

**Report to the Senate  
Interim Provost  
February 6, 2006**

The year is moving forward quickly. We all know how the spring semester seems to speed along. We need to continue to keep in front of us three important issues: the Strategic Plan, the SACS visit, and the hiring and retaining of good people.

**Strategic Plan**

First of all we all need to thank the Strategic Planning Committee for a job well done and for all of their hard work. Many hours went into the development of the Plan.

Now that the Strategic Plan has been approved by the Board, despite all of the commendable work that has been done by Professor Rezaie and the Committee, the really difficult task now begins. A strategic plan is not something that is a wish list; it is a guide for action. We now need to put in place an action agenda, if you will, that will allow us to achieve our objectives. This year the Committee has developed more concrete measures, that is, the key performance indicators, to demonstrate that we effectively are achieving our goals. They are very challenging but achievable objectives. However, we cannot just proceed with business as usual and hope somehow that they will be achieved. They will require the careful allocation of our dollars and time in order to reach them. In the next month we will be assembling a group to develop strategies within academic affairs to determine how we will do this and to set specific objectives for all of our units to make sure that the objectives of the Plan are achieved. We will develop a means of assessing how well each of our components is reaching its goals and that in turn will allow the realization of the final objectives for our area. As in most matters, the parts have to equal the whole. Unless each of our colleges and units reaches its objectives, the institution will have difficulty in reaching those set out for it in the Plan.

Please review the Plan to see what is in it. Focus particularly on the Core Values and the Performance Indicators. Although the indicators are important, unless we maintain and function within our value system, EKU will not be the institution we want it to be.

**SACS**

We continue to make progress to prepare the report for the SACS visit. Again a major element of the work needs to be done this semester. We will need to have a report to the President for her review by July 1. This date too will be upon us before we know it. The committees are working hard and are feeling the pressure. Please provide any assistance that you can so that they can complete their work. This report is critical to our maintaining our accreditation. We must get our operations in order so that we can show we are a well-functioning institution of higher education.

A significant component of this review is the Quality Enhancement Plan. You have been updated on this from time to time throughout the year. Last spring we chose the theme, "EKU will develop informed, critical and creative thinkers who communicate effectively." We are now moving to the next step which is for the University community to develop proposals to

Implement this theme. On February 6 and 7 there will be meetings from 11:30-1:00 in Keen Johnson to discuss the development of proposals. This is an opportunity for faculty to propose programs that they think will effectively improve student learning on campus. This is at our core; please participate in the dialogues and in preparing proposals. As senators you are the leaders on the campus, and your support and help is needed.

### **Making Good Hires**

We are proceeding with the filling of necessary lines. We are looking for individuals that will help us achieve our strategic planning objectives and be contributing members of our academic community. We are looking to hire a diverse faculty and staff that will bring new approaches to problem solving to this community.

The search committees to fill around 70 faculty positions are proceeding with their work. They are moving forward carefully to make sure that we appoint individuals who will be successful here at ECU. The selection of new faculty is key to our future growth and to the continuation of the contributions that ECU has made over its 100 years. The work of these committees is very much appreciated.

As far as major administrative searches in Academic Affairs, what follows is information gathered in mid-January.

### **DIRECTOR, ITDS**

#### 1) Committee Members

Jerry Pogatshnik, Research, Chair  
Ka-Wing Wong, Computer Science  
Marlow Marchant, Faculty Senate, CBT  
Deborah Bautista, Chemistry  
Mike Land, CJS  
Steve Hyndman, COE  
Beth Ballard, Internal Audit, Univ. Info Tech Comm.  
Ed Riley, ITDS  
Michael Ballard, CHS  
Don DeLuca, Human Resources  
Tina Davis, Registrar  
Felicia Ballard, Admissions  
E.J. Keeley, Institutional Research  
Mary Fister, Financial Affairs  
Mike Reagle, Student Affairs  
Reid Connelly, Student

#### 2) Job Description Approved and posted on ECU website

#### 3) Time Table

- a. Brief ads run in Lexington, Cincinnati & Louisville papers beginning 1/1/06
- b. Position posted on EDUCAUSE website until 3/1/06
- c. Position ad appeared in Chronicle on 1/6/06 and posted on website for 30 days.
- d. Closing Date 2/15/06
- e. Anticipated Interviews begin 3/7/06
- f. Expected Hire date: Could be 7/1/06 or as early as 5/1/06 depending on search.

DEAN OF LIBRARIES

- 1) Committee Members: Hal Blythe (chair), Nancye Davis, Rita Davis, Samuel Hinton, Joe Beck, MaryAnn Kolloff, Margaret Foote, Pat New, Charles Hay, Meg Gunderson, and David Harden;
- 2) Currently working on the job description using the previous one as a guide;
- 3) Have developed a brief advertisement and have gathered information concerning costs and other relevant information from the various periodicals in which it is appropriate to place the ad;
- 4) Time table
  - a. Review of applications will begin 15 March;
  - b. On-campus interviews are planned for 1-5 May;
  - c. Expected date of hire will be 12 May.

DEAN OF EDUCATION

- 1) Committee Members: Allen Ault (chair), Shirley Cornett, Nina Coyer, Joanna Dickey, Robert Biggin, Norman Powell, Rosalee Edwards, Dirk Schlingmann, Amy Jo Smith
- 2) Ad appearing in publications beginning the week of January 16<sup>th</sup>.
- 3) Time table
  - a. Begin review of applications Feb 16;
  - b. Begin Phone interviews March 1;
  - c. Begin on-campus interviews April 3;
  - d. Complete process on or before May 1, 2006.

REGISTRAR

- 1) Committee Members: Janna Vice (chair), Kevin Minor, Rich Boyle, Bethany Miller, Tamala Cox, and Karyn Yates
- 2) Began meeting week of Jan. 16-20
- 3) Time Table
  - a. Will meet week of Jan. 23-27 and the two succeeding weeks to reduce the 13 qualified (based on HR review) applicants down to several for phone interviews
  - b. Are re-advertising to increase pool of applicants
  - c. Subsequently will check references to arrive at three finalists who can be brought to campus.
  - d. Will have a list of finalists by Feb. 10
  - e. Assuming process moves at a steady pace, an offer will be made by the end of February

Best wishes to all for a rewarding and successful spring semester.