

Committee on Priorities and Resources  
Meeting Minutes – December 8, 2020

In attendance: Professor Javier Corrales; Professor Andrew Dole; Professor Jill Miller, *chair*;  
Library Administrative Assistant/Bookkeeper Susan Bradley; Retail Dining Assistant Peter Charron;  
Director of Financial Planning Thomas Dwyer, *ex officio*; Provost and Dean of the Faculty  
Catherine Epstein, *ex officio*; Chief Human Resources Officer Maria-Judith Rodriguez, *ex officio*;  
Chief Financial and Administrative Officer Kevin Weinman, *ex officio*; Allie Ho '24; Sydney Ireland '23;  
Steven Hegarty, recorder

Not in attendance: Professor Monica Ringer; Brooke Harrington '22, *ex officio*

The meeting came to order at 8:30 am.

Proceedings

Discussion centered on a draft of the annual CPR faculty salary report sent to committee members the week prior to the meeting.

1. Jill worked with Institutional Research (IR) to correct the schools and data for the Liberal Arts comparison group. She distributed new tables and graphs that will be incorporated into the report.
2. Cost of Living Adjustment (COLA) data compares faculty salaries adjusted for local living expenses. However, salary data for past years is recast with the current COLA rates thus complicating an understanding of long-term trends in the COLA data. The language in the report needs to indicate this method.  
CPR considered another potential issue. The cost of living data is by county, not municipality. As an example, Amherst is more expensive than other areas of Hampshire county. COLA data is sourced from an MIT site, and is adjusted only by county. IR would need to find a new or additional data source.
3. In the full professor rank, there is a noted gender differential for average and median salaries. Questions arose about whether years of service, early retirement participation, and/or the intersection of discipline vs. salary are factoring into the observed gender gap. Jill will ask IR for years in rank data, plus a gender comparison by field or area. These data will be discussed again prior to finalizing any recommendations and the report.
4. CPR noted the convergence by gender of salaries at the Assistant Professor rank.
5. Preliminary conclusions and potential recommendations for the report:
  - a. The conclusions will state where AC is in respect to its benchmarks and any areas of internal distribution to address.
  - b. One potential recommendation is to suggest increasing full professor salaries to return to target. It was noted that addressing gender equity in this rank may help with the overall median salary number.
  - c. If the revised data highlights any discrepancies, CPR may also recommend to fine tune salaries within disciplines. The Provosts office has been reviewing this information for several years, and will continue to address any additional variances.

- d. The current report covers the 2019-20 academic year/fiscal year 2020. The salary freeze applies to FY21 and does not need to be mentioned.
6. When the salary report was moved to the Fall semester, the intention was to present at the April Board of Trustees meeting, along with other faculty committees.  
The meeting schedule for the upcoming semester is not yet confirmed and subject to change.
7. Spring CPR meetings will continue on Tuesdays from 8:30 to 9:30. Jill asked for input in developing the spring agenda. Kevin is sending a traditional timeline for the budget cycle; however, it is unknown how much the FY22 budget will mark a return to normal. Open questions include what enrollment will be, and if the endowment will continue to perform well.
8. A committee member asked administrators on the committee whether the CPR is expected to be included in “return to normal” conversations; for example, what is the college’s thinking around lessons learned from the pandemic in terms of priorities/resources? CPR can provide comment on upcoming senior staff conversations and suggestions.
9. CPR approved the minutes from October 13 and November 10. Additional outstanding minutes will be circulated for approval by email.

Adjourned 9:30 am.

Respectfully submitted,  
S Hegarty