

Draft Minutes
Senate Budget Policies Committee
Friday, September 15, 2017, 2:00 pm
CL 817

Members in attendance: Elia Beniash, Tyler Bickford (secretary), Panos Chrysanthis, Laura Fennimore, Wesley Rohrer (chair), Maddie Guido, Shreyas Vamburkar, Adriana Maguina-Ugarte (SAC), John Baker, David DeJong, Richard Henderson, Amanda Brodish, Frank Wilson (Senate President), Eleanor Graves (UTimes), Thurman Wingrove, Stephen Wisniewski, Phil Wion

Absent: Anthony Bledsoe, Mackey Friedman, Emily Murphy, David Rowe, Stephen Carr, Sean Hughes, Richard Pratt

Meeting called to order by Chair Rohrer at 2:00 pm

1. Introductions of new and returning members
2. Rohrer notes recent history of positive and productive collaboration with administration on this committee
3. Approval of minutes of May 19, 2017 meeting
 - Rohrer proposed changing: “administrators (staff)” to “administrative staff”
 - Change approved
4. Review of BPC Mission Statement (<http://www.univsenate.pitt.edu/committees/budget-policies>)
 - Rohrer: highlights sentence including “creation, merger, and termination of academic programs.”
 - Baker: We did make recommendation when graduate program in German was terminated
 - Bickford: we did not make recommendation when School of Computing and Information was created by merger of School of Information Sciences with Computer Science department
 - Rohrer: PBS document specifically states that our committee is responsible for reviewing whether PBS process was followed.
 - Elia Beniash: mission statement is broad. My understanding is that we are reviewing items that are provided to us by the Chancellor, not that we are an independent fact-finding mission
 - Rohrer: my impression is that as issues arise that fall under the scope of this committee’s mission, we are informed of it
 - DeJong: we (Wisniewski, Brodish, Wingrove, others) are here to support your mission. As far as more oversight we have not done that, but in past we have surveyed units regarding PBS compliance, and we will start that back up this year, which we support
 - Chrysanthis: if “sufficiency of funds” is part of our mission, do we need to ask each chair whether their funds are sufficient?

- DeJong: the Attribution study has provided that in the past
- Chrysanthis: we don't know if funds are sufficient without asking at unit level. But maybe the mission statement means that we ask as arbitrators, where units not satisfied with funds could come to us with complaints after exhausting other channels
- Rohrer: I can't say I read that as part of our charge, may not be desirable.
- Baker: most people on this committee don't have that expertise. would normally only happen when faculty in a unit bring complaints
- Wion: this committee is more responsible for ensuring that procedures are followed
- DeJong: when we do the survey, if we find that PBS process has not been followed, you can direct Provost's office to investigate that

5. Review of committee calendar for 2017/18 (attached)

- New items (compared to prior years):
 - PBS oversight survey
 - Attribution study revision
 - Titusville update
 - Staff compensation
- Wion: looking ahead to next meeting, "budget primer", would be helpful to distribute front pages of Attribution study. There is a one-page budget summary at front of Attribution study that shows the different units.
- DeJong and Wingrove will provide an overview for next meeting
- Baker: error in mission statement. It says BPC meets every three weeks; that is incorrect, we should change it.
 - Rohrer will communicate with Lori Molinaro at Senate office

6. Closes session: Discussion of 2017/18 Commonwealth appropriation (DeJong)

7. Brodish: Part-Time Faculty Salary Report (attached)

- update of report commissioned three years ago, spent a lot of time then talking about how to produce this report
- Method for defining cohort for analysis
 - we want to capture PT faculty who are teaching courses, and capture their salaries, not other people
 - Rohrer: do we include people who are professionals and teach occasionally ("adjuncts"), do we include those?
 - Brodish: as much as possible we try to exclude those people. Their motivation for teaching may be different from other group of faculty: part-timers who teach here and at other universities to put together full-time employment. our data systems don't distinguish, but we do have a variable in our system for "job title," which includes people with title "adjunct", which we exclude from analysis. There may be some "adjuncts" who do not show up in this analysis because they do not have that title, but we feel we have done our due diligence to include most appropriate groups

- At highest level we took three steps in analysis: 1) identify cohort of PT faculty, then identify number of courses and credits they are associated with, then 2) we take their actual salary, and 3) divide it by number of credits to come up with salary per credit
- Page 1 of report: who is included, excluded (similar methodology as with fall 2013 data)
 - started with broadest universe of PT faculty: almost 7000 (PT regular, PT temporary—broad categories. typically we just report PT regular, but for this analysis we included temporary)
 - included terminated-and-paid, terminated-and-unpaid
 - of 7000, limited to who were in payroll system between September and December of Fall 2016
 - then we asked how much did they actually received (not just “report” or “contract” salary)
 - Beniash: can you explain?
 - Brodish: Salary in “contract” may not be identical to actual pay. we are working with data in PeopleSoft. Someone may have a contract salary but not teaching that term
 - For example, of PT temporary there are approx 1300 with active assignment, but only 965 actually in payroll system. All 1300 will have some contract salary, but many of them may not actually be teaching
 - exclude people receiving less than \$1000
 - 1900 becomes 1200: most of those are \$0 (300–400)
 - exclude all faculty with “research” in title (may be at university to conduct research, not teach)
 - exclude staff with additional teaching responsibilities (because don’t have PT faculty title)
 - exclude Mellon and Distinguished professors on phased retirement plans
 - may be missing FT faculty member in phased requirement, but no way to exclude because don’t have Mellon, etc, title
 - Wilson: are people on phased retirements included in regular AAUP salary benchmarking report?
 - exclude School of Medicine faculty
 - concerned with being able to accurately understand what was going on, felt more comfortable to exclude them
 - only about 100 people
 - once we had this cohort of faculty we tried to link in this cohort with course data.
 - exclude about 275 PT faculty not associated with a course
 - look at faculty members’ role on a particular course
 - lots of types of roles on courses
 - included only primary instructors
 - include people who are only PI on course
 - eliminated 11 people who had multiple roles on courses
 - exclude people associated with zero credits (we are using credits as the denominator, zero does not work)
 - exclude 23 people
 - Chrysanthis: for example, lecture 3 credits, recitation 0 credits
 - Beniash: labs are zero credits

- Exclude people with anomalous salaries. Exclude anyone whose per credit salary was >\$50k
- people between \$15k–\$50k, 7, excluded 4 who were primary instructors on course with many PIs
- 9 people with \$500 or less per-credit salaries
 - we were careful about this
 - one person was associated with 48 credits (one course with several practica courses)
 - other 2 people excluded associated with lots of credits because of practica
- exclude people with “adjunct” in title
- left with 574 people who are “part-time,” not adjunct, teaching own courses, making more than \$1k
- Page 2 of report: salary divided by credits
 - Rohrer: anything unexpected?
 - Brodish: how similar in terms of numbers compared to 3 years ago. Algorithm for selecting relevant faculty worked similarly this time as last time
- Page 3 of report: compare progress between 2013 to 2016
 - concern that same PT faculty member may have been working in 2013 and 2016, so increases may just reflect regular salary increases, so we also adjusted by salary pool increases
 - Wion: PT faculty not included in salary increase policy, paid out of different pools
 - Wion: last time one issue was low pay of regionals, expected percent increase would be higher at regionals, but it is not
 - Chrysanthis: large difference between average and median
- Wilson: this makes Pitt exceptional, in the way that we’ve come up with a regular report about part-time salaries. Increase in PT faculty salaries reflects progress from process in this committee and ad hoc committee. Provost’s office sent extra money to increase PT salaries at the regionals.
 - Wion: this was more difficult than we expected, appreciate having the information now
 - Wilson: speaking as the senate president, this is a good example of how shared governance should work
- Bickford: what is the process for setting salaries? Who makes those decisions?
 - DeJong: varies significantly across university, no one policy. In A&S Senior Associate dean would consult with department chairs about their ancillary budget
- Chrysanthis: congratulations on important analysis. Would help to subdivide by division within A&S to see how market forces may affect
- Bickford: exclusion of lab instructors and recitation instructors, zero credit roles
 - Brodish: I’ll look and see better who is excluded by the zero credit exclusion

The meeting adjourned at 4:00 pm

Next meeting:
October 20, 2017, 2–4pm, CL 1817

2017–18 SENATE BUDGET POLICIES COMMITTEE
Proposed Schedule of Reports and Topics for Discussion

Meetings at 2pm on 3rd Friday of each month (except December 8, 2nd Friday)

Date/location	Reports	Other items for discussion
September 15, CL 817	Updates on 2017/18 budget (DeJong) Part-time Faculty Salaries [3-year cycle] (Brodish)	Review of BPC Mission Statement
October 20, CL 1817	Pitt budget primer (DeJong) Final Fall 2017 enrollments	Setting priorities for 2017/18
November 17, CL 817	Review, approve PBS survey of unit heads (Thurman Wingrove) Update on Titusville Campus (Lawrence Feick)	BPC role in PBS oversight
December 8, CL 817	Peer-group faculty salaries/AAU benchmarks (Institutional Research, IR) Cost of Living Adjustments (Brodish)	
January 19, CL 817	University-wide enrollment plan (DeJong) HR “Total Rewards” plan (Cheryl Johnson)	Staff challenges & opportunities; labor market issues for staff positions
February 16, CL 817	Proposal for updates/revisions to Attribution Study (Wingrove) Report on PBS survey of unit heads (Wingrove) Update on other regional campuses	University budget issues & strategy, 2018/19
March 16, CL 1817	Mean and Median Salaries (IR) Salary Increases for Continuing Faculty (IR)	
April 20, CL 1817	Presentation of new attribution study (from Feb) Report on University endowment	
May 18, CL 817	UPBC recommendations on salary and tuition Budget projections for 2018/19 Fall 2018 recruitment update	BPC calendar and priorities for 2018/19

FUTURE REPORTS

Annual reports

Peer-group faculty salaries
 Cost of Living Adjustments
 Mean and Median Salaries
 Salary Increases for Continuing Faculty
 [Proposal for revised attribution study to become annual]

Reports on 3-year cycle

2018/19: Salary cohort report for faculty and staff, FY04-FY19
 2019/20: Gender equity report
 2020/21: Part-time Faculty Salaries
 Facilities Capital Plan
 [Attribution Study, proposal to revise and recreate as annual report]

Description of Fall 2016 Part-Time Faculty Cohort for Part-Time Faculty Salary Report

	# of PT Faculty	# who were in the payroll system (Sept-Dec)	# who Received > \$1000	# after excluding SOM, Research, & Disting. Professors	a. Associated with at least 1 course	b. a and is PI	c. b and ONLY PI	d. c and exclude those with zero credits	e. d and exclude those with anomalies	f. d and only non-adjuncts
PART-TIME REGULAR										
Active Assignment	810	753	694	606	469	420	410	396	391	375
Inactive Assignment	6	0	0	0	0	0	0	0	0	0
Terminated (Paid)	6	6	6	4	1	0	0	0	0	0
Terminated (Unpaid)	2,531	131	4	1	0	0	0	0	0	0
Unpaid Leave of Absence	1	1	1	0	0	0	0	0	0	0
PT Reg Subtotal	3,354	891	705	611	470	420	410	396	391	375
PART-TIME TEMPORARY										
Active Assignment	1,309	965	507	488	355	341	340	331	326	199
Inactive Assignment	13	1	0	0	0	0	0	0	0	0
Terminated (Paid)	2	1	0	0	0	0	0	0	0	0
Terminated (Unpaid)	2,050	52	2	2	0	0	0	0	0	0
PT Temporary Subtotal	3,374	1,019	509	490	355	341	340	331	326	199
GRAND TOTAL	6,728	1,910	1,214	1,101	825	761	750	727	717	574

Salary for Part-Time, Non-Adjunct Faculty (Fall 2016)

	Dollars per Credit				
	# of Faculty	# of Classes	Minimum	Average	Median
Dietrich School of Arts & Sciences	237	366	\$317	\$2,076	\$1,375
Other Provost-Area Schools	157	224	\$488	\$1,818	\$1,300
Regional Campuses	153	282	\$415	\$1,104	\$944
Health Sciences Schools	27	58	\$1,200	\$6,741	\$4,130
University Total	574	930	\$317	\$1,966	\$1,298

	FTE Salary: Dollars per Credit x 24				
	# of Faculty	# of Classes	Minimum	Average	Median
Dietrich School of Arts & Sciences	237	366	\$7,609	\$49,835	\$33,000
Other Provost-Area Schools	157	224	\$11,700	\$43,627	\$31,200
Regional Campuses	153	282	\$9,960	\$26,498	\$22,647
Health Sciences Schools	27	58	\$28,800	\$161,790	\$99,124
University Total	574	930	\$7,609	\$47,183	\$31,151

Note 1: Includes faculty paid more than \$1000 between Sept. and Dec. 2016 who are associated with a course. Excludes SOM professors, research professors, and distinguished university professors. Includes faculty with the role primary instructor on at least one fall 2016 class. Excludes faculty with roles other than primary instructor (e.g., secondary instructor, special). Excludes faculty associated with zero credit classes.

Note 2: Credits are divided by the number of primary instructors associated with a class.

Note 3: Classes include all component types (e.g., lectures, seminars, labs, practicums, internships, independent study)

Comparison of Average Salaries for Part-Time, Non-Adjunct Faculty: Fall 2013 vs. Fall 2016

	Fall 2013 Average Salary	Fall 2016 Average Salary	(Fall 16 - Fall 13) / Fall 13	Fall 13 Salary Adjusted by 3 Salary Pool Increases (3.8%)	(Fall 16 - Fall 13 Adjusted) / Fall 13 Adjusted
Dietrich School of Arts and Sciences	\$1,765	\$2,076	17.6%	\$1,832	13.3%
Other Provost Areas	\$1,588	\$1,818	14.5%	\$1,648	10.3%
Regional Campuses	\$964	\$1,104	14.5%	\$1,001	10.3%
Health Sciences Schools	\$6,505	\$6,741	3.6%	\$6,752	-0.2%
University Total	\$1,810	\$1,966	8.6%	\$1,879	4.6%

Comparison of Median Salaries for Part-Time, Non-Adjunct Faculty: Fall 2013 vs. Fall 2016

	Fall 2013 Median Salary	Fall 2016 Median Salary	(Fall 16 - Fall 13) / Fall 13	Fall 13 Salary Adjusted by 3 Salary Pool Increases (3.8%)	(Fall 16 - Fall 13 Adjusted) / Fall 13 Adjusted
Dietrich School of Arts and Sciences	\$1,280	\$1,375	7.4%	\$1,329	3.5%
Other Provost Areas	\$1,067	\$1,300	21.8%	\$1,108	17.4%
Regional Campuses	\$793	\$944	19.0%	\$823	14.7%
Health Sciences Schools	\$4,656	\$4,130	-11.3%	\$4,833	-14.5%
University Total	\$1,089	\$1,298	19.2%	\$1,130	14.8%

Note: Satisfactory salary pool increases between fall 2013 and fall 2016 were 1.0%, 1.5%, and 1.25% (for those earning \$45k or less)