

Draft Minutes – Senate Budget Policies Committee
Friday, March 17, 2017, 2:00 pm
1817 CL

Members in attendance: Elia Beniash, Tyler Bickford, Panos Chrysanthis, Mackey Friedman, Beverly Gaddy (chair), Wesley Rohrer, Salim Malakouti, John Baker, David DeJong, Amanda Brodish, Stephen Wisniewski, Richard Henderson, Arthur Ramicone, Kimberly Barlow (UTimes), Brian Smith, Katie Fike (UTimes)

Absent: Davie Rowe, Cindy Tananis, Samantha Jankowitz, Jessica Sevcik, Adriana Maguina-Urgarte, Stephen Carr, Sean Hughes, Richard Pratt, Phil Wion, Frank Wilson

(Minutes prepared by Tyler Bickford in Adriana Maguina-Urgarte's absence.)

Meeting called to order by Chair Gaddy at 2pm

1. Approval of February 17 minutes postponed until April meeting due to proposed correction.
2. Matters arising
 - Dejong: would be useful to talk about federal budget today?
Committee declines
 - Bickford: clarification about status of part-time faculty pay report?
 - Gaddy: report presented last year was preliminary, not published in University Times, we were expecting a full public report?
 - Brodish: my recollection is that the report we presented is that it would be on a three-year basis

- Rohrer: issue of definition of “adjunct” came up in NTS PT ad hoc committee
 - Brodish: we don’t use term “adjunct”; we use “part-time faculty,” we do our best to distinguish between “adjunct” and “non-adjunct”
 - WR: we do use the term adjunct in our school, making precisely that distinction
 - AB: we use PT faculty as formal term for reporting purposes, “adjunct” is in “working title” but not field for official reporting purposes
 - DD: “adjunct has full time position somewhere else, and comes in to teach a class”
 - WR: and they may be called “adjunct” on their appointment letter
 - DD: yes, but it is not a formal term for reporting purposes
- BG: can we make last year’s preliminary report public?
 - DD: needs to be updated
 - main reasons to do these reports are 1. equity, 2. staying competitive
 - we need to get definitions from Senate Ad Hoc committee
 - BG: that was approved by Faculty Assembly on Tuesday March 14,
 - DD: that report will then go to Senate Council, then Council of Deans. Once it is approved at all levels, we will get the definitions from that and put together a report about PT salaries
- BG: can we expect gender parity report this year?

- AG: either April or May. Giving it to Provosts' Committee on Women's Concerns next week, so it is ready to do for April
 - Placed on the agenda for April
- DD: do we want a report on the Facilities Capital Plan (10-year plan, will be reevaluated every 3 years). Committee agrees, tentatively on agenda for May

3. Cost of living adjustment (A Brodish)—no written report, see UTimes for details

- use data from peer groups analysis presented in Fall 2016
- Pittsburgh campus report:
 - data from AAUP status of the profession report, compared to 33 AAU Publics
 - uses ACCRA Cost of Living Index. When we identify AAU Public comparison city, if that city is not listed in ACCRA we use next closest city
 - Pittsburgh normed to 100, others shown relative
 - UC schools and Stony Brook most costly
 - Purdue, MSU, OSU cheapest
 - Pittsburgh is 8th lowest, but part of wide range of campuses including Illinois, Georgia Tech, Mo, UNC, UMich, etc
 - Pitt's salary rank among peers improves at each job rank when adjusted for cost of living
 - move from being below median to close to median when adjusted for COL
 - Professor: before adjusted, at median, after adjust moves up to 10/34 (while UCs drop significantly due to high COL in California)
 - Assoc Prof: 19/34 increases to 9/34 (Purdue jumps from bottom third to 2/34)

- Inst + lecturer (combined): Pitt 34/34 increases to 5/34
- Chrysanthis: What is target?
 - DD: median of AAU publics, especially focused on Instructors and Lecturers
 - PC: We should also focus on Assistant Professors, who are very low, but they are new, we want to retain them
 - DD: yes, but also large fraction of Asst Profs are relatively early in rank, and disproportionately in lower-paid fields
 - BG: to confirm, our target is median of AAU Publics, not adjusted for COL
 - DD: yes
- Beniash: do we have adjustments with respect to rankings (US News, etc)?
 - AB: we do not report on this
- John Baker: have you ever tried to apply to the private AAU schools (all AAUs)?
 - DD: no we haven't
 - JB: salary policy itself refers to full AAU
 - Agreement that it would be interesting to see what happens to the privates when you do that adjustment. Private AAUs are much higher than publics, but also in high-cost areas
- Regional campuses
 - Works with new benchmark group approved this year
 - Different cost of living index that includes suburban and rural areas (ACCRA focuses on cities): Sperling's BestPlaces COL Index (one of few sources for rural COL information)
 - Normalized Bradford to 100, because Bradford COL

is between other campuses

- Cost of Living: Johnstown is 2nd lowest, Bradford is bottom 10th, Greensburg is median
- bottom is places like Ohio State Lima, Shawnee State, Penn State York
- higher COL: Bryn Mawr, Haverford, etc (near Philadelphia)
- Adjusted salaries for regional campuses
 - Prof: [62/108](#) increases to 39/10
 - Assoc: 51/108 increases to 28/108
 - Asst: 63/108 increases to 34/108
 - Inst/Lect: 58/108 increase to 28/108
- WR: what is thinking about setting targets?
 - DD: AAU median was aspirational when it was designated as salary target, intended to prioritize faculty quality. We need to be competitive in the international markets in which we compete for faculty
- BG: important that people know that with COL our salaries are very competitive
- DD: even though instructor/lecturer numbers are better when adjusted, they are still a priority
- PC: Are instructor salaries low because of local labor market?
 - DD: yes
 - TB: Why is our local labor market less competitive?
 - DD: Pittsburgh has a lot of universities. Many comparison universities are in small towns without other universities. On the one hand, concentration of institutions would suggest increased competition for instructors and increased wages. But increasingly people's spouses have similar careers, so concentration of

universities in Pittsburgh further increases supply of teachers and lowers wages.

4. John Baker requests update on UPBC process

- DD: still early in process. one meeting of total committee and one of parameters committee (before enrollment projections)
 - Early flat funding projection may start looking optimistic given federal budget outlook
- WR: when does University start to make reasonable projections of enrollments for fall
 - DD: year-to-year it is getting harder to project first-time/full-time student numbers.
 - application numbers go up, but everybody's applications increase because more students are applying to more places
 - students deposit at more places
 - students increasingly wait until final deadline to confirm enrollment (May 1)
 - more than half of class deposits now in last two weeks
 - three years ago we were down 5% year-to-year with 2 days to go, but then we more than made the class
 - DD: University is developing a long-term enrollment plan focused on undergraduate enrollment at the Pittsburgh campus
 - systematic analysis of changes in student population, anticipated demand for majors, incorporating factors like new Computing School, etc
 - we are planning to start doing an enrollment plan on a regular basis, similar to other planning processes (e.g., Facilities Capital Plan)

- WR: can we predict transfer from regionals to Oakland campus, or from community colleges?
 - DD: by far most students at regionals stay at regionals
 - students referred to regionals after application to Oakland campus mostly stay at regionals.
 - we do not have a feeder system. Each campus has a particular identity, course offerings, programs, unlike PSU, where every campus shares programs, curriculum, transfers encouraged
 - DD: external transfers (from CCAC, etc): we have not emphasized that. Our focus is on 1st-year to 2nd-year retention
 - recent partnership with PPS and CCAC
 - we want to improve accessibility of Pitt offerings to students in public schools, preparing those students and strengthening transfer agreements with CCAC
 - Enrollment Plan will look at transfers
- EB: capital campaign? Build more dormitories to increase incoming class?
 - DD: we are looking hard at dorm configuration
 - we offer a 3-year housing guarantee to students, which is a constraint we have to live up to
 - private student housing being built down Forbes ave
 - not just quantity of dorms but the shape they are in

- if there is interest in expanding enrollments we would have to be ready for that with dorm options (upgrades, private options, etc)

Adjourned at 3pm

Future Meetings:

Friday April 21, 2pm, room TBA (Gender Parity report)

Friday, May 19, 2pm, 156 CL (Facilities Capital Plan report, tentative)