

Committee on Priorities and Resources  
Meeting Minutes – February 15, 2022

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

Not in attendance: Chief Human Resources Officer, Kate Harrington, *ex officio*; Interim Director of Financial Planning, Ashley Travis, *ex officio*; Jae Yun Ham '22, *ex officio*

The meeting came to order at 8:30 am.

Proceedings

1. CPR reviewed an updated draft of the Faculty salary report:
  - a. Review of changes, and language around the 2016-19 Liberal Arts Group error in membership. The report states the corrections made.
  - b. Highlighting missing the benchmark for associate and full professors. The college is falling short in two categories, and that's the main point of the report this year. Articulate the dollar gap between AC and the top 25% of the peer group.
  - c. We are unable to compare years in rank data with other institutions, since data is not available. AC years in rank has not changed, however we have slipped below the benchmark. Question if the academic field impacts associate professor averages, for example there is a premium for Economics, Statistics and Computer Science faculty. Resolved to add language around complexity of Associate Professor benchmarking, while also noting that we have been below the benchmark for several years.
  - d. AC may be lower on years in rank due to the phased retirement program.
  - e. There are two options for the cost of living (COLA) comparisons: Include COLA for current year only, since there is no historical value. (Prior years are adjusted with the current COLA, and the results may be misleading.) Or remove the comparison. The comparisons are problematic and COLA is not part of the benchmark. Andrew recommended eliminating COLA from the report with an explanation of why it was removed. Jill seconded the recommendation.
  - f. Andrew will draft language on data limitations, and quantify the amount Amherst is below our benchmark for Associate and Full professor salaries.
2. A follow up question for Tom, pertaining to the most recent Board meeting, was if the \$140M fundraising target for new capital costs is on top of the \$625M Promise campaign goal. While some overlap is possible, the new target is above and beyond the original campaign goals. This reflects both increasing construction costs and a plan to fund projects through philanthropy.
3. CPR approved the meeting minutes from October 26 and November 9, 2021.

Adjourned 9:30 am.

Respectfully submitted,  
S Hegarty