



ASAC Newsletter March 2019

Catch up on the exciting events going on with Academic Specialists, including Faculty Senate news, ASAC elections, and a survey on Academic Specialists' experiences with promotion.

March 2019

ASAC Outreach Committee



Academic Specialists
MICHIGAN STATE UNIVERSITY

Here's what's in the March 2019 issue of the ASAC Newsletter:

1. *Take a survey about your **specialist promotion experience***
2. *Notes from **Faculty Senate and University Governance***

3. *Upcoming ASAC Elections-- Get Involved*

4. *ASAC Upcoming Events: Happy Hour, Brown Bag Talks*

5. *Academic Specialist Handbook:*

6. *Contact Us*

What has been your promotion experience?



In an effort to help make the promotion process for Academic Specialists more transparent and coherent, please complete this survey to inform us of your experience:

<https://goo.gl/forms/1VDgiwonZes5bpHF3>

Notes from Faculty Senate & University Governance

As of this academic year, ASAC now has representation on Faculty Senate and University Governance. Here are some updates on what's going on at Faculty Senate:

Academic Governance: Proposed Policy Changes

Good Status and Emeritus Policy. Currently, Emeritus status is automatically granted at the time of one's retirement from MSU (the benefits include use of the library, free parking on campus, and invitation to ceremonial events). However, the University Committee for Faculty Affairs would like to revise this policy to:

- Allow emeritus status to be granted to faculty and academic staff who end their employment at MSU after a substantial period of distinguished service short of the years needed for retirement eligibility, upon the recommendation of the Provost to the President, after consultation with the University Committee for Faculty Affairs.
- Add to spirit of current policy that emeritus is granted automatically upon retirement assuming good standing. Good Standing is assumed unless one ends employment while suspended or during termination proceedings.
- Allow for the revocation of emeritus status upon the recommendation of the Provost to the President, after consultation with the University Committee for Faculty Affairs, in those exceptional cases in which behavior occurring or discovered after being awarded emeritus status is deemed to be substantially inconsistent with the behavior expected of MSU faculty and academic staff.

If you have any thoughts on this, contact your ASAC University Council voting representative Yolanda Anderson ande1989@msu.edu

Be a Part of ASAC! 2019 ASAC Elections

The Academic Specialist Advisory Council needs new officers, both appointed and elected. See below for the details on each category. **Deadline for nominations is: Friday, March 29, 2019.** You received an email on how to nominate yourself or another Academic Specialist-- if you missed it or need more information, contact members of the ASAC Elections sub-committee, Justin St. Charles stchar10@msu.edu or Melanie Wallace at wallace@broad.msu.edu :

Elected Positions: The functional areas of **advising** (1), **research** (1), and **outreach** (3) are needed for elected positions (all functional areas are invited to apply for consideration of a one-year appointed term).

Appointed Positions: any functional area can be appointed (Advising, Teaching, Outreach, Curriculum Development, Research) and appointed officers serve a 3-year term.

The committee only meets during the academic year and it is understood that those with fixed-term appointments may not be able to complete a full-term, but that's okay!

All nominees will appear on the ballot, and the election committee will determine its layout.

If you have questions about the election process or a potential nominee's primary functional area, contact Kara Yermack burtkara@msu.edu in Academic Human Resources.

Academic Specialist Social Hour!



On Thursday, March 21st from 4-6 p.m. join fellow Academic Specialists for an informal social hour at Harrison Road House. Come to meet other Academic Specialists and welcome new Specialists to the University! Look out for an email for information- also check out the ASAC Website/ Facebook page for details! Contact Erica Shifflet-Chila for more information shiffle6@msu.edu

ASAC Brown Bag, March 28, 2019

12:00 – 1:30p.m. Administration Building, Room 443. "Advising Through Times of Change," with **Mark Largent**, Interim Associate Provost, Undergraduate Education

ASAC Brown Bag, April 10, 2019

12:30 – 1:30pm Administration Building, Room 443. "Leading Change from Your Place of Power: Confronting Bias When Everyone Else Remains Silent," with **Paulette Granberry Russell**, Senior Advisor to the President for Diversity and Director, Office for Inclusion and Intercultural Initiatives.

ASAC Brown Bag, April 24, 2019

12:30 – 1:30 p.m. Administration Building, Room 443 "Navigating your Career in Higher Education" with **Melissa McDaniels**, Senior Advisor to the Dean for Research Mentoring

Why you should know your Academic Specialist Handbook: **Raises for Promotion**

Make sure to also consult members of your unit-- as each unit may handle promotion and advancement differently!

The Specialist Handbook provides a brief overview of promotion as covered in the last ASAC newsletter but does not detail raises as a result of promotion. In [Appendix A](#) of the handbook the basic requirements for promotion in the specialist system are mentioned.

However, in recent years, Academic HR and the Provost's office now provide for a raise for Academic Specialist's promotion:

[Central Support for Promotions](#) Central support for promotional increments for tenure system faculty will be provided in 2018-19 at \$2,000 per promotion from Assistant to Associate Professor and at \$2,500 per promotion from Associate to Professor. For those appointed at the associate professor rank but without tenure, \$2,000 will be provided upon receipt of tenure. Promotional increases for Librarians will be recognized with central support of \$2,000; *\$2,000 will be provided for the promotions of Senior Academic Specialists*, continuing NSCL staff, and *continuing Academic Specialists*. The promotional increments are to be effective October 1, 2018. If unit promotional policy exceeds the above funding, units are responsible for funding such increases through the raise list. Raise control figures may be exceeded by the amounts centrally provided for promotional increments.

[Get Engaged with ASAC!](#)



Academic Specialist Advisory Committee

Our next ASAC Meetings are:

- **Wednesday, April 10, 2019** from 11:30am-12:30pm in HAB 155.
 - **Wednesday, May 8, 2019** from 11:30am-12:30pm in HAB 155.
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Or Join Via Zoom: Meeting ID is 685938992 for all meetings.

<https://academicspecialists.msu.edu/>

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