

MICHIGAN STATE UNIVERSITY

5/2/2022

MEMORANDUM

TO: Dr. Teresa Woodruff, Provost
FROM: 2021-2022 Academic Specialists Advisory Committee (ASAC)
SUBJECT: Salary Pool Recommendation for Academic Specialist

Michigan State University's Academic Specialists work alongside the ranked faculty to achieve the University's mission through teaching, advising, research, curriculum development, and outreach. As in the past, the Academic Specialist Advisory Committee (ASAC) has reviewed the recommendation for the 2022–2023 salary adjustments put forth by the University Committee on Faculty Affairs and requests that an increase is provided for Academic Specialists at MSU that decreases the long-term gap between faculty and academic specialists. The requested salary adjustment is a 10.0 percent increase for the 2022-2023 general merit pool and 2.0 percent increase for the market adjustment pool.

Academic specialists have stood and continue to stand in solidarity with the University and its commitment to bring MSU through this time of crisis resulting from the COVID-19 pandemic. We appreciate the recent measures that have been taken and announced to restore some pandemic-related pay and retirement reductions, however considerations still need to be made to account for rising inflation and MSU's low ranking for faculty salaries compared to other Big Ten institutions, which we speculate is echoed in specialist salaries.

Additionally, ASAC recommends that the long-term specialist merit and market pool increases are developed based on:

- Recruitment, retention, and promotion of diverse, highly qualified specialists
- Awareness that many specialists fill numerous niche roles at the University
- Continued high quality and integrity in academic programs
- Recognition of the insecurity of specialists' positions with a lack of tenure or other stability in their positions
- Desire to increase and enhance the morale of specialists in the MSU community particularly in the trying times of the past several years

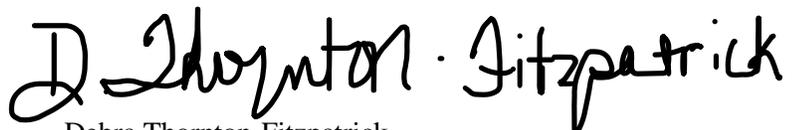
ASAC asks that inflation and the widening gap be considered as final raise percentages are determined. The nearly 979 academic specialists working for MSU provide a significant base to the university's core functions of teaching, advising, research, curriculum development, and outreach and should be compensated appropriately.

We thank you for your consideration of this raise request for MSU Academic Specialists, who work alongside ranked faculty to achieve the University's mission in teaching, research, outreach, advising and curriculum development.

Sincerely,



Danielle M. Flores Lopez
ASAC Chair



Debra Thornton-Fitzpatrick
Vice Chair



Academic Specialist Advisory Committee

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