

PRIORITIES AND PROMISES PETITION - April 22, 2026

The Sarah Lawrence undergraduate program is the core of the college.

We the undersigned call upon President Cristle Collins Judd and the Board of Trustees to:

Treat the undergraduate and advanced degree granting programs as the top budgetary priority.

Freeze other initiatives when they compete with the College's core priority, in the event of budgetary shortfalls.

Fulfill the Employee Compensation Policy adopted by the Board of Trustees in 2024 and extend the plan to guest and affiliate faculty.

Colin Abernethy	Martin Goldray	Dave McRee	Lake Simons
Julie Abraham	Jonathan González	Nick Mills	EmmaGrace
Glenn Alexander	Peggy Gould	Elizabeth Morris	Skove-Epes
Jonathan	Robert Gould	Brian Morton	Jake Slichter
Alexandratos	Wendell Gray II	April Mosolino	Fred Smoler
Brom Anderson	Maggie Greenwald	Jamee Moudud	Stuart Spencer
Emily Anhalt	Sarah Hamill	Pat Muchmore	Robin Starbuck
Nicole Asquith	Heather Harpham	Joshua Muldavin	Joel Sternfeld
Carl Barenboim	Leana Hirschfeld-	Parthiban	Meredith Talusan
Katie Bell	Kroen	Muniandy	Clifford Thompson
Roy Ben-Shai	David Hollander	Marcella Murray	Elvia Wilk
Melvin Bukiet	Marie Howe	Ellen Neskar	Christopher
David Castriota	Melvin Irizarry-	John O'Connor	Williams
William Catanzaro	Gelpi	Stephen O'Connor	Megan Williams
Kim Christensen	Javiera Irribarren	Philip Ording	Komozi Woodard
Una Chung	John Isley	Maggie Ornstein	John Yannelli
Lisa Clair	Modesto Flako	Kat Oziashvili	Mali Yin
Julia Clark	Jimenez	Miriam Pensack	Benjamin Zender
Xiaoqin Zhang	Emily Johnson	David Peritz	Carol Zoref
Clarke	Lizzie Johnston	Mary Phillips	Anonymous
Kevin Confoy	Chris Kelly	Kevin Pilkington	Anonymous
Michael Cramer	Paul Kerekes	Glenn Potter-	Anonymous
Drew Cressman	Dan King	Takata	Anonymous
Ben Demarest	Lynne Sanford	Liz Prince	Anonymous
Darcie Dennigan	Koester	Cynthia Puccio	Anonymous
Mary Dillard	Rattawut	Maia Pujara	Anonymous
Charlotte Doyle	Lapcharoensap	Emily Qian	Anonymous
Scott Duce	Catie Leasca	Sarah Racz	Anonymous
Yuval Eytan	Maya Lee-Paritz	Victoria Redel	Anonymous
Christine Farrell	Rachel Leff	Cara Reeser	Anonymous
Angela Ferraiolo	Eric Leveau	Elias Rodriques	Anonymous
Sammy Floyd	Linwood Lewis	Tristana Rorandelli	Anonymous
Emma Forrester	An Li	Nick Roseboro	Anonymous
T. Griffith Foulk	Jazmín Lopez	Shahnaz Rouse	Anonymous
Merideth Frey	Keith Lorrel	Domenica Ruta	Anonymous
Marek Fuchs	Manning	David Ryan	Anonymous
Ana Garcia	Caden Manson	Misael Sanchez	Anonymous
Suzanne Gardinier	Rona Mark	Caitlin Scranton	Anonymous
Beth Gill	James Marshall	Aidan Selmer	Anonymous
Graeme Gillis	Matthew	Vijay Seshadri	Anonymous
Myla Goldberg	Mastromatteo	Scott Shushan	
Myra Goldberg	Moneé Mayes	Mike Siff	

BACKGROUND - December 2025

This is a background document informing the Priorities and Promises Petition, drafted because our system of shared governance no longer transmits our voices with sufficient clarity to promote the long-term good of the College. Many of us have dedicated decades to this College, undertaking its demanding but rewarding work because we identify with its mission. The excellence of the education we deliver is the College's most important asset and the foundation of its prospects for continued success. But many faculty and employees believe that our understanding of the good of the college is no longer shared by senior leadership. While they have not abandoned its mission, they prioritize competing ends, diverting resources that could secure greater resiliency, while taking for granted without adequately supporting our dedication. We ask that you recommit the College to its core educational mission by dedicating the resources required to maintain it in challenging times. And we ask for fair compensation for all.

What we're asking for is simple:

- (A) Austerity measures enacted over the last two decades have already damaged our pedagogy, effectiveness and institutional morale. This is reflected in poor retention of matriculated students. (According to *U.S. News & World Report*, many colleges with which we compare ourselves retain roughly 95% of first year students; our rate last year was 81%, and poor retention contributes to the current crisis.) Faculty and staff receive less institutional support than at comparable institutions and do more work than they were previously asked to do. There is no room for further austerity without doing further damage, which could further depress competitiveness and retention. So we urge that no further cuts be made to the College's core educational mission. For instance, reducing guest faculty, who play essential roles in the curriculum, frustrates our students, who cannot study subjects integral to their future plans.
- (B) Resource constraints resulting from a small endowment, limited fundraising, and a sharp decline in tuition revenue have already led to cuts that threaten the College's core mission. We recognize that sustained deficit spending and depletion of unrestricted endowment funds present a genuine danger to the College, but believe that precisely in these circumstances concentrating resources on core priorities to minimize further damage is the only prudent course. While we are not hostile to new ventures, directing resources to them at this juncture betrays a lack of commitment to us and the education we deliver. We also hope that donors who have supported new initiatives, or otherwise restricted their gifts, may allow their generous gifts to be redirected at a time of genuine institutional emergency.
- (C) Two years ago, the Planning and Priorities Committee (PPC) proposed, and the Trustees adopted, an Employee Compensation Plan, to be implemented over a three-year period. We were told that the plan's modest aims, and its neglect of measures to address long-standing under-compensation, were necessary for the Trustees to adopt this as a policy that would be rapidly implemented. Instead of honoring these commitments, this year, despite inflation, an inadequate COLA has been canceled, while increases in the cost of health benefits and decreases to HSA contributions amount to a substantial compensation cut. We remember the 2008 Compensation Task Force Report, its frank

acknowledgement of a long-standing compensation crisis and pledge of prompt redress. Those recommendations were never implemented. Another failure to meet clearly expressed commitments will further damage our morale and our trust in the College's leadership, and put in question the idea that our contribution to the College is adequately valued. We therefore call for the College fully implement the Compensation Plan in the 2026-27 academic year, extend the plan to guest and affiliate faculty, and implement true annual cost of living adjustments for all at the same time. We recognize how difficult this will be in light of the genuine threat to the college from protracted deficit spending. But we ask you also to recognize that betraying the faith of dedicated employees who have already sacrificed for the good of the College for decades represents a different kind of risk that, once breached, may be irreparable.