

**Report to the Senate
Interim Provost
December 5, 2005**

First let me apologize for not being able to be with you for this Faculty Senate meeting. As provost I see it as one of my highest priorities.

Some issues of interest to you might be the following:

1. After listening to what the faculty and the Faculty Welfare Committee had to say, I have completed the proposal for the distribution of merit bonuses and faculty outstanding achievement awards. A copy of that proposal will be sent to you in the next few days if you have not received it already. It is more a hybrid than a compromise. I do not believe that any of the original intent has been lost and various good insights on how to recognize faculty have been incorporated.
2. With all of the equity money disbursed and the proposal for providing funds for individual achievements decided, last year's equity adjustment distribution has been brought to a conclusion. Recently responses to the appeals were sent to bring closure to the process.
3. The searches for the ITDS Director, the Dean of Education, and the Dean of Libraries are underway. The status is that the ITDS search is moving forward and should bring in candidates early in the spring semester, the Education Committee has met once for an organizational meeting, and the Libraries committee is being formed and will have at least an organizational meeting prior to the end of this semester. It is hoped that all finalists will be chosen no later than March 31 to provide for broad and maximum input on the final candidates.
4. I have asked Sandra Moore to serve as *ex officio* member of all faculty search committees. Her responsibility in that role will be to touch base with the chair of the department or the chair of the committee (whomever the Dean designates) at least once during the search in order to offer specific ways that the committees can diversify the pool of applicants. She will follow-up to see if a diverse pool was created using this method. Hopefully this will heighten awareness of our need to diversify our pools and will lead to the hiring of a more diverse faculty. This is not meant to be intrusive but rather a constructive way for us to move forward and improve in this area. As we progress through the process this year, we all should evaluate this action and make suggestions for how we can better achieve our goal to make this a more inclusive community.
5. It was brought to my attention that a number of classes were cancelled inappropriately the Monday and Tuesday of Thanksgiving week. We are not doing students a service when we shorten their class time. The faculty has something to offer the students and has an obligation to provide the students with the instruction they paid to receive. A generous amount of time is provided to students for holidays. I urge you to enjoin your colleagues to meet their responsibilities to our students and take pride in what we as faculty have to offer the students.

6. The Strategic Plan is coming to completion. The Committee expresses its gratitude to all who provided an evaluation and comments on the draft. This Plan will be the driver for what ECU supports and does during the next four years.
7. A number of individuals including myself are in Atlanta from December 2-6 for the annual meeting hosted by SACS, our regional accrediting body. This meeting provides numerous insights on the re-accreditation process from sister institutions that have gone through the process recently or are currently going through it. We are making good progress thanks to the hard work of numerous individuals involved. It already has proven to be a helpful process in making ECU a better institution.
8. The determination of the distribution amounts of professional development money, Action Agenda funds, and part-time instruction funds has been made and the transfers are working through the system. Hopefully improved data bases will allow for more prompt allocations in subsequent years.

Best wishes for a satisfying end to the semester, a restful holiday season, and a happy and rewarding new year. Thank you for your work and your contributions to ECU and your colleagues.

Jim Chapman