

MICHIGAN STATE UNIVERSITY

April 2, 2014

MEMORANDUM

TO: Dr. June Pierce Youatt, Provost
FROM: Sarah Handspike, ASAC Chair 2013 – 2014 *Sarah Handspike*
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, and outreach. As in the past, the Academic Specialist Advisory Committee (ASAC) has reviewed the recommendation for the 2014 – 2015 salary adjustments put forth by the University Committee on Faculty Affairs and requests that at least the same increases are provided for academic specialists. The requested salary adjustment is a 4 percent increase for the 2014 - 2015 general merit pool and 1.25 percent increase for the market adjustment pool.



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We concur that the proposed increase will help align faculty and academic specialists with other institutions in the Big Ten. Like faculty, academic specialists have continued to have increases in health care costs while benefits such as post retirement healthcare for employees and spouses have been eliminated. Because academic specialist salary averages are significantly lower than faculty, the burden of these costs are even more significant for the specialist population. The cost of the preferred Community Blue healthcare option has become out of reach for most specialists. In addition, the long-term implications of the Affordable Care Act is of great concern for the specialist population also due to lower salaries.

When faculty and specialists receive the same percentage increments, over time the disparity between them grows. ASAC asks that this widening gap be considered as final raise percentages are determined. The over 650 academic specialists working for MSU provide a significant base to the university's core functions of teaching, advising, research and outreach and should be compensated as such.