

MICHIGAN STATE UNIVERSITY

5/1/2023

MEMORANDUM

TO: Dr. Thomas Jeitschko, Interim Provost
FROM: 2022-2023 Academic Specialists Advisory Committee (ASAC)
SUBJECT: Salary Pool Recommendation for Academic Specialists

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 2023–2024 salary adjustments put forth by the University Committee on Faculty Affairs (UCFA) and requests that an increase is provided for Academic Specialists at MSU that decreases the long-term gap between faculty and academic specialists. We also note and support the statements made by UCFA that MSU salaries are in the bottom of the Big Ten salary rankings and that MSU salaries have not matched the inflation rate for three years.

The requested salary adjustment is a 10.0% increase for the 2023-2024 general raise pool with 7.5% allocated to the merit pool and 2.5% increase for the excellence and equity pool.

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 and that non-tenure track faculty, including specialists, are among the lowest paid at MSU
- 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 over 1000 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,



Aaron Reifler
ASAC Chair



Ashley Maloff
ASAC Vice Chair



Academic Specialist Advisory Committee

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