

Minutes
Senate Budget Policies Committee
Friday, December 10, 2021, 2pm
Remote Meeting by Zoom

Attendees:

Tyler Bickford, Autumn Greba, Panos Chrysanthis, Frank Wilson, Steve Wisniewski, Robin Kear, Amanda Brodish, Thurman Wingrove, Vaishali, Adriana Maguina-Ugarte, Emily Murphy, Richard Henderson, Susan Jones, Brian Smith, Gong Tang, Mackey Friedman, Gary Hollibaugh, Reed Douglas, Ryan Yeager, Juan Taboas

Call to order 2:02pm

1. Approve November minutes
 - a. Minutes approved after small correction added
2. Matters arising
 - a. SharePoint is set up and members are added. Inform Tyler if you are unable to access.
 - b. Reminder, we will need a new chair and secretary for next year. Reach out to Tyler if interested in either.
 - c. Desire for SBPC to be included in its advisory and guidance capacity in conversations related to the refinement and implementation of the RCM budget
 - i. Will continuously touch base to keep this on members' minds as questions about how to proceed in light of unionization develop.
3. Plan for spring meetings
 - a. Continue remote for the spring
4. Changes to annual survey of unit-level Planning and Budgeting Committee members
 - a. Priority to have results broken down by school rather than large area
 - i. This is being added
 - b. Include roster information
 - i. Both provided in SharePoint by Thurman
 - c. Desire for insight on how are PBCs formed, and at what level do they operate
 - i. Election and appointment already accounted for in survey, does not indicate what level the PBC is at. Answered with question #2 in survey
 - d. Can we add a question to assess whether PBCs currently feel meaningfully involved in the planning for the RCM model
 - i. Deans have not yet received feedback on what is going on in the parallel model. Surveys are on last year's PBCs who would not have that knowledge.
 - ii. May be an interesting question for next year to add when it is more appropriate.
 - e. Can committee level take the survey rather than individuals?
 - i. Could become an agenda item for the committee itself.
5. Faculty Salaries Peer-group Analysis and Cost-of-Living Adjustments (OTP) (including timeline and plan for meeting faculty salary targets from September and discussion of salary targets for faculty librarians) (Given by Amanda Brodish)
 - a. Access to document through SharePoint if one desires to reference later

- b. Methodology for parts 1 and 2
 - i. Data from annual report from AAUP, based on salaries in Fall 2020 (last year)
 - ii. Cost of living in this report: Pittsburgh in middle of pack for COL 17th of 30th.
- c. Tables (Goal is to be the median of the AAU publics, and may become part of union collective bargaining. TBD)
- d. We did not adjust for COL for all AAUs, just the public AAUs in Part 2
- e. Regional campus data in Part 3
 - i. Data lagged by 1 year. From 2019–20 because federal IPEDs database itself is lagged.
 - ii. Peer group decided upon in 2016 by the SBPC, baccalaureate colleges w/o professional focus in PA and surrounding states plus VA. Excludes NYC schools because of exceptionally high cost of living
 - iii. IPEDs handle salary conversions slightly differently, and IPEDs allow us to report visiting faculty at their rank rather than the instructor bucket.
 - iv. Report in deciles rather than rank.
 - 1. Decile 1 = highest faculty salaries
 - 2. Decile 10 = lowest faculty salaries
 - 3. Goal is bottom of 5th or top of 6th decile (median)
- f. Two lingering items:
 - i. Pitt target average salary policy for middle of AAUs, though it is generally agreed that this is the middle of the public AAUs.
 - ii. Last year, resolution laying out facts that ranks below professor not hitting goal of median
 - 1. Resolution: make demonstrable progress, and admin put forward plan for full compliance
 - a. Unionization now means duty to bargain, so this resolution item is to be tabled for this process.
 - iii. Should be a target for faculty librarians. Up to 2015 included this group, but ARL was reporting both faculty and non-faculty librarians which was not the intended scope.
 - 1. Question about whether we can in the future benchmark librarians again because of definition of peer groups

Meeting adjourned at 3:27pm