

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

February was a very intense month. Promotion and Tenure Review is coming to an end and SACS Review reports are beginning to take shape. Items that might be of interest to you this month are:

SACS

The first Compliance written reports addressing the SACS standards are beginning to be reviewed and to take shape. These early reports show us to be in compliance on all of the issues that have been reviewed to date. However, there are some problems we need to address that have been noted as other reports are being completed. One we encountered early in the process was the need to identify our primary accreditor. That was a problem that was easily fixed. Other corrections to achieve the standards are not so easily made, such as meeting the standard that states:

The institution post-baccalaureate professional degree programs, and its master's and doctoral degree programs, are progressively more advanced in academic content than undergraduate programs.

How are we differentiating these gaps? If we do not see ourselves as clearly making this differentiation for every course, we need to judge ourselves Not In Compliance and fix the approval process and review the courses we have on the books. That will take time and we are short on that as far as being in compliance in time for our first major completed draft in early May. We immediately can begin to remedy any problems we find, and that will help us to get into compliance in a reasonable time period and hopefully by the time the review team comes here next spring.

We continue to make progress in developing a Quality Enhancement Plan. You will remember that we chose as our theme last year, ECU will develop informed, critical and creative thinkers who communicate effectively. We have received concept proposals and will move them to proposal stages. On March 9 and 10 Dr. Gerald Nosich, Professor of Philosophy at the University of New Orleans and author of numerous texts and articles on critical thinking, will provide us with a workshop. The workshop will emphasize the practical application of concepts in the classroom and provide further preparation for designing curriculum or program initiatives for the QEP. Please attend and learn more. For more information, contact Hal Blythe or Onda Bennett.

PROMOTION AND TENURE

As far as promotion and tenure is concerned, we are nearing the end of the process. We have a number of good candidates this year, and it is encouraging to see the accomplishments of so many of our faculty. However, we do need to tighten up this process. We need to have a checklist that confirms that the individual meets the very basic standards set for promotion and tenure as the process is begun. We need to make sure that candidates have demonstrated achievement in all three areas of teaching, research, and service. We need to have a summary statement at every

review point in the process from the person or chair of the committee reviewing the candidate stating why this candidate meets the requirements or why not. Those documents need to be in the candidate's file for the next reviewer. We need to have a written record from the candidates who appeal of what they are appealing and why. Subsequent reviewers are not privy to appeal conversations between the candidate and the person or committee making the decision. It is good that the Senate is reviewing the process and strengthening it.

NEW HIRES

As we make our new hires we need to be sure that they meet the minimum standards that allow them to progress through the ranks. We should not hire into a tenure-track position any person we do not feel we will ultimately tenure and promote.

KENTUCKY PLAN AND DIVERSITY

We have received from the CPE EKU's Degree Program Eligibility Status for Calendar Year 2006. In order to be able to put forward new programs unconditionally, Kentucky institutions must show progress in six of the eight components of the Kentucky Plan. Less than that requires approval from the Council for Postsecondary Education. We did achieve that unconditional status by making progress in six areas, failing to make progress in Six-Year Graduation Rate for Degree-Seeking Kentucky Residents based on the Fall 1999 Cohort and progress in Employment of African-Americans as Faculty. These are two areas in which we need to make progress for us to continue to grow as an institution and to meet the needs of the citizens we serve. The attentiveness of this year's search committees to diversifying our faculty is very encouraging.

SUMMER SCHOOL PAY

Based on the current and projected budget for the Summer Sessions, CE&O recommends for this summer that the MOST we do is increase faculty salaries to 8% (for a three credit-hour course) with the \$4,500 cap. I support that recommendation. We will assess the situation this summer with the intention of increasing to 9% for the summer of 2007, and increasing to 10% the summer of 2008. We may then determine that during the summer of 2009 we could accomplish the "10% without a cap" salary, but significant changes will need to take place in the way revenue from summer session is allowed to be used for summer sessions. We are taking a conservative approach and recommend only the move to 8% plus a \$4,500 cap for this summer and promise to reassess the financial situation next year with the intention of graduated growth toward the Faculty Senate request.

There is much to be done in the remaining two months of this semester. I look forward to working with you to accomplish the tasks before us.

Jim Chapman