

**Minutes of the University Senate Budget Policies Committee
Friday, February 11, 2011**

Present: J. Baker (Chair), M. Bane, K. Barlow (U. Times), J. Cassing, C. Chandra, D. DeJong, B. Dixit, L. Frank, B. Gaddy, C. Iwema, R. Henderson, A. Ramicone, M. Semcheski (Secretary), S. Skledar, J. Sukits, B. Warnill, P. Wion

1. Call to Order: The meeting was called to order at 12:15.
2. Minutes from December 10, 2010 The minutes were approved as distributed, though it was noted that some members in attendance at the December meeting were not listed on the minutes.
3. Introduction of New Business – none.
4. Report of the Chair – The Chair made his report, which closely followed the version he distributed to the committee in advance, reproduced here:

1. Faculty Assembly met on January 25, 2011.

A. There was an interesting discussion of the evaluation of Department Chairs and Deans which is carried out by the Provost's Office.

B. The new Gender Discrimination Subcommittee of the Anti-Discriminatory Policies Committee gave a report on some new initiatives it hopes to develop in the next year, including salary differentials by gender for all Schools and campuses.

C. For more information on items A and B, see the February 3 University Times article on the January 25 Faculty Assembly meeting.

2. I had a Senate Matters column on Pitt's salary practices for the last 15 years in the February 3 University Times, to which the administration had a written response. This can be discussed with Item 5. B. on the agenda.

3. That concludes my report.

5. Items for Discussion

Art Ramicone lead the discussion on the report "Analysis of Salary Increases for Full-Time Continuing Faculty FY 2010 to FY 2011". Last year, there was no report because there was no salary increase. The rate of inflation for the most recent year available was 2.7%. The raise pool was 3% (2% for maintenance and 1% for merit). There was no holdback this year – the entire raise pool was made available to departments. Discussion of the report followed. Questions were asked about the turnover rate in A&S and the availability of past reports.

There was discussion on the Background Information for Senate Budget Policies Resolution on Salary Pool Increases and the Resolution. Beverly Gaddy's Letter to the Editor in the University Times was also brought up. There was a civil discussion on these matters, and Baker resolved to follow up with DeJong and Ramicone to come up with a more specific and useful analysis of faculty salaries. Gaddy also noted that gender equity data was not yet available.

Linda Frank suggested that the Committee officially write a letter regarding the state appropriation.

9. Adjournment: The meeting was adjourned at about 1:15 p.m.

Submitted by: Mike Semcheski, Secretary 3/17/2011