

# MICHIGAN STATE UNIVERSITY

October 4, 2022

## MEMORANDUM

**TO:** The Steering Committee  
**FROM:** Tyler Silvestri  
*Secretary for Academic Governance*  
**SUBJECT:** Extending Course Fee Courtesy to Part-Time Employees

The Office of Academic Governance received the following request for Steering Committee action from a member of the faculty:

Briefly, in late spring of 2022, I learned that dependents, spouses, and partners of part-time faculty and staff are not eligible of any portion of MSU's course fee courtesy (link provided by MSU HR: <https://hr.msu.edu/policies-procedures/faculty-academic-staff/faculty-handbook/course-fee-courtesy.html>). Unlike other benefits which are either equal to those with full time appointments (e.g. retirement match) or scaled for part-time status (e.g. medical and dental coverage), part-time faculty and staff are barred from receiving any portion of this benefit. MSU's Course Fee Courtesy Policy which "consists of the credit of an amount equal to one-half of the applicable Michigan resident on-campus undergraduate course fees" only applies for full-time faculty and staff. As you can see, the per semester benefit is sizeable:

<https://ctrl.msu.edu/COStudentAccounts/TuitionFees/Resident Undergrad FallSpring.aspx>.

Having been in place since June 2002, this Faculty Handbook policy that cuts out part-time faculty and staff is due to be revisited. That the benefit is specifically designed to support dependents makes cutting out the dependents of part-time employees particularly ironic and irrational; many of us are part-time because we have dependents. Not extending this benefit to part-time faculty seems to disenfranchise the people who would most greatly benefit. Additionally, it seems thematically consistent with conversations about the pandemic disproportionately affecting the professional work and compensation of people who are primary caregivers (most often women); although I don't currently have hard data to back this claim, I posit that the majority of the U's part-time faculty are women and/or primary caregivers.

The submitter indicated that they had used the agenda item submission form after consulting the College of Human Medicine's faculty senators and the Academic Specialist Advisory Committee.



### Office of Academic Governance

Owen Graduate Hall  
Michigan State University  
735 E Shaw Ln, Room W32  
East Lansing, MI 48825

517-355-2337  
acadgov@msu.edu  
acadgov.msu.edu

# MICHIGAN STATE UNIVERSITY

Section 4.6.4 of the *Bylaws for Academic Governance* reads, “The [University Committee on Faculty Affairs] shall advise the Provost on personnel policies relating to faculty, including appointment, reappointment, promotion, leaves, retirement, and assignment to teaching, research, and administration.”

Furthermore, section 4.6.1.2. reads, “The UCFA shall make recommendations to the Faculty Senate on issues related to the University budget, and shall report annually to a meeting of the Faculty Senate on academic budget allocations and adjustments in salary and **other forms of economic benefits**” (emphasis mine). Finally, section 3.3.4.1. reads, in relevant part, “The Faculty Senate is major, regularly meeting body in which curricular issues, faculty tenure and promotion issues, and **faculty salary and benefit issues** are presented” (emphasis mine).

In light of the above *Bylaws* provisions, I recommend that the Steering Committee refer this matter—insofar as it involves faculty and academic staff—to the University Committee on Faculty Affairs to study and ultimately develop a recommendation to the Faculty Senate.



## Office of Academic Governance

Owen Graduate Hall  
Michigan State University  
735 E Shaw Ln, Room W32  
East Lansing, MI 48825

517-355-2337  
acadgov@msu.edu  
acadgov.msu.edu