

MICHIGAN STATE UNIVERSITY

April 14, 2016

MEMORANDUM

TO: Dr. June Pierce Youatt, Provost

FROM: 2015-2016 Academic Specialist Advisory Committee

SUBJECT: Recommendation for 2016-2017 Specialist Merit and Market Pool Increase

The Academic Specialist Advisory Committee (ASAC) has reviewed the recommendation for the 2016-2017 salary adjustments put forth by the University Committee on Faculty Affairs. Our committee recommends a salary adjustment for specialists that is above the faculty request: 5% for the general merit pool and 0.75% for the market adjustment pool.

We also recommend that the MSU Board of Trustees consider promotional raises for specialists that are comparable to tenure-stream faculty peers. Currently, faculty receive a \$2,000 increase when moving from Assistant to Associate and a \$2,500 increase from Associate to Full; however, specialists do not receive a raise when they achieve continuing status and only receive a \$1,000 increase upon attaining senior specialist status. We suggest a policy change to address this disparity, establishing a comparable raise (\$2,000) for attainment of continuing status (following the final evaluation ending the probationary period) and \$2,000 for attainment of senior specialist status. We would like to point out that, during 2015-16, the number of faculty attaining associate status was 66, while 35 attained full professor status. Only 10 specialists achieved continuing appointment and 3 attained senior status during the same year.



Academic Specialist Advisory Committee

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As we shared with you in our January 21st meeting, ASAC continues to be concerned about the internal and external equity of specialists' compensation. We would like to determine whether the university policy of pooling specialists with faculty for raise decisions creates a situation where specialists may receive lower raises to accommodate higher raises for tenure-system faculty. In addition, we would like to better understand whether specialists at MSU are receiving salaries and benefits comparable to those of our peers in Big Ten universities and other relevant institutions. We have made some progress in evaluating both of these situations, and we look forward to sharing with you the results of our investigation within the next few months.

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,

The MSU Academic Specialist Advisory Committee