

Senate Budget Policies Committee
Friday, April 18, 2014
1:05 pm in 156 Cathedral of Learning

Members in attendance: John J. Baker (chair), Beverly Ann Gaddy (vice chair), Hiro Good, Emily Murphy, Michael Pinsky, Frank Wilson, Phil Wion, Adriana Maguiña-Ugarte (SAC), Amanda Brodish, Richard Henderson, Michael Spring, Bob Goga (Institutional Research), Marty Levine (University Times).

Absent: Nasreen Harun (SGB), Travis Ritter (CGS), David Gau (GPSG), Linda Rinaman, Chandralekha Singh, Stephen L. Carr, Balwant N. Dixit, Sean Hughes, Richard Pratt, David DeJong, Art Ramicone.

1. Call to Order. (at 1:13 pm)
2. Approval of the minutes (if available).
Minutes for March 21, 2014 meeting were not available with enough lead time to be reviewed by the committee members. The minutes will be sent ahead of the next meeting.
3. Presentation and discussion of the annual report on the Mean and Median Salaries of Full-Time Employees (for FY 2013).
 - A. As it is customary, Bob Goga presented the annual report titled “Mean and Median Salaries of Full-time Employees.” The current report was for FY2013 (with data as of October 31, 2012).
 - B. A discussion about Staff Salaries ensued. Beverly Gaddy expressed her continued concern about how low the secretarial/clerical staff are paid. Adriana Maguiña-Ugarte requested that a better break down of the staff categories be presented in the future, as it would seem that the “Other Professionals” collect a varied group of actual job classifications.
 - C. The discussion of staff salaries continued in relation to how to present meaningful data that shows where salaries stand. Michael Pinky inquired about whether Human Resources prepares benchmarking comparisons with other institutions and if so, whether that can be shared/presented.
 - D. Amanda Brodish shared that her office is preparing a “continuing staff salary” cohort companion report to the one presented earlier for continuing faculty salaries.
 - E. Maguiña-Ugarte presented a summary table of select Pitt job classifications (from <http://www.hr.pitt.edu/compensation-classification/staff-classification-system/job-classifications>) to further illustrate how varied the staff job descriptions are (by pay grade, salary range, and degree or education requirements), and how a category “Other Professionals” (used to report to the AAU) does not do justice to the data and the effort of analyzing staff salaries, between job classifications.

- F. For many years, staff members have anecdotally complained at SAC meetings that they feel their salary is not at the [arithmetic] mean or midpoint of the salary range published by HR; more recently concerns about gender gap have been raised.
 - G. Maguiña-Ugarte also distributed a table format, modeled after the annual report presented by Mr. Goga, which would include 83 rows, one per job classification. Variables requested are: number of full-time employees, mean salary, and medial salary, each divided by female, male data.
 - H. Senate President Michael Spring indicated that he had recently communicated with the President of the Staff Association Council, Rich Coldwell, about similar issues. Also of concern to Spring are staff earning very low salaries, but may be working here for the educational benefit of their children (while receiving health benefits from spouses).
 - I. Maguiña-Ugarte agreed that this may be a real-life scenario, but recalled the figure given by Art Ramicone in a previous meeting when he said only about 10% of staff do not contribute to a retirement plan benefit, probably related to their low, take home salaries.
 - J. She also presented another common complaint from staff: that when they have taken advantage of the education benefit for themselves and acquired a graduate degree, that this did not seem to give them the advantage they were seeking. They reportedly feel unappreciated when an external hire with similar educational level is hired instead, and many times at a higher salary than what the current staff would be offered.
 - K. Spring argued that the topic of staff salaries is a complex one, and that he would like to see a brainstorming meeting with Institutional Research, Human Resources, and Staff Association Council reps to outline what criteria would be needed and useful in a staff report. This was met with agreement of the members present.
 - L. The May 1, 2014, issue of the University Times published an article summarizing the results of the Mean and Median Salary report and this SBPC discussion of it (<http://www.utimes.pitt.edu/?p=30417>).
4. Items of new or old business. Depending upon what members wish to discuss, this may occur in executive (closed) session if requested.
- A. Old business: Phil Wion asked about the attribution study. Brodish reported that it had already been presented to the UPBC, but before it can be shared with the BPC, UPBC needed more time to review it. If it is available for sharing prior to the May meeting, it will be presented then. Wion remarked that this study is very important for understanding how the university works.
 - B. New business: Spring inquired as to the topic of Marc Harding's presentation in May; Spring would like to know how Harding's office influences student mixes. He also wondered what joining the ACC is about: more money or new student population. Baker

acknowledged that he had given no pointers to Harding, but that in the past presentations were primarily concerned with student admission statistics for the freshman class and occasionally financial aid. Pinsky reassured the members that the report will present comparison data along the lines about which Spring inquired.

- C. New business: Spring also indicated that he has issues with some Provost Memo-based policies (like the one about usage of a textbook written by a Pitt faculty), which because it is on a memo from the Provost, not all faculty are following. Another example is the Provost's annual evaluation policy, as well as the University's salary increase policy which are due for a thorough review. His school (SLIS) has been "perfecting" its annual review evaluations with a point system.
- D. Old business: A Proposed Report on the Salaries of Part Time Faculty.
Frank Wilson reported that Irene Frieze's ad hoc Committee on Non-Tenure Stream Faculty, on which he is also a member, saw the report proposal. The NTSF committee is currently working on a series of proposal recommendations.
- E. Old business: University Salary Policy.
Alleged salary abuses occurring in the Medical School (as presented by J. Baker in a previous meeting) have not been discussed yet by the SBPC. M. Pinsky reported that the School of Medicine is trying to resolve the alleged abuses, and that the resolution should be found acceptable.

6. Adjournment.