

University Planning and Budgeting Committee

Minutes of March 15, 2021 Meeting

The meeting convened at 3:32 p.m. via Zoom

UPBC members present: Tammeka Banks, Tyler Bickford, Kathy Blee, Chris Bonneau, Ronna Colland, Ann Cudd, Dave DeJong, Betsy Farmer, Christine Jackson, Robin Kear, Patricia Kroboth, Diaz Mabeth, Debbie Miller, Manisha Nigam, Hari Sastry, Jem Spector, Andy Stephany, John Stoner, Jean Truman, Julie Vandebossche, Chad Zutter

Also Present: Richard Henderson, Mallory Oslosky, Lucy Russell, Paul Supowitz, Steve Wisniewski

UPBC members not present: Jude Hays, Eric Macadangang, Bill Madden, Patricia McClain, Charles McLaughlin, Anantha Shekhar

Minutes of February 15th, 2020 Meeting

There was a motion to approve the minutes of the February 15th meeting. There was no discussion. The minutes were approved unanimously.

Update on Parameters

Jem Spector updated the committee from the parameters meeting. This committee spoke about the budget and commonwealth appropriation. Much of the communication was about the Covid impact on the budget and how the university is coping with the loss. The Commonwealth Appropriation anticipates no cuts currently.

Commonwealth Relations Update

Paul Supowitz updated the committee on the Commonwealth Appropriation. He states the Pennsylvania appropriation was over 6 billion dollars. 54 million is allocated to the University and at least half goes directly to students. 325 million goes to the City of Pittsburgh to assist with public safety personnel and other deficits. Paul reminds the committee Pitt Day in Harrisburg is March 23rd.

Salary Benchmarking

Vice Provost Steve Wisniewski presented the committee with faculty salary data. "Average Salaries of Faculty a Peer Group Analysis 2019-20" shows a comparison of Pittsburgh campus faculty to 36 other universities in the Association of American Universities. Steve told committee members that the goal for the Pittsburgh campus is to have salaries in each of these categories around the median. The goal for the regionals is also the median range in this peer group. 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. Pittsburgh campus professors' pay ranked no. 16 out of 36 in the 2019-2020 academic year, the same as the previous year 2018-19. Associate professors

ranked 25 down from 21 the year before, assistant professors were at no. 26 down from 25 the previous year and instructors ranked 15/19. Lecturers are ranked 29/31.

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. Professors ranked in the 5th decile, associate professors ranked in the 6th decile and assistant professors ranked at the top of the 7th decile. Instructors and/or lecturers ranked in the 6th decile.

In describing the Cost-of-Living-Adjusted Faculty Salary Report, Wisniewski stated that when benchmarked against 36 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 28th, 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.

The meeting adjourned at 4:27 p.m.