

## **Minutes of March 16, 2020 Meeting**

The meeting convened at 3:35 p.m. via Skype

### **Covid-19 Updates**

Provost Cudd stated COVID-19 is now a global pandemic. The University is taking drastic action to limit social interactions in order to slow the virus— “flatten the curve.” Financial volatility will impact our revenues, costs, and endowment. Effects will not become fully known for some time.

As of today, all campuses are open to faculty, staff, and students. Most students will have moved home. Students will be reimbursed for room and board costs for the balance of semester. They will not be reimbursed for tuition. Study abroad has been cancelled through the summer. Payroll for faculty, staff, and student workers will proceed as normal. Commencement will likely be postponed. Instruction is migrating to online successfully thanks to extraordinary efforts of faculty and staff. The Center for Teaching and Learning is working with all campuses to optimize the efforts. Utilizing technological expertise on each campus is somewhat variable, and students’ abilities to connect on vast scale is as yet untested.

There are ramifications for admissions as recruitment strategies go virtual. Currently deposits are well ahead of last year. As we move forward financial costs are occurring. With the cancelation of summer study abroad there will be no new revenue and there are added costs to canceled contracts. There are uncertainties about summer session and fall semester impacts on enrollments and teaching modes.

### **Budget Impact of COVID-19**

Chief Financial Officer Hari Sastry told the committee his office is trying to capture the budget impact of COVID-19 on units. Examples are costs that a unit planned to cover but didn’t receive the benefit from as well as costs a unit was planning to incur but now will not. Sastry noted the University is in a strong position in the cash perspective. A committee member asked if the University could dip into the endowment if needed. Sastry responded there is no need in the near term to do that.

### **Salary Benchmarking**

Vice Provost Steve Wisniewski provided the committee with faculty salary data. “Average Salaries of Faculty a Peer Group Analysis 2018-2019” compares Pittsburgh campus faculty to 34 other universities in the Association of American Universities. He told committee members that the goal for the Pittsburgh campus is to have salaries in each of these categories around the median. Salaries at the regional campuses (Bradford, Greensburg and Johnstown combined) are compared against a benchmark group of peer schools identified by the Senate Budget Policies Committee. The goal for the regionals is also the median range in this peer group.

Pittsburgh campus professors’ pay ranked no. 16 out of 34 in the 2018-19 academic year, the same as the previous year 2017-18. Associate professors ranked 21 up from 23 the year before,

assistant professors were at no. 25 up from 27 the previous year and instructors rose to 15/20 up two from the prior year. Wisniewski noted there are reporting and classification differences for instructors.

Salaries in the regional campuses are combined. As in prior years, Pitt's regional peer group is ranked in deciles with the first decile representing the top 10 percent, through the tenth decile which represents the bottom 10 percent. Professor and associate professors ranked in the 5<sup>th</sup> decile and assistant professors ranked at the top of the 7<sup>th</sup> decile.

In describing the Cost-of-Living-Adjusted Faculty Salary Report, Wisniewski stated that when benchmarked against 32 peer (public) AAU institutions, cost-of-living-adjusted salaries for the Pittsburgh campus professors and associate professors ranked in the top 15, while salaries for assistant professors and instructors & lecturers ranked 20 and 25th, respectively. Salaries at the regional campuses (Bradford, Greensburg and Johnstown combined) were compared against their benchmark group. Cost-of-living adjusted salaries for professors and associate professors ranked in the top quarter among this group of peers. Assistant professors and instructors & lecturers ranked in the top third.

### **Update from Commonwealth**

Paul Supowitz, Vice Chancellor for Community and Governmental Relations, noted COVID-19 is having a dramatic effect at the Commonwealth level. March 17 was scheduled to be Pitt Day in Harrisburg. Some phone calls have been set up in place of the in person visit. It appears the Federal relief bill will not be passed quickly by the Senate, but rather changes may be made in the Senate, which of course would require it to go back to the House, and further delay the response.

### **New Business**

There was no new business to discuss.

The meeting adjourned at 4:11 p.m.