

### Strategic Direction 4.3

Strategic Direction 4.3 is measured by three KPIs. The first indicator relates to planning group professional development plans. The target is for 100 percent of planning groups' professional development plans to include a strategy to address faculty reassigned time and/or staff time for scholarly and creative endeavors. Of the seven planning groups reporting data, only two have a strategy to address faculty reassigned time. In the future all planning groups will be asked to report data pertaining in this area so that the SPC can capture staff related data. The University is falling short on this KPI.

The second indicator relates to faculty reassigned time. The target is to increase by 10 percentage points, the percent of faculty with reassigned time specifically for scholarly and creative endeavors by 2010. Baseline data indicate that of the 650 full-time faculty members at ECU, 17 percent now get 3SH or more of reassigned time.

The third indicator also relates to faculty reassigned time. The target is for all faculty actively pursuing scholarly and creative endeavors to receive a one 3-credit-hour course reassigned time per year. All colleges and departments within the University currently address these issues differently based upon their assessment of the needs of their units. While currently two colleges provide reassign time to all full time faculty, in the future the SPC needs to collect data by department to get a more complete picture of the University's progress on this KPI. A committee was appointed in 2006-07 by the Provost to examine this issue.

### Goal 4 Summary

The University is doing well at providing professional development opportunities for its faculty and staff despite most planning groups not having a comprehensive professional development plan in place for the entire group. While progress is being made on addressing staff professional development needs, the University did not make acceptable progress on the KPIs related to financial assistance for faculty professional development opportunities. Finally, the University has much work to do regarding the creation of a cohesive strategy to address faculty and staff reassigned time.