

MICHIGAN STATE UNIVERSITY

July 23, 2025

MEMORANDUM

TO: Deans, Chairpersons, School Directors and Academic Support Units

FROM: Thomas D. Jeitschko, Ph.D., Interim Provost and Executive Vice
President for Academic Affairs



SUBJECT: Compensation Equity and Academic Excellence Market Pool
Fiscal Year 2025-2026

As part of our ongoing commitment to faculty and staff success, an institutional priority reflected in MSU's Strategic Plan, we continue to recognize the importance of both rewarding individual performance and ensuring fairness in our compensation practices. While the annual merit pool is designed to recognize performance-based contributions, the Compensation Equity and Academic Excellence Market Pool extends beyond merit. This pool provides units with the opportunity to address salary inequities and to recognize faculty and academic staff whose contributions to institutional excellence may not be fully reflected in existing compensation. These adjustments play an essential role in supporting retention and alignment with the university's aspirations.



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Upon recommendation of university leaders, the MSU Board of Trustees approved the 2025-2026 University budget, which includes the salary merit raise pool for non-UNTF [Union of Non-Tenure Track Faculty] faculty and academic staff of 2.5 percent. Additionally, 0.5 percent was approved for a Compensation Equity and Academic Excellence Market Pool ("E&E") for non-UNTF faculty and academic staff. Deans and executive managers above \$200K are eligible for a reduced merit pool at 1.0%. Merit and E&E adjustments will be effective Oct. 1, 2025.

The E&E pool is not a second general raise pool. Rather, it is a targeted allocation designed for a small subset of faculty and academic staff whose contributions to institutional excellence are consistently recognized—both internally and externally but whose compensation does not reflect their impact or competitiveness within their discipline or peer group. It is important to reinforce that access to the E&E pool is not universal; rather, it is available only to those who meet specific, defined criteria. In many, but not all cases, these individuals demonstrate national or international visibility, and their work is benchmarked favorably against external metrics and peer comparisons. In other cases, individuals may have made significant contributions to the success and visibility of the college or unit, yet their salaries remain materially below what is appropriate given their record and market conditions.

As in previous years, deans are asked to develop recommendations which address this goal within the context of a 0.5 percent E&E pool. An explicit rationale for each recommendation must be documented for review. The adjustment will be effective Oct. 1, 2025.

Specifically, each responding administrator is requested to develop recommendations that total no more than your major administrative unit's (MAU) control total. The total number of individuals recommended for an E&E adjustment should generally not apply to more than 20 percent of the faculty and academic staff in the MAU.

Recommendations for individual E&E adjustments are submitted through the raise process for faculty and academic staff.

E&E adjustment recommendations based on the criteria set forth above should be processed according to the following timetables:

1. Individual E&E adjustment recommendations should be submitted by **5 p.m. on Friday, Aug. 22, 2025**, through the Human Resources (HR)-Payroll raise application. A summary of the college proposal, including total funding requested, the total number of faculty and academic staff recommended for an E&E increase, scholarly history for individuals, marketability of individuals, and relevant unit and MAU comparisons must be submitted electronically to Faculty and Academic Staff Affairs (FASA) at fasaffairs@msu.edu in the Office of the Provost.
2. The college submittal will be reviewed by the Provost's staff and ultimately acted upon by the Provost.

Generally, E&E adjustment funding requests should be initiated and reflected entirely within the college responsible for the faculty or academic staff member's primary appointment and be based upon full salary, regardless of currently existing research support. If appointed on a continuing basis through either MSU AgBioResearch (MABR) or MSU Extension (MSUE), the supporting materials submitted to FASA should be footnoted to reflect support required from the noted units. Further, MABR and MSUE should be consulted about E&E recommendations for such faculty and academic staff.

3. The Office of the Provost will consider the E&E adjustment recommendations by **Friday, Sept. 5, 2025**, and may review with colleges and MAUs the amount of E&E adjustment funds to be allocated and any related issues or concerns.
4. HR and FASA will complete adjustments for E&E raise amounts approved by the Office of the Provost.

If you have questions regarding the administration of the process, please contact FASA at fasaffairs@msu.edu.

For the colleges of Human Medicine, Nursing, and Osteopathic Medicine:

1. Please follow the same process above. The college submittal will be reviewed by Executive Dean Sousa and ultimately acted upon by the Provost.
2. If you have any questions regarding the administration of the process, please contact Georgette Russell at russe672@msu.edu.

Cc: Teresa Mastin, Ph.D.
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Georgette Russell, PHR, FACHE