

Minutes - Senate Budget Policies Committee
Friday, January 17, 2020
2:00-4:00 pm in 817 Cathedral of Learning

Members in attendance: Elia Beniash, Panos Chrysanthis, Jennifer Lee, John Mendeloff, Emily Murphy (co-chair), Wesley Rohrer, Jennifer Elizabeth Jones (UPPDA), Adriana Maguiña-Ugarte (SC), Brian Smith (SC), Beverly Ann Gaddy, Frank Wilson, Amanda Brodish, Richard Henderson, Thurman Wingrove, Stephen Wisniewski, Chris Bonneau, Donovan Harrell (UTimes).

Absent: Tyler Bickford (co-chair; on Study Abroad Program this term), Yolanda Covington-Ward, Mackey Friedman, Ashima Agarwal (SGB), Yashar Aucie (GPSG), John J. Baker, Melanie Scott, Phil Wion, David DeJong, Narahari Sastry.

Call to order shortly after 2:00 pm.

1. Approve December minutes

December minutes were approved as submitted.

2. Matters arising

Chris Bonneau spoke about the Plan for Pitt 2020-2025 needing more faculty involvement.

Elia Benish expressed hesitation about this; that input seems like a time investment that is not useful. Bonneau reassured the members that he knows this plan will take place.

Adriana Maguiña-Ugarte, in her role as Secretary of the BPC and attendance-taker, reminded all members of the bylaws regulating attendance and quorum numbers. According to Section 5 of Article IV of the Senate bylaws, committee members that are “absent from three consecutive meeting without due notice to the Chair” will have their names presented “to the voting members, which in turn may declare that position on the committee vacant”. Also, quorum is defined as 1/3 of the committee membership. BPC is composed by 15 members (9 faculty, 1 staff, 1 postdoctoral rep, 2 undergrad reps, and 1 grad rep), therefore 5 members present constitute quorum.

3. Gender Equity report (Amanda Brodish)

This is a report that is prepared in a 3-year cycle. Benchmarking data is done against AAUP institutions. Comparison data goes back 20 years. Faculty included in the report are all full-time (NTS or T/TS) with instructional responsibilities. Faculty excluded are: part-timers, non-instructional faculty, admins, grad students, all medical schools faculty. Amanda remarked that the inclusion criteria has changed slightly overtime.

The date for which there is comparable AAUP data is fall 2018.

The percentage of women faculty at Pitt was 46%, representing second from the top when compared to peer institutions. Over the last 20 years, percentages of women faculty have increased. For fall 2018 the breakdown is: full professors: 28%, associate professors: 47%, assistant professors: 51%, and instructors/lecturers: 61% (only group where percentage has decreased over the years).

The percentage of women in relation to men faculty: 77% in the general faculty population. The breakdown is: full professors: 89%, associate professors: 95%, assistant professors: 94%, and instructors/lecturers: 93% (the ranked professors' percentage has remained similar, while the instructors/lecturers category has decreased).

At this point of the presentation, it was clarified for the members that the nomenclature to refer to NTS (non-tenure stream) faculty has been officially changed to Appointment Stream (AS). Tenure Stream (TS) faculty will continue to be referred to as TS. Lecturers will be referred to as teaching professors. A brief discussion ensued and suggestions were made moving forward with surveys to keep track of this nomenclature change and of the otherwise equivalent titles.

For the internal analysis, the Data Warehouse information was used. All full-time faculty, who have been at Pitt during the previous 15 years, are considered. Women as percent of all faculty:

- Main campus: 43% are women
- Regional campuses: 48% are women

In the main campus, women are making 81 cents to the dollar men make. This ratio has improved overall over time since fall 2005. When controlling for rank, tenure status, school, and department (where possible), the salary ratios hovered around 100%.

Women in leadership (offices of the Chancellor, Vice Chancellors, etc.): 42% of senior admins are women.

Overall, this is a good set of good news, with some areas of further investigations; they are talking to Deans about their specific data, looking into making wages more equitable.

*for further reading a UTimes article reported on this presentation on January 23:
<https://www.utimes.pitt.edu/news/gender-parity-improving>

4. University budget primer (Thurman Wingrove)

At the request of the BPC members in a previous meeting, Thurman Wingrove introduced members to the different components of the university budget for a better understanding of revenues, expenditures, endowments, etc. and the ways funds are categorized.

The main components of the budget are: Educational and General (E&G), Auxiliaries, School of Medicine, Endowment, and Plant Funds.

The total University budget is divided into: (a) unrestricted E&G funds (43%)(tuition, commonwealth appropriation, indirects from non-School of Medicine research grants, and general quasi-endowment distributions); (b) restricted E&G funds (4%)(e.g., non-endowment gifts -owned by schools-, endowment distributions), (c) E&G research (9%)(grants and contracts); (d) auxiliary operations; and (e) the School of Medicine Division.

The auxiliary category (6%) includes revenue from room and board, bookstore, and similar. They are fully costed (budgeted to generate surpluses to fund future capital needs).

The School of Medicine has a very similar structure to that described above, although their unrestricted funds also include rental income. The SoM unrestricted category is also fully-costed.

Wingrove then shared the revenue proportions of the budget within each E&G category. The unrestricted E&G category is comprised of 63% net tuition, 16% Commonwealth

appropriation, 6% research cost recovery (indirects), 7% sales & services, 7% endowment distributions, and 1% other. The restricted E&G category is comprised of 48% endowment distributions, 30% non-endowed gifts to schools, and 22% sales and services (such as study abroad, student wellness, etc.). The Auxiliaries (\$153 million) are comprised of 39% housing, 23% food services, 22% regional campuses, 6% bookstore, 5% parking, and 5% other.

When asked, Wingrove stated that proportion of revenue has remained relatively stable over the years (over decades really), with the exception of the Commonwealth Appropriation being a smaller proportion of the total budget, and research and net tuition taking on a larger proportion.

University endowments amount to about 4.3 billion, and are classified as: (a) Permanent, where the principal is held in perpetuity; distribution is spent in accordance to donor's wishes; (b) Term, which there are not many of, and which are invested for a term typically based on the lifespan of the donor, after which the principal may be expended; and (c) Quasi, where existing funds were turned into endowments, where one could eventually (following strict rules) use the principal. The quasi endowments are mostly university owned; about 10% is owned by schools.

The approved distribution rate from endowment is 4.25% of the three-year average market value of the endowment.

Finally, the Reserves category includes surpluses, for example from auxiliaries, schools' unspent gifts, salary budgets related to unfilled positions/vacancies, funded depreciation, debt services reserves (Pitt charges steady debt service costs while actual debt payments may vary), one-time reserve services (like a legal settlement).

The university is required to disclose "functional expenses" in its audited financial statements (see audited financial statements online).

*the audited financial statements can be found at <http://www.cfo.pitt.edu/afs.html>.

Adjournment at around 3:36 pm