

**Minutes of the Senate Budget Policies Committee**  
**Friday, December 11 2020**  
**2:00-4:00 p.m. via Zoom**

**Members in Attendance:** Tyler Bickford (Chair), Panos Chrysanthis, Yolanda Covington Ward, Gary Hollibaugh, John Mendeloff, Juan Taboas, Ben King, Alex Sunderman, Jennifer Jones, Adriana Maguiña-Ugarte, Brian Smith, Jennifer Lee, Emily Murphy, Melanie Scott, Frank Wilson, Amanda Brodish, Richard Henderson, Thurman Wingrove, Stephen Wisniewski, Chris Bonneau, Lorraine Denman, Susan Jones

**Absent:** Mackey Friedman, Immaculada Hernandez, Wesley Rohrer, John Baker, Beverly Gaddy, Phil Wion, Dave DeJong

**Call to Order at 2p.m.**

**1. November Minutes: Approved**

**2. Matters Arising: Chair’s Report (TB):** At last meeting, I asked about providing data to the committee on staff once the new reports are underway. Dave DeJong is enthusiastic about making this data available; am also in touch with Adriana Maguiña-Ugarte about this. The UPBC—which makes recommendations about budget parameters to the Chancellor, including salaries and budget cuts—will keep us up to date about that process (as much as confidentiality allows). Jennifer Lee and Tyler Bickford met with Amanda Brodish and Steve Wisniewski about today’s reports.

**3. Staff and Faculty Census—Steve Wisniewski**

<b>Staff</b>				
	Full-Time		Part-Time	
	2019	2020	2019	2020
Schools	3668	3449	210	171
Regional Campuses	430	348	20	15
Other	3725	3659	91	80
<b>Total</b>	<b>7823</b>	<b>7456</b>	<b>321</b>	<b>266</b>
	-4.7%		-17.1%	

<b>Faculty</b>						
	Full-Time		Part-Time		Part-Time Temporary <sup>2</sup>	
	2019	2020	2019	2020	2019	2020
Schools <sup>1</sup>	4377	4398	734	709	1158	1298
Regional Campuses	318	293	55	48	206	209
Other	115	107	14	17	66	64
<b>Total</b>	<b>4810</b>	<b>4798</b>	<b>803</b>	<b>774</b>	<b>1430</b>	<b>1571</b>

+0.2%	-3.6%	+9.9%
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- 1 Includes School of Medicine
- 2 An increase of 1317 from 2017

SW: Numbers for staff include Medical School. Numbers dropped for both full-time and part-time: for full-time faculty, we saw a slight decrease, as well as a decrease in part-time faculty, while there was an increase in part-time temporary—this increase in part time temporary faculty numbers has been happening for some time.

#### **4. Part-Time Faculty Salary Report Fall 2016—Steve Wisniewski (Report Follows)**

LD: What is the difference between “part time” and “part time temporary”?

SW: (The faculty member’s) contract determines this.

TB: Though in Arts and Sciences, almost all part time faculty are “regular” so that they have access to benefits.

LD: Yes, “regular” provides access to benefits, library access, etc.,

AB: The “temporary” category tends to be a place people come into but rarely leave, and so it tends to grow; a number of those people are not actually teaching, working, etc.,

#### **5. Peer Group Benchmarking Analysis Average Salaries of Faculty: A Peer Group Analysis 2019-20—Amanda Brodish (Report follows)**

AB: This report was prepared by Bob Goga at Institutional Research. The Provost’s Office will produce this report annually: compares average salaries of full-time faculty (excluding School of Medicine) to a peer group; different peer sets are used for the main and regional campuses. The report is divided into three parts: Part 1 & 2—Pitt Campus; Part 3—Regional Campuses.

Methodology: (The benchmarking) source is AAUP: data is gathered yearly in the spring and provided to universities in August. 36 public institutions are included, and the report is based on salaries for 2019. Only full-time instruction faculty are included; and all visiting faculty are reported, regardless of rank (this is an AAUP rule). Thus, “Instructor” category is quite heterogeneous. Salaries are all nine-month equivalent.

#### AAUP Faculty Salary Rankings (Highlights)

- Full Professors: Pitt ranks 16 of 36
- Associate Prof. Pitt ranks 25 of 36

- Assistant: Pitt ranks 26 of 36

CB: Asks about median numbers.

AB: These are means—medians are not reported.

TB: Notes clusters in average salaries, and asks if these are considered.

AB: No, they're not looked at systematically.

- Instructor: Pitt ranks 15 (This is incredibly variable—notable in the salaries, but also the number of faculty classed in this rank at each institution.)
- Lecturer: Pitt ranks 29

TB: Penn State is reclassifying Lecturers, so these numbers likely reflect people not converted to “Teaching Professor.” Notes in Table 8, the average change in salary for continuing faculty is 3.6-4%. Salary Increase Policy sets a target—which is the median of AUUP. The function of this report is to see if we are meeting the policy: this is what we should be assessing.

AB: For the regional campuses, data is from IPEDs: NYC institutions are excluded from the data because of the high cost of living; salaries are Fall 2018 because IPEDs data is delayed (this is why we use AUUP for the Pitt campus—the data is fresher).

FW: AAUP schools are clustered; IPEDs schools are broken out individually.

AB: AAUP vs IPEDs: in the IPEDs data, all visiting faculty are included in “Instructor” category. In the decile system, bottom of the 5<sup>th</sup>, top of the 6<sup>th</sup> is the median.

#### IPEDs Faculty Salaries by Decile (Highlights)

- Full Professor: 5 (median)
- Associate Professor; top of 6<sup>th</sup> Decile
- Instructor/Lecturer: top of 6<sup>th</sup> Decile

TB: What determines the differences we see: private v public institutions? geography?

AB: We haven't looked closely at this.

TB: Calls attention to data on Lecturers/Instructors; we've been looking at this since 2013, and they have always been at the bottom. What do we do?

SW: There's much variability in this category. We have to ask who other institutions are including: How do we fare in comparison to institutions who categorize as we do? From there, we'll be able to see if we should or can do anything.

TB: Lecturer is pretty stable across institutions: full-time non-tenure stream faculty.

LD: We've been told that the vast majority of Lecturers are in Arts and Sciences; this seems something to dig into.

SW: The variation across units is why we need to look at it.

LD: I'm a Senior Lecturer; it's tough to get promoted—people hired in the early 2000's were hired at very low salaries, with 4% pay increases. There are factors that are not about how the survey is conducted but about the policy of Arts and Sciences. I'm happy to sit down with members of this committee, along with Irene Frieze of Faculty Affairs, to talk about this.

SW: There's much to unpack to define equity with respect to our peer institutions.

LD: Hearing about Diversity and Inclusion initiatives, it's notable that many NTS faculty are women and people from underrepresented groups.

SW: Reports on race and gender are presented to this committee every three years; says he would be happy to present to Faculty Affairs.

TB: We'll soon be converting Lecturer titles, and so some of this data will disappear. He worries about the idea of "further study," given low Lecturer salaries seems a pretty documented, persistent, problem.

## **6. 2019-20 Cost of Living Report—Amanda Brodish (Report follows)**

- Pitt is 17 of 36; UC Santa Cruz most expensive; Kansas State the least.

Adjusted for cost of living, professors' salaries move up the rankings. (Likewise, UCSC moves down to the bottom). Associate & Assistant Professor salary rankings rise when cost of living is factored. Lecturer/Instructor moves from 31 to 28. At the regional campuses: Greensburg is right in the middle; Johnstown and Bradford are down at the bottom; here too, salaries rise when adjusted for cost of living.

TB: Are these movements the result of the cost of living adjustment, or possibly the result of grouping together the regional campuses?

FW: There's a very narrow difference between salaries at the three regional campuses; Greensburg is lower than the other two because the cost of living is higher (the same as at the Pitt campus).

TB: If Greensburg were set out by itself, the rank would likely decrease?

FW: Yes.

TB: Thanks to Amanda Brodish for this work. Notes that the Cost of Living Report is helpful, though salary policy is for unadjusted numbers (outside the School of Medicine) and that we have an obligation to meet the median in comparison to AAUP schools. **\*Will reach out to elected members to talk about action in response to continued failure to meet these numbers.**

## **7. Planning and Budgeting Committee Member Survey Results: December 2020—Thurman Wingrove**

### Two Phases

- Phase 1: Collect information from business managers
- Phase 2: 41.7% of PBC members completed the survey

This is an anonymous survey—names are optional. Responses are grouped by “Academic Area Categories”; “University” are administrative areas.

TB: Asks about the increase in PBCs.

TW: Not sure if there's been an actual increase—currently there are 25—or just more reporting. Overall, the satisfaction with the planning and budgeting process seems to be improving.

TB: Notes that satisfaction is lower at regional campuses – Question #9, for example.

TB: Proposes conversations with individual units in the spring, perhaps three or four elected members of PBCs, both those who have a sense that things are going well and with people where PBCs are less satisfied, etc., We could reach out to offer support and solidarity. That's something we can do – encourage and mentor; perhaps a project where we as a committee reach out to Arts & Sciences PBCs and one regional campus PBC to start. What does it mean to be “successful”?

TB: This is where we have a responsibility to act. One of the things we see in the comments is that people show up to a meeting and are given directives from the dean, to which they are asked to sign off. Asks Thurman Wingrove if it's possible to identify one or two units in the Professional/Health Sciences that are high achieving, and one that is lower.

TW: Says this is doable.

TB: Arts & Sciences, Regional, Professional, Health Sciences: one in each that is successful and one not. Asks if Thurman Wingrove would provide contact information for members to set up sub-committees.

SW: Suggests going first to the chair of the PBC rather than entire committee.

TB: Says he's fine with that, but also with bypassing the chair if they do not provide the requested contacts.

BK: Notes the low percentage of students involved.

SW: Only academic units have student representation, and the low response rate is likely because students are over surveyed.

TB: Would like to collaborate with Ben King to get students more involved.

**Meeting adjourned at 3:33p.m.**