Meeting called to order by Michael Everett at 1:02 pm.

Attending: Kristin Getter, Michael Everett, Mary Beth Graebert, Richard Hensh, Regan Kania, Jo Anne Latimore, Scott Schopieray, Michael Zaborowski, Sobha Ramanand

Ex Officio: Melanie Trowbridge

Absent: Jennifer Gansler, Janet Byrne, David Gilstrap, Qing Xia, Carmellia Davis-King

Speakers: Dave Byelich, Assistant Vice President/Director of the Office of Planning and Budgets

Motion to accept the agenda: Motion to approve agenda by Richard Hensh and seconded by Sobha Ramanand. Motion carried unanimously.

Motion to approve February 2015 minutes: Motion to approve minutes by Regan Kania and seconded by Sobha Ramanand. Motion carried unanimously.

Assistant Vice President/Director of the Office of Planning and Budgets, Dave Byelich:

- Dave presented the ASAC with a handout titled ‘2015-16 Budget Planning; Specialist Advisory Committee’.
- He went over the handout which included an overview of MSU standings in state and national rank in terms of dollars received from appropriation, tuition, student debt, student jobs, etc.
- Dave presented the 2015-16 budget projections based on the governor’s recommending 1.9% funding for 2015-2106, instead of 4% which was initially projected. The cut has to do with state tax credits that are now being used which are causing less state revenue than expected.
- MSU is currently facing a $10M shortfall and the state has capped our tuition increase at 2.8%. MSU is lobbying with state lawmakers to allow us to increase the cap to 3.2% to help remedy our budget shortfall.
- Mary Beth Graebert posed a question about how the Affordable Care Act (ACA) has impacted the MSU budget. Dave indicated that the biggest problem MSU will be facing in the future is a 40% excise tax that goes into effect in 2018. All employers who offer health plans to employees that are considered high-cost health plans (a.k.a. ‘cadillac’ plans) will face this excise tax.
- Dave presented MSU faculty salaries as compared to other Big 10 schools (source of data – AAUP). MSU is next to last in salaries, but total compensation puts us in the middle. When adjusted for cost of living, MSU ranks 8 out of 14.
• Richard Hensh asked about the trend in our state’s contribution to higher education. Dave indicated that in 1960 the state supported higher education at an 80% rate and now it is 22% support. In addition, Michigan’s per capita income in the 1960s and 70s was higher than the national average, but now it is below the national average, making a college degree difficult for many.

• Kristin Getter asked about faculty salaries as compared to academic specialist salaries. When specialists receive the same raise percentage as faculty, the gap in our salaries continues to increase over time. How can ASAC work to make sure this message is heard? Dick indicated our raise recommendation letter is the way to do so.

• Regan Kania asked how raises are determined after the university percentage has been set? Dave said that raises are distributed based on merit criteria, which may differ from college to college.

• Dave will send us a draft of the final budget to seek our input. We need to send him our recommendations (raise letter) before the April board meeting.

Associate Provost/Associate Vice President for Academic Human Resources update, Melanie Trowbridge reporting for Terry Curry:

• Melanie conveyed Terry’s message that the ASAC forum last month was a big success. He heard a lot of positive feedback and thought the entire program went very well.

• Melanie is still checking into the issue that was raised at our last ASAC meeting about fixed-term specialists that attain senior status and whether or not they should then receive continuing status. She will report her findings at our April meeting.

• Deb DeZure, Assistant Provost for Faculty and Organizational Development (FOD), would like to attend a future ASAC meeting to share with us the services that FOD can provide. Melanie will see if Deb can attend our April meeting.

Subcommittee reports:

• Academic Specialists Professional Development subcommittee (Qing Xia, Jennifer Gansler, and Carmellia Davis-King)
  o A handout was e-mailed to all the ASAC members with results of the forum. We will review those results at our April meeting.

• Bylaws subcommittee (Richard Hensh, David Gilstrap, and Jan Byrne):
  o Nothing to report

Old Business:

• Faculty senate committee update: Kristin Getter
  o Kristin indicated that she now has a scheduling conflict with these meetings and cannot attend anymore. Sobha Ramanand volunteered to go to future faculty senate committee meetings.

Chairperson’s update (Michael Everett):

• Michael said that he will put together a raise recommendation letter, send it to ASAC members for approval. After group approval, he will send it to Dave
Byelich.

- Kristin Getter asked if we are going to try to be more aggressive in our letter about the widening faculty versus academic specialist salary gap. We have had a paragraph in this raise letter for the last three years indicating our concern about this widening gap, but nothing has changed.
- Mary Beth Graebert said we could actually ask for a higher percentage raise than faculty, and present data for our justification.
- Richard Hensh said he will come up with graph for a standard starting salary for faculty and a lower starting salary for academic specialists, each receiving a 2% raise per year to show how over time the salaries differ.

**New Business:**

- Michael Everett reported to the bylaws committee that should they want to make a change to the bylaws, that the process is:
  - The bylaw committee recommends the change to the ASAC
  - The ASAC then votes on whether that change should or should not be implemented
- We have many ASAC members that our serving their final term this year. Elections to fill their spots should be completed by our May meeting, at which time we will elect any officer positions that may need to be filled.

**Motion to adjourn** by Michael Zaborowski and seconded by Mary Beth Graebert. The motion carried unanimously.

**Meeting adjourned:** at 2:10 pm.

**Next scheduled meeting:** April 17, 2015 at 1:00pm in 155 Administration Bldg.

**Attachments:** 2015-16 Budget Planning for the Specialists Advisory Committee