

# Senate Budget Policies Resolution on meeting salary targets for Lecturers, Instructors, and Assistant Professors

Adopted by the Senate Budget Policies Committee on January 22, 2021

Adopted by Faculty Assembly on February 10, 2021

Adopted by Senate Council on February 17, 2021

Whereas, The University of Pittsburgh's Salary Increase Policy ([ER 14, formerly 07-09-01](#)), which governs salaries for full-time faculty outside the School of Medicine, establishes specific targets for faculty salaries at the Pittsburgh campus, namely, "average faculty salaries at the Pittsburgh campus are at or above the median (for each rank) of AAU [Association of American Universities] universities," and in practice the target is set at the median of public AAU universities;

Whereas, The Salary Increase Policy requires the Senate Budget Policies Committee to monitor and report on its implementation annually to the University Senate;

Whereas, As part of that oversight role the SBPC annually receives a peer-group analysis of average faculty salaries at each rank in comparison to average salaries of faculty at the same rank at other AAU universities, based on data reported to the American Association of University Professors;

Whereas, Starting with the 2012-13 fiscal year those reports have included faculty with Lecturer and Instructor titles in addition to Assistant, Associate, and Full Professors;

Whereas, Since 2012-13 salaries for Lecturers have fallen short of the target, averaging 28th out of an average of 29 public AAU institutions that report salaries for Lecturers each year;

Whereas, Since 2012-13 salaries for Instructors have fallen short of the target, averaging 18th out of an average of 20 public AAU institutions that report salaries for Instructors each year;

Whereas, Since 2012-13 salaries for Assistant Professors have fallen short of the target, averaging 27th of an average of 34 public AAU peers since 2012-13;

Whereas, When adjusted for regional cost of living, salaries for these faculty ranks remain below the median of the peer groups; and

Whereas, Since 2012-13 salaries for Full and Associate Professors have met or come close to the target, averaging 17th of 34 for Full Professors and 20th of 34 for Associate Professors;

Whereas, Starting in the 2021-22 academic year scheduled changes to faculty titles, replacing Lecturer titles with Teaching Professor titles, will create uncertainty about the appropriate benchmarking group for those faculty; therefore be it

*Resolved*, That the Provost and Chancellor are urged to take action as part of the 2021-22 budget to achieve measurable progress toward compliance with the goals in the Salary Increase Policy for affected ranks, and that the administration present a timeline and plan for achieving full compliance with the salary targets to the Senate Budget Policies Committee by September 2021;

*Resolved*, That the Salary Increase Policy be interpreted so that faculty currently holding Lecturer titles who are converted to Teaching Professor titles will continue to have their salaries benchmarked to the Lecturer peer group, at least until they meet the target for that peer group.