April 10, 2015

MEMORANDUM
TO: Dr. June Pierce Youatt, Provost
FROM: 2014 – 2015 Academic Specialist 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, and outreach. As in the past, the Academic Specialist Advisory Committee (ASAC) has reviewed the recommendation for the 2015 – 2016 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 5.0 percent increase for the 2015 - 2016 general merit pool and 1.25 percent increase for the market adjustment pool.

The ASAC concur that the proposed increase will help align faculty and academic specialists with other institutions in the Big Ten. Like faculty, academic specialists continue to have increased health care costs while benefits continue to decrease. Because academic specialist salary averages are significantly lower than tenured faculty, the burden of these costs is even more significant for the specialist population over the long term (see figure below).

The ASAC asks that this widening gap be considered, as final raise percentages are determined. The nearly 750 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 appropriately.