

Committee on Priorities and Resources
Meeting Minutes – November 16, 2021

In attendance: Professor Nusrat Chowdhury; Professor Andrew Dole, chair; Professor Jill Miller; Professor Monica Ringer; Interim Director of Human Resources Chris Casey, *ex officio*; Retail Dining Supervisor Peter Charron; Interim Chief Financial Officer Thomas Dwyer, *ex officio*; Provost and Dean of the Faculty Catherine Epstein, *ex officio*; Interim Director of Financial Planning, Ashley Travis, *ex officio*; Allie Ho '24; Jaden Richards '25; Steven Hegarty, recorder

Not in attendance: Assistant Director of Family Giving, Emily Ziomek; Jae Yun Ham '22, *ex officio*

The meeting came to order at 8:00 am.

Proceedings

CPR reviewed the draft 2020-21 Faculty salary report.

1. The Liberal Arts comparison group has varied and been incorrect since 2016. Mount Holyoke College is in the comparison; however, Middlebury is not. Wesleyan University is included, and Wellesley College is both on and off in various years. IR has corrected the list for last and this year (academic years 19-20 and 20-21). Historical graphs do not reflect the correct schools. Discussed if CPR should ask Institutional Research (IR) to correct retroactively to 2016, but the fix is not a high enough priority to request.
2. Review of the draft report:
 - a. In the data by rank, Associate and Full professor salaries are below the 75% benchmark. One possible explanation is years in rank for full professors, with senior faculty retiring. CPR will need data to support potential explanations, including years in rank averages.
 - b. AC has a very short period at Associate rank, generally around six years. Overall salaries appear lower, perhaps reflecting the shorter time spent in the rank. Also, given the smaller cohort, the represented disciplines may explain the changes year over year. If AC is an outlier with Assoc rank, will the data always appear concerning? Should CPR pause the benchmark for Associate professors?
 - c. Andrew will request data from IR including years in rank for Associate and Full professors, at AC and within the Liberal Arts group. Also, he will request recent promotions from Associate to Full, by discipline or division, from the Provost office and IR, and request divisional separations within each rank. CPR will consider adding a recommendation in the report to add years in rank at AC to the annual data set.
3. Discussion of Cost of Living Adjustment (COLA) data and charts:
 - a. The current graphs are not informative, and using county by county data is not helpful for making a direct comparison. Overall, Hampshire county is relatively inexpensive.
 - b. The historic data is adjusted by current COLA rates, and therefore is misleading. Only the current year is relevant.
 - c. Recommended: include a table for the current year comparison and current salaries only.

4. Salary comparison by gender
 - a. The previously noted gap in Full Professor rank has contracted slightly. Salaries in the Associate rank are very close.
 - b. Last year, years in rank did not explain the differential. Is there a gender comparison by division/discipline? Andrew will add the question to supplemental IR data request.
5. Last year in the Faculty salary report, CPR submitted observations on COLA and a statement on the impact of COVID-19 pandemic, but there were no recommendations or strong conclusions. It was also suggested to monitor the comparisons by discipline as well as by gender.
6. CPR approved the minutes from September 21 and October 19.

Adjourned 9:05 am.

Respectfully submitted,
S Hegarty