

Minutes
Senate Budget Policies Committee
Friday, Dec 14, 2018, 2–4 p.m.
CL 1817

Members in attendance: Elia Beniash, Tyler Bickford (secretary), Mackey Friedman, Jennifer Lee, John Mendeloff, David DeJong, Richard Henderson, Thurman Wingrove, Chris Bonneau, Frank Wilson, Donovan Harrell (UTimes), Amanda Brodish, Bob Goga

Absent: Panos Chrysanthis, Yolanda Covington-Ward, Emily Murphy, Wesley Rohrer (chair), Cory Stillman (SGB), Shreyas Vamburkar, Adriana Maguina-Ugarte (SC), John Baker, Beverly Gaddy, Phil Wion, Brian Smith

Meeting called to order at 2pm by Tyler Bickford (filling in for Chair Rohrer).

1. November minutes approved

2. Matters arising

- Bickford: We'll have another update on Titusville in January. See University Times article from yesterday, Dec 13 (<https://www.utimes.pitt.edu/news/titusville-employees>). Layoffs and severance packages have been announced, some correction the presentation at last month's BPC meeting.

3. Faculty Salaries Peer-group Analysis, Bob Goga. Institutional Research. Full report available in SBPC Box folder and from the University Times:

<https://www.utimes.pitt.edu/sites/default/files/011019/2017-18FacultySalariesPeerAnalysis.pdf>

- Part 1: Compare instructional faculty with public Association of American Universities institutions
- Part 2: Compare to all AAU institutions (public and private combined)
 - Part 1 & 2 data are for Pittsburgh campuses from Fall 2017
- Part 3: Regional campuses
 - Data is from IPEDS, Fall 2016
- Data appears in March 2018 Academe magazine
- We take a census of FT faculty on Oct 31 of each year.
 - We hone that down to instructional faculty by pulling together rosters, which we send to deans, who review and verify salaries and instructional status. As long as faculty has 1% of time dedicated to instruction they are in this report.
 - All schools and campuses minus School of Medicine
 - Approximately 2000 FT faculty total
 - 1800 deemed instructional
 - Does not include librarians or research and public service faculty
- Target is the median of AAU public peers
 - Beniash: Are we actively managing salaries to achieve target?

- DeJong: We are not going to reduce salaries if they are above the target. We have been consistently low for instructors and lecturers. Through academic initiatives we have been working to improve that. We will see good results this year.
 - Bickford: The target is “at or above the median,” so there should be no issue with being too high.
- Goga: Instructors category includes all visiting ranks. This is the instruction from AAUP. These were previously reported under rank (Visiting Assistant reported as Assistant, etc.) Now all Visiting are reported under Instructor. That increased average salary from \$44k to \$55k
- Discussion of definitions of lecturer and instructor.
 - Beniash: Are the positions included in Instructor the same for every school?
 - Goga: schools define and report on their faculty however they like
 - Friedman: Instructors may be more like Assistant Professors (people who will move into AP rank when they finish degree)
 - Bickford: In this new reporting system the Instructor category is the most problematic, because it includes a wide range of titles and positions, but other categories should be well-defined.
- Beniash: Do these salaries include administrative stipends?
 - Goga: Just contract salary, on nine-month equivalent
- Goga: Table 8 average percent change for faculty continuing is based on title in Fall 2016.
- Part 3 Regional campuses
 - Uses same definition of categories.
- Bonneau: Why do we lump all the regional campuses together?
 - Wilson: When we used the AAUP numbers we broke them out individually. When we switched to the new benchmarking group we switched.
 - Bonneau: It would be good to know how the different campuses are doing.
 - Wilson: Using recent IPEDS data we can see some differences between campuses by rank at regional campuses.
- Goga: Note on methodology, p3, schools may have different conversion factors, different ages of faculty. Tenure status is not considered. Cost of living variations not taken into account, discipline areas not taken into account.
- Mendeloff: Pitt has roughly equal numbers in three professor ranks, other schools have different distributions.
 - DeJong: We have a strong tendency that when Full Professors retire they are replaced at Assistant Professor rank. I don't know how that benchmarks against other schools.
 - Beniash: Assistant Professor is tenure-stream, “up or out”? So there should be a large number of Assistant Professor.
 - Bickford: Assistant Professor includes a large number of NTS faculty who may be at Assistant rank for years. New promotion tracks have not kicked in yet.
- Lee: Where do part-time faculty show up?
 - DeJong: In a separate report. We don't have any national surveys to compare ourselves against.
 - Lee: Why is there no national data?

- DeJong: Part-time includes lots of different types of roles.
- Wilson: It is even hard to get the numbers of part-time faculty at different schools. AAUP does not collect data. IPEDS leave it up to the institution to define it. It is a missing piece.
- Bickford: Should we update the official benchmarking group to AAU publics? On paper the official benchmarking group is all AAU.
- Friedman: How does this influence strategy?
 - DeJong: We are not done with the strategy of targeting instructor and lecturer category. Initiative at regionals has been focused on part-time faculty. This report tells us that we still have work to do on the Instructor and Lecturer category.

4. Cost of Living Adjustments, Amanda Brodish, Office of the Provost. Report available in SBPC Box folder.

- Bob presented everything I will present except a couple charts. In first part of analysis we focus on the Pittsburgh campus. We get the same data from IR from the Peer Group Analysis. We obtain cost of living indexes for cities of AAU publics. We use ACCRA CoL index. Normalize COL in PGH to 100, compare others to that. Pittsburgh COL is 17th, exactly median of AAU publics in COL. University of Washington is now the most costly, Berkeley is the second most costly. Pittsburgh is typically in the middle of the distribution.
- Mendeloff: How does housing cost get calculated? In Pittsburgh we have relatively cheap housing, but it is not necessarily housing faculty live in.
 - Brodish: That is probably true for all locations
- Summary of Rank, Range, Spread, and Comparison to Median.
 - Compare unadjusted and adjusted rank by faculty title. Across the board our rank increases when adjusted for cost of living
 - Professors. 16/34 increases to 12/34
 - Associate: 23/34 increases to 15/34
 - Assistant: 27/34 increases to 15/34
 - Combined I&L 30/32 increases to 26/32
- Regional campuses: Over 100 institutions. We find COL for all 100 or more institutions. Using Sperlings Best Places Index (one of few sources of COL for suburban and rural areas). Normalize Bradford to 100. Other cities relative to Bradford.
 - UPJ and UPB close to bottom. UPG close to middle. Two very high cost institutions are Haverford and Bryn Mawr in Philadelphia area.
- Adjusted salaries move from median to top quarter/third for all ranks
 - Full increases from 53 to 26
 - Associate increases from 53 to 26
 - Assistant increases from 63 to 27
 - Instructors and Lecturers increase from 59 to 32 (out of 93—not all institutions report)

Meeting adjourned at 2:52pm.