

Minutes of April 26, 2019 Meeting

The meeting convened at 3:34 p.m. in 817 Cathedral of Learning

UPBC members present were: Ann Cudd, Tammeka Banks, Chris Bonneau, Robin Choo, Jacqueline Dunbar-Jacob, John Keeler, Kathleen Kelly, Douglas Landsittel, John Lyon, Wesley Rohrer, Jem Spectar, Andrew Stephany, Kornelia Tancheva, Jean Truman, and Franklin Wilson.

Also present were: David DeJong, Richard Henderson, Nancy Tannery, Kathy Tosh, Paul Supowitz and Thurman Wingrove

UPBC members not present were: Keith Caldwell, William Kory, Catherine Lamberton, Arthur Levine, Hari Sastry, Gregory Scott, Cory Stillman, Alex Toner and Chad Zutter.

Minutes of February 11, 2019 Meeting

There was a motion to approve the minutes of the February 11, 2019 meeting. There was no discussion. The minutes were approved unanimously.

Update from the Chair

Provost Cudd informed the committee of the results of the graduate student union vote. Although the voting had not been certified, there were 675 Yes votes and 712 No votes.

Paul Supowitz updated the committee on the recent Pitt Day in Harrisburg. There was positive feedback about the Pell Match program. Attorney General Josh Shapiro is interested in hearing from students about student loan debt. He is particularly interested in Pitt because we are doing something about this issue.

Salary Cohort Analysis

Executive Vice Provost DeJong shared results of a faculty and staff salary cohort analysis. The analysis compared salary increases of faculty and staff members who had been at Pitt for the 15 years spanning FY03-FY18. Allaying concerns about the salaries of long-standing employees at Pitt, the analysis revealed that 85% of faculty members' salaries and 93% of staff members' salaries outpaced inflation over this period. In addition, 82% of faculty members' salaries and 90% of staff members' salaries exceeded the growth of the maintenance/market/equity component of the salary pool over this period.

Parameters Subcommittee

Dean John Keeler, chair of the Parameters Subcommittee, noted that the subcommittee conducted its work assuming flat funding from the commonwealth. He presented the following recommendations of the subcommittee.

Tuition

- Pittsburgh campus
 - 3% increase for PA undergrad, 5% increase for OS undergrad, 3% increase for all Graduate/Professional
- Regional campuses
 - 2% increase

Salary Increases

- 2% base increase (equivalent to the CPI increase observed over the past fiscal year)
- 0.5% for faculty salaries (academic initiatives)
- 0.5% supplement for all faculty and staff earning less than \$47,638 (Federal guidelines for meal support under the National School Lunch Program)

Cost Reduction

- 1.5% reduction applied uniformly at the Senior Vice Chancellor level

Distribution of salary increases

- 1.5% for satisfactory performance (2.0% for those earning less than \$47,638)
- 0.5% for merit, market, and equity

Priorities for adjustments in light of favorable budget news

- Top priority: increase salary pool
- Second priority: reduce cost reduction
- Lowest priority: reduce base tuition increase below 3% (2% on regionals); keep all tuition premia in place

Priorities for adjustments in light of unfavorable budget news:

- Increase base tuition above 3% (hold the line at 2% for the regionals)
- Increase cost reduction
- Reduce salary pool

Committee members asked that the University look for ways bolster compensation growth, and to help employees prioritize work/life balance. Examples made for staff include opportunities to work from home, have access to flex time, and benefit from job-sharing arrangements. They also suggested that revisions to job classifications are needed. Members expressed concern about salary compression, and with the impact of 0 across-the-board cuts.

A motion was made to approve the recommendations outlined by the parameters subcommittee. The motion passed with 10 in favor and 4 opposed.

New Business

There was no new business to discuss.

The meeting adjourned at 4:35 p.m