

### **Minutes of the April 24, 2014 Meeting**

The meeting convened at 1:00 p.m. in room 817, Cathedral of Learning.

UPBC members present were: Patricia Beeson, Thomas Braun, James Cassing, Richard Colwell, N. John Cooper, William Harbert, Jonathan Harris, Kathleen Kelly, Susanna Leers, Alan Lesgold, Monika Losagio, Arthur Ramicone, Jem Spectar, Michael Spring, Frank Wilson, Ray Wrabley, and Chad Zutter.

Also present were: Cassie Brenner, Amanda Brodish, David DeJong, Rich Henderson, Charles McLaughlin, Albert Novak, Kathy Tosh, and Thurman Wingrove.

Not present were: John Baker, Jerome Cochran, Monica Costlow, Ryan DeCaro, Arthur Levine, Mike Nites, Susan Patton, and Donald Ulin.

### **Minutes of the March 25, 2014 Meeting**

There was a motion to approve the minutes of the March 25, 2014 meeting. The motion was seconded. There was no discussion. The minutes were approved unanimously.

### **Report of the Chair**

Provost Beeson provided an enrollment and admissions update. Beeson noted that admissions on the regional campuses are ahead relative to last year – a signal of the recruiting success of the regional campuses, given the demographic shift in western PA toward fewer high school graduates. Deposits on the Pittsburgh campus have been running behind last year by as much as 10%. Beeson suggested that this can be explained partly by variations in the calendar and noted that deposits this year have been catching up to deposits last year over the past week. She assured the committee that any enrollment deficits due to lower freshman enrollment could be offset by increases in retention, and the admission of more transfer students and summer applicants.

Beeson further noted the changing enrollments in professional and graduate education resulting from shifting demand for certain careers. For example, she highlighted the decline in law school admissions due to the changing nature of the field of law, the decline in enrollments in education due the greater number of teachers than teaching jobs, and the increased demand for professional programs in the health fields.

### **Update on the Commonwealth Appropriation**

Charles McLaughlin reported no new updates to the FY15 commonwealth appropriation. He noted that given that this is an election year, budget deliberations will not begin in earnest until early June. Revenues were running behind in March by about \$175 million, but by June the revenue picture should be clearer.

## **Salary Cohort Analysis**

Vice Provost DeJong shared the results of a salary cohort analysis that was requested by the Senate Budget Policies Committee. This analysis compared salary increases of faculty and staff who had been at Pitt for the 15 years spanning 1995 to 2010 to the rate of inflation and increases in the salary pool. Allaying concerns about the salaries of long-standing employees at Pitt, this analysis revealed that 76%-92% of faculty members' salaries, and 93% of staff members' salaries outpaced inflation over this period.

## **Report of the Parameters Subcommittee**

Dean Alan Lesgold presented the recommendations of the parameters subcommittee:

- For both in- and out-of-state students, a 3.9% tuition increase on the Pittsburgh campus, and a 2.0% tuition increase on the regional campuses.
- A 1.7% salary pool increase.
- No across-the-board reductions to the Education and General budget.

Recognizing the uncertain political and economic environment in which the University continues to operate, Dean Lesgold then presented the following recommendations of the subcommittee concerning budget priorities and discretion:

- The Chancellor should have the discretion to adjust the proposed tuition increase should political or other factors require this.
- Recognizing that the salary pool increase is at the rate of inflation, the subcommittee suggested that the Chancellor consider raising the salary pool increase should final budget numbers be more favorable than anticipated.

Finally, Lesgold reported that the subcommittee voted on recommendations concerning the allocation of the salary increase pool. By a vote of 10 to 5, the subcommittee recommended that the allocation be 0.5% for satisfactory performance and 1.2% for merit, equity, promotion, and retention adjustments. Rich Colwell spoke in favor of a larger percent increase for satisfactory performance, citing concerns about the salaries of low paid workers not keeping up with inflation. In response, Chad Zutter noted that a smaller allocation for satisfactory performance better enables deans to put money towards larger salary increases for lower paid workers. Provost Beeson added that increased funds in the merit, equity, promotion, and retention salary pool give her greater flexibility to address concerns regarding the salaries of non-tenure-stream faculty. A discussion of staff salaries followed and Provost Beeson agreed to request a study of percentage increases in staff salaries by salary levels that could inform a discussion of staff salaries at a future committee meeting.

A motion was made to approve the recommendations outlined by the subcommittee. Following a brief discussion, the motion was seconded. The motion passed with two votes against and the rest in favor.

**Revenue and Cost Attribution Study for FY2012**

The committee continued its discussion of the Revenue and Cost Attribution Study for FY2012. James Cassing praised the usefulness of the document. Committee members discussed factors that influence the unit-level differences revealed by the study, including differences in the mix of in-state vs. out-of-state students, the amount of external support for research, and fluctuations in the number of enrolled students. Michael Spring wondered if the study could be used to identify schools with particular technological sophistication or efficiency.

**New Business**

There was no new business.

The meeting adjourned at 2:30 p.m.