

November 11, 2003

To the Faculty Senate:

I regret I do not have the opportunity to be with the Faculty Senate this week, but I am attending a two-day UNC chief academic officers meeting in Chapel Hill. Here is an outline of information I would have shared with you had I been able to give a report. Please share your questions and concerns with Chair Niswander and I will respond.

1. *Meetings and Collaborative Teams*: I am completing this week more than a month-long round of some fifty 60-90 minute private discussions with each dean, each officer in academic affairs, and many other members of the administration and faculty during which time I have been *deeply* impressed with all that we are doing both within Academic Affairs and throughout the other divisions. I have also become aware of the need for further, more organized collaboration among various individuals for the purpose of better intergration of some of our activities, development of collectively understood priorities, and the development of regular reports for sharing with the Senate, the Deans, other members of the senior administration, and the Trustees. Without specific and concise communication, achieving a viable consensus falls short.

Consequently, we are now announcing the following *four collaborative teams* with an initial membership that may increase as the teams themselves determine the integrative elements of their work. I am asking each of these teams to issue to me for broader distribution monthly reports of a "dashboard sort" so that our various valid constituencies can see progress, enter the debate when needed, and understand the directions we are proposing to take. I would bring these monthly reports to the Deans, the Faculty Senate, and to the Chancellor and his Executive Council to insure appropriate interactions and decision-making.

These monthly reports from each team should address:

*Priorities (or Programs) Developed*

*Actions Taken*

*Actions Planned*

*Human and Financial Resources Needed*

Such reports will allow better communication to the University community, the refinement of priorities with the right officers at the table, and the consequent link to providing the necessary and responsible allocation of human and financial resources. Also, the formation of these teams is consistent with the spirit of the Chancellor's call for expressed "critical issues". With this e-mail report, I am asking the team leaders to proceed as soon as is convenient to begin their meetings.

*Collaborative Team on Distance Education and Instructional Technology:*

Elmer Poe (team leader), Clayton Sessoms, Dorothy Muller, Steve Duncan, Jeff Huskamp (or delegate), Bob Thompson, John Swope, Tschetter, Paul; Reaves, Rita (Resource Persons: Darryl Davis, Sandra Huskamp, the Deans)

*Collaborative Team on Regional and Campus Academic Initiatives:*

Dorothy Muller (team leader), Clovia Hamilton, Clayton Sessoms, Cathy Hall, Mike Bassman, Tamika Brown, Steve Duncan, John Swope (Resource Persons: Henry Peel, the Deans)

*Collaborative Team on Academic Program Development:*

Rita Reaves (team leader), Paul Tschetter, Bob Thompson, relevant Dean or Deans per program (Resource Persons: Bruce Flye, Chuck Hawkins)

*Collaborative Team on Regional Accreditation and Institutional Effectiveness Issues*

Rita Reaves (team leader), Bob Thompson, Linda Ingalls, Kris Smith, Michael Poteat, Dianna Lowe (Resource Persons: as determined --faculty and graduate assistant credentialing is a first crucial issue)

Possible cross-divisional collaborative teams or councils are being discussed among the vice chancellors and others on service learning and on diversity. The Chancellor will soon receive recommendations in these two areas.

#2. *Academic Affairs 2002-2003 Hires and Salary Increments Review*: Stacie Tronto, Mary Ann Rose, Harvey Lineberry, and Bob Thompson are underway in this analysis. They have determined a procedure and are conducting interviews. We can expect a report in a few weeks after the appropriate work has been completed. No exact date for completing this work is yet set.

#3. *2003-2004 Allocation of Positions and Academic Support Funds*: Deans have submitted their requests and these allocations are being worked on. Allocation is expected by Thanksgiving or soon thereafter. We have approximately \$2.7 million to distribute with approx 35-38 positions (including 6 for distance education and depending on whether we hold a few in reserve) and just over \$300K in academic support money. Unfortunately, the legitimate \$400K+ requests for increases in operating budgets goes without a resource. After discussion with the Deans on October 30, we will use the following criteria for deciding these allocations both this year and next: approx 75% of the resources will be *prima facie* designated for distribution on the basis of increases shown in student credit hour production. That percentage may lower or raise according to the presence of requests in the following areas: \$\$ for significantly promising research development; academic program approvals that require positions and/or resources to be successful; for investments in clearly defended University mission-related priorities; and, success with or readiness for distance education initiatives. The latter standard is a requirement given the developing DE priorities at OP. These are criteria that were under development in 2001-2002 when Bob Thompson was interim vice chancellor and they are as defensible as any I can find or hear about. Next, year, we are told by OP, we might expect **4 times** this number of positions based on our DE projections alone. This means we must develop a plan for such allocation, which must include an accounting for how we have used the DE positions allocated over the past few years and, most importantly, how we intend to use them in the near future. Obviously this suggests that we focus energetically on distance education priorities where we believe them to be appropriate. If this projection comes to actual funding, we would redouble our lead in the UNC in this area.

#4. *The Deanship search in the College of Fine Arts and Communication*: I met with the assembled faculties of the schools of art, music, theater and dance, and communication on November 3. I believe we had a good discussion. I indicated that I would address the costs associated w/ forming the college office. We discussed whether an internal search for a dean might be preferred. The schools are now holding discussions on the search process and will forward a vote tally to me in the near future, with tenured faculty preference clearly noted, as well as all full-time faculty votes. Several faculty have registered the view that an external search was promised in return for voting for the reorganization to form the College. A search committee has been duly formed and awaits information and possible direction. I intend that we resolve this matter in the near term and proceed expeditiously. I indicated to the three schools with interim directors that it was their decision as to whether to proceed with director searches in the meantime.

Thanks for all you do for ECU, both as a Senator and in your other valuable endeavors.

Jim Smith  
Interim Vice Chancellor for Academic Affairs