

MSU non-union faculty have lost an average 13.42% of their expected earned income. How did we calculate this number?

- Lost retirement of 5% match over 18 months provides an annualized value of: **7.5%**
- Lost merit increases for two years at an estimate of 2% per year: **4%**
- Average wage cut: **2.3%** (per [letter](#) from President Stanley to “Spartan colleagues” on June 22, 2020) over 10 months has an annualized value of: **1.92%**

$$7.5\% + 4\% + 1.92 = 13.42\%$$

Of course, increases would have compounded so the average overall figures would actually be even higher than suggested here.