

### **Minutes of March 12, 2018 Meeting, DRAFT**

The meeting convened at 3:32 p.m. in 817 Cathedral of Learning.

UPBC members present were: Patricia Beeson, Livingston Alexander, Tammeka Banks, Jacqueline Dunbar-Jacob, Gerald Holder, Kathleen Kelly, Maximillan Kneis, Douglas Landsittel, John Lyon, Arthur Ramicone, Andrew Stephany, Kornelia Tancheva, Alex Toner, Jean Truman, and Franklin Wilson

Also present were: David DeJong, Leslie Gumbita-Miele, Richard Henderson, Paul Supowitz, Nancy Tannery and Thurman Wingrove.

UPBC members not present were: Keith Caldwell, William Kory, Catherine Lamberton, Arthur Levine, Dean Nelson, Wesley Rohrer, Gregory Scott, Shreyas Vamburka, and Chad Zutter

### **Minutes of the January 17 and February 5, 2018 Meeting**

There was a motion to approve the minutes of the January 17, 2018 and February 5, 2018 meetings. There was no discussion. The minutes were approved unanimously.

### **Report of the Chair**

Provost Beeson provided context for the budget-building process, and welcomed all UPBC members to attend meetings of the Parameters subcommittee. The subcommittee makes recommendations on adjustments to major budget items such as tuition rates, compensation, and potential cuts. This year there will be a special focus on prospective adjustments to out-of-state tuition rates, school- and program-specific rates, and rates charged to international students. The subcommittee's recommendations will be conveyed to the UPBC, which in turn will make recommendations to the Chancellor, who uses this input when recommending a budget to the Board of Trustees.

### **Commonwealth Appropriations**

Paul Supowitz informed the committee that it is early in the Commonwealth's budget-building process. The Chancellor testified last week at the Commonwealth's appropriation hearings, along with the other heads of the state-related universities. Supowitz distributed a table of the line items of Pitt's Commonwealth Appropriation Request, which is part of the Budget Presentation to the General Assembly of the Commonwealth (page 19 at [bit.ly/1819Pitt](http://bit.ly/1819Pitt)). He concluded by inviting UPBC members to participate in this year's Pitt Day in Harrisburg on March 20, 2018.

### **Salary Reporting**

Dave DeJong presented three salary reports: the Cost-of-Living-Adjusted Faculty Salary Report; the Faculty and Staff Cohort Analysis, FY00-FY15; and the Economic Status of Women Faculty 2015-2016.

In describing the Cost-of-Living-Adjusted Faculty Salary Report, DeJong stated that when benchmarked against 33 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 21st and 27th, respectively. Salaries at the regional campuses (Bradford, Greensburg and Johnstown combined) were compared against a benchmark group of 108 Carnegie IIB schools in states neighboring PA. Cost-of-living adjusted salaries for professors, associate professors, assistant professors, and instructors & lecturers all ranked in the top third among this group of peers. In response to a question from a committee member, DeJong indicated that school-level data on benchmark salary comparisons were shared with Deans on an annual basis.

The second study, Faculty and Staff Cohort Analysis, measures the progress of faculty and staff salaries for individuals who have been at Pitt over the previous 15 years, in this case from 2000 to 2015. Progress is measured relative to the rate of inflation and average increases in the salary pool over this period. The analysis indicates 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 average growth of the salary pool; among faculty who were promoted, 89%-97% had salaries that outpaced inflation and 87%-95% outpaced the salary pool. In response to a question about the availability of staff salary data at the department level, DeJong indicated that this information is not shared publically due to concerns over small samples that could compromise the privacy of individuals.

The report on the Economic Status of Women Faculty comes in two parts. The first compares outcomes on the Pittsburgh campus to the 33 public AAU peers; outcomes include the percentage of women faculty by rank, and the ratio of the average of women's salaries to men's salaries by rank. DeJong reported that in FY16, women made up 44% of the Pitt faculty, fourth-highest among the public AAU peer group. By rank, women are 26% of full professors, 43% of associate professors, 52% of assistant professors and 58% of lecturers and instructors. DeJong also reported that the ratio of women's to men's salary at Pitt was 79%. By rank, the ratio of was 86% for full professors, 97% for associate professors, 90% for assistant professors and 92% for lecturers and instructors.

The second part of the presentation analyzes Pitt-specific data (all four-year campuses), focusing on faculty salary ratios calculated for cohorts stratified by rank, tenure status, school, and department or regional-campus-academic division. DeJong noted that 43% of all faculty on the Pittsburgh campus were women in 2016, while 45% of all faculty on the regional campuses were women.

Among faculty on the Pittsburgh campus, women's pay averaged 80.2% of men's. Among all full professors the average was 90.8%, and among tenured/tenure-stream full professors the average was 94.6%. Stratifying by school the average for full professors was 93.7%, and by department 97.1%. For associate professors the average was 96.7%, and among tenured/tenure-stream associate professors the average was 94.6%. Stratifying by school the average was 95.6%, and by department 100.1%. Among all assistant professors, the average was 94.1%, and among tenured/tenure-stream faculty the average was 95%. Stratifying by school the average was 96.4% and by department, 98.1%. For non-tenure stream faculty, the average salary for women at all ranks on the Pittsburgh campus was 88.6% of men's. Among all NTS instructors and lecturers the average was 93.7%. Stratifying by school the average was 95.4%, and by department 97%.

At the regional campuses, the average salary ratio for women faculty at all ranks was 88.1% of men's. Among all tenured/tenure-stream faculty the average is at least 99.1% when stratifying by rank and division; among all NTS faculty the average is at least 89.8% when stratifying by rank and division.

Describing women in leadership positions, DeJong reported that women make up 19% of Pitt's Board of Trustees, 34% of senior administrators, 35% of the Provost's senior staff, 20% of Deans, and 26% of department chairs.

It was noted by committee members that part-time faculty and adjuncts are missing from the reports.

The meeting adjourned at 4:33 p.m.