

Introduced on November 16, 2021

Faculty Senate

Pay, Benefit and Raise Restoration Resolution
November 16, 2021



MICHIGAN STATE
UNIVERSITY

- Whereas,* The University predicted pandemic-associated budget shortfalls in state funding of \$43M and tuition of \$63M resulted in non-union academic managers, faculty, and academic staff being subjected to 10 months of 1-8% salary reductions, 18 months of halved retirement matches, and a planned 3-year gap between merit raises; and,
- Whereas,* The University's actual shortfall in state funding was \$0 and tuition income was \$7M higher than expected; and,
- Whereas,* The University received Federal COVID non-student-aid relief of over \$86M through the Higher Education Emergency Relief Fund; and,
- Whereas,* The University's investments saw a 42% return over the past year; and,
- Whereas,* The University's reductions in salary and retirement contributions are the most severe and longest lasting within the Big 10; be it
- Resolved,* That Faculty Senate endorse a prompt retroactive restoration of all pandemic associated salary reductions and retirement matches, and a reinstatement of the FY22 merit raise to non-union academic managers, faculty, and academic staff; and be it further
- Resolved,* That such a retroactive restoration include former non-union academic managers, faculty, and academic staff subjected to pandemic pay and benefit reductions who were employed between July 1, 2020 and December 31, 2021.