringer, Professor of History and Asian Languages and Civilizations
Suzie Bradley, Frost Library, Administrative Assistant/Bookkeeper
Pete Charron, Dining Services, Retail Dining Assistant
Sydney Ireland '23
Allie Ho '24

Ex officio members

Chris Casey, Interim Director of Human Resources (starting March 1, 2021)
Tom Dwyer, Director of Financial Planning
Catherine Epstein, Provost and Dean of the Faculty
Brooke Harrington '22
Maria-Judith Rodriguez, Chief Human Resources Officer (until March 1, 2021)
Kevin Weinman, Chief Financial and Administrative Officer

Steven Hegarty, Director of Academic Finance (recorder)