

# Announcements for the FS meeting 2021-January-21

- **Attendance Tracking:** Remember, during the first two weeks of the semester, student attendance in the class needs to be tracked for federal financial aid purposes. Please keep the following points in mind:
  - For the purpose of financial aid, it is only necessary that a student "participates" in the class. **a physical presence in the class, online or 2f2 is not necessary.**
  - *Participation* in the class could mean, doing a homework assignment or communicating by email during the week.
  - You do not need to report each single time the class met on Self-Service, only use one of these days listed per week and mark students as "present" when they participated in any form in your class. This is the standard setting for online classes anyway, but for face to face the system only allows for listing students for each of the class meeting times.
  - What you do for your own attendance tracking for your class purposes, is really up to you, like attendance is part of your grade.
  - **It is absolutely crucial that you do the two week attendance tracking, because if you do not students will lose their financial aid even though they were present!**
- **Report on FCTL Fall 2020 Faculty Teaching Survey:**
- **Modality of Lecture Delivery:** As stated by the President and Provost during their Open Forum address on November 09 , 2020, the modality of the delivery of a lecture, online, face-to-face, or hybrid, is up to the teaching faculty. If you were ordered by your department chair or dean to teach in a class room, although you demanded to teach online, get this in writing. This is important because then you can hold your department chair or dean accountable in court if you get infected by COVID-19 in your classroom.
- **COVID-19 Testing:** Next testing Opportunity on Campus administered through St. Claire will be of January 27, 08:00-12:00 at the Laughlin Health Building.
- **COVID-19 Vaccine:** Lesia will talk more about what we know so far. Currently University employees are considered category "1c". This may mean that vaccines maybe available starting in March. Note that students are category 3 and they may not get vaccines before Fall. So that in mind, we may still have to plan to proceed with lectures as we have done it over the last two terms. This means even if we maybe vaccinated, we still have to keep wearing masks and keep social distancing. Even you are vaccinated you can still transmit the disease even though you may not get it. Also keep in mind we do not at this point know how long the protection

by the vaccine will last. Please watch the video with Dr. Melahn from his talk on January 15: <https://moreheadstate.webex.com/recordingservice/sites/moreheadstate/recording/b4fcbb57e2c34a54bd14c851fc8da479/playback>

Also according to the the president's email from Tuesday, January 19, Higher Education employees in Kentucky are considered under Phase 1c, so we should be vaccinated between February and April.

- **Faculty Compensation Plan:** As you know, during Convocation on January 05, the president announced finally pay raises. This compensation plan has two aspects:
  1. Closing the gap in the market salary levels compared with other Universities
  2. Address the problem of salary inversion and compression

About these points:

1. **Closing the gap:** Currently the salaries of all ranks at Morehead State are on average \$5000-7000 lower than compared with similar regional universities. Faculty at Morehead State has not seen pay raises over the last decade. In order to start addressing this problem, the president has suggested a system that gives pay raises according to the time served since August 2014 at MSU. For each of these 6 years served at MSU you get a certain amount added to your base salary. Here is the break down if you have been employed at MSU since:

- 2019/2020: \$150
- 2018/2019: \$150
- 2017/2018: \$200
- 2016/2017: \$200
- 2015/2016: \$250
- 2014/2015: \$250

So, for all of us who have been here since at least August 2014 will get \$1200 to their base salary. If you have been here let's say since August 2016, then this means  $2 \times 150 + 2 \times 200 = \$700$  to your base salary. This is the calculation for tenured and tenure-track professors. If you are none-tenure-track then you will get 80% of that amount, so instead of \$150, you get \$120.

2. **Compression/Inversion:** A pool of \$100000 will be made available to tenured and tenure-track faculty to address compression and inversion issues. These are cases in which for example a newly hired assistant professor has a higher salary than an associate professor in the same department. Or other cases where assistant professors were hired at a too low rate. How the decision is made who will get additional salary increases is unclear and has not be communicated.

The Executive Council met with President Dr. Morgan on January 15 to discuss this plan. While the EC was pleased with the president's initiative to finally start implementing salary increases.