**Preamble**

The University received or has been allocated non-student-aid Federal COVID relief totaling $86,696,539. These include Higher Education Emergency Relief Fund (HEERF) I – Institutional Aid of $14,918,294, HEERF II – Institutional Aid of $30,935,897, and HEERF III – Institutional Aid of $40,842,338. The [Stimulus Fund Summary](https://acadgov.msu.edu/sites/default/files/content/Stimulus%20Fund%20Summary%202021-08-20.pdf) submitted by CFO Lisa Frace on August 20, 2021 shows a loss of $48,345,191.

Additionally, unrepresented (non-union) executive managers, faculty, and academic staff were subjected to salary cuts, retirement matches were reduced from a 10% to a 5% match, and merit pay increases were eliminated in FY21. Merit pay elimination and retirement reductions have continued in FY22. The university asserts that these measures were mandated as they were critically needed and of sufficient magnitude to offset lost revenue associated with the COVID-19 pandemic.

Pay reductions, retirement benefits reductions, and elimination of annual merit pay raises decrease morale and increase the flight risk of this class of employees. Understanding these hidden costs and the rationale for decision making is in the interest of the faculty and the welfare of the university.

**Resolved**

The Faculty Senate requests the following information from the CFO in the next 14 days:

* The revenue recouped by the University from this retirement match reduction from FY21, FY22 (projected)
* The revenue recouped from salary pay cuts from FY21
* The revenue recouped from eliminating merit pay raises from FY21, FY22 (projected)
* The revenue recouped from budget allocation reductions to MAUs during FY20, FY21, FY22 (budgeted) relative to FY19 allocations
* Non-athletics associated losses, in broad but sufficiently descriptive categories, of the university not covered by the listed HEERF Institutional Aid as compared to FY19 (the most recent non-covid FY)
* The numbers of executive managers, faculty, and academic staff lost to voluntary, non-retirement exits in FY19 (pre-covid), FY20, FY21, FY22 (to date)
* Expenses incurred to replace above exiting executive managers, faculty, and academic staff in FY19 (pre-covid), FY20, FY21, FY22 (to date)
* Expenses incurred to retain managers, faculty, and academic staff in FY19 (pre-covid), FY20, FY21, FY22 (to date)