

Draft Minutes - Senate Budget Policies Committee
Friday, March 21, 2014
1:05 pm in 156 Cathedral of Learning

Members in attendance: John J. Baker (chair), Beverly Ann Gaddy (vice chair), Emily Murphy, Chandralekha Singh, Frank Wilson, Phil Wion, Nasreen Harun (SGB), Adriana Maguiña-Ugarte (SAC), David DeJong, Amanda Brodish, Richard Henderson, Art Ramicone, Michael Spring, Bob Goga, Marty Levine (Univ Times).

Absent: David Gau (GPSG), Hiro Good, Michael Pinsky, Linda Rinaman, Stephen L. Carr, Balwant N. Dixit, Sean Hughes, Richard Pratt

1. Call to Order. (at 1:08 pm)
2. Approval of the minutes (if available).
The Minutes for February 21, 2014 meeting were approved.
 - A. Chair Baker shared that D. DeJong has made arrangements for Marc Harding, Pitt's Chief Enrollment Officer, to come to talk to us about student enrollment.
 - B. Chair Baker also shared that the Attributions Study will be ready next month.
3. Annual Salary Increase Report (for the 2013-14 academic year).
 - A. The presentation on the Analysis of Salary Increases for Full-Time Continuing Faculty for FY2013 to FY2014 was given by Bob Goga from the Office of Institutional Research.
 - B. Goga indicated that the rate of inflation for the calendar year ending in December, 2012, was 1.7%, while the FY2014 salary increase pool was 2.5%, with 1.5% allocated for "satisfactory performance", and 1.0% for merit, market and equity.
 - C. With regard to the tables in the report, the first two columns for % increase (intervals) are 0% to 1.49% (for less than satisfactory), and 1.50% to 1.69% (for satisfactory and above, but less than inflation rate. These intervals help to compare increases with last year's inflation rate.
 - D. Chair Baker liked the addition of median faculty percent increases to the report.
 - E. Beverly Gaddy inquired about the reason for not reporting "negative" increases, which Goga indicated are excluded from this analysis (as they have been traditionally excluded). Goga explained that their exclusion is only meant to not influence the results; there are not many cases (he estimated maybe 10 cases or so).
 - F. Phil Wion noted that the number of faculty receiving less than 1.5% increase is comparable to the number of faculty receiving "less than satisfactory" increases the previous year.
 - G. DeJong reminded the committee that when the average (mean) is much larger than the median, some individuals are receiving much larger increases than most others.

- H. The April 3, 2014, issue of the University Times published the results of the report and summarized the SBPC discussion of it (<http://www.utimes.pitt.edu/?p=29827>).

4. Items of new or old business.

- A. Phil Wion inquired about how are things in Harrisburg [related to state appropriations]. Wilson and Goga replied that it is going to be “flat funding”. Goga added that the state is also facing delayed revenues.
- B. Art Ramicone shared that what is killing the state’s budget is the paying of pensions. A discussion ensued about the wisdom of employees who contribute nothing towards their retirement plans, and how good a plan Pitt employees have where Pitt contributes up to 1.5 times what the employee elects to contribute. That said, Ramicone agreed that it was very hard to ask the lowest-paid employees to have a defined-contribution towards retirement as it translates in actual take-home dollars that employees would not have. Ramicone indicated that about 10% of Pitt employees elect not to contribute anything.
- C. DeJong indicated that the Parameters committee looked at very preliminary numbers; they saw the salary increase report, among others. Their next meeting is scheduled for April 1, 2014.
- D. Ramicone shared that there are a lot of utility expenses, and that these will see a 10.3% increase. Debt service will be a modest increase.
- E. Singh asked if the endowment revenue is higher than other investments and if the answer was yes, she wondered if that would help us pay debt. Ramicone answered that bonds/stocks/revenue that’s cashed tax-free cannot be used on things or facilities that are education-related.

5. Executive (closed) Session (*started at 1:51 pm*): Proposed Report on the Salaries of Part Time Faculty.

- A. After the discussion, Michael Spring proposed some action items for SBPC to work on.
- B. Action: a vote on reporting. Vote result: Yes. There was a consensus to communicate with other Senate committees, as they work toward similar topics.
- C. Action: is there a way to get Responsibility Center reports that accurately list the number of part-timers, including:
 - 1) The number of part-timers (regulars versus not regulars).
 - 2) Continuing part-timers from year to year.
 - 3) The number of part-timers that accept benefits if they are eligible.
 - 4) The number of courses taught by each part-time faculty member.

6. Adjournment.