

Minutes – Senate Budget Policies Committee
Friday, April 21, 2017, 2:00 pm
539 WPU

Members in attendance: Tyler Bickford, Mackey A. Friedman, Beverly Gaddy (chair), Wes Rohrer, Adriana Maguina-Ugarte (SAC), John J. Baker, Dave DeJong, Amanda Brodish, Richard Henderson, Stephen Wisniewski, Arthur Ramicone, Katie Fike (UTimes), Bob Goga

Absent: Elia Beniash, Panos K. Chrysanthis, Emily Murphy, David Rowe, Cindy Tananis, Samantha Jankowitz, Salim Malakouti (GPSG), Jessica Sevcik, Stephen L. Carr, Sean Hughes, Richard Pratt, Phil Wion, Frank Wilson (Senate Pres.),

Meeting called to order by Chair Gaddy (at 2:05 pm)

1. Approval of minutes of March 17, 2017 meeting
 - Minutes were distributed ahead of time, and unanimously approved.
 - Adriana (who was absent on March 17) asked about the February 17 minutes, since the March 17 minutes indicate that they were approved with minor changes; however the changes had not been communicated back for implementation.
 - Chair Gaddy mentioned that Panos Chrysanthis had some edits, but that she had not brought back her notes. Adriana needs to inquire directly with Panos.
2. Matters arising, announcements, proposals for new business
 - The Parameters sub-committee is meeting today to discuss a recommendation going into the UPBC meeting which will take place on Monday, April 24.
 - At the May meeting, David DeJong will present on facilities capital report.
3. Nominations for officers for next year
 - Beverly Gaddy asked for nominations or self-nominations for the BPC Chair and Secretary positions for the next 2 academic years. Nominations can be accepted until the May meeting, when the committee members will vote. She will not be running again as she will be on sabbatical in the upcoming Fall term, and it would be disrupting to both the BPC and her time off.
 - Wesley Rohrer self-nominated; he will have more time after ending his current administrative position in the School of Public Health.
 - Tyler Bickford self-nominated for Secretary.
4. Report of faculty salary by gender (Amanda Brodish)
 - This is a report presented to this committee every 5 years. Latest report was already presented to administrators, and will be published by the University Times.

- Comparative years are FY99, FY06, FY11, FY16. Source for external benchmarking = AAUP
- It includes all faculty (NTS/TS/T), who are not in the medical school, who have instructional responsibilities. Faculty from medical school were historically included (by FY11 = only clinical faculty; FY16 = all out of the report).
- The report will include an internal analysis as well, based on data from the Data Warehouse. This includes all FT, non-clinical female faculty for FY06, FY11, FY16 (FY99 did not collect this pertinent information). It includes main campus and regionals.

A. External benchmarking of percentage of female faculty by rank shows a decline in percentages from Assistant (52% in FY16) to Associate (43% in FY16) to Full Professor (26% in FY16). FY99, FY06, FY11 show similar pattern.

- That said, these percentages are similar/competitive with other AAUP institutions. Assistant Professors' 52% for FY16 is on top percentile of comparable institutions; Associate Professors' 43% is slightly above median; and Full Professors' 26% is at the median.
- Why aren't the high percentages at Assistants translating into tenured associates among women? Nobody knows for certain.
- No exit data is recorded when Assistant faculty leave the university.
- At the Lecturer/Instructor level, 58% are women in FY16, down from 71% in FY99, 77% in FY06, and 64% in FY11. There are fewer than 250 lecturers/instructors.
- When compared to male faculty salary, women who are Full Professors in FY16 make 86% of what a male peer makes.
- When compared to male faculty salary, women who are Associate Professors in FY16 make 97% of what a male peer makes.
- When compared to male faculty salary, women who are Assistant Professors in FY16 make 90% of what a male peer makes.
- When compared to male faculty salary, women who are lecturers/instructors in FY16 make 92% of what a male peer makes.
- While there is no equity, the salary percentages are similar/competitive with other AAUP institutions. Associates are in the top percentile when compared to other AAUP institutions, while other ranks are at mean or above mean.

B. Salary analysis of internal Pitt data produced ratios of women/men salary by rank, tenure status, school and department. There was consensus that, while there a small decline in parity from Assistant to Associate to Full, the ratios showed parity (97 and up) or almost parity (93.7 and up). Lower ratios at Full Associate level (94.6 for T/TS only, 93.7 at school level, 97.1 at department level) may reflect a male-dominated cohort, where women faculty are younger and just now coming up the ranks.

- Salary analysis of regionals showed good parity on campuses by gender for Full, Associate, and Assistant professors.

- The only level where gender will predict salary is the lecturers/instructors. Women made 87% of what male peers made in FY11, and women made 90% of what male peers made in FY16. These ratios are lower than desired.
- David DeJong elaborated on the efforts of Laurie Kirsch to promote support though rank advancing, specially from Associate to Full professors.
- Internal analysis also showed that there are more women in leadership roles than before. The overall ratio is about one woman per four leadership positions.
- Wesley Rohrer suggested that departmental chairs should be the contact person for mentoring/targeting individual cases of women faculty going through promotion.
- Mackey Friedman also suggested to give a look at schools where women are underrepresented.
- Tyler Bickford suggested to look into the time-in-rank, especially at the associate level; and to look at the number of years from PhD to full professor.
- Amanda will update the PowerPoint presentation and will make it available in Box
- Wesley wondered is Pitt can make it a point to hire women as Deans, where he thinks the action that matters happens.
- Stephen Wisniewski added that Laurie Kirsch is trying to help women faculty to be in “the position” to become Deans.

Adjourned at around 3:30pm

Next meeting:
May 19, 2017 in 156 CL