

Report to the Faculty Senate  
James LeRoy Smith  
Interim Vice Chancellor for Academic Affairs  
February 24, 2004

1. Hiring Practices/Salary Increments Report: The Faculty Senate Agenda committee and Senate officers have asked that I report to you on the status of the review of hiring practices and salary increments in Academic Affairs during 2002-2003, which as you recall I have promised to do. The group convened to conduct this review included Bob Thompson, Mary Ann Rose, Harvey Lineberry, and Stacie Tronto. The group has submitted a report to me. I have finished my study and evaluation of the report. I am sending the executive summary of the report to you as an attachment. The full report contains personnel information that should remain confidential.

Mr. Lineberry left ECU in November, but he has read the report and agrees with it, including the recommendations it contains. Our interim internal auditor, Stacie Tronto, took part in the interviews, but has not signed the report due to it being a management report. Internal auditors should not sign management reports. She has indicated that she will conduct an audit of ECU Personnel Management Flexibility compliance and may use materials in this report as part of her report. I have discussed the report with Bob Thompson and Mary Ann Rose, with Faculty Chair Rick Niswander, with our EEO Officer Taffye Benson Clayton, with our University Attorney Ben Irons, and with the Chancellor. I support the recommendations in the report and will issue a memorandum to the Deans and other relevant administrative officers asking that the recommendations be implemented.

The administrative hire noted under bullet four of the administrative section of the executive summary involved the most serious problem: no involvement of the unit personnel committee. I discovered that situation and the personnel committee subsequently completed a proper evaluation and made a positive recommendation prior to the person joining the faculty in that unit. The faculty hire noted under bullet three of that section, while abbreviated due to the time of year, did in fact include timely faculty involvement.

As for the salary increments given, the investigation showed that nothing inappropriate in terms of University policy was done. The raises given were within the authority of the supervisor. Other than the former Provost's raise, only two raises brought the persons above the peer median salaries for their positions. All other increments brought the persons closer to the peer institution median salaries, but the salaries are all still below the median. There was no violation of policy or of the EPA salary instructions received from the Office of the President. No subsequent action on my part would be appropriate.

The review group has concluded that their recommendations concern only the processes followed and not the actions or qualifications of anyone hired in these processes. The review group states that it has been obvious that the University has gained some outstanding people. On the basis of my review last October of the credentials of those persons, and in meetings and conversations with them, and now my study of this report, I agree completely. They have been patient and committed to East Carolina through this review of issues they did not cause. We are indebted to



the review team for conducting this work in such a thorough manner.

2. Faculty Employment Categories: This is the month when the chancellor traditionally reports on faculty employment categories. You have the information provided by Dr. Kris Smith in Bob Thompson's office. Dr. Shelton has asked me to discuss these reports with you and I will comment briefly during the Senate meeting on the following as they relate to this report:

- the history of fixed term appointments at ECU
- 2001-2002 UNC Committee Report and more recent ECU activity on fixed term appointments
- elements of an evolving context in the last twenty years
- the Faculty Welfare Committee Resolution and where we might go from here

3. Two New PhD Programs: Congratulations to the faculty of the College of Human Ecology for gaining approval for the new Ph D program in Medical Family Therapy, led by Cynthia Johnson and Dean Karla Hughes. The doctoral program is scheduled to start in Fall 2005. Congratulations also to the School of Allied Health Sciences for gaining approval for the new Ph D program in Rehabilitation Studies, led by Paul Alston and Dean Steve Thomas. As we consolidate our status as a research intensive institution and weigh our prospects for achieving research extensive status over the next several years, these accomplishments are significant. On another academic program planning note, Dean Ralph Rogers and I had a very pleasant and I think profitable visit last Friday with NCSU Provost Jim Oblinger, Dean of the College of Engineering Nino Masnari, and Chancellor Fox's assistant for external affairs, Andy Willis. We discussed our proposed engineering undergraduate program that will focus on systems engineering and engineering management and received encouragement. The proposal is now in the Office of the President for evaluation.

4. Academic Affairs Strategic Plan: Last month we completed considerations of the basic priorities for the Academic Affairs Division for the 2004-2009 planning period. I have been working with the deans and the professional associates in academic affairs to fashion two dozen priorities that we believe will allow the colleges, schools, and departments in the division to move forward with their own plans. These priorities are derived from and related to the six basic University priorities set forth by the planning committee last fall, a committee with both faculty and administrative representation. The Academic Affairs vision statement and strategic directions are attached. One version shows the priorities associated with the six basic University goals.

5. International Affairs: One of the priorities in the Academic Affairs strategic plan concerns developing international education at ECU. In that regard, I am pleased that Dr. Charles Lyons is with us today in the Senate and that he is in fact with us here at ECU until May of 2005 directing the activities of and strategic planning for our international affairs office. Charles has a distinguished career in international education and has recently retired from UNC-G. His agreement to spend eighteen months with us in assisting with such efforts is one of the many good things that transpired in 2002-2003.

Attachments:

- Hiring Review Report: Executive Summary
- Academic Affairs Strategic Plan