

Faculty Senate Resolution

February 6, 2020

Resolution on UAR 137.03, Faculty Salary Plan

- 1. Whereas a petition was filed with the university standing committee, Faculty Rights and Responsibilities (FRRC), in August 2019 regarding the Morehead State University (MSU) Administration's inaction to honor the guiding principles of UAR 137.03, Faculty Salary Plan;*
- 2. Whereas FRRC forwarded the complaint about UAR 137.03 to the Faculty Senate's Faculty Welfare and Concerns / Issues Committee (FWC / IC) for review;*
- 3. Whereas FWC/ IC reviewed and discussed the issues inherent in UAR 137.03 and the processes of annual review of tenure-track and tenured faculty;*
- 4. Whereas FWC/ IC concurred with the complainant that MSU's Administration has not honored its own policy, UAR 137.03, to provide merit raises to faculty since its revision in 2014;*
- 5. Whereas FWC/ IC recognizes and appreciates the austere financial situation at MSU and continues to work in shared governance with the Administration on this issue;*
- 6. Whereas FWC/ IC determined that, even in austere times, the university should take every measure to ensure it is recruiting and retaining high quality faculty to the institution;*
- 7. Whereas the FWC/ IC determined the annual review processes of tenure-track and tenured faculty required by UAR 137.03 are cumbersome, time-consuming, and interpreted differently in departments across campus;*

Resolved, that the Faculty Senate support FWC / ICs to recommend

- 1. the Administration to temporarily suspend UAR 137.03 until funding is restored to honor the guiding principles set forth in it;*
- 2. the Administration to concurrently streamline the annual review processes of tenure-track and tenured faculty outlined in UAR 137.03 by working in shared governance with Faculty Senate.*

Movers:

Kimberlee Sharp, Chair of FWC

Sherif Rashad, Chair of IC

