

9-13-05 F3  
mtg-**Lee, Lori****From:** Lee, Lori**Sent:** Tuesday, September 13, 2005 8:22 AM

**To:** Abrahamson, Karl R; Allen, William E; Allred, Linda J; Avenarius, Christine; Ballard, Steve; Bass, Lessie L.; Bier, Martin; Bishop, John; Boklage, Charles E; Brown, Carol Adamec; Bullington, Barbara; Burwell, Yolanda; Capehart, Anthony; Chandler, James; Christian, Cal; Ciesielski, Connie; Coddington, Charles; Coghill, Jeff; Coonin, Bryna; Cope, John G; Cox, Sherralyn; Culbertson, Deborah S; Decker, Jim; Deena, Seodial Frank H; Dobbs, Larry; Dosser, David; Eakes, Gene; Eason, Frances R; Eble, Michelle; Estes, Cheryl; Faculty Senate; Fallon, Paul; Felts, Mike; Ferguson, Kenneth G; Finley, Dori Ann; Fletcher, Paul L; Fraley, Todd; Funaro, Gregory; Gilliland, MGF; Given, John; Glascoff, Mary A; Grymes, Christopher; Hauser, Richard; Hodge, Elizabeth; Hodson, Charles A; Holloman, Hal; Holloway, James; Horst, Martha; House, Nancy E; Ironsmith, Elaine M; James, Linda; Jenks, Timothy; Kalmus, Gerhard W.; Ketterman, Elizabeth; Killingsworth, Brenda; Kim, Nanyoung; Kirkland, James W; Kirkpatrick, Mary K; Lamson, Angela; Lawrence, David Parker; Lazure, Timothy; Lecce, Scott; Levine, Gary; Lewis, Michael J; Long, David; MacGilvray, Scott; Mageean, Deirdre; Marsal, Elizabeth; McCammon, Mike; McIntyre, Robert A; McKernan, James A; McKinnon, Hunt; McMillen, Brian; Moll, Kevin N.; Mooney, Linda; Morris, Jonathan; Morrison, Robert C; Omoruyi, Leslie; Painter, Jane; Parker, Jeni L; Patel, Sangnya R; Pokorny, Marie Elizabeth; Ray, Richard; Reisch, John; Rhodes, Len; Rigsby, Catherine; Robbins, Roger; Robinson, Zachary; Ross, Darrell L; Rothman, Philip; Said, Said Elmahdy; Schenarts, Paul J; Schisler, Dan L; Schmidt, Margit; Smith, Catherine; Smith, James LeRoy; Sprague, Mark; Stapleton, Joy; Sugar, William; Tabrizi, Moha; Taggart, Mark Alan; Tedesco, Laureen; Tovey, Janice; Treadwell, Edward L.; Walker, Marianna; Wang, Yong; Warren, Louis L; Weismiller, David; Whaley, Kermit Cyrus; Williams, Richard; Willson, Charles Frederick; Wilson, Ken; Winstead, Beth; Wolfe, Linda; Woodard, Ginger; Wooden, William A; Yalcin, Umit D; Zoller, Christine

**Subject:** Information from Provost Jim Smith

Here are some major items of information:

#1. Salary matters: the salary memoranda that describe the 2005-2006 process and criteria have been distributed. Chancellor Ballard has indicated that we will find internal dollars to bring the total aggregate average faculty and NT-EPA salary increments to 3% (2% legislative average; campus-based tuition increases raise the average to 2.7% and central dollars will be used to raise the average to 3%). The schedule for this process has been distributed as part of the memoranda and the increments approved should be present in the October 31 payroll, retroactive to July 1.

#2. Budget matters: ECU's enrollment increase projections for 2005-06 have been completely funded for the first time in five years. This means that approximately 129 faculty positions and associated benefits, operating dollars, library funds, and general institution support monies are coming our way (minus cuts noted below). This adds up to approximately \$20.5 million and gives us an opportunity to benefit the University. We do have a total reversion (budget cut) of approximately \$2.5 million that will be absorbed across the four categories mentioned above, i.e., will be absorbed entirely out of the new enrollment increase monies. Stated differently, no cuts will be taken in current budgets. That state of affairs may not continue forever and we must be cognizant of possible cost savings as we go forward.

#3. Promotion/Tenure/Reappointment Mentoring: As we begin another year of academic life and work, please emphasize the importance in your departments and schools of the mentoring process for our tenure-track faculty. We do three very important things for our University: we hire faculty, we allocate and use resources, and we participate in the reemployment, reappointment, promotion, and tenure processes. When any fail in these processes, we all lose something. Please contribute positively all along the way to make our university more effective and to make these processes more personally fulfilling for everyone.

#4. ECU 2005-2010 Compensation Plan: You will recall that a year ago, Chancellor Ballard asked that we develop a compensation plan for the next few years. Given that a \$25 a week raise for all ECU employees would cost \$6million, this is a daunting task. The goal of valuing all of our employees is a good one and the attachment is a start in that direction. The document contains some interesting information and ten action steps. The Faculty

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Welfare Committee and the Faculty Budget Committee have received copies and have been invited to contribute suggestions and recommendations for the plan as it evolves. We are particularly concerned about our SPA colleagues because they have not had the advantage of a campus-based tuition increase salary augment. Therefore, one of the action steps is to set aside \$300K this year (and hopefully over the entire period, each year) to address SPA salaries in a way to be determined as the year proceeds.

#5. The Impact! Task Force: The announcement yesterday of the revised Impact! ECU Committee as a task force under the guidance of Brian McMillen and Mary Lou Antieau marks an important step for the University. The good work of the committee over the years must be constant in the future if we are to have a positive impact on the personal decision-making of our students in these important areas of concern. --Many thanks to Brian, Mary Lou, and all who have been and will be associated with this work.

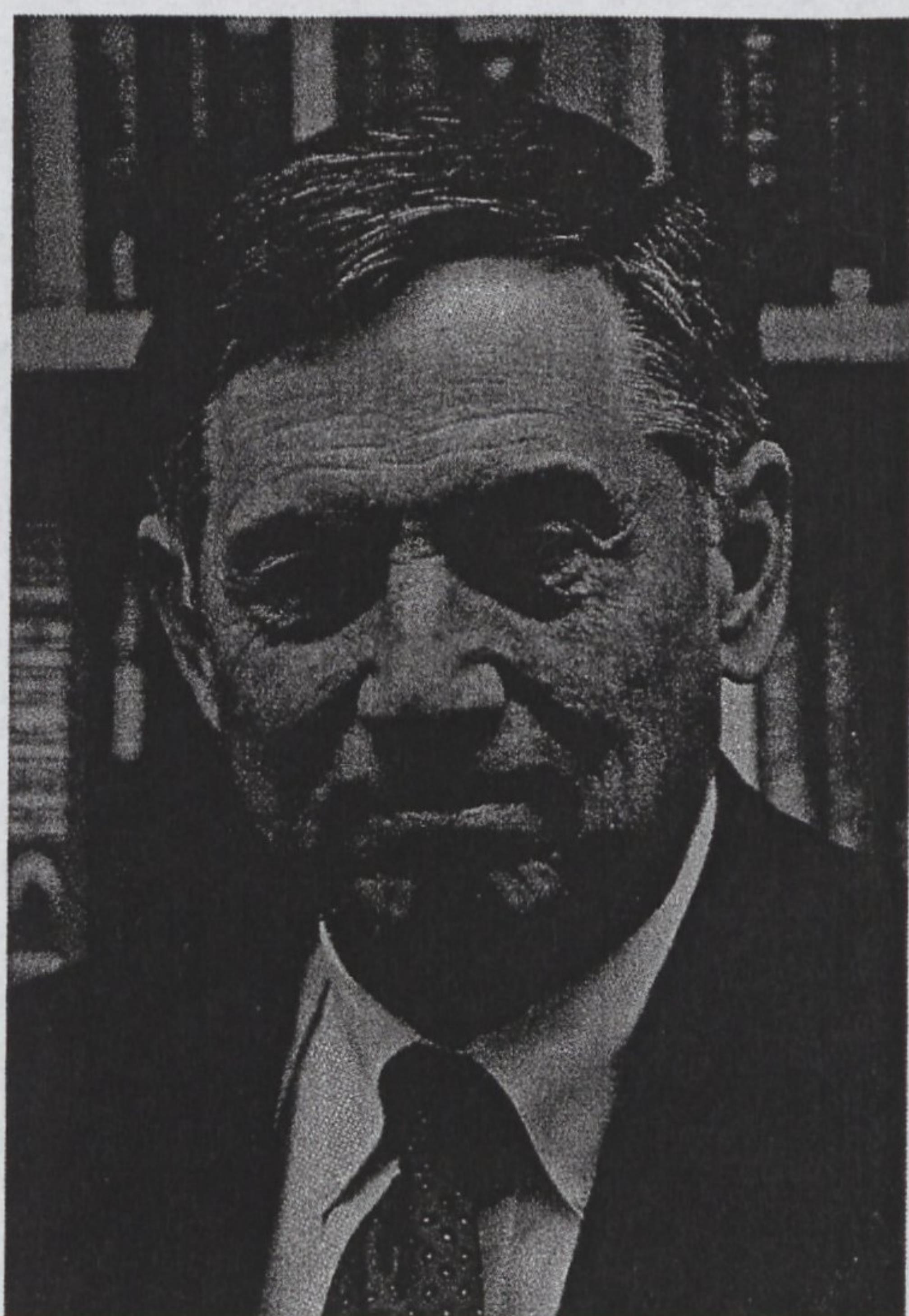
All best wishes for the semester and in all things/ Jim Smith



9-13-05







## DR. TINSLEY E. YARBROUGH

Dr. Tinsley Yarbrough, ECU Department of Political Science and Thomas Harriot College of Arts and Sciences Distinguished Professor, is the first annual ECU Constitution Day speaker. There could be no better way to inaugurate this annual event. Dr. Yarbrough is a leader in American Supreme Court scholarship. His highly praised books include *The Rehnquist Court and the Constitution*, *Judicial Enigma: The First Justice Harlan*, *John Marshall Harlan: Great Dissenter of the Warren Court*, and *Judge Frank Johnson and Human Rights in Alabama*, for which he won an ABA Silver Gavel Award.

*"The Supreme Court and the Constitution"*

*Thursday, September 15, 4:00 p.m.  
Joyner Library*

# EAST CAROLINA UNIVERSITY CELEBRATES U.S. CONSTITUTION DAY

**More week of recognition activities (September 12-16, 2005):** Join ECU and the rest of the country in observing the 218th anniversary of the signing of the U.S. Constitution.

- A culture survey for *The East Carolinian* raising the topic of the U.S. Constitution verses pop culture. The survey will be conducted in front of Wright Place.
- Door decoration contest within University Unions on Monday. Doors will be decorated in a Constitution theme and judged for most creative, most patriotic, most historical, and best overall.
- Throughout the week displays will be set up in J.Y. Joyner Library, located in the departments of Government Documents, the North Carolina Collection, and the Teaching Resources Center. The library's Special Collections department will have a display located within Mendenhall Student Center.
- Students, faculty, and staff are encouraged to show off their patriotic flare on Thursday, September 15, by dressing in patriotic/historic attire. At 3:00 p.m. in front of Mendenhall Student Center a group picture will be taken of the participants. Following the picture, Joyner Library will present Dr. Tinsley Yarbrough at 4:00 p.m. in the Teaching Resources Center located on the 2nd floor of Joyner Library. He will be speaking on "The Constitution and the Supreme Court."
- A conversation between Supreme Court Justices Sandra Day O'Connor and Stephen G. Breyer (web cast) will be shown in room 1418 of Joyner Library on Friday, September 16, beginning at noon.
- "Free Speech in the Digital Age," another web cast will follow on Friday at 1:30 p.m. in room 1418 Joyner Library. NPR host Margot Adler will moderate.

*Individuals requesting accommodation under the Americans with Disabilities Act (ADA) should contact the Department for Disability Support Services at least forty-eight hours prior to the event at (252) 737-1016 (Voice/TTY)*