

Minutes – Senate Budget Policies Committee
Friday, December 09, 2016, 2:00 pm
156 CL

Members in attendance: Panos K. Chrysanthis, Mackey A. Friedman, Beverly Gaddy (chair), Wes Rohrer, Salim Malakouti (GPSG), Adriana Maguina-Ugarte (SAC), Phil Wion, Rich Henderson, Dave DeJong, Stephen Wisniewski, Richard Henderson, Kimberly Barlow (UTimes), Frank Wilson (Senate Pres.), Bob Goga

Absent: Elia Beniash, Tyler Bickford, Emily Murphy, David Rowe, Cindy Tananis, Samantha Jankowitz, Jessica Sevcik, John J. Baker, Stephen L. Carr, Sean Hughes, Richard Pratt, Amanda Brodish, Arthur Ramicone, Lori Molinaro

Meeting called to order by Chair Gaddy (at 2:30 pm)

1. Approval of minutes of September 23 and October 28, 2016 meetings
 - Minutes distributed ahead of time, were approved with edits.
2. Matters arising, announcements, discussion of monthly meeting time for the year, proposals for new business
 - Chair Gaddy inquired about an update regarding the injunction on the FLSA salary changes.
 - DeJong summarized that those who had their salary bumped up above the threshold, will be honored. Post-docs and adjuncts salaries will also be increased above the new minimum of about \$47,500
 - Gaddy inquired then about the budget, as she now anticipates a surplus from increased appropriations and the unused funds reserved for FLSA increases.
 - DeJong answered that the 1 million dollars that had been reserved as a placeholder for the increases, may have already been used. By the time the UPBC works on budget, they will know better about those figures.
 - Another issue is the time and date for BPC to meet: after a few attempts to accommodate everyone's schedule, it was clear that the best date was still the 3rd Friday of every month, at around 2 pm start time. Then, the next meeting dates (in 2017) would be: January 20, February 17, March 17, April 21, and May 19. Ideally BPC will continue to meet in 156 Cathedral of Learning, but Gaddy needs to ask Lori Molinaro for availability. All present agreed.
 - Gaddy also inquired about the presentation of the Gender report. The BPC was told that tentatively it would be in January.
3. Old Business: FYI: A list of the schools included in the new peer group for salaries of regional faculty which had been approved at our October meeting (Wilson)
 - F. Wilson presented an updated list of comparative schools based on IPEDS data. IPEDS' latest list is for 2014-2015 (it will be late releasing the 2015-2016 data). He looked at associate professors for salary comparison (as there are very few full professors to make meaningful comparisons). As an example, in Greensburg there are few full professors; it seems that very few associate professors want to go through the process of putting together their promotion dossier. Also, there are lots of assistant professors.
 - All regionals ended up at the bottom of the group of peer institutions.

- DeJong inquired about that list of comparable institutions: is it the same Amanda Brodish had worked on? Wilson indicated that it was not, as this list was based on IPEDS data; the former list was based on the Carnegie System. On the list he is presenting today, admittedly Bucknell seems out of place, and Grove City had to be removed as they do not report salary data at all.
 - Wion inquired about whether the new list will be used in the usual annual report; and the answer was yes, it will be.
 - Wion asked further if there will be a cost of living report.
 - DeJong answered that yes, and that it will be based on a randomized list of institutions. Wilson requested immediately not to randomize it, and to work with the list he has presented; he offered his help to work on the report.
 - DeJong would like to collapse the regional campuses into one line in the report
 - Gaddy questioned this, as she recalled that prior to 2010, the regionals were listed separately. Wion and Wilson confirmed this recollection.
 - While DeJong was not aware of that regionals were reported separately, Wilson indicated that he would not mind collapsing regionals' data as the data per institution is publicly available, and finds no reason to separate them on this report.
 - Wion ask about how this cost of living comparison would work if collapsing regionals into one line. Wilson indicated that Sperling's data shows that Greensburg is higher than Johnstown and Bradford, but not by much; all are at the bottom.
 - Wilson insisted that the list he submitted does not misrepresent the regional when comparing them with the other institutions. It is not a perfect list, but nothing he has seen is. And the Provost Office is on board.
 - Rohrer asked what the next step is. Wilson indicated that this needs to go to Faculty Assembly (next meetings are scheduled for January 17 and February 14, 2017)
4. New Business: Annual report on salaries for continuing faculty (Goga)
- The usual, annual report was presented by Robert Goga.
 - The higher increases to higher earners raised eyebrows. DeJong reminded the committee that those increases reflect promotions, which usually bring a 10% increase.
5. If time permits: Discussion on how to investigate salary appeals processes (Gaddy)
- This was tabled to be discussed in January as there was not more time today.

Adjourned at 3:48pm

Future Meeting:
Friday, January 20, 2:00pm, location TBD