

### **Minutes of March 24<sup>th</sup> 2015 Meeting**

The meeting convened at 2:00 p.m. in room 2700 Posvar Hall.

UPBC members present were: Patricia Beeson, Jeanine Buchanich, Richard Colwell, Max Kneis, Pat Kroboth, Alan Lesgold, Arthur Ramicone, Lindsay Rodzwicz, Andrew Rose, Michael Spring, Frank Wilson, and Chad Zutter.

Also present were: Amanda Brodish, David DeJong, Rich Henderson, and Steve Wisniewski.

UPBC members not present were: James Cassing, Beverly Gaddy, Tony Gaskew, David Gau, Jonathan Harris, Zsuzsa Horvath, Ron Larsen, Arthur Levine, Monika Losagio, Kathleen Musante, Susan Patton, and Jem Spectar.

### **Minutes of February 12<sup>th</sup> 2015 Meeting**

There was a motion to approve the minutes of the February 12<sup>th</sup> 2015 meeting. There was no discussion. The minutes were approved unanimously.

### **Report of the Chair**

Provost Beeson noted that the commonwealth budget hearings for state-related institutions were happening today. Beeson described the overall state budget proposal as reflecting both large increases in spending and large increases in taxes. The proposed budgets for the state-related institutions reflected increases over last year's enacted budgets, but these increases will likely depend on success in increasing state revenue. Also the governor has requested that the state-related institutions keep tuition increases at or below inflation. Beeson noted that Penn State has already announced a 3.9% increase in room and board for the upcoming academic year, which has raised concerns among their trustees and lawmakers, but has been justified as needed to update facilities.

### **Parameters Subcommittee**

Dean Larsen chaired last month's Parameters subcommittee meeting in Dean Lesgold's absence. In Larsen's absence at today's meeting, Vice Provost DeJong provided an update of the activities of the Parameters subcommittee. DeJong noted that in the subcommittee's first meeting, key budget parameters were quite preliminary. More budget parameters are expected to be available at the next Parameters meeting on March 31. DeJong noted that uncertainty regarding the state budget, including when it will be approved, will likely entail uncertainty in developing budget parameter recommendations for the chancellor.

### **Staff Salary Analysis**

Beeson opened by noting two questions regarding staff salaries that had been raised last year: the propensity for low-salary staff to receive relatively larger raises, and the extent to which staff salaries keep pace with inflation over long time periods. DeJong presented two studies to address these questions.

Using salary data of full-time staff who worked at Pitt in October 2013 and October 2014, DeJong compared the salary increases among three groups of staff: all staff, staff in the bottom 10% of the salary range, and staff in the top 90% of the salary range. The salary increase for all staff was 4.12%, for lower-paid staff it was 4.67%, and for higher-paid staff it was 4.05%, such that lower-paid staff received a 15% premium in their salary increases. For comparison purposes, DeJong reported similar analyses for faculty. The salary increase for all faculty was 3.94%, for lower-paid faculty it was 4.44%, and for higher-paid faculty it was 3.91%.

The second study compared the salary of faculty and staff who had been at Pitt for the 15 years spanning from 2000 to 2015 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 92% of the 1,524 staff members' salaries and 87% of the 811 faculty members' salaries outpaced inflation over this period. Among the staff who were promoted, 98% had salaries that outpaced inflation and 95% outpaced the salary pool increase; among the faculty who were promoted, 93%-97% had salaries that outpaced inflation and 86% to 95% outpaced the salary pool increase. Moreover, almost 75% of the staff and faculty who were not promoted over this period had salaries that outpaced the salary pool.

Committee members discussed the impact of deans holding back portions of salary pool increases on staff and faculty salaries. Rich Colwell wondered where these funds were allocated. Beeson assured him that this money goes to staff salaries, but suggested that there could be more transparency in informing staff members about how these funds are allocated.

### **New Business**

There was no new business.

The meeting adjourned at 3:00 p.m.