

Committee on Priorities and Resources
Meeting Minutes – October 22, 2019

In attendance: Professor Javier Corrales, chair; Professor Andrew Dole; Professor Monica Ringer; Library Administrative Assistant/Bookkeeper Susan Bradley; Director of Financial Planning Thomas Dwyer, *ex officio*; Provost and Dean of the Faculty Catherine Epstein, *ex officio*; Assistant Director of Athletics Kelly Mannix; Chief Human Resources Officer Maria-Judith Rodriguez, *ex officio*; Chief Financial and Administrative Officer Kevin Weinman, *ex officio*; Benjamin Gilsdorf '21; Brooke Harrington '22, *ex officio*; Sydney Ireland '23; Steven Hegarty, recorder

Not in attendance: Professor Jill Miller

Guests: Director of Institutional Research and Registrar Services Jesse Barba; Assistant Director of Institutional Research Monique Bourgeois Miller

The meeting came to order at 8:30 am.

Proceedings

1. CPR approved the meeting minutes from October 8.
2. AAUP Faculty Salary Survey data (Jesse & Monique)
 - a. Institutional Research (IR) took over AAUP salary survey five years ago from HR. Monique works with Heap Sin in HR to compile data.
 - b. Amherst's common data set is submitted in November. Survey is based on full time faculty. At AC, administrative release removes a faculty member from the full-time reporting.
 - c. Survey is completed by AAUP over the winter, and the data set is published in April. Results are used for reputational ranking, for example the US News list.
 - d. Data provided to CPR is in a specific format. IR can recast the data as needed and respond to requests from the CPR. For example, IR can provide analysis of years of service/years in rank at Amherst.
 - e. Goal is for Amherst to be in the top 25% of our peer group.
 - f. A limitation of the data set is that the comparison does not include years in rank. Assistant Professor comparison can be between first and second year faculty at one institution vs. sixth year at another.

At Amherst, there were 19 new faculty members in July 2018. They will cycle through Assistant and Associate ranks over the next few years. Variations in starting salaries for different fields also influences the yearly average.
 - g. Gender comparison data is available through AAUP data set.
 - h. Comparison of trends over multiple years is more valuable than a single year comparison, in part due to limitations of data.
 - i. Jesse shared an interactive comparison of 20 institutions.

Adjourned 9:35 am.

Respectfully submitted,
S Hegarty