

Explanatory Description and Timelines

The job description and timelines below provide context for the [statement made by the chair of Faculty Welfare and Concerns](#) (FWC) and the [PowerPoint from the Executive Council](#) (both presented at the 9/5/24 Faculty Senate meeting).

Senate members, mindful of their constituents' time, requested these documents be accompanied by a concise outline of events (from the 2023-2024 academic year) constituents can verify (hyperlinks are to official documents/recordings.) Constituents can also consult meeting records to see how often the Provost was absent or had to leave early.

Please review this information before you fill out the short Senate survey.

Provost Job Description.

In the [Fall 2024 job call that is currently available on the applicant portal](#), Morehead State University defines the role of the Provost:

The University is seeking a Provost with an earned doctorate from an accredited institution along with exemplary academic credentials that engender respect from the academy and the community at large. The candidate should have evidence of increasingly responsible leadership experience in academic affairs, and proven success at the administrative level of dean (or the equivalent), or higher. Additionally, our next Provost will have:

- A demonstrated record of effective, broad, and innovative leadership skills, including leading faculty.*
- A strong personal commitment to academic quality, including a record of distinguished teaching, scholarship, and service to be appointed as a tenured faculty member.*
- Strong interpersonal skills and experience in working with students, faculty, staff, administrators, and community leaders.*
- A demonstrated ability to foster an environment that attracts, retains, and engages faculty and staff of the highest quality.*
- An ability to effectively manage resources in support of academic excellence.*
- An appreciation of and commitment to shared governance, experience in managing and integrating budgets with strategic planning goals in an academic setting, and an understanding of the role and mission of a public, comprehensive regional university.*
- An ideal candidate would also demonstrate success at creating new academic programs and/or have university accreditation experience.*

TIMELINE(S) OF ACTIONS.

Provost and Senate action on on-campus instruction and office hours

- The Provost announces at his very first Faculty Senate meeting on [August 10, 2023](#) that there would be an expectation in Spring 2024 to have at least one face-to-face class. Answers for how this expectation will work in programs which require instructors to teach completely online are never fully specified.
- In the same meeting, he also introduces new expectations for office hours. He expects faculty to hold a minimum of 5 office hours every week and he wants faculty to start holding some of those hours in the library. This announcement is made in Senate and in various campus emails through the fall semester.
- Senate seeks clarification regarding issues of access, FERPA, and instructional mode. The body does not receive concrete answers to specific inquiries.
- The Provost provides a more definite expectation in a 3/21/24: “In fall 2024, every faculty member who teaches in an undergraduate program is required to teach at least one course face-to-face on the main or regional campus and physically be on campus at least three days a week with at least 5 hours of office hours at times convenient to students” (see the 3/21/24 Senate meeting folder).
- Senate leadership reaches out to the Provost with concerns regarding the harm this expectation could cause faculty with accommodation needs.
- Dr. Riegle, a faculty member with accommodation needs for her ALS, asks to address the Senate at the [first meeting in the Fall of 2024](#) (relevant time marker: 1:06.45). She states that she was forced to retire because the institution would not meet her accommodation needs. She is seeking redress from the DOJ. (The written statement is listed as a new business document in the 8/22/24 Senate meeting folder.)

Provost and Senate action on faculty status and staffing concerns

- The Provost denies the faculty status of librarians in a [9/14/24 letter sent to the library dean](#).
- Senate discusses the Provost’s [overturning of thirty-year precedent](#) (of librarians as faculty at MSU) at the [10/12/23 meeting](#) (see “Material on Librarian Faculty Status” in the 10/12/23 meeting folder). Senate continues to recognize librarians as faculty.
- The President-Elect of Senate presents a chart that documents declining faculty numbers. (This chart is available in the [11/16/23 Senate meeting](#) folder.)
- Senate has a [special called session on 12/6/23](#) to discuss college reorganization. Senate leadership reports, available in the 12/6/23 folder, show the current workforce (and organization of said workforce) cannot meet anticipated needs. The Provost attends and replies to concerns, justifying the preemptive cancelation of classes for the Spring 2024 semester.

- The Provost removes librarians from Faculty Senate in a [proposed revision of the Senate constitution in Fall 2024](#). This revision violates the amendment process of the constitution.

Provost and Senate action on Instructor policy changes

- The Provost presents Senate with administrative revisions to PAc-1 and Pac-34 (see the 10/12/23 meeting folder). These documents (1) add a new classification of “University Professor,” (2) add a new rank of “Senior Instructor,” (3) revise the description of clinical faculty, and (4) add a required service component for all instructors.
- The administrative revisions are submitted as a pdf, not as document with tracked changes.
- FWC creates a marked-up version of the revised documents and seeks administrative clarification on errors and ambiguities in the administration’s own revisions.
- Senate receives feedback on the administrative changes. Much of this feedback opposes (1) the university professor classification and (2) adding service requirements to instructor workload. Some opposition includes members of the administration (see the statement from the department of English and Modern Languages in the 10/26/23 meeting folder).
- FWC continues to seek clarification. “Provost Parikh's reply to Faculty Welfare and Concerns Comments” (in the 11/2/23 meeting folder) exemplifies faculty industry and administrative response.
- Senate surveys all faculty regarding the policy changes in November 2024. Faculty endorse a senior instructor category. They oppose added service for all instructors.
- The administration creates their own survey in Spring 2024 for instructors alone.
- The Provost and the President hold meetings for instructors on 3/27/24, where they discuss the increase in instructor workload. One of the issues listed on slide 5 is instructor representation on Senate. Slide 4, though, shows that Senate does not constitute service for instructors. (See the 4/4/24 Senate meeting folder.)
- Faculty Senate creates and approves of a non-tenure track ad-hoc committee made up of volunteers from the instructor ranks.
- Senate endorses increased pay and job security for instructors without added work or service burdens (see the formal resolution in the 4/4/24 Senate meeting folder). The Provost is in attendance during the unanimous vote and is provided with a formal copy of the resolution after the meeting.
- The administration states it will take revised instructor policies to the BOR for approval in August. In a [special summer meeting on 6/20/24](#), Senate affirms its formal resolution. The Provost does not attend this specially called session.
- The President, in the wake of the 6/20/24 Senate meeting, calls his own meeting of members of the ad hoc committee of instructors, the President of Senate, and upper administration. The Provost does not attend this meeting.
- The Provost attends the August 2024 BOR meeting where the President proposes the instructor policy changes. The Provost neither confirms nor denies the Faculty Regent’s statement regarding Senate’s opposition to the policy changes, and he says nothing

when the President states instructors did not ask about multi-year contracts in a meeting.

Provost and Senate action on Issues with Nursing

- Nursing faculty contact Senate leadership at the start of the Spring 2024 semester. They have concerns regarding work conditions, stated budget shortfalls, and accreditation.
- Senate leadership attempts to seek answers on their behalf.
- Nursing faculty alert Senate leadership that the institution is in danger of losing most of its doctorally trained faculty. Senate leadership alerts the Provost to this concern.
- The Nursing Faculty meet with the Provost on 4/19/2024. Staffing, professional standards, and accreditation needs are discussed. (You can listen to [the recording of the meeting here.](#)) Four members of the Nursing faculty are so dismayed at their treatment that they attend the 5/2/2024 meeting of Faculty Senate to give testimonials about it.
- The Provost does not attend the [5/2/24 Senate meeting](#) where nurses identify the disastrous meeting with the Provost as the final impetus for a departure they did not wish to make (testimonials start at the 10-minute mark of the recording).
- The Provost supplies a written statement in his absence. This document (in the 5/2/24 meeting folder) repeats his claim that the resigning nurses are “retiring.” The statement also asserts the overall enrollments at the university have decreased due to declines in “education and the liberal arts.” Institutional data does not support this assertion.
- Four doctorally trained nursing faculty resign at the end of the academic year. They all cite the Provost as a factor in their decision to leave.