

March 31, 2022

MSU Faculty and Staff:

As an update to our employees, the following items may be of interest.

Dates:

April 14 – President’s Concern on the Lawn – 4:30 pm ADUC area

This is an outdoor musical event showcasing our employee and student talent.

April 30 – MSU Gala

May 9 – 13 – Final Examination Week

May 14 – Spring Commencement Ceremonies – 10 am and 1 pm - AAC

Employee Evaluations:

Please make sure you are scheduling the appropriate annual employee evaluations during April, and if you have questions contact the Office of Human Resources. After evaluations are completed we will begin to prepare employee appointment and salary notification letters for next academic year.

Employee Vacation Policy Change:

In working with Staff Congress, and approved by our Board of Regents today, PG-48 related to vacation leave has been amended to allow staff and 12-month faculty to accrue vacation time throughout the year, and then take it later in the year if desired. This is a change from the prior policy in which employees had to take leave (or lose it) each month. We will be posting the amended PG-48 online with our Personnel Policies soon. The amended policy takes effect July 1, 2022 and should be good for our employees.

Covid-19 Cases:

Our number of Covid-19 cases continues to drop dramatically. At the conclusion of the month of April we will be discontinuing our Covid-19 case count and online postings.

<https://www.moreheadstate.edu/administration/emergency-resources/what-to-do-if/coronavirus/healthy-at-msu>

Salary/Compensation Raises for 2022-2023:

Today our Board of Regents approved a 3% base salary increase for employees who have been full-time with MSU on or before September 1, 2021. For employees employed after September 1, 2021, each will receive a 1% raise. Also, in working with the Staff Congress Executive Committee we will be raising the entry level to each grade on the Staff Compensation Grid by 1%.

Additionally, a “floor” has been established designating minimum faculty salaries at \$40,000 for instructors, \$50,000 for Visiting Assistant Professors, \$53,000 for Assistant Professors, \$57,000 for Associates, and \$63,000 for Professors, effective July 1. This should help our ranks somewhat as we work on smoothing out compression.

Congratulations To:

- Dr. Melissa Mefford and Dr. Janelle Hare – each were successful in obtaining grants of over \$400,000 each.
- Dr. Morgan Getchell (Asst. Professor of Communications), Dr. Amy Staton (Asst. Professor of Veterinary Technology), and Dr. Qingzhou Xu (Asst. Professor of Engineering and Technology Management) were each approved for tenure and promoted to Associate Professor effective with the 2022-2023 academic year.
- Also, thank you to each of you who plan to assist with our upcoming SOAR registration events for new students. These are very important to us as we try to rebuild our first year/freshmen incoming student numbers.

Centennials and Celebrations:

This Fall Morehead State University will be celebrating two significant milestones as an educational provider in the Commonwealth. The first milestone is a 135-year anniversary of providing education to our region and to Kentucky (1887-2022). Additionally, we will celebrate our 100-year centennial as a state supported institution (1922-2022). As we think about this longevity of service, it is important to note that we are mere stewards of place and time, and moreover we have a duty to make sure the next generation of faculty, staff, and students receive the benefit of what our institution provides. We appreciate all the individuals on campus who contribute in making our University run smoothly. We have worked through the frustrations of Covid-19, navigated other challenges, and our hope is that we can continue into the future as a team.

Attached to this email is a historical piece from the Herald-Leader newspaper that you might enjoy reading. I had asked Dieter Ulrich and John Ernst to help locate it. We will be sending more historical articles as the next few months unfold and as we approach more celebratory events at Homecoming 2022.

Thank you for your daily efforts. Maybe good weather will arrive soon --- and stay with us!

Jay Morgan
President