

Senate Budget Policies Committee Meeting
November 21, 2014
1:10 pm in 1817 Cathedral of Learning

Members in attendance: John J. Baker (Co-chair), Beverly Ann Gaddy (Co-chair), Adriana Maguiña-Ugarte (SAC), Amanda Brodish, Kimberly Barlow.

Absent: Elian Beniash, Balwant N. Dixit, Nasreen Harun (SGB), Travis Ritter (CGS), James Dalton (GPSG), Hiro Good, Emily Murphy, Michael Pinsky, Linda Rinaman, Frank Wilson, Stephen L. Carr, Sean Hughes, Richard Pratt, Phil Wion, David DeJong, Richard Henderson, Art Ramicone, Michael Spring.

1. Call to Order at 1:12 pm.
2. Approval of the minutes from the October 17 meeting (if available).

Draft minutes for the September 19, March 21 and April 18, 2014 meetings were made available in advance to Chair Baker, but not yet to the committee members to review. The minutes will be sent ahead of the next meeting.

3. Effect of Cost of Living on Average Salaries in Pitt's Faculty Peer Groups.

A. This report was presented by Amanda Brodish. She used the annual AAUP and ARL salary surveys for 2013-2014 to assemble the salaries for the faculty peer group for Pitt's main campus, which are the other 33 public AAU institutions. She used the ACCRA cost of living index for the 1st quarter of 2014 for the cost of living reference for the 34 AAU cities in the study. The cost of living for Pittsburgh was normalized to 100 for comparison purposes.

B. The first item of note for the comparison is that Pittsburgh is 8th least expensive out of 34 cities where comparable AAUP institutions are located (7 have lower cost of living).

C. Unadjusted faculty salaries at Pitt's main campus rank as follows:

- 1) Professors salaries are the middle of the pack: 16/34;
- 2) Associate professors rank 19 out of 34;
- 3) Assistant professors rank 27 out of 34;
- 4) Instructors and lecturers rank 31 out of 32 (not all institutions report this category);
- 5) Librarians rank 9 out of 34.

D. Adjusted faculty salaries at Pitt's main campus rank as follows:

- 1) Professors salaries are the 5th best paid: 5/34;
- 2) Associate professors rank 8 out of 34;
- 3) Assistant professors rank 11 out of 34;
- 4) Instructors and lecturers rank 26 out of 32 (not all institutions report this category);
- 5) Librarians rank 2 out of 34.

- E. Pitt's regional campuses were compared to equivalent AAUP institutions that are ranked as Carnegie IIB. There are 218 such institutions, so a sample of 65 campuses was selected for comparison, using a 5th percentile intervals method of analysis across a wide range of median salaries. For this group, Brodish used Sperling's Best Places Cost of Living Index. Bradford was normalized to 100. Johnstown is the least expensive, and Greensburg is the most expensive.
- F. Unadjusted faculty salaries at Pitt's regional campus rank as follows:
- 1) Professors salaries are the middle of the pack: 32/65;
 - 2) Associate professors rank 26 out of 65;
 - 3) Assistant professors rank 38 out of 65; and,
 - 4) Instructors and lecturers rank 20 out of 48 (not all institutions report this category).
- G. Adjusted faculty salaries at Pitt's regional campus rank as follows:
- 1) Professors salaries rank 14 out of 65;
 - 2) Associate professors rank 8 out of 65;
 - 3) Assistant professors rank 9 out of 65; and,
 - 4) Instructors and lecturers rank 3 out of 48 (not all institutions report this category).
- H. Gaddy inquired what Sperling's index for Pittsburgh would be because it might be useful in comparing these different cost of living indices. Brodish offered to look it up. Gaddy pointed out that there are many Greensburg professors who work there but live in Pittsburgh.
4. Items of new or old business (time permitting or for discussion at a future meeting).
- A. There will be a December 12 meeting to discuss a Staff Salary Cohort Report.
5. Adjournment at 1:46 pm.