

**Minutes of the Senate Budget Policy Committee**  
**Friday, April 8<sup>th</sup>, 2022**  
**2:00 – 4:00 pm, virtual, Zoom**

**Members in Attendance:** Tyler Bickford (chair), Autumn Greba (secretary), Stephen Wisniewski, Amanda Brodish, Beverly Ann Gaddy, Thurman Wingrove, Rich Henderson, Melinda Ciccocioppo, Gong Tang, Emily Ann Murphy, Mackey Friedman, Brian Smith, Douglas Reed, Robin Kear, Juan Taboas, Susan Jones, Frank Wilson, Adriana Maguina-Ugarte, Ruth Mostern

Meeting called to order at 2:02pm.

1. Approval of minutes from March 2022
  - a. Minutes approved
2. Matters arising
  - a. Pell grant increases announced at the federal level.
    - i. We are unsure if the Pitt program will increase to match this.
    - ii. This will be brought back to the committee by Steve or Thurman once this is decided.
3. Nominations of Chair and Secretary for 2022-2023 (Tyler Bickford)
  - a. Can happen up to the actual vote
  - b. No nominations given in today's meeting
4. Updates on Provost/CFO memo in response to BPC resolution for this portion (Robin Kear)
  - a. Met with Provost and CFO to discuss resolution going through resolution point by point. The Provost and CFO will create a memo for the deans.
  - b. Goal of memo: To strengthen existing planning and budget committee (PBC) structure, and hold deans accountable for function of PBCs in their units.
  - c. Commitment to improving the PBCs:
    - i. PBC members and bylaws should be publicly listed.
    - ii. PBCs without bylaws must create such a document.
    - iii. Members should be majority elected to PBC.
    - iv. Memo will give examples, composition, and needs of unit.
    - v. PBCs should meet regularly during the budget cycle.
    - vi. PBC should be involved in goal and priority setting.
    - vii. PBC should be involved in RCRP process, and aligning budget to goals.
    - viii. Will be PBC-wide meeting held by CFOs office for orientation, likely asynchronously.
  - d. Will be a future full-PBS review, to include this memo guidance, and the SRCC's input.
  - e. Before the end of this fiscal year, unit head should communicate with PBC about the budget restart.
  - f. A public facing website is TBD.

- g. Provost and CFO will report annually to faculty senate on new budget model.
  - h. A comprehensive review of budget model planned for the five-year mark.
5. Salary cohort report for faculty and staff (OTP, Amanda Brodish)
- a. This report discusses Pitt's 15-year salary cohort study. This report is conducted every 3 years. The current report focuses on FY period from 2006 – 2021, and reflects salaries from Fall 2005 – Fall 2020. The report does not take into account inflation rate beyond 2021.
  - b. Indicates each group whose salary metrics increased using three metrics:
    - i. Salary increases for maintenance (satisfactory performance).
    - ii. CPI (inflation rate).
    - iii. Maintenance, Merit, Market and Equity Increase (satisfactory performance plus merit).
      - 1. Includes extra salary increases under Maintenance, Merit, Market, Equity Plus
  - c. Items excluded by the study:
    - i. Someone going from faculty to staff or staff to faculty will not be in this study.
    - ii. Those who are not categorized at full-time regular.
    - iii. Exclusion of people with a 0 salary for any year.
    - iv. Individuals who are UPP Faculty because of dual appointment factor on salary.
  - d. Use contracted salary for staff.
  - e. Results:
    - i. Large portion of each are exceeding maintenance increases, etc.
    - ii. For staff, those with a Pay Grade Higher exceed key metrics at a higher rate than those with no pay grade change. Both groups exceed.
    - iii. For faculty, exceeding metrics is increased when one has an opportunity for promotion, but those who do not receive a promotion, a large share still exceed metrics
6. Costs of Sponsored Research (Michael Holland, Vice Chancellor for Science Policy and Research Strategies)
- a. Michael Holland unable to attend, this is tabled for a later meeting, potentially May.

Meeting adjourned at 2:59pm.