

MICHIGAN STATE UNIVERSITY

April 12, 2021

To: Teresa K. Woodruff, Ph.D., Provost and Executive Vice President for Academic Affairs

FROM: R. M. "Mick" Fulton, D.V.M., Ph.D.
Chair, University Committee on Faculty Affairs



SUBJECT: Recommendation for the Long-term Faculty Merit and Market Pool Increase

The COVID-19 pandemic has severely impacted every aspect of the lives of all members of the MSU community from students to faculty and staff and all their respective families. The faculty are especially mindful that not all sacrifices have been borne equally by all members of the community. We are especially appreciative of our medical professionals and first responders. We are mindful of the disproportionate impact on some communities especially the disadvantaged. We are mindful of those who have lost loved ones. We are mindful of those who have lost jobs.

As an institution, Michigan State University and its faculty have long served a critical role in the state of Michigan, our country and the world, through education, outreach, groundbreaking scientific and medical advances as well as other scholarly and professional activity. The faculty together pivoted from in person to remote teaching and work to continue the mission of the university. Overall, the faculty have succeeded and achieved much during a year of difficulty beyond memory.

It is annually required that the University Committee on Faculty Affairs (UCFA) propose a faculty compensation adjustment. The UCFA recognizes the extraordinary suffering, hardships and economic uncertainty related to the COVID-19 pandemic which is ongoing. However, there are signs that our community and MSU are emerging from the worst and are moving towards a brighter future. With an acceleration of vaccinations, plans are in place to shift back to in person teaching, work and activities in the fall. Student enrollments are strong, and our budget is represented as strengthening. With this progress in mind, the UCFA would like to recommend the following in priority order regarding faculty compensation and raises.

- 1) The faculty in its entirety made substantial temporary concessions to salary and retirement contribution matching. The UCFA believes the top priority as the budget improves is for all faculty to have faculty salary and retirement benefit concessions discontinued in fiscal year 2021-2022. It is noted that the 10% retirement match program has long been a very visible and valued portion of faculty compensation.
- 2) UCFA believes that faculty being promoted during this time should be awarded the usual salary increments as those are essential to equitable career salary trajectories.
- 3) UCFA acknowledges the reality that it may be necessary to retain key faculty who may otherwise be lured to other institutions. A suitable market pool should be allocated to retain these faculty and sustain the strength of MSU going forward. The UCFA also affirms that institutional goals of furthering diversity, equity, and inclusion should be considered.

4) UCFA is not asking for a merit raise pool for fiscal year 2021-2022. We expect to ask for an increase in fiscal year 2022-2023 and beyond, in order to remain competitive and retain our leading researchers.

At this time, as crucial stakeholders and executors of the mission of the University deliberate, the faculty look forward to continuing participation in discussions with Provost Woodruff and President Stanley regarding the difficult budgetary and programmatic decisions ahead.