

May 2019 Summary Report from the Committee on Priorities and Resources (CPR)

The CPR, consisting of faculty, staff, students, and *ex officio* administration officers, appreciates the opportunity to summarize our main activities from this academic year. Throughout the year the committee discussed topics relating to the committee's central charge (e.g., budgetary concerns, priorities for major expenditures, and the faculty salary report). Because the next fiscal year budget will be very tight, there were no staff FTE requests to review this year; making recommendations to the senior staff on which new requests to prioritize usually forms a major component of the CPR's spring activities. The CPR also gathers information across the college to make more general recommendations about how to use available resources to support the priorities of the college. We receive regular budget planning updates from Kevin Weinman and Tom Dwyer to learn how the college's resources have been allocated and what funding might be available to address new priorities, and the CPR now receives updates on the relatively new capital planning process. To maintain a sense of needs and priorities across campus divisions, we invited several division directors to meet with the CPR, including Karu Kozuma in Student Affairs, Matt McGann in Admissions and Financial Aid, Jim Brassord in Campus Operations, and Joe Fleuckiger in Dining Services.

Generating an annual faculty salary report is specified in the CPR's mission. Because AAUP data is unavailable until late spring, we recommend that the CPR begin generating the salary report in the following fall, rather than in the spring. This year, the salary data was not yet available until late May. A more careful and thorough analysis can be done by pushing it to the following fall semester.

An issue that regularly arises in CPR discussions this year and in past years is the proliferation of casual employees, which raises some concerns, especially when some casual employees start to take on responsibilities that may be more appropriate to a full-time benefited FTE position. Where appropriate, some casual positions have been converted to FTEs, and the CPR endorses that this practice continue. In general, more consistent management of the roles of casuals may be needed.

Another major issue that arose this year is the space crunch at the college. There is insufficient office space for faculty and staff, insufficient storage space, and classroom demand outstrips supply, making pedagogically-appropriate scheduling of classrooms challenging. There is also a known need for a functional student center and good student social spaces.

Respectfully submitted,

Javier Corrales, Dwight W. Morrow 1895 Professor of Political Science

Theresa Dufresne, Deputy Chief of Campus Police

Benjamin Gilsdorf '21

Rafael Gonzalez '21

Michael Hood, Professor of Biology (chair, fall semester)

Justin Kimball, Professor of Art (fall semester)

Tanya Leise, Professor of Mathematics, Chair of the CPR

Adam Levine, Assistant Professor of Art, Film and Media Studies (spring semester)

Kelly Mannix, Assistant Athletic Director - Business Operations

Jill Miller, Professor of Biology and Environmental Studies (spring semester)

Ex officio/non-voting members

Thomas Dwyer, Director of Financial Planning & Assistant Treasurer

Catherine Epstein, Dean of the Faculty

Maria-Judith Rodriguez, Chief Human Resources Officer

Silvia Sotolongo '19

Kevin Weinman, Chief Financial and Administrative Officer