

1 Whereas the fractionalization of staff persons was a budgetary device designed to enhance
2 Morehead State University’s standing in the “instructional spending” category of the state’s
3 performance funding model, a model that is under revision in 2020;

4
5 Whereas MSU policy (PG-2: Payroll classifications) specifies that regular employees are either
6 “faculty” or “staff,” and clearly states that each regular faculty or staff person may only occupy
7 one of four categories (Academic, Administrative, Staff Exempt, and Staff Nonexempt);

8
9 Whereas “fractionalized staff,” “fractionalized faculty,” or “hybrid employee” are informal
10 institutional designations that have no basis in institutional policy, and are, in fact, contra the
11 clear specifications of PG-2, as well as specifics in PG-3 and PAC-1;

12
13 Whereas the fractionalization of employees has created a host of problems in record keeping,
14 job classification, workload determination, and evaluation—so many problems that the
15 previous Provost appointed an ad hoc committee to explore issues associated with “hybrid” or
16 “fractionalized” employees in 2019;

17
18 Whereas university policy already allows qualified staff persons the ability to teach, in so far as
19 select staff persons specifically hired to support particular academic programs can have regular
20 job descriptions that include the teaching of core courses within that given program as a non-
21 primary portion of duties, and other staff who may be qualified can be given a “supplemental
22 appointment” (defined in PG-3) for work completed “as nonregular faculty members who teach
23 on a temporary or ad hoc basis” (as lecturers, as defined in PAC-1);

24
25 Whereas following institutional policy would resolve the problems that have been created in
26 the wake of fractionalization by clarifying staff workload, consistently remunerating staff labor,
27 and assuring faculty control of the curriculum (a control mandated in SACSCOC standard
28 10.4.c);

29
30 Whereas following institutional policy would allow MSU to be compliant with SACSCOC
31 standard 5.5: “The institution publishes and implements policies regarding the appointment,
32 employment, and regular evaluation of non-faculty personnel,” a standard that includes, in its
33 “Rationale and notes” the statement that “There is an expectation that an institution
34 consistently follows its own policies”;

35 Therefore be it resolved that Morehead State University follow the recommendation outlined
36 in “The Evaluation of ‘Hybrid’ Employees at Morehead State University: An Analysis of History,
37 Policies, and Practice with Recommendations” (June 2020) and terminate the process of
38 fractionalization, as this budgetary determination does not “conform to sound principles of
39 shared governance and does not conform to university policy as defined in PG-3 and PAC-1.”