

FW: Senior Instructor Report

J Morgan <j.morgan@moreheadstate.edu>

Thu 6/6/2024 2:00 PM

To: Dr. Rajeev Parikh <r.parikh@moreheadstate.edu>; Christopher Schroeder <c.schroeder@moreheadstate.edu>; Doug Chatham <d.chatham@moreheadstate.edu>; Donell C. Murray <d.murray@moreheadstate.edu>
Cc: Caroline L. Atkins <c.atkins@moreheadstate.edu>

 1 attachments (17 KB)

Report Ad Hoc Committee .docx;

Hello Dr Murray,

Thanks for working on this initiative for the instructors of campus. I am optimistic that we can provide some professional advancement opportunities for them, as well as serve our students better in the student success world.

I am fine with the draft policy language that the Provost has passed around on the survey that was sent to instructor on the 18-20% service load for all, as well as the opportunity for instructors to apply for Sr. Instructor through a process after 6 years of service to MSU. I would think the promotion process could be rather simple (4-6 page document outlining teaching quality, teaching reviews, service to student success, and other items they may wish to note). It would need to be supported by the chair, dean, provost and then come to me.

On the financial parts: I am fine with the \$1,000 raise for all instructors once our Board passes the new policy and we have it in each Departments FEP's consistency across campus. I am also fine the \$2,000 raise for all instructors going to Sr. Instructor. The events that constitute service are fairly traditional, and could include, but are not limited to; advising, tutoring, work outside of class on the components of our QEP, advising student clubs, and other aspects that are approved by the Chair of the department around student success. Work on recruitment in our Eagle Outreach program and recruitment work at SOAR's and other off-campus recruitment would also count and be applicable if it was substantive enough to be counted for the time.

The Faculty Senate president did ask the provost to delay this until August. I do not have all the details around that, but was hopeful that we could nail all this down by early July, in which I could take the policy change to our Board of Regents at their early August meeting. This would then allow us to use the rest of August and early September, if needed, to get all the FEP changes implemented, implement the \$1,000 raise, and instructors could begin working with the Chairs to develop plans for this type of service for the 24-25 school year, if they are not already doing so (a number of department and instructors are already doing this type work).

I am also open to expediting a small group of instructors through the Sr. Instructor promotion process this next year in a quick fashion, because there is likely a number wishing to do so. We probably could let a group move forward, then get on an annual cycle of looking at them much like our other cycles on campus. I could also envision once the policy was approved by the Board, the provost and I would meet with all the deans/chairs on campus as a group to make sure we clearly communicated this, answered questions they may have, and primarily to assure that we have consistent implementation across campus. We could also communicate some timelines as well.

We will likely not be able to do multi-year contracts, as the vast majority of regional campuses do not do that.

Related to the Faculty Senate service, which is different than the conversation on student success service, I am leaving it to the provost to talk to the Faculty Senate president on amending the Senate Bylaws. I suspect they will have more conversation on this as the summer flows. Just so everyone has the same information -- it is fairly traditional all across regionals in- and out- of KY that any full-time faculty of any rank may serve in the Senate if

they have been employed for one year or longer at the university. I would hope that we could move MSU to be like all the other university's and that be the case here.

Summarily, and for clarity, just about every university in KY has a Sr. Instructor type category, and thus I think we should as well.

I am copying Dr. Chatham on this in case he wishes to weigh in on any items.

I am happy to meet with you/small committee if you wish and if you have questions. Thanks again for working on this.

Jay Morgan

From: Donell C. Murray <d.murray@moreheadstate.edu>

Sent: Wednesday, May 22, 2024 7:49 AM

To: J Morgan <j.morgan@moreheadstate.edu>; Dr. Rajeev Parikh <r.parikh@moreheadstate.edu>; Christopher Schroeder <c.schroeder@moreheadstate.edu>

Subject: Senior Instructor Report

Greetings,

The report from our meeting as a senior instructor committee is attached. If you have any questions, please contact me.

Donell

Donell C. Murray, Ed.D.

Morehead State University

Instructor of Communication

Department of Communication, Media, Art & Design

315B Breckinridge Hall

Morehead, KY 40351

859-693-5772

d.murray@moreheadstate.edu

www.moreheadstate.edu/cmاد