

December 21, 2015

Dear Academy Faculty and Staff,

The Board of Trustees and I have been informed about the anonymous posting of Gary and Andy's salaries on campus bulletin boards along with the concern about the surveys Andy employed to assist him with this year's challenging budget process.

Andy informed the board, at our full meeting on December 5, that he would be seeking a wide range of advice on campus about both the expense and revenue side of the budgetary equation, along with a survey question to parents on his New Year's survey. He also told us that he would be seeking advice from faculty and staff about his communication and leadership around the budget process. This approach strikes us in keeping with Andy's style of leadership, and we hope both surveys provide useful ideas to assist with constructing next year's budget for Board approval and for generating interesting ideas for revenue generation on campus.

We also understand that some on campus confused the second survey as a substitute for the board's formal evaluation of Andy. This is not the case. In fact, at the same board meeting and then again at the December 15 meeting of the Governance Committee, **discussions were already underway to conduct our periodic survey of a broad list of community members, including the faculty and staff, on Andy's work during this next iteration of his yearly evaluation cycle.** We haven't finalized our plans on this yet, but a formal evaluation sub-committee by trustees only has been assigned with the intent to release a survey in the weeks to come.

When this survey data returns to our board for consideration, we will employ it in our evaluation of Andy and share findings with the community. We will also, at that time, provide details of the work we do each year in setting compensation for Gary and Andy, even though we, too, were disappointed that someone used an anonymous posting to question this work and the resulting compensation.

We are very proud of the accomplishments of our students, faculty, and staff in this era of the Academy, particularly in light of the significant budgetary issues we face. Thank you for the excellence of your work, and best wishes for a wonderful winter break.

On behalf of the Board of Trustees,

Adam Honegger
Chair

(letter attached to email sent on December 21, 2015)