

2020-21 SENATE BUDGET POLICIES COMMITTEE

Schedule of Reports and Topics

Regularly scheduled reports:

- Annual
 - Final budget and enrollment numbers (fall)
 - Budget primer
 - Faculty Salaries Peer-group Analysis
 - Cost of Living Adjustments
 - Mean and Median Salaries
 - Salary Increases for Continuing Faculty
 - Attribution study
 - UPBC recommendations for next FY (spring)
- Three-year cycle
 - Part-time Faculty Salaries (last received September 2017)
- New
 - Reports on audits of annual review letters for faculty and staff (make annual?)

Ongoing, new, or proposed projects:

- Senate Directive on Systemic Racism, Inequity and Justice (new): Action Plan due Oct 1; Preliminary Findings due Dec 1; Final Report due March 1
 - Priority: data and transparency about faculty and staff salaries and ranks by race
 - Additional considerations raised during June meeting
 - Resources for recruitment and retention
 - Resources for groups that support faculty and staff (Equipoise, HLPAs)
 - Resources for uncompensated diversity work
- Update on staff reclassification and salary benchmarking (ongoing/new)
- Salary Increase Policy (SIP) oversight (ongoing/new)
<https://www.cfo.pitt.edu/policies/policy/07/07-09-01.html>
 - Presentations by Vice Chancellor for HR (or designate) and Vice Provost for Faculty Affairs on outcomes of audits of annual review letters for staff and faculty
 - Collect and review “explicit, written criteria” for faculty salary increases in each unit.
 - Collect and review unit-level procedures for reconsideration of salary decisions.
- Planning and Budgeting System (PBS) oversight (ongoing) <http://www.academic.pitt.edu/pb/>
 - Run survey of PBC members, include unit-level data in report to BPC
 - Subcommittees meet with elected members of PBCs to learn about different structures, approaches, goals, priorities. Given the busy year this would probably be a small pilot in the spring, with the goal of laying the groundwork for similar activities in the future.
- Postdoc salaries: review existing policies, ensure that postdoc salaries meet internal standards; consider benchmarking postdoc salaries to peers

2019-20 SENATE BUDGET POLICIES COMMITTEE
Schedule of Reports and Topics

Meetings 2–4pm on the third Friday of each month, except Sept 11 and December 11

Date/location	Agenda
September 11 Zoom	<u>Annual</u> : Budget Primer, Thurman Wingrove, Controller <u>PBS oversight</u> : Updates on FY21 budget
October 16 Zoom	<u>Annual</u> : Final Fall 2020 enrollments (OTP) <u>Racial equity</u> : Data and transparency regarding racial equity for faculty, staff, and students (Senior Vice Chancellor for Engagement Kathy Humphrey and Vice Chancellor for Diversity and Inclusion Clyde Wilson Pickett)
November 20 Zoom	<u>PBS oversight</u> : Results of AY21 PBC member survey with unit-level data (Controller) <u>Ongoing project</u> : Update on staff reclassifications and salary benchmarking process; <u>SIP oversight</u> : report on Spring 2020 audit of performance evaluations (Mark Burdsall and David DeJong, HR)
December 11 Zoom	<u>Annual</u> : Faculty Salaries Peer-group Analysis (OTP) <u>Annual</u> : Cost of Living Adjustments (OTP) <u>Three-year</u> : Part-time Faculty Salaries (OTP)
January 15 Zoom	<u>New</u> : Postdoc salaries (Amanda Godley, Vice Provost for Graduate Studies) <u>SIP oversight</u> : Report on faculty annual reviews oversight and audit; review “explicit, written criteria” for faculty salary increases; review of unit-level procedures for consideration of salary decisions (Lu-in Wang, Vice Provost for Faculty Affairs)
February 19 Zoom	<u>Racial equity</u> : Agenda TBD; Final report due March 1
March 19 Zoom	<u>Annual</u> : Attribution Study (Controller) <u>Annual</u> : Mean and Median Salaries (OTP) <u>Annual</u> : Salary Increases for Continuing Faculty (IR)
April 16 Zoom	<u>Committee business</u> : Nomination of officers for 2021-22 <u>PBS oversight</u> : Report back and discussion of meetings with PBC members
May 21 Zoom	<u>PBS oversight</u> : Fall 2021 recruitment update and FY22 UPBC budget recommendations (OTP) <u>Committee business</u> : Election of Officers for 2021-22

FUTURE REPORTS

Annual reports

Budget Primer
 Faculty Salaries Peer-group Analysis
 Cost of Living Adjustments
 Mean and Median Salaries
 Salary Increases for Continuing Faculty
 Attribution Study
 Final budget and enrollment numbers (fall)
 UPBC recommendations for next FY (spring)

Reports on 3-year cycle

AY22: Salary cohort report for faculty and staff
 AY23: Gender equity report
 Salary and rank by race
 AY24: Part-time Faculty Salaries