

**From:** [CAL-Staff](#) on behalf of [Thomas, Deanna](#)  
**To:** [CAL-STAFF@LIST.MSU.EDU](mailto:CAL-STAFF@LIST.MSU.EDU)  
**Subject:** New Summer Pay Rate  
**Date:** Friday, March 15, 2024 3:48:36 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
**Importance:** High

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Dear CAL Community,

In our [values-enacted charge meeting in March 2023](#), the OCCI and Summer Budget Planning Committee and I agreed to put the values of equity and trust into practice as we considered how to distribute funds connected to summer teaching and learning in the College of Arts & Letters.

After soliciting feedback in a variety of ways from across the College over the course of the last year, the Committee submitted recommendations related to summer salaries for faculty on February 27, 2024. In the interest of transparency, please find a copy of their recommendations attached.

Given the feedback I have received and the recommendations from the committee, I am writing to announce the following approved pay rates for summer courses for the next three years:

- **US2024:** A rate of \$9,600, or 1/9th of salary, with a ceiling of \$10,000
- **US2025:** A rate of \$9,725, or 1/9th of salary, with a ceiling of \$10,000
- **US2026:** A rate of \$9,970, or 1/9th of salary, with a ceiling of \$10,000

This new structure is designed to allow for a gradual adjustment to a flat rate over three years.

I want to extend my sincere gratitude to the members of the OCCI and Summer Budget Committee for their time, thoughtfulness, and dedication throughout this process. The committee comprises the following individuals:

Ruth Nicole Brown  
Leann Dalimonte  
Amy Derogatis  
Dànielle DeVoss

Carly Ensign  
Delia Fernández-Jones  
Sonja Fritzsche  
Tony Grubbs  
Tani Hartman  
Ellen Moll  
Melissa Staub

Thank you all for your commitment to our faculty and our institution's value of equity.

Sincerely,

A handwritten signature in green ink, appearing to read "Chris P. Long", with a large, stylized flourish at the end.

**Christopher P. Long**  
Dean, College of Arts & Letters