

Committee on Priorities and Resources
Meeting Minutes – May 26, 2020

In attendance: Professor Javier Corrales, chair; Professor Andrew Dole; Professor Jill Miller; 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*; Brooke Harrington '22, *ex officio*; Sydney Ireland '23; Steven Hegarty, recorder

The meeting came to order at 8:30 am.

Proceedings

1. Review and discussion of draft CPR 2019-20 final report (Javier)
 - a. CPR voted to approve the report.
 - b. The report will be sent to the Trustees and shared at an upcoming faculty meeting.

2. HR postings of open Head Coach positions
 - a. As chair of CPR, Javier received a message from Professor Jessica Reyes, noting the head coach positions that are being advertised after a hiring freeze has been instituted, and inquiring as to how essential positions are determined to be essential, and where trade-offs are occurring.
 - b. Catherine replied, first, that some of the new coaches have now been hired, and other announcements are imminent. Second, it is important to maintain program continuity and to be prepared when the college reopens. In the event there are no sports activities, head coaches will still be busy with recruiting, which is more challenging in the remote environment. The college is, however, leaving some assistant coaching positions vacant.
 - c. Jill pointed out that the decision to hire coaches seemed to prioritize a smaller number of students (namely, members of those teams) over the student body as a whole, all of whom might benefit from courses taught by new or visiting faculty, for example. In a time of intense trade-offs, this seemed like a decision worth consideration.

3. Planning for the fall (Catherine)
 - a. The ad hoc faculty committee planning continues. Currently, the preference is for 13-week fall and spring semesters, plus a January term of one intensive course. The model of multiple, shorter terms has been set aside due to how disruptive it could be for course preparation.
“Hyflex” teaching will still need to occur, but there are concerns about accessibility and other matters.
The ad hoc committee has been in touch with Chairs for input and feedback.
 - b. Senior Staff are considering the needs to reopen campus, including scenarios both with and without students in residence, and possible adjustments to the fall semester calendar.
 - c. After the decisions of mode and the start date for the fall are announced, the students will have a short period of time to request a leave or gap year.

- d. In response to a question about a potential reduction in academic internships in the fall, the current situation is that this summer, the Provost and Dean of the Faculty office is funding more students than in prior years, and will continue to stretch funding for the fall and spring semesters.
4. Financial update and recap of the May board meeting (Kevin)
 - a. The administration did not present a final budget to the trustees for next fiscal year, as there is still too much unknown at this time. An FY21 budget will be presented to the board later in the summer after the college makes a decision on the Fall.
 - b. The college is considering a range of options for next academic year, including full or partial residential options, or all remote. The finances need to be ready for the extreme scenarios as these have the most significant financial impact.
 - c. The first concern is the student experience, and prioritizing the residential experience.
 - d. Actions taken to date are necessary under any eventual scenario for AY20-21, and are designed for cost savings or cost avoidance. Kevin also noted that the economy could take a number of years to recover.
 - e. Javier asked about quantifying known savings, for example the pause in travel, performances, and athletics, as well as the salary and hiring freeze.
 - f. Tom is keeping a log of other institutions financial decisions and will share his matrix. To date, no schools had announced discounted tuition and fees for next year, though some have frozen these costs or cancelled previously announced comprehensive fee increases. One example is Pomona College.
 5. There was a discussion of the makeup of the entering fall class and how COVID-19 has added some unpredictability. The deadline for students in the entering class to request a “gap year” is June 1. Historically, 8-10 students a year request this, and generally it has been approved. It is unknown how the college would handle a large number of requests.
 6. Javier will contact the group if there are additional issues to discuss.

Adjourned 9:25 am.

Respectfully submitted,
S Hegarty