

Minutes – Senate Budget Policies Committee
Friday, February 17, 2017, 2:00 pm
156 CL

Members in attendance: Elia Beniash, Tyler Bickford, Beverly Gaddy (chair), Emily Murphy, Salim Malakouti (GPSG), Adriana Maguina-Ugarte (SAC), Phil Wion, Dave DeJong, Amanda Brodish, Richard Henderson, Frank Wilson (Senate Pres.), Kimberly Barlow (UTimes), Bob Goga

Absent: Panos K. Chrysanthis, Mackey A. Friedman, Wes Rohrer, David Rowe, Cindy Tananis, Samantha Jankowitz, Jessica Sevcik, John J. Baker, Stephen L. Carr, Sean Hughes, Richard Pratt, Stephen Wisniewski, Arthur Ramicone

Meeting called to order by Chair Gaddy (at 2:01 pm)

1. Approval of minutes of December 09, 2016 and January 20, 2017 meetings
 - Minutes were distributed ahead of time, and unanimously approved.
2. Matters arising, announcements, proposals for new business
 - Tyler Bickford announced a talk at the Frick Fine Arts auditorium on Thursday, February 23 on national trends on endowment; it should be interesting.
 - Beverly Gaddy asked about the tentative date for the Gender report to be presented to the committee. Amanda Brodish indicated that is scheduled for May.
 - Bickford asked when the cohort salary and the attribution reports would be presented. David DeJong indicated that the cohort salary report would be in the fall, and confirmed that the attribution report is presented in a 3-year cycle as well. Since the last time it was presented was September 2014 it would seem that the attribution report should be presented next fall too. DeJong referred the committee to Art Ramicone for confirmation on the schedule since the attribution report falls in his area.
3. Mean and Median Salary Report for 2016 (R. Goga)
 - Robert Goga presented the report. Data is for FY16, but Goga reminded the committee that as usual the data is from October 31 (2015). He also reminded the committee the data for faculty is publicly available at the AAUP. They get all the faculty data minus the information about research or post-doctoral associates. Faculty salary is for 9-month contract or its equivalent.
 - Phil Wion asked how many faculty there are in 12-month contracts. Goga was not certain about the number; DeJong was not either but he did not think there was trend in either direction (more or fewer with 12-months contracts).
 - Emily Murphy expressed surprise about the high salary for Katz faculty, when compared to other schools. DeJong explained that Katz makes a great effort to attract business people to become academics; when successful most of the time it is because Katz can offer a competitive compensation.
 - Regarding staff, DeJong sad he knew HR is trying to restructure the current system of job families. Consultants have been hired. He referred the committee to HR Director, Cheryl Johnson.

- Debate ensued about low mean/median in Greensburg for secretarial/clerical when compared to other schools.
- Richard Henderson asked Goga if he prepared the Snyder Report, which is part of the university's disclosure report. Goga answered he did not. Snyder Report asks faculty to self-report, among other things, salary and grant figures. It is requested of all state related universities and the PASSHE universities.
- Frank Wilson was able to find the figures of faculty on 9-month vs. 12-month contracts, for the Oakland campus, minus the School of Medicine: 1200 [needs confirmation] vs. 600.

4. Old Business: Salary appeals (DeJong and Gaddy)

- DeJong indicated that this issue came up in 2012. He worked with Balaban on this at that time. There was a Memo from then Provost James Maher (April 1999) that outlined how faculty are to be evaluated on a yearly basis. Faculty need to be evaluated on a variety of criteria. Units had to develop a clear policy/guidelines for salary increase and appeals. In 2012 some units were not in compliance, although most units had something in place. Most units have a hierarchical system (department/division Chair, Associate Dean, then Dean). Few units go straight up to the Dean. There are different ways in which it is conveyed to the faculty: Deans will issue a letter with salary decisions plus steps to proceed in case of an appeal. There are casual appeal processes (e.g., "Come talk to me") and then some most formal (e.g., a website with strict steps to follow). DeJong gave two examples: The Health Sciences Dean relies on Departmental Heads decision-making, while the School of Medicine uses an outside process which is very formal.
- Wion asked if the person reviewing an appeal was always an administrator?
- Gaddy was pleased to hear that units have a process of appeal; but her interest is more into having a committee outside one's area which would review an appeal case; appealing to the person who decided one's salary in the first place is not without bias.
- Wion: an outside review is worth considering; it certainly is the case with the tenure review process.
- Gaddy added that this outside committee would have salary data to determine if salary appeal is with merit
- Beniash reminded the BPC members that there are budget constraints to budget increases.
- Murphy, in turn, questioned that budget constrains would prevent the salary increase from happening to one faculty; is there no equity fund to correct single cases that may pass the review process?
- DeJong: there is an Equity Fund for a Dean to tap into. First the regular salary increase decision and distribution process takes place. If an equity adjustment is not corrected there, after the salary increases have been allocated from the regular salary increase pool, an inequity can be resolved by a Dean asking for further funds.
- Wilson asked if there are any appeal cases at Pitt that have gone to an "outsider"? Is there precedent?
- DeJong said that yes, it can happen; it would be an outsider to the decider. But it would not be the Provost or Chancellor. There are cases so important when, after exhausting all internal steps, they can go to the Provost. But Deans have the authority and the responsibility to decide salaries.

- Gaddy is concerned that internal ad-hoc committee are not independent from the Dean. Her area, for example, is very small. The “Honest Broker” should come from outside the university in the Greensburg case.
- Wion said that for tenure appeals, cases go up to outsiders if need be.
- DeJong stated that the university will not micromanage the stewardship of Deans and Presidents at regionals. They are charged with those salary decision responsibilities. There is a Faculty Initiatives Fund which the Provost office send to the regionals; a 3rd infusion is coming.
- Adriana Maguina-Ugarte asked if there was a similar Staff Initiatives Fund for staff salaries, to correct possible inequities like the one that Gaddy pointed to earlier regarding the clerical/technical staff in Greensburg. DeJong indicated that this should come from HR. Cheryl Johnson would need to answer such question.
- Wilson mentioned the new policy on salary reductions which came from the Provost Office. There were no procedures for salary reductions before the School of Medicine case, but now they are in place.

Adjourned at 3:30pm

Next meeting:

Friday, March 17, 2:00pm, location TBD

Future meetings @ 2 pm on April 21, and May 19, 2017 in 156 CL