

**A G E N D A**  
August 1, 2024

- |       |  |  |
|-------|--|--|
| I.    | Call to Order  | Jason Poole<br>Chair   |
| II.   | Pledge of Allegiance   |  |
| III.  | Administration of the Oath of Office<br>for Anderson Ward          | Marie Magee<br>Notary Public   |
| IV.   | Roll Call  | Cassie Burt<br>Secretary   |
| V.    | Conflict of Interest Statement                                     | Jason Poole<br>Chair   |
| VI.   | Report of the Nominating Committee                                 | Van Isley<br>Chair, Nominating Committee                             |
| VII.  | Election of Officers   | Megan Ayers<br>Board of Trustees Liaison                             |
| VIII. | Chancellor's Report  | Philip Rogers<br>Chancellor  |
| IX.   | Report from the Student Government                                 | Anderson Ward<br>SGA President                                       |
| X.    | Approval of Minutes<br>April 12, 2024<br>June 18, 2024             | BOT Chair  |
| XI.   | Action Items   |  |
|       | A. Advance Planning for Todd Dining Hall Crawlspace                | Stephanie Coleman<br>Vice Chancellor for<br>Administration & Finance |
|       | B. Policy on the Appointment and Review<br>Administrative Officers | Chris Locklear<br>Chief of Staff                                     |
|       | C. Policy on Political Activities                                  | Paul Zigas<br>Vice Chancellor for Legal Affairs                      |

- XII. Information Items
  - A. Distinguished Professorship Vacancies  
Robin Coger  
Provost
  - B. EHRA Salary Increases  
Stephanie Coleman  
Vice Chancellor for  
Administration & Finance
  - C. Pension Spiking Report  
Stephanie Coleman  
Vice Chancellor for  
Administration & Finance
  - D. Comprehensive Budget Report  
Stephanie Coleman  
Vice Chancellor for  
Administration & Finance
  - E. Capital Projects Update  
Stephanie Coleman  
Vice Chancellor for  
Administration & Finance
  - F. Board of Governors Submissions  
Stephanie Coleman  
Vice Chancellor for  
Administration & Finance
  - G. Designer Approval Summary  
Stephanie Coleman  
Vice Chancellor for  
Administration & Finance
  - H. CM at Risk Approval for ECU Health  
Medical Examiner Complex  
Stephanie Coleman  
Vice Chancellor for  
Administration & Finance
  - I. Other Information Items
- XIII. Closed Session
- XIV. Items Recommended from Closed Session
- XV. Unfinished Business
  - A. Board of Trustees Self-Assessment Update  
Megan Ayers  
Board Liaison
- XVI. New Business
- XVII. Adjourn

**East Carolina University  
Board of Trustees  
April 12, 2024**

**MINUTES**

The East Carolina University Board of Trustees met on Friday, April 12, 2024, at 9:00 am as part of their regularly scheduled meeting series. The meeting originated from room 249 in the Main Campus Student Center, on the campus of East Carolina University in Greenville, NC. Chair Jason Poole called the meeting to order.

**PLEDGE OF ALLEGIANCE**

Mr. Poole called on Air Force ROTC Cadet Matthew Perry, an English and Secondary Education major from Chocowinity, NC, and Cadet Micah Compton, a Social Work major from Pikeville, N.C., to lead the pledge.

**ROLL CALL**

Mr. Poole called on Secretary Cassandra Burt to call the roll. A quorum was established.

**PRESENT**

Cassandra Burt  
Fielding Miller  
Tom Furr  
Dave Fusell  
Van Isley  
Javier Limon  
Jason Poole  
Jeffrey Roberts  
Carl Rogers  
Scott Shook  
Vince Smith  
Vanessa Workman

**ABSENT**

Jim Segrave

## **READING OF ETHICS STATEMENT**

In compliance with the State Government Ethics Act, Mr. Poole read the conflict-of-interest statement. No conflicts were identified.

## **CONSENT AGENDA**

Members of the board were presented with a copy of the consent agenda. No items were identified for removal and separate discussion. Mr. Shook moved to approve the consent agenda and Mr. Limon seconded the motion. Hearing no discussion, the board voted in favor of the motion with no negative votes. A copy of the agenda is listed as “Attachment A.”

## **UNIVERSITY REPORTS**

### **CHANCELLOR’S REPORT**

Mr. Poole called on Philip Rogers, Chancellor to present a report to the board. A copy of the report is listed as “Attachment B.” At the conclusion of the Chancellor’s remarks, Chancellor Rogers and Chair Poole presented Trustee Limon with a token of appreciation for his service on the ECU Board of Trustees and as President of the Student Government Association.

### **REPORT FROM THE STUDENT GOVERNMENT ASSOCIATION**

Mr. Poole called on Javier Limon, President of the Student Government Association to present a report on behalf of the student body. A copy of the report is listed as “Attachment C.”

### **REPORT FROM THE FACULTY**

Mr. Poole called on Anne Ticknor, Chair of the Faculty Senate, to present a report on behalf of the faculty. A copy of the report is listed as “Attachment D.”

## **REPORT FROM THE STAFF**

Mr. Poole called on Dana Lopez, Chair of the Staff Senate, to present a report on behalf of the staff. A copy of the report is listed as “Attachment E.”

## **REPORT FROM THE BOARD OF VISITORS**

Mr. Poole called on Preston Mitchell, Chair of the Board of Visitors, to present a report on behalf of the Board of Visitors. A copy of the report is listed as “Attachment F.”

## **COMMITTEE REPORTS**

### **ATHLETICS AND ADVANCEMENT COMMITTEE**

Mr. Poole called on Mr. Miller, chair of the Athletics and Advancement Committee to provide a report on behalf of the committee. A copy of the report is listed as “Attachment G.”

### **AUDIT, RISK MANAGEMENT, COMPLIANCE AND ETHICS COMMITTEE**

Mr. Poole called on Mr. Smith, chair of the Audit, Risk Management, Compliance and Ethics Committee to present a report on behalf of the committee. A copy of the report is listed as “Attachment H.”

### **BUDGET, FINANCE, AND INFRASTRUCTURE COMMITTEE**

Mr. Poole called on Mr. Isley, chair of the Budget, Finance, and Infrastructure Committee to present a report on behalf of the committee. A copy of the report is listed as “Attachment I.”

## **UNIVERSITY AFFAIRS COMMITTEE**

Mr. Poole called on Mr. Fussell, chair of the University Affairs Committee to present a report on behalf of the committee. A copy of the report is listed as “Attachment J.”

There was one item for full board consideration. Mr. Limon moved the board approve the conferral of degrees, as approved by the Chancellor and the Faculty Senate, for those students graduating at the annual Spring Commencement on Friday, May 3, 2024. Mr. Roberts seconded the motion. Hearing no discussion, the board voted in favor of the motion with no negative votes.

The committee will have items for full board consideration coming out of closed session.

## **COMMITTEE ON STRATEGY AND INNOVATION**

Mr. Poole called on Mr. Furr, chair of the Committee on Strategy and Innovation to present a report on behalf of the committee. A copy of the report is listed as “Attachment K.”

## **CLOSED SESSION**

Ms. Burt motioned the board move into closed session to prevent the disclosure of confidential information under N.C.G.S. 126-22 to 126-30 (personnel information) and the federal Family Educational Rights and Privacy Act; and to consider the qualifications, competence, performance, character, fitness, or appointment of prospective and/or current employees and/or to hear or investigate a complaint or grievance by or against one or more employees; and to prevent the premature disclosure of an honorary degree, prize, or similar award; and to consult with an attorney to preserve the attorney-client privilege between the attorney and the Board.

Mr. Furr seconded the motion. The board voted to move into closed session with no negative votes.

### **ITEMS FROM CLOSED SESSION**

Once returned to open session, the board had items for consideration. Mr. Poole called on Mr. Fussell to present items coming from closed session.

### **DEAN OF THE GRADUATE SCHOOL**

Mr. Fussell moved the board approve the appointment of Dr. Debra Jackson as Dean of the Graduate School effective July 1, 2024 at a twelve month annual salary of \$217,000 and as presented in board materials. Mr. Smith seconded the motion. Hearing no discussion, the board voted in favor of the motion with no negative votes. This item is listed as “Attachment L.”

### **DEAN OF THE COLLEGE OF HEALTH AND HUMAN PERFORMANCE**

Mr. Fussell moved the board approve the appointment of Dr. Nicole Bromfield as Dean of the College of Health and Human Performance effective July 1, 2024 at an annual salary of \$245,000 and as presented in board materials. Mr. Limon seconded the motion. Hearing no discussion, the board voted in favor of the motion with no negative votes. This item is listed as “Attachment M.”

### **UNFINISHED BUSINESS**

There was no unfinished business for board consideration.

**NEW BUSINESS**

Mr. Poole announced the appointment of a nominating committee to identify the slate of board officer candidates for the 2024-2025 year: Chair – Van Isley; Vice Chair – Tom Furr; Member – Carl Rogers.

**ADJOURNMENT**

Hearing no further business to come before the board, Mr. Poole adjourned the meeting.

**Respectfully submitted,**

**Ms. Megan Ayers**

Assistant Secretary to the Board of Trustees

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**A G E N D A**  
April 12, 2024

- |      |                      |                                 |
|------|----------------------|---------------------------------|
| I.   | Call to Order        | <b>Jason Poole</b><br>Presiding |
| II.  | Pledge of Allegiance |                                 |
| III. | Roll Call            | <b>Cassie Burt</b><br>Secretary |
| IV.  | Conflict of Interest |                                 |
| V.   | Consent Agenda       | <b>Jason Poole</b><br>Chair     |

Minutes

- a. Approval of Minutes, February 16, 2024 and March 4, 2024

Athletics and Advancement Committee

- b. Board of Visitors Officers, Reappointments, and New Member Appointments
- c. Varner Naming Proposal
- d. Fackrell Naming Proposal
- e. Dunn Naming Proposal

Budget, Finance, and Infrastructure Committee

- f. All Funds Budget
- g. Legacy Hall Elevations
- h. Delegated Authority for the CM at Risk for the ECU Health Medical Examiners Facility
- g. ECU Health Leases (2325 Stantonsburg Road and 2355 W. Arlington Blvd.)

University Affairs Committee

- h. Tenure Recommendations
- i. Nonsalary Compensation – Dr. Allison Danell, W. Keats Sparrow Distinguished Chair

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|---|---|
| <b>VI. Chancellor's Report</b>                                      | <b>Philip Rogers</b><br>Chancellor                        |
| <b>VII. Report from the Student Body</b>                            | <b>Javier Limon</b><br>SGA President                      |
| <b>VIII. Report from the Faculty</b>                                | <b>Anne Ticknor</b><br>Chair of the Faculty               |
| <b>IX. Report from the Staff</b>                                    | <b>Dana Lopez</b><br>Chair of the Staff Senate            |
| <b>X. Report from the Board of Visitors</b>                         | <b>Preston Mitchell</b><br>Chair of the Board of Visitors |
| <b>XI. Committee Reports and Recommendations</b>                    |   |
| A. Athletics and Advancement Committee                              | Fielding Miller, Committee Chair                          |
| B. Audit, Enterprise Risk Management, Compliance & Ethics Committee | Vince Smith, Committee Chair                              |
| C. Budget, Finance, & Infrastructure Committee                      | Van Isley, Committee Chair                                |
| D. Committee on Strategy & Innovation                               | Tom Furr, Committee Chair                                 |
| E. University Affairs Committee                                     | Dave Fussell, Committee Chair                             |
| <b>XII. Closed Session</b>  |   |
| <b>XIII. Items Recommended from Closed Session</b>                  |   |
| <b>IXV. Unfinished Business</b>                                     |   |
| <b>XV. New Business</b>   |   |
| <b>XVI. Adjourn</b>   |   |

ECU Board of Trustees  
April 12, 2024  
Chancellor Philip G. Rogers

Thank you, Chairman Poole, and good morning, Trustees. I understand you had productive committee meetings yesterday while I was away for the media availability announcing the new commissioner of the American Athletic Conference, Tim Perneti. We are living through the most disruptive time in college athletics, so the experiences Tim brings to the role of commissioner adds tremendous value to our conference. I am excited to work with him as I continue my service as Board Chair.

I would be remiss if I didn't also take this opportunity to acknowledge and celebrate Mike Aresco's service as the first commissioner of the American Athletic Conference. Mike has been a tireless advocate for the conference, the member institutions, and our student-athletes. We wish him well in his retirement.

Athletics isn't the only higher-ed sector dealing with significant change and disruption. Across the higher ed trade press and in the national media, the rollout of the new FAFSA is center stage. We are in the peak period for college decisions, yet students and their families face so much uncertainty in weighing the affordability of college given the delays in receiving financial aid award letters.

Based on ECU's [IPEDS data](#) over 60% of our undergraduate students receive any grant or scholarship aid, with approximately one-third Pell recipients.

Delays at the Federal level in releasing the new FAFSA form, only to immediately encounter problems with the form was just the beginning. Further delays in releasing data, followed by glitches and data errors have only exacerbated the problem and have so many families anxiously waiting for an outcome. Not only must the backlog problem be fixed, but late last month there was a report that approximately 200,000 student financial aid applications sent to colleges require reprocessing due to a calculation error. It is no wonder many of the headlines label this the FAFSA fiasco.

A recent survey conducted by the American Council on Education, EDUCAUSE, and the National Association of College and University Business Officers found most campuses

have doubts about their ability to quickly process records given the technical issues and sheer volume of records. Provost Cogger and our financial aid team, led by Julie Poorman, are prepared, and understand the importance of timely communication as records are processed (hopefully in the near future).

One action available to campus leadership is to adjust the traditional commitment date of May 1<sup>st</sup>. Nearly half of those institutions surveyed are moving back deadlines. We have already taken this step, as have other campuses across the UNC System, moving our commitment deadline to May 15<sup>th</sup>. We have notified all first year admits of the deadline extension. There is of course a ripple effect as students compare offer letters and weigh choices between campuses, so we will remain flexible.

We are engaged in additional financial aid counseling. Vice Chancellor Coleman and her team are revising deadlines for payment plans. Our Financial Aid team modeled aid packages for returning students based on historical data. We are active in those spaces we can control.

The federal-level processing failures leading to institutional changes and the need for additional communication and support for students and their families is only half of the story. The other side of this coin is a submission crisis, which will undoubtedly impact enrollment and have a major impact on completion and attainment rates across the country. For context, data from the National College Attainment Network provide insight into the volatility in this space. FAFSA submissions are down approximately 30% nationally, with the state with the best submission rate, Indiana, down 18% and the largest decrease is in California at 37 percent. In North Carolina, the decline in FAFSA submissions is twenty-six percent (approximately 13,000 applications). Late last week there was reporting that if the trends hold, the 2024 high school graduating class will complete 300,000 to 500,000 fewer FAFSAs than the prior graduating class, which could result in significantly fewer college students in the fall.

This is a national crisis, and it complicates providing enrollment forecast data. If college going rates continue to decline and some of those declines are connected to the FAFSA challenges, it will be as if the enrollment cliff arrived sooner than anticipated for some colleges and universities.

Our team is tracking submission declines by enrollment regions within the state as we monitor enrollment deposit trends. What we cannot yet know is how many potential students we lose due to frustrations with the process. You know well the headwinds we already face in higher ed, we can now add to the negative narrative the mounting frustrations with the FAFSA process.

Beyond the current issue and as we focus on our future, we realize students and their families carefully compare financial packages as they weigh the college decision, which is why we must do more to compete on this front.

One lever we pulled this year is to commit, from institutional resources, funds to expand the Honors College by 100 students this fall. One hundred additional well qualified, motivated, accomplished students choosing ECU as their college destination.

As we look to the future, I have charged Vice Chancellor Dyba and Provost Coger with a comprehensive review with the goal of enhancing our scholarship process so that we ensure the highest and best use of all available dollars.

Last evening we celebrated the success of the comprehensive campaign and the generosity of so many. The funds contributed during the campaign have a lasting effect on ability to deliver on the mission.

It is my belief we must now prioritize mini campaigns to generate more scholarship dollars, especially unrestricted (flexible) merit-based funds that we can use at the time of the admissions offer. Our campus has experimented with this approach in the past, but now we need a sustained program. In my view, this is the top fundraising priority at this moment and aligns with our ongoing emphasis on access, affordability, and success.

Our ability to secure these additional scholarship dollars will enhance our ability to deliver on our performance metrics and will attract more highly qualified students to ECU. I am confident, once again, that Pirate Nation will answer the call as we seek to expand our scholarship capabilities.

Trustees, I conclude my remarks today with recognition of a member of this Board and an outstanding Pirate. This is Javier's last Board meeting as SGA President. When I meet with

incoming SGA Presidents, I always provide the following advice. Be an advocate for all students and focus on the platform you presented during your campaign. It is tempting in this role with increased access and visibility to forget the work is about the students and the university, not about the individual. Javier has remained true to himself and is an example for all those who follow him in this role. He is thoughtful, measured, reliable, and steadfast in his advocacy for students. He is highly respected and has demonstrated what it means to be a servant leader and I am grateful to have spent this year with him. Javier, we look forward to all that you will accomplish in the years ahead.

Mr. Chairman please join me in a presenting a token of our appreciation to Javier for his service.

**Remarks from the Student Government Association  
April 12, 2024  
Javier Limon, SGA President**

Thank you, Mr. Chairman,

I can't believe we're here already,

Let me start off by saying what an incredible honor it has been to serve as Student Body President and as a member of this Board for the past academic year. When I entered ECU as a freshman, there was no world in which I would have ever imagined that I would be able to hold this honor. It has been such a privilege to be able to wake up each day and have the opportunity to directly impact the lives of my fellow students in a positive way and I am humbled to have been entrusted with that responsibility.

When we last met, we were a week away from electing my successor to fill this role. Today, I have the pleasure of introducing Mr. Anderson Ward who was just sworn in as Student Body President last week. Anderson is a student in our wonderful College Business with a goal of eventually going into the insurance industry. For those that sense a hint of familiarity, you may remember his older brother Chandler who served as the Student Body President for the 2021-2022 academic year. I met Anderson around two years ago now when he first joined student government and let me just say that you will struggle to find anyone on campus with as big of a heart as he does. He is someone who is unafraid to ask questions and seek feedback from a broad range of perspectives - qualities that I believe every leader should have. I look forward to seeing what he is able to accomplish over the next year.

I will also take a moment to highlight another student leader on campus. Last March, ECU hosted the Association of Student Governments meeting for the first time in six years where we elected our next ASG President. Pirate Nation's very own Cameron Brown was elected and will serve as the student representative on the Board of Governors. Unfortunately, Cameron had a conference today and could not join us but I couldn't be happier to see some more purple and gold reflected in our governance systems.

Now, as I reflect on my term, I'd be remiss if I didn't share with you all some of the highlights of our year. In partnership with CLCE and campus dining, we raised several hundred meals for our Swipe Out Hunger initiative while also receiving a \$6,000 grant from the Swipe Out Hunger National organization in support of our purple pantry. We've provided over 80 student organizations with funding, broke the record for passing the most pieces of legislation in SGA history, supported our unique RISE29 program with a \$12,000 investment, hosted a Town Hall with our elected officials to interact with students and community members, submitted a \$50,000 investment to be endowed for a scholarship that provides stipends for students accepting unpaid internships, and so much more. Student Government was also recently awarded the City of Greenville's Distinguished Inclusive Community Award. It has been an active year, to say the least, and I hope our work has demonstrated the importance of continuing to empower our students in their endeavors to improve our incredible university.

While our wellness day initiative fell just short of the finish line, the groundwork has been laid and I hope a proposal that is equitable for all campus constituencies can be



agreed upon in the near future. I give my thanks to Chair Ticknor for working with Student Government as we explored alternative options and I'm excited as SGA continues to explore Northeastern's wellness day model. Anderson, you've got some homework left over from my administration but I trust you can handle it from here.

With that, as we stare down commencement in just a few weeks and I am once again given the honor to move for the conferral of degrees, I want to reiterate how much of a pleasure it has been to serve my fellow students in this capacity. It is such a special privilege to wake up every morning excited about the work one does and to know that one's actions are making a positive difference. For that, I truly consider myself the luckiest student on campus. My sincere thanks goes out to the Board, everyone in this room, and the many folks outside of these walls who work tirelessly to ensure ECU reaches its full potential. I am humbled to have played a role in that mission even if it was for a brief time. That being said, my commitment to ECU does not end here. If the opportunity to serve arises once again whether on this Board or another, I'll happily step into the arena once again to give my time, talent, and maybe in about 30 years - treasure. Chancellor, I am counting on the positive return on investment you've been talking about.

For now, if you ever need me I'll be right down the road at the University of North Carolina at Chapel Hill obtaining my Master's degree in public administration. Now I know some of you may have recoiled a bit hearing that name but rest assured that I will always be wearing purple under my Carolina blue.

Thank you Mr. Chairman, this concludes my report.

Chair of the Faculty  
Board of Trustees  
April 12, 2024

Good morning. I would like to thank SGA President Javier Limon for his leadership and the dedication of the SGA representatives. They have been an engaged group of students who have put forth great time and effort on our Faculty Senate Committees and the faculty have appreciated their energy, commitment, and passion. We look forward to continuing this collaboration with the next SGA leadership and representatives.

For the past two years, I have used my remarks to educate the Board about the workload responsibilities of faculty and how they contribute to the mission of ECU and success of our students. I have shared about teaching, and provided a behind the scenes look into many of the activities we do to support our learners and stay up-to-date on our content expertise. I have also shared a window into how we pursue research/creative activities in our areas. Today, I would like to share a bit about how faculty participate and engage in service.

ECU has long held a tradition of service. Our motto, *Servire*, means “to serve,” and it is central to the success of ECU. It is also an important part of our role as faculty. As part of our usual work responsibilities, faculty are expected to engage in service. This can include community service outside of ECU; however, it is expected that faculty participate in serving the ECU community and in their professional organizations as part of their workload responsibilities. For many faculty, including myself, this means that I regularly serve on committees in my department, college, and university. These committees may be search committees, curriculum committees, personnel committees, or other types of faculty or administrative committees relevant to the interest of faculty at ECU.

Many of us also serve on advisory boards in our disciplines, review manuscripts for scholarly journals in our content area, or engage in another activity in service to our state, national, or international organizations. Faculty may even choose to take on a leadership role and be elected as an officer in one of these areas.

Although service is only one part of our work responsibilities and service usually accounts for 10 and 30% of our workload, many of our faculty engage in more than what is typically expected. I believe this is because when they chose ECU for employment, they chose it because of its deep commitment to service. When they interview with us, they not only hear that we engage in service, they learn that we provide encouragement and opportunities for our faculty to participate.

Faculty typically mentor newly hired faculty into department service first. This serves to both orient them to the department, but also to build community with their colleagues.

Once faculty are in their second year of employment, we encourage them to join one of our Faculty Senate Committees so they can learn more about how the university works and network with colleagues from across the university.

Faculty can choose to serve on one of our 24 Faculty Senate committees and they range from curriculum review to faculty governance to academic awards to faculty welfare and as well as many others. These committees include faculty as well as partners from our administrative offices, student affairs, and student representatives from the Student Government Association. Faculty can also choose to serve on one of 14 administrative committees that include faculty representatives.

Our goal is for faculty to find a committee of interest, to offer their expertise, to collaborate with colleagues from across the university, and to engage in the life of ECU.

Faculty can also choose to be elected to the Faculty Senate as a senator or an alternate. The Faculty Senate is our legislative body with representatives elected from each of our academic and library units which serves to advise the chancellor on matters relevant to faculty.

The Faculty Senate is where we engage in shared governance as well as build community as it is a place to gather, to network with colleagues from across the university, to understand more about ECU, and a place to ask questions or share concerns.

Across the Faculty Senate and its committees, we have nearly 400 faculty involved, which is 20% of our total ECU faculty. To me, that speaks to the vested interest our faculty have in service, to enact our mission, and their dedication to making ECU more successful and a welcoming place for our community to thrive.

Report from the Staff Senate  
April 12, 2024  
Dana Lopez, Chair of the Staff Senate

Good morning and thank you for allowing me to update you on Staff Senate.

As we take a moment to reflect on the year gone by, it's hard to believe how swiftly time has passed. It feels like just yesterday that I stood before you for the first time to deliver my inaugural update. Yet here we are, already gearing up for another cycle of new student orientations as we prepare for the summer ahead.

These recent few weeks have been a bustling with activity, and the momentum shows no signs of slowing down as we approach the conclusion of the academic year. Just two weeks ago, Staff Senate partnered with the Women and Gender Office to host the 3<sup>rd</sup> annual Women Leaders at ECU panel. Our distinguished panelists provided valuable insights and we were thrilled to have 222 participants.

April brings with it Staff Appreciation Month, a time for us to express our gratitude for the dedication and hard work of our staff. This week alone, we've had the privilege of honoring 14 retirees with the esteemed title of Staff Emeritus, a testament to their years of service and commitment to our institution.

Furthermore, we proudly hosted the Ballard's 8<sup>th</sup> Annual Lessons in Leadership drawing in over 160 attendees with keynote speaker Dr. Jason Higginson. This event was truly inspiring and offered profound insights into leadership. Additionally, we had the

privilege of recognizing three children of SHRA employees and three outstanding ECU staff members as recipients of the Gail Jordan Memorial Scholarship. The Children of SHRA Scholarship recipients are:

1. Anna Faulkner, child of Chad Faulkner
2. Jameson Padrick, child of Shannon Padrick
3. Rylan Tuten, child of Bryan Tuten

The Gail Jordan Memorial Scholarship recipients are:

1. Khadijah Grimes, who is pursuing a Master's Degree in Health Informatics and Information Management.
2. Kristina Page, who is pursuing her Master's Degree in Adult Education.
3. Matthew Passwater, who is working towards a Doctor of Education degree in Educational Leadership.

Tomorrow marks our annual Family Day Event, promising a day packed with adventure and camaraderie for our staff. Activities include ziplining, kayaking, bouncing in an inflatable house, savoring treats from a local food truck, and topping it all off with refreshing Kona Ice. Don't forget to browse through our silent auction before midnight to bid on a special gift for your loved ones, knowing that your contribution supports our two scholarships.

This year, we've expanded our offerings by providing breakfast alongside the free lunch meal, ensuring that third-shift staff can join in on the festivities. As Staff Appreciation Month draws to a close, we eagerly anticipate honoring staff members who have made remarkable contributions within their units at the Outstanding Staff Award ceremony.

While we look ahead with hope, we're also mindful of the mix of emotions and uncertainties swirling around us. Budget reductions, talent acquisition hurdles, and climate shifts in the state and university landscape have sparked genuine concerns among staff regarding workload, compensation, benefits, and, in some cases, safety and inclusivity. Observing impactful decisions made by other UNC institutions on programs and offices has led many to wonder about our own trajectory.

Yet, amid these challenges, our discussions with the Chancellor have been encouraging. We can see avenues are being explored for improvement and growth, striving to navigate these uncertainties with optimism and determination.

I express my gratitude to the Vice Chancellors, Chancellor Rogers, and the Board for this invaluable experience. It has greatly contributed to my professional growth, offering insights into perspectives beyond my department and division and fostering lasting relationships. I eagerly anticipate witnessing the remarkable achievements of ECU that lie ahead.

Thank you and this concludes my final report.

**East Carolina Board of Visitors – Chair, Preston Mitchell**  
**Remarks to Board of Trustees**  
**April 12, 2024**

Good morning! To conclude my year as BOV Chair, let me begin my comments by one last time thanking Chair Poole, Chancellor Rogers and members of the Board of Trustees for your support of the ECU Board of Visitors (BOV). I am happy to be back with you today and make my last very brief update to the Board of Trustees as Chair of the BOV. I want to thank the members of the Chancellor's leadership team for their work with us, on our behalf, and their guidance. I would like to especially recognize Bryan Jenkins and Chris Dyba for their many hours of conversation and assistance to me as Chair and efforts for the BOV.

**BOV Membership Appointments**

You should have a copy of a separate memo with the subject line "Board of Visitors New Member Appointments and Officer Recommendations" that I am told was discussed yesterday. In regard to this, I want to thank all the BOT and BOV members that submitted nominations. It has been discussed that this may have been a record year for nominations. That makes it both exciting and difficult for the BOV nomination committee and the BOT in their selection. I would like to recognize Chair Poole for his advice and instructions during this process.

**BOV Updates**

To provide a brief update of our work:

Our final meeting for this year is on April 26<sup>th</sup>. As always, any BOT member is invited to attend. Student Recruitment and Engagement Efforts: This is an area that I believe the BOV has played a role in helping ECU to work towards its goals of student success. The BOV has been involved in both action and seed planting that has seen individual, collective, and operational successes & changes this year that can be built upon.

BOV Access Scholars: The BOV is proud to have 4 access scholars this year (and will be adding a 5<sup>th</sup> scholar/scholarship next year via our "bridging the gap" endeavor until our endowed scholarship can start 2 or 3 years after funding was raised. We will see three of our Access Scholars graduate and/or complete their time with the BOV this May. The BOV takes a lot of pride in scholars themselves and the investment of our time, talent, and treasure. I thank past and present ECU leadership for this program as well as the BOV for making such a positive short term and long-term impact.

**Annual Donation Task Force Update**

The Task Force continues to conduct its research and consideration of this matter. They will be presenting a proposal to the BOV membership for a vote at our April meeting. If the vote results in approval to increase the annual BOV donation by some amount to fund additional & endowed Access Scholars, and I hope it does, it will be brought to the BOT at your first meeting of next fiscal year for your consideration to amend the BOV bylaws to allow the increase.



### **Concluding Comments**

I want to thank BOV Vice Chair Dutch Holland and BOV Secretary Toby Thomas along with all of the BOV membership for their increased leadership, participation, and passion. It has been an honor and a privilege to serve as the BOV Chair this year. While it has taken a good amount of time, I feel it is a been a labor of love to serve and to be involved in working for the benefit of ECU. I have been blessed to serve on the ECU BOV for eight years, with this last year serving as Chair. Just like ECU educated and improved me as an individual during my tenure as a student, I believe the same has occurred during my tenure on the BOV. It has not only benefited me directly, but also the communities I serve as well. I think it is a positive reflection of ECU's mission when the University "pours into" and invests in not only its students, but its alumni as well. Finally, I would like to thank you all here today for your service and making a difference for ECU!

GO PIRATES!

Preston Mitchell, Chair (2023-24)  
ECU Board of Visitors



**Athletics and Advancement**  
**April 11, 2024**  
**Committee Report**

The Athletics and Advancement Committee had a full meeting yesterday.

First, this is a reminder to the board that the Trustees Award for Distinction nominations are due on August 23, 2024. The award will be presented at the November Board of Trustees meeting.

Bryan Jenkins presented officer, reappointment, and new member recommendations from the ECU Board of Visitors. Thirteen new members are being recommended for appointment along with 11 members for reappointment. The new officer recommendations are Dutch Holland, Chair, Toby Thomas, Vice Chair, and Ryan Beeson, Secretary. The committee approved these recommendations and the full board approved this morning through the consent agenda.

Ryan Robinson, the Executive Associate Athletics Director, updated the committee on athletics. The American Athletic Conference just named Tim Perneti as the new commissioner. I'd like to recognize Chancellor Rogers for his work in leading the search as AAC board chair, and Jon Gilbert for his leadership of the AD group of the AAC. It'll be exciting to see what comes next for the AAC under Commissioner Perneti's leadership.

Football season ticket sales goal is 15,000 and we are tracking ahead of last year with 11,200. Fundraising for projects like the Isley Indoor Performance Center (\$21M), and the Dick & Sarah Bennet baseball building (\$6.2M) are progressing. The golf project is fully funded at \$1.5M, and new greens and a new driving range will be added to Ironwood Country Club. In June, new LED lights will be installed at softball, soccer, and lacrosse facilities.

The transfer portal remains very active - the basketball transfer portal closes May 1st, while the football portal reopens April 16-30th. And in the every-changing world of NIL, the NCAA is exploring allowing institutions to support athletes in NIL endeavors, likely leading to the addition of NIL liaison positions in athletics staff. More to come soon there.

ECU Athletics looks forward to a great weekend for the 39<sup>th</sup> Annual Pigskin Pigout Party with the various events scheduled, including the Golf Classic, Pigskin Pigout, Spring Football Game, baseball games, and a tennis match.

Vice Chancellor for University Advancement, Christopher Dyba, gave the committee an update on fundraising efforts with the East Campus is slightly ahead of schedule at \$19.7M, while West Campus, including Legacy Vidant, is at \$7.7M. Year-to-date, \$44M has been raised, with a significant boost from Pirate Nation Gives, which raised \$8.6M, including gifts from 2800

individual donors, over 1,000 of whom were first-time donors and 16% of whom were current students.

Moving forward, the focus is on scholarships and understanding the impact scholarships have on recruitment and retention, especially amid expected nationwide enrollment declines. Goals include adding to the general scholarship fund, automating the scholarship process, ensuring renewability, raising \$2,500-3,000 per student per year, building endowments, expanding access scholarships, and forming 250 new \$3,000 general, recurring scholarships.

In closed session, our committee approved three naming proposals that were approved as part of the consent agenda this morning.

Mr. Chairman, I'll have one item for closed session, but for now, that concludes my report.

## **IN CLOSED SESSION**

### **Honorary Degree**

Yesterday, the Athletics and Advancement Committee approved the conferral of an honorary degree for Mr. Ronnie Barnes. At this time, I'd like to make a motion for full board approval:

I move the board approve the conferral of an honorary degree of letters for Mr. Ronnie Barnes, for presentation at the Spring Commencement ceremony on May 3, 2024.



**Report of the Audit, Risk Management, Compliance, and Ethics Committee for April 11, 2024**

**Operational Metrics Review**

The committee reviewed the operational metrics related to Internal Audit and Compliance, through February 2024. All metrics are in the green for the year to date.

**Action Items**

The committee had two action items.

1. We approved the fiscal year 2025 annual audit plan as presented by Chief Audit Officer Wayne Poole.
2. We also approved changes to the Audit Committee charter and the Internal Audit charter as presented by Mr. Poole. Mr. Poole informed us that edits were needed to incorporate language required by the recently changed *Global Internal Audit Standards*.

**Informational Items**

**Enterprise Risk Management – Ms. Stephanie Coleman**

Vice Chancellor Coleman briefed the committee on upcoming organizational changes impacting HR-related units. She shared that the changes are intended in part to help address workforce challenges, which is one of the University’s top risks.

**Research Administration and Compliance – Ms. Becky Welch**

Ms. Welch briefed the committee on her team’s roles and responsibilities related to compliance for sponsored programs. Her briefing included the most notable risks and the potential outcomes if ECU fails to comply with the external requirements. She discussed financial compliance, protocols for research related to human subjects, export controls, conflicts of interest, research misconduct, and other topics.

**REDE Compliance Monitoring – Mr. Kenneth Briley**

Mr. Briley provided an update on his team’s roles and responsibilities related to research compliance. His briefing included the most notable risks and the impacts of non-compliance. Mr. Briley’s team reviews compliance on the back end of research studies (after they are approved), including how human research is being conducted, how potential conflicts of interest are being managed, and how research-related data is shared.

**Recent Internal Audits – Mr. Wayne Poole and Ms. Amanda Danielson**

Mr. Poole and Ms. Danielson briefed the committee on one recent internal audit engagement, related to Academic Advising. Provost Cogger and her team also provided comments on the next steps in the evolution of Academic Advising services.

We received updates on other audit topics in closed session.

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Mr. Chairman, that concludes my report.

**East Carolina University | Board of Trustees  
Budget, Finance, and Infrastructure /Main Campus Student Center 249 |  
April 12, 2024  
Highlights**

The Budget, Finance, and Infrastructure Committee met on April 11, 2024 and the minutes were approved from the November 30, 2023, and February 16, 2024 meetings.

Vice Chancellor Coleman provided highlights on the operational metrics data.

Vice Chancellor Coleman presented the third all funds budget. She recognized the Financial Planning & Analysis office for their hard work in compiling the All Funds Budget and stated a new budgeting software, Anaplan, was used and created efficiencies in the process. The all funds budget proposes a 2.3 million dollar operational loss for fiscal year 2025, which is a \$5.6 million dollar improvement from prior fiscal year. The all funds budget was approved this morning as part of the consent agenda.

Chief Sugg shared the annual Campus Safety Report of major campus safety initiatives, crime data, and alcohol and drug statistics. He also shared that ECU Police Department just received its 6<sup>th</sup> Gold Standard in Public Safety CALEA Accreditation Award with Excellence in March.

Ms. Gina Shoemaker shared overall project scope of the Legacy and Jones residence hall renovations. She presented the intended elevations for Legacy Hall. This item was approved as part of the consent agenda this morning.

Mr. Bill Bagnell presented a request to delegate authority for CM At Risk for Medical Examiner Facility to VC Coleman after consultation with the Committee Chair to select the CM At Risk for Medical Examiner project and report to the Committee at the next scheduled meeting. Taking this action will keep the project on schedule. This item was also included as part of the consent agenda.

Ms. Coleman presented a request to approve two ECU Health leases. Details were provided in Board material and was approved this morning on the consent agenda.

Other informational items were provided in materials.

Mr. Chairman, that concludes my report.



## **Report of the University Affairs Committee for April 11, 2024**

The University Affairs Committee met in regular session with committee members Fussell, Roberts, Furr, Limon, Smith and Workman in attendance.

The Committee approved the minutes of the February 15, 2024 joint meeting of the University Affairs Committee and the Committee on Strategy and Innovation, and was encouraged to reach out to Provost Coger with any questions about the updated operational metrics.

The informational topic for the committee was a session highlighting one of the pillars of our mission, Regional Transformation, and how ECU's Purple and Gold Bus Tour demonstrates ECU's expertise in just that. We heard from two faculty members deeply impacted by their participation in the bus tour, and also heard from the Student Affairs team who shared how the Days of Service at ECU inspire regional transformation as well.

In closed session, the committee approved 37 tenure proposals as well as a nonsalary compensation item for Dean Allison Danell, the W. Keats Sparrow Distinguished Chair, that were both included on the consent agenda this morning.

Provost Coger asked the Board to consider the candidates for degrees for conferral at the annual Spring Commencement on Friday, May 3, 2024. Trustee Janier Limon moved the committee approve the conferral of degrees, as approved by the Chancellor and the Faculty Senate, for those students graduating at the annual Spring Commencement on Friday, May 3, 2024. The motion was seconded and approved as presented.

The committee went into closed session to consider several personnel items. Mr. Chair, I'll have more on those items following closed session.

That concludes my report.

## **Report of the Committee on Strategy & Innovation for April 12, 2024**

The Committee on Strategy and Innovation met on April 11 and all members were in attendance. First, the committee voted to approve the minutes from the February 15, 2024 meeting. Then, Provost Robin Coger introduced Dave Eby, Chief Operating Officer of Project Kitty Hawk, and Allen Guidry, Associate Provost of Learner Operations, to provide an update to the committee on ECU's collaboration with Project Kitty Hawk.

In 2021, the NC General Assembly appropriated almost \$100M to launch Project Kitty Hawk, a nonprofit ed-tech startup designed to partner with UNC System institutions to better serve adult and non-traditional learners, with a special emphasis on workforce-aligned online degree programs delivered on the Project Kitty Hawk platform. In addition, Project Kitty Hawk helps attract, enroll, and support learners in those programs as they matriculate through their respective programs.

ECU is currently one of two universities in the system with active degree programs on the Project Kitty Hawk platform. By partnering with Project Kitty Hawk, ECU is further expanding its online learning portfolio to high demand programs that have the potential to scale. The committee heard first-hand about the experiences of faculty and student in the online ECU program. Joining us were faculty member Dr. Page Varnell, coordinator of the information cybersecurity program, and student Sarah Williams. Sarah shared with the committee how much the team of ECU representatives helping her from her first click on an ECU ad till today means to her and positively impacts her experience as an ECU student.

The committee had no action items for consideration.

Mr. Chairman, that concludes my report.



Meeting of the Board of Trustees  
University Affairs Committee  
April 11, 2024

**AGENDA ITEM**

V. B. The Graduate School, Dean ..... Robin N. Coger  
Provost & Senior Vice Chancellor

- Situation:** New hire appointment for the Dean of The Graduate School
- Background:** The Provost and Chancellor are recommending a new hire for the Dean of The Graduate School to be effective July 1, 2024.
- Assessment:** The Provost and Chancellor request the Board of Trustees approval for the Dean of The Graduate School new hire appointment.
- Action:** This item requires a vote by the committee and a vote by the full Board of Trustees.





**Office of the Provost and Senior Vice Chancellor for Academic Affairs**

210 Spilman Building | Mail Stop 501 | East Carolina University | Greenville, NC 27858-4353  
252-328-5419 office | 252-328-4010 fax

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**MEMORANDUM**

TO: Jason Poole  
Chair, ECU Board of Trustees

FROM: Dr. Robin N. Coger, PhD  
Provost & Sr. Vice Chancellor for Academic Affairs

DATE: April 11, 2024

RE: Dean, The Graduate School

I respectfully request the Board of Trustees approve the recommendation from Chancellor Rogers and me to appoint Dr. Debra L. Jackson as Dean of The Graduate School based on the following terms and conditions:

- 1) Appointment as Dean of The Graduate School, effective July 1, 2024, at a twelve-month annual salary rate of \$217,000.
- 2) Tenure at the rank of Professor in the Department of Philosophy and Religious Studies within the Thomas Harriot College of Arts and Sciences.
- 3) Sign on bonus of \$15,000 in lieu of a moving allowance and in accordance with The UNC Policy Manual 300.2.14. and The UNC Policy Manual 300.2.14.2[R] to be paid in either one lump sum or installments over the course of the 12 months following your effective date of July 1, 2024.

Attachment: CV for Dr. Debra L. Jackson

# DEBRA L. JACKSON, PH.D.

(661) 809-4023 • drdebrajackson9@gmail.com

## Areas of Specialization

Feminist Philosophy, Social Epistemology, Sexual Ethics

## Areas of Competence

20<sup>th</sup> C Continental Philosophy, Social/Political Philosophy, Philosophy of Law, Critical Thinking

## EDUCATION

**Ph.D. in Philosophy, Graduate Minor in Women Studies** 2002

Dissertation: “Violated Subjects: A Feminist Phenomenology and Critical Theory of Rape”

Purdue University, West Lafayette, Indiana

**M.A. in Philosophy** 1999

Purdue University, West Lafayette, Indiana

**B.A. in Philosophy, Minors in Women’s Studies, Psychology, and English** 1996

Distinction in University Honors

Honors Thesis: “Empathy and Empiricism: Towards a Reconstruction of Science”

Middle Tennessee State University, Murfreesboro, Tennessee

## EMPLOYMENT HISTORY

**Associate Vice President** for Academic Affairs & **Dean** of Academic Programs 2020 – present  
California State University, Bakersfield

**Associate Dean** for Graduate and Undergraduate Studies 2018 – 2020  
California State University, Bakersfield

**Professor** of Philosophy 2002 – 2018  
Full 2016-2018, Associate 2011-2016, Assistant 2005-2011, Lecturer 2002-2005  
California State University, Bakersfield

**Interim Associate Dean** for the School of Arts and Humanities 2016 – 2017  
California State University, Bakersfield

**Lecturer** in Philosophy 2001 – 2002  
University of San Francisco

## GRANTS, FELLOWSHIPS, AND AWARDS

<b>Project Director</b> , “The Next Step: Building Career Readiness Among Graduate Students across the CSU,” ETS/CGS Award for Innovation in Promoting Success in Graduate Education, Council of Graduate Schools, \$20,000 plus \$10,000 matching from California State University’s Office of the Chancellor.	2024 – present
<b>Project Director</b> , “Puedes! Caminos, Cariño, y Carreras in a Post-Pandemic Era,” Developing Hispanic-Serving Institutions Program, U.S. Department of Education, \$2,999,208.	2022 – present
<b>Project Director</b> , “Promoting Excellence in Graduate Education and Increasing Hispanic STEM Related Degree Completion,” Promoting Postbaccalaureate Opportunities for Hispanic Americans Program, U.S. Department of Education, \$2,997,950.	2019 – present
<b>Subaward Director</b> , “CSU Transfer Success Pathways Planning Grant,” College Futures Foundation and James Irvine Foundation, \$15,000 (subaward) of \$350,000.	2023 – present
<b>Project Director</b> , “Supportive Pathways for First-Year Students,” CSU Academic Success and Inclusive Excellence grant, \$300,000.	2023 – present
<b>Subaward Director</b> , “Equity-Minded Pedagogy Course and Community of Practice,” ECMC Foundation grant, \$19,000 (subaward).	2023 – 2024
<b>Gold Award</b> for Excellence in Research, Grants, Projects, Institutional and Academic Support Programs, California State University, Bakersfield.	2023
<b>Project Director</b> , “Supporting B4 Completion among First-Year Students,” CSU Academic Success and Inclusive Excellence grant, \$65,000.	2022 – 2023
<b>Gold Award</b> for Excellence in Sponsored Research, Creative Activity, and Institutional and Academic Support Programs, California State University, Bakersfield.	2022
<b>Project Director</b> , “Supporting A2 and B4 Completion among First-Year Students,” CSU Academic Success and Inclusive Excellence grant, \$45,725.	2021 – 2022
<b>Gold Award</b> for Excellence in Sponsored Research, Creative Activity, and Institutional and Academic Support Programs, California State University, Bakersfield.	2021
<b>Silver Award</b> for Excellence in Sponsored Research, Creative Activity, and Institutional and Academic Support Programs, California State University, Bakersfield.	2020
<b>Project Director</b> , “Building a Bridge to Support Wonderful Scholars,” Kern Community Foundation grant, \$100,000.	2019 – 2020

<b>Bronze Award</b> for Excellence in Sponsored Research, Creative Activity, and Institutional and Academic Support Programs, California State University, Bakersfield.	2019
<b>Fellow</b> , Prindle Institute Applied Epistemology Research Retreat and Workshop, DePauw University.	2018
<b>Assessment Lead</b> , “Giving Students a Compass: Improved Completion Outcomes and Essential 21st Century Skills for Hispanic and Other High Need Students,” Developing Hispanic Serving Institutions Program, U.S. Department of Education, \$2,624,968.	2015 – 2016, 2018
<b>Awardee</b> , “Sexual Ethics,” Research Sabbatical, California State University, Bakersfield.	2017
<b>Awardee</b> , “Sexual Ethics,” Research Council of the University, California State University, Bakersfield, \$5,000.	2017
<b>Fellow</b> , National Endowment of the Humanities Summer Institute on Diverse Philosophical Approaches to Sexual Violence, Elon University.	2017
<b>Fellow</b> , “Crossing Borders, Making Connections: The Humanities and Ethnic Studies,” NEH Humanities Initiatives at Hispanic-Serving Institutions, California State University, Bakersfield.	2016 – 2017
<b>Principal Investigator</b> , “Increasing PHIL 102 Student Success through Asynchronous Learning in a Flipped Classroom,” California State University Promising Practices Course Redesign Grant, \$6450.	2013 – 2014
<b>Awardee</b> , “Determining Reasonableness in Rape Law’s Mistake as to Consent Defense,” Research Sabbatical, California State University, Bakersfield.	2008
<b>Visiting Scholar</b> , Feminism and Legal Theory Project, Emory School of Law.	2005, 2006, 2008
<b>Awardee</b> , “Determining Reasonableness in Rape Law’s Mistake as to Consent Defense,” Research Council of the University, California State University, Bakersfield, \$1,000.	2006
<b>Awardee</b> , Faculty Diversity Program, California State University, Bakersfield, \$3,690.	2003 – 2004
<b>Fellow</b> , National Endowment of the Humanities Summer Seminar on Feminist Epistemologies, Pennsylvania State University.	2003
<b>Awardee</b> , Outstanding Graduate Student Teacher, Purdue University.	2001
<b>Awardee</b> , Purdue Research Foundation Dissertation Grant, Purdue University.	2000 – 2001

## PROFESSIONAL DEVELOPMENT

<b>Becoming a Provost Academy</b> , American Association of State Colleges and Universities	2023 – present
<b>Fostering a Culture of Belonging</b> , Association of College and University Educators	2024
<b>Title IX Hearing Advisor Training</b> , California State University	2023
<b>Graduate Education Western Leaders Academy</b> , Western Association of Graduate Schools	2023
<b>Women Leading Change Program</b> , The Chronicle of Higher Education	2023
<b>Professional Fundraising for Deans and Academic Leaders</b> , California State University Advancement Academy	2023
<b>Taking Action on Race and Ethnicity in Higher Education: Implementing What Works for Latino Students</b> , American Council on Education	
<b>New Deans Institute and Summer Workshop</b> , Council of Graduate Schools	2020
<b>Emerging Leaders Program</b> , American Association of State Colleges and Universities	2019 – 2020
<b>Student Success Analytics Certificate Program</b> , California State University	2020
<b>Site Visit Training</b> , American Philosophical Association Committee on the Status of Women	2015
<b>Assessment Leadership Academy</b> , Western Association of Schools and Colleges	2014 – 2015
<b>Teaching and Learning in Philosophy</b> , American Association of Philosophy Teachers	2014
<b>Proven Course Redesign eAcademy</b> , California State University	2013
<b>Give Students a Compass: Critical Thinking across the Curriculum</b> , American Association of Colleges and Universities	2012 – 2013
<b>Mid-Career Leadership Fellows Program</b> , California State University, Bakersfield	2012 – 2013
<b>Teaching Women’s Studies Online</b> , Arizona State University, Ms. Magazine, and Feminist Majority Foundation	2012
<b>Community Engagement Fellow</b> , California State University, Bakersfield	2010 – 11
<b>ADA Universal Design for Learning Certification</b> , California State University, Bakersfield	2010

## PUBLICATIONS

### TEXTBOOKS

- Jackson, D. and Newberry, P. (2016). *Critical Thinking: A User's Manual, 2<sup>nd</sup> Edition*. Cengage Learning.
- Jackson, D. and Newberry, P. (2012). *Critical Thinking: A User's Manual*. Cengage Learning.

### PEER-REVIEWED JOURNAL ARTICLES

- Jackson, D. (2018). "'Me Too': Epistemic Injustice and the Struggle for Recognition." [Feminist Philosophy Quarterly 4.4. Article 7](#).
- Jackson, D. (2016). "Throwing Like a Slayer: A Phenomenology of Gender Hybridity and Female Resilience in *Buffy the Vampire Slayer*." [Slayage: The Journal of Whedon Studies 14.1 \[43\]](#).
- Jackson, D. (2003). "An Examination of Racialized Assumptions in Anti-Rape Discourse." *Studies in Practical Philosophy: A Journal of Ethical and Political Philosophy*. 3(1). 53-67.
- Jackson, D. (2000). "Labeling Products of Biotechnology: Towards Communication and Consent." *Journal of Agricultural and Environmental Ethics*. 12(3). 319-330.

### BOOK CHAPTERS

- Jackson, D. (2023). "Male Sexual Victimization, Failures of Recognition, and Epistemic Injustice." *Epistemic Injustice and the Philosophy of Recognition*. Eds. Paul Giladi and Nicola McMillan. New York: Routledge. 279-296.
- Jackson, D. (2019). "Date Rape: The Intractability of Hermeneutical Injustice." *Analyzing Violence Against Women*. Ed. Wanda Teays. New York: Springer. 39-50.
- Jackson, D. (2016). "Answering the Call: Crisis Intervention and Rape Survivor Advocacy as Witnessing Trauma." *Critical Trauma Studies: Violence, Conflict, and Memory in Everyday Life*. Eds. Monica Casper and Eric Wertheimer. New York University Press. 205-226.
- Jackson, D. (2009). "Utopian Fantasy and the Politics of Difference." *World of Warcraft and Philosophy: Wrath of the Philosopher King*. Eds. Luke Cuddy and John Nordlinger. Open Court. 131-142.

### BOOK REVIEWS

- Jackson, D. (2018). Review of F. Vera-Gray's *Men's Intrusion, Women's Embodiment: A Critical Analysis of Street Harassment*. [Hypatia Reviews Online](#).
- Jackson, D. (2017). Review of Andrea Quinlan's *The Technoscientific Witness of Rape: Contentious Histories of Law, Feminism and Forensic Science*. *Somatechnics* 7(2). 312-314.
- Jackson, D. (2017). Review of Kelly Oliver's *Hunting Girls: Sexual Violence from The Hunger Games to Campus Rape*. [Hypatia Reviews Online](#).
- Jackson, D. (2016). Review of Julinna Oxley and Ramona Ilea's (eds.) *Experiential Learning in Philosophy*. *Teaching Philosophy* 39(3). 372-376.
- Jackson, D. (2015). Review of Sharon Crasnow and Joanne Waugh's (eds.) *Philosophical Feminism and Popular Culture*. [APA Newsletter on Feminism and Philosophy 15\(1\). 16-17](#).
- Jackson, D. (2015). Review of Maureen Linker's *Intellectual Empathy: Critical Thinking for Social Justice*. *Teaching Philosophy* 38(3). 343-346.
- Jackson, D. (2013). Review of Keith Dromm's *Sexual Harassment: An Introduction to the Conceptual and Ethical Issues*. *Teaching Philosophy* 36(1). 85-88.

**Jackson, D.** (2010). Review of Amy Allen's *The Politics of Our Selves: Power, Autonomy, and Gender in Contemporary Critical Theory*. [APA Newsletter on Feminism and Philosophy 9\(2\). 16-17.](#)

**Jackson, D.** (2000). Review of Jon Stewart's (ed.) *The Debate Between Sartre and Merleau-Ponty*. *Sartre Studies International* 6(2). 67-70.

### **EDITORIAL WORK**

Musgrave, L. and **Jackson, D.** (2005). "Special Cluster on Feminist Critical Theory." [APA Newsletter on Feminism and Philosophy, 4\(2\).](#)

### **PRESENTATIONS**

**Jackson, D.** and M. Quarles. (2023). "Developing an Administrative Assessment and Review Process at CSU Bakersfield," WASC Accreditation Resource Conference, Garden Grove, CA.

Grappendorf, K., N. Harris, **D. Jackson** and M. Malhotra. (2023). "Planning Transfer Student Success: CSU Bakersfield's Program Pathways Mapper (PPM)," National Institute for the Study of Transfer Students (NISTS) Virtual Conference.

**Jackson, D.** and A. Jacobsen. (2022). "Assessing Graduate Student Mentoring in STEM Fields," Council of Graduate Schools Annual Conference, San Francisco, CA.

**Jackson, D.** (2023). "Preparing for the Post-Pandemic Campus: Managing Distance Education Authorization," WASC Accreditation Resource Conference, San Francisco, CA.

**Jackson, D.** (2021). "Commentary on Kazi Huda's 'Forceful Hermeneutical Inclusion as Hermeneutic Injustice,'" American Philosophical Association Central Division Meeting, virtual.

**Jackson, D.** (2020). "Sexual Violence, Epistemic Injustice, and Practices of Silencing," North American Society for Social Philosophy's 37th International Conference, Neumann University, Aston, PA. *Cancelled due to COVID-19*

Sohail, R. and **D. Jackson.** (2020). "Identifying the Underlying Causes of Academic Probation Through Student Narratives: A Qualitative Study at CSU Bakersfield," WASC Academic Research Conference, Garden Grove, CA. *Cancelled due to COVID -19*

**Jackson, D.** (2019). "Commentary on Dianna Taylor's *Sexual Violence and Humiliation*, John Carroll University, Cincinnati, OH.

**Jackson, D.** (2018). "Commentary on Amy McKiernan's "Self-blame and Sexual Violence: A Feminist Intervention," Eastern Division meeting of the American Philosophical Association, Savannah, GA.

**Jackson, D.** (2018). "Four Epistemic Harms from Rape Culture," CSUB Faculty Research and Creative Activity Poster Presentations, California State University, Bakersfield.

**Jackson, D.** and B. Larson. (2016). "Assessing Core Competencies at CSU Bakersfield," CSU Symposium on Assessment of the Core Competencies, San Jose State University.

**Jackson, D.** (2015). "Creating Formative and Adaptive Assessments for Student Mastery," The Engaged Learning Bootcamp, CSU Dominguez Hills.

**Jackson, D.** (2015). "Throwing Like a Slayer: A Phenomenology of Resilience," The Second Biennial Joss in June Conference, Middle Tennessee State University.

Kemnitz, C., P. Newberry and **D. Jackson.** (2015). "Structuring General Education with High-Impact Practices," WASC Academic Resource Conference, Oakland, CA.

**Jackson, D.** and P. Newberry. (2014). "Scaling the Step-by-Step Method: A Blended Approach to Critical Thinking," Twentieth Biennial International Workshop/Conference on Teaching Philosophy, College of St. Benedict and St. John's University.

- Jackson, D.** (2014). “Why Do I Let Spike do Those Things to Me?: Seduction Fantasy, Attempted Rape, and Moral Culpability,” The Sixth Biennial Slayage Conference on the Whedonverses, California State University-Sacramento.
- Kemnitz, C., **D. Jackson**, J. Eigenauer, and J. Stratton. (2013). “A Regional Collaborative on Critical Thinking Across the Curriculum,” AAC&U Give Students a Compass, Redwood City, CA.
- Jackson, D.** (2010). “Rape Survivor Advocacy as Witnessing-to-Trauma,” New Approaches to Trauma: Bridging Theory and Practice, Arizona State University New College.
- Jackson, D.** and S. Heiss. (2006). “Digging Up Her Bones: An Exercise in Re-Writing the Canon,” Women in Philosophy Conference, California State University Long Beach, CA.
- Jackson, D.** (2005). “Commentary on J. Todd Ormsbee’s “Effective Freedom, Self-Realization, and Democratic Community: Some Considerations for the Future of the Gay and Lesbian Liberation Movement,” Society for the Advancement of American Philosophy, California State University, Bakersfield.
- Jackson, D.** (2004). “The Invisible Woman and the Reasonable Man: Ignorance and Culpability in Rape Law,” Ethics and Epistemologies of Ignorance Conference, Pennsylvania State University.
- Jackson, D.** (2001). “Surviving Sexual Assault: Towards a Phenomenology of Rape,” Society for Phenomenology and Existential Philosophy, Goucher College.
- Jackson, D.** (2000). “E/Raced Bodies: An Examination of Racialized Assumptions in Anti-Rape Discourse,” Radical Philosophy Association, Loyola University, Chicago.
- Jackson, D.** (1999). “But, You Don’t Look Like a Lesbian: Femme Sexual, Physical, and Social Expression,” Women’s Studies Brown Bag Series, Purdue University.
- Jackson, D.** (1999). “Bryn Mawr Summer School for Women Workers in Industry: Education by the Pragmatist-Feminist Method,” Society for the Advancement of American Philosophy, University of Oregon, Eugene.
- Jackson, D.** (1998). “To Be (Forced To Be) Free, or Not To Be Free: A Question of Paternalism in Marcuse’s Theory of Liberation,” Society for Phenomenology and Existential Philosophy, University of Colorado at Denver.
- Jackson, D.** (1998). “Labeling Products of Biotechnology: Towards Communication and Consent,” Association for the Study of Food and Society (ASFS) and the Agriculture, Food, and Human Values Society (AFHVS).
- Jackson, D.** (1998). “Is Anthropomorphism a Viable Tool in Primate Studies?” Women’s INTERVENTIONS in Science, Art & Technology, Purdue University.
- Jackson, D.** (1998). “Towards a Phenomenology of the Female Body: A Re-Reading of Merleau-Ponty’s Phenomenology of Perception,” Mid-South Philosophy Conference, University of Memphis.

## PUBLIC PHILOSOPHY AND MEDIA INTERVIEWS

- Guest blogger**, “Reflections on the Ford-Kavanaugh Hearings.” Blog of the American Philosophical Association. October 11, 2018.
- Panel facilitator**, “The Ethics of Polyamory.” Gotham Press podcast. February 24, 2018.
- Radio guest**, “Commenting on the Comments” with hosts Jeff Lemmucchi and Jamie Butow, KERN Radio News Talk 1180, December 21, 2011.
- Scholar interview**, “Fangs for the Memories, Buffy: Series Gave Fans Much to Sink Their Teeth Into” by Rita Kempley, *Washington Post*, May 20, 2003.



## SCHOLARLY SERVICE

### Editorial Board

- *Teaching Ethics*, Philosophy Documentation Center, 2020 – present

### Journal Article Reviewer

- *Hypatia: A Journal of Feminist Philosophy*, Wiley-Blackwell, 2017, 2018, 2019, 2020, 2021, 2023
- *Teaching Philosophy*, Philosophy Documentation Center, 2018, 2022, 2023
- *Asian Journal of Philosophy*, Springer, 2023
- *Episteme: A Journal of Individual and Social Epistemology*, Cambridge Core, 2020, 2022
- *Social Philosophy Today*, Philosophy Documentation Center, 2022
- *Ethical Theory and Moral Practice*, 2021
- *Feminist Philosophy Quarterly*, Western University, 2020
- *Journal of Social Philosophy*, Wiley, 2019, 2020
- *APA Newsletter on Feminism and Philosophy*, 2019
- *The Journal of Ethics*, Springer, 2018

### Book Reviewer

- Linda Martin Alcoff's *Rape: A Feminist Theory of Sexual Violence*, Polity Press, 2017
- *Philosophical Problems in the Law, 5<sup>th</sup> Edition* (ed. David Adams), Cengage, 2011
- Heidi Grasswick's (ed.) *Feminist Epistemology and Philosophy of Science: Power in Knowledge* Springer, 2010

## TEACHING EXPERIENCE AT CSU BAKERSFIELD

### UNDERGRADUATE PHILOSOPHY COURSES

Introduction to Philosophy	Race, Class, Gender, Sexuality
Logical Reasoning	Feminist Philosophy
Contemporary Moral Problems	Marx, Marxism, and Post-Marxism
Sexual Ethics	Philosophy of Law
Recent Continental Philosophy	Internship in Practical Philosophy
Existentialism	Directed Study in the Instruction of Philosophy
Political Philosophy and Thought	Senior Seminar

### UNDERGRADUATE INTERDISCIPLINARY STUDIES COURSES

Gender Matters	Internship in Women, Gender, and Sexuality
Introduction to Women and Gender Studies	Studies
Trauma Studies	Senior Seminar

### UNDERGRADUATE INDEPENDENT STUDIES

Existential Phenomenology	Women in the History of Philosophy
Feminist Phenomenology	Body Image
Identity	Feminist Disability Studies
Feminist Jurisprudence	

## GRADUATE STUDENT RESEARCH SUPERVISION

Dissertation Committee Member, Matthew McClellan, "A Hermeneutic Phenomenology of Queer College Student Experiences During the COVID-19 Pandemic," Ph.D. Global Inclusion and Social Development, University of Massachusetts Boston, 2024.

Dissertation Committee Member, Myrna Arias, "The Impact of Summer Programs on Self-Efficacy among First-Year Students: A Comparison of Three Programs at CSU Bakersfield," Ed.D. Educational Leadership, California State University, Bakersfield, 2019-2020.

Doctoral Research Supervisor, Rabia Sohail, "Identifying the Underlying Causes of Academic Probation Through Students' Narratives: A Qualitative Study at CSU Bakersfield," Ed.D. Educational Leadership, California State University, Bakersfield, 2019-2020.

Thesis Committee Member, Kristina Manriquez, "Gender and Computer Mediated Communications: A Content Analysis of the Language Expressed in Twitch Broadcasts," M.S. Sociology, California State University, Bakersfield, 2017.

## HIGHER EDUCATION SERVICE

<b>WSCUC Seeking Accreditation Visit 3 team member</b> , University of the People	2024 (planned)
<b>Secretary</b> , Western Association of Graduate Schools Board of Directors	2021 – present
<b>Co-lead</b> , Kern Education Pledge Workgroup on Postsecondary Enrollment and Completion	2020 – present
<b>WSCUC Seeking Accreditation Visit 2 team member</b> , Reiss Davis Graduate School	2020

## UNIVERSITY SERVICE AT CSU BAKERSFIELD

<b>Member (invited)</b> , Project Rebound Advisory Council	2023 – present
<b>Member (invited)</b> , Center for Global Outreach Advisory Council	2021 – present
<b>Research Associate (appointed)</b> , Kegley Institute of Ethics	2006 – present
<b>Assessment Coordinator</b> , Achieving Integration and Mastering Skills (AIMS) General Education Program	2018
<b>Program Coordinator</b> , Women's, Gender, and Sexuality Studies (WGSS) program	2015 – 2016
<b>School of Arts and Humanities Representative (elected)</b> , Academic Senate	2015 – 16
<b>Member (appointed)</b> , Faculty Affairs Committee	2015 – 16
<b>Assessment Coordinator</b> , Achieving Integration and Mastering Skills (AIMS) General Education Program	2014 – 2016
<b>Assessment Coordinator</b> , School of Arts and Humanities	2013 – 2016
<b>Chair (elected)</b> , General Education Area A Committee	2012 – 14
<b>Member (appointed)</b> , General Education Area A Committee	2009 – 14
<b>Program Coordinator</b> , Women's, Gender, and Sexuality Studies (WGSS) program	2011 – 2013
<b>Member (elected)</b> , Committee on Academic Requirements and Standards	2012 – 14
<b>Member (appointed)</b> , Academic Affairs Committee, Academic Senate	2010 – 11
<b>Member (appointed)</b> , Academic Affairs Committee, Academic Senate	2005 – 07
<b>Member (appointed)</b> , Faculty Teaching and Learning Center Advisory Board	2005 – 07

## COMMUNITY SERVICE

<b>Member</b> , Vision Committee, Women’s and Girls’ Fund, Kern Community Foundation, Bakersfield, CA	2018 – present
<b>Co-Leader</b> , Girl Scout Troop #8043, Girl Scouts of Central California South, Bakersfield, CA	2018 – present
<b>Member</b> , Equity Task Force, Panama Buena Vista Union School District, Bakersfield, CA	2020 – 2022
<b>Scholarship Evaluator</b> , Kern Community Foundation, Bakersfield, CA	2018 – 2020
<b>Judge</b> , Ethics Bowl Scrimmages	
➤ North Kern State Prison, Delano, CA	2018
➤ California State University, Bakersfield at Bakersfield College	2018
➤ Bakersfield College at California State University Bakersfield	2018
➤ CSU Bakersfield at California Correctional Institution, Tehachapi, CA	2017
<b>Guest Speaker</b> , East Bakersfield High School AP English classes	2009 – 2016
<b>Team Coach</b> , Ethics Bowl	
➤ California State University, Bakersfield (First Place in region, Quarterfinalist at national competition)	2015 – 2016
➤ Second Annual Ethics Team Competition Fundraiser, Youth Financial Literacy Program for High School Seniors and Emancipated Youth, Bakersfield, CA	2014
<b>Guest Speaker</b> , Alliance Against Family Violence and Sexual Assault	2012 – 2013
<b>Certified Rape Aggression Defense Instructor</b> , Bakersfield, CA and Lafayette, IN	1999 – 2005
<b>Facilitator</b> , Women Who Have Been There, Lafayette, IN	1999 – 2000
<b>Project Coordinator</b> , Greater Lafayette Sexual Assault Prevention Coalition, Lafayette, IN	1999 – 2000
<b>Rape Survivor Advocate</b> , Lafayette Crisis Center, Lafayette, IN	1999 – 2000
<b>Crisis Counselor</b> , Lafayette Crisis Center, Lafayette, IN	1997 – 2000



Meeting of the Board of Trustees  
University Affairs Committee  
April 11, 2024

**AGENDA ITEM**

V. C. College of Health and Human Performance, Dean ..... Robin N. Coger  
Provost & Senior Vice Chancellor

- Situation:** New hire appointment for the Dean of the College of Health and Human Performance
- Background:** The Provost and Chancellor are recommending a new hire for the Dean of the College of Health and Human Performance to be effective July 1, 2024.
- Assessment:** The Provost and Chancellor request the Board of Trustees approval for the Dean of the College of Health and Human Performance new hire appointment.
- Action:** This item requires a vote by the committee and a vote by the full Board of Trustees.



**Office of the Provost and Senior Vice Chancellor for Academic Affairs**

210 Spilman Building | Mail Stop 501 | East Carolina University | Greenville, NC 27858-4353  
252-328-5419 office | 252-328-4010 fax

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**MEMORANDUM**

**TO:** Jason Poole  
Chair, ECU Board of Trustees

**FROM:** Dr. Robin N. Coger, PhD  
Provost & Sr. Vice Chancellor for Academic Affairs

**DATE:** April 11, 2024

**RE:** Dean, College of Health and Human Performance

I respectfully request the Board of Trustees approve the recommendation from Chancellor Rogers and me to appoint Dr. Nicole F. Bromfield as Dean of the College of Health and Human Performance based on the following terms and conditions:

- 1) Appointment as Dean of the College Health and Human Performance, effective July 1, 2024, at a twelve-month annual salary rate of \$245,000.
- 2) Tenure at the rank of Professor in the School of Social Work within the College of Health and Human Performance.
- 3) Sign on bonus of \$10,000 in lieu of a moving allowance and in accordance with The UNC Policy Manual 300.2.14. and The UNC Policy Manual 300.2.14.2[R] to be paid in either one lump sum or installments over the course of the 12 months following your effective date of July 1, 2024.

Attachment: CV for Dr. Nicole F. Bromfield

**Nicole F. Bromfield, Ph.D., MSW**  
*Curriculum Vitae*  
4745 Spellman Road  
Houston, TX 77035  
[nicole.bromfield@fulbrightmail.org](mailto:nicole.bromfield@fulbrightmail.org)  
Mobile: (713) 449-5741

**Administrative Appointments**

2016-2020

Associate Dean for Academic Affairs  
Graduate College of Social Work  
University of Houston  
Houston, Texas

2004-2010

Director of Student Services  
School of Social Work  
Virginia Commonwealth University  
Richmond, VA

2001-2004

Coordinator of Student Services  
School of Mass Communications  
Virginia Commonwealth University  
Richmond, VA

**Academic Appointments**

December 2022- September 2023 (Renewal of Award)

Fulbright Research and Teaching Scholar  
Department of Psychology and Social Work  
School of Allied Health Professions  
University of Namibia  
Windhoek, Namibia

January 2022-November 2022

Fulbright Research and Teaching Scholar  
Department of Psychology and Social Work  
School of Allied Health Professions  
University of Namibia  
Windhoek, Namibia

2016-present

Associate Professor (tenured)  
Graduate College of Social Work  
University of Houston  
Houston, Texas

2010-2016

Assistant Professor (promoted to associate)  
Department of Social Work  
United Arab Emirates University  
Al Ain, United Arab Emirates

2004-2010

Instructor  
School of Social Work  
Virginia Commonwealth University  
Richmond, VA

### **Education**

#### **Ph.D., Public Policy**

Specialization: Health Policy  
Wilder School of Government and Public Affairs  
Virginia Commonwealth University, Richmond, VA  
Dissertation: *The Making of the Trafficking Victims Protection Act (TVPA) through the Lens of the Advocacy Coalition Framework: A Qualitative Study Utilizing In-Depth Interviews with Key Policy Players*  
2007

#### **Master of Social Work (MSW)**

Concentration: Community Organization and Social Administration  
School of Social Work  
West Virginia University, Morgantown, WV  
2000

#### **B.A., Sociology and Anthropology with an *anthropology* focus**

Department of Sociology and Anthropology  
West Virginia University, Morgantown, WV  
**Summa cum laude**  
1997

### **Leadership Training**

#### *Future Leaders Program*

National Association of Deans and Directors (NADD) of Social Work Education  
Several meetings and a mentoring program (competitive admission)  
Fall 2020

#### *Women in Leadership*

University of Houston Bauer College of Business  
Semester-long training (selected by Associate Provost)  
Spring 2020

#### *Interprofessional Education Consortium (IPEC) Leadership Training*

3-day intensive program (competitive admission)  
Spring 2019

*Harvard University Graduate School of Education*  
 Management Development Program  
 Two weeks in residence at Harvard University (competitive admission)  
 Summer 2018

*Cougar Chair's Leadership Academy*  
 University of Houston  
 A year-long program (competitive admission)  
 2017-2018

Council on Social Work Education  
*Program Director's Leadership Academy*  
 A year-long program with a certification of completion (competitive admission)  
 2016-2017

## **Publications**

### **Scholarly Book**

Rotabi, K. & **Bromfield, N.F.** (2017). *From Intercountry Adoption to Global Surrogacy: A Human Rights History and New Fertility Frontiers*. London: Routledge. ISBN: 9781138242630

### **Refereed Articles**

Rukambe, Z. & **Bromfield, N.F.** (under review). Enhancing Spiritual Sensitivity: Guidelines for Effective Social Work Practice in Namibian Mental Health Settings. *Religion and Spirituality in Social Work*.

**Bromfield, N.F.**, Ananais, J., Leonard, E., Rumake, Z., & Murangi, A. (under review). Developing a Psycho-Educational Intervention for Use with Adolescent Girls Affected by HIV and AIDS in Namibia. *Children and Youth Services Review*.

Ananais, J., **Bromfield, N.F.**, Kamwanyah, J., & Leonard, E. (2023). Social work education in Namibia: Past, present, and a reimagining. *Social Work Education*. Advance online: doi: 10.1080/02615479.2022.2161504

**Bromfield, N.F.**, Reza, H., Bennet, L., & Xu, W. (2023). Street-connected adolescents in Bangladesh and their exposure to physical violence and emotional abuse while spending time on the streets. *Children and Youth Services Review*, 144. <https://doi.org/10.1016/j.chilyouth.2022.106714>

**Bromfield, N.F.**, Reza, H. & Sultana S. (2022) Police violence and abuse against street-connected children in Bangladesh: A qualitative description study of children's lived experiences. *Children and Society*. Advance online: <https://onlinelibrary.wiley.com/doi/10.1111/chso.12633>

Najjarnejad, N. & **Bromfield, N.F.**, (2022). Professional stakeholders' perceptions of child marriage in Lebanon among Syrian refugees: A qualitative study. *Children and Youth Services Review*, 140. <https://doi.org/10.1016/j.chilyouth.2022.106592>



- Bromfield, N.F.** & Durate, F. (2022). Centering public impact scholarship in social work to contribute to the achievement of the Sustainable Development Goals. *Social Work Education*, 41(7), 1427-1440. DOI: [10.1080/02615479.2022.2104241](https://doi.org/10.1080/02615479.2022.2104241)
- Bromfield, N. F.**, Panichelli, M., & Capous-Desyllas, M. (2021). At the intersection of COVID-19 and sex work in the United States: A call for social work action. *Affilia*, 36(2), 140–148. <https://doi.org/10.1177/0886109920985131>
- Capous-Desyllas, **Bromfield, N. F.**, Nava, A., & Barnes, B. (2021). Strategies for enhancing writing among first-generation social work students: Reflections on the use of peer writing mentors. *Journal of Social Work Education*, 57(1), 189–196. <https://doi.org/10.1080/10437797.2020.1798314>
- Reza, H., **Bromfield, N. F.**, Sultana, S., & Khan, M. M. R. (2020). Child maltreatment in Bangladesh: Poverty, social class, and the emotional abuse of elementary school children by teachers. *Children and Youth Services Review*, 116. <https://doi.org/10.1016/j.childyouth.2020.105195>
- Capous-Desyllas, M. & **Bromfield, N.F.** (2020) Field Note—Exploring the use of arts-informed journaling in social work field seminars, *Journal of Social Work Education*, 56(1), 201-209, DOI: 10.1080/10437797.2019.1627259
- Sultana, S., Reza, H. & **Bromfield, N.F.** (2019) The relation between socioeconomic characteristics and the use of physical punishment in Bangladeshi elementary schools, *Child & Youth Services*, 40:3, 308-327, DOI: 10.1080/0145935X.2019.1604133
- Reza, H. & **Bromfield, N. F.** (2019). Human rights violations against street children working in the informal economy in Bangladesh: Findings from a qualitative study. *Journal of Human Rights and Social Work*, 4(3), 201–212. <https://doi.org/10.1007/s41134-019-00098-w>
- Reza, H. & **Bromfield, N. F.** (2019). Poverty, vulnerability and everyday resilience: How Bangladeshi street children manage economic challenges through financial transactions on the streets. *The British Journal of Social Work*, 49(5), 1105–1123. <https://doi.org/10.1093/bjsw/bcy047>
- Capous-Desyllas, M., & **Bromfield, N.F.** (2018). Using an arts-informed eclectic approach to photovoice data analysis. *International Journal of Qualitative Methods*, 17, 1-14. [doi.org/10.1177/1609406917752189](https://doi.org/10.1177/1609406917752189)
- Bromfield, N.F.** & Capous-Desyllas, M. (2017). Photovoice as a pedagogical tool: Exploring personal and professional values with female Muslim social work students in an intercultural classroom setting. *Journal of Teaching in Social Work*, 37(5), 493-512. [doi.org/10.1080/08841233.2017.1380744](https://doi.org/10.1080/08841233.2017.1380744)
- Mahmoud, M. & **Bromfield, N.F.** (2017). Dangerous driving behavior among young male drivers: Evidence from Saudi Arabia. *Transportation Research Part F Journal: Traffic Psychology and Behaviour*, 47, 59-71. [doi.org/10.1016/j.trf.2017.04.009](https://doi.org/10.1016/j.trf.2017.04.009)

Rotabi, K.S, **Bromfield, N.F.**, Lee, J., & Abusarheen, T. (2017). The care of orphaned and vulnerable children in Islam: Exploring *kafala* with unaccompanied refugee minors in the United States. *Journal of Human Rights and Social Work*. doi.org/10.1007/s41134-017-0027-2

Sloan, L., **Bromfield, N.F.**, Matthews, J., & Rotabi, K. (2017). Social work education in the Arabian Gulf: Challenges and opportunities. *Journal of Religion & Spirituality in Social Work: Social Thought*, 36, 1-2. doi.org/10.1080/15426432.2017.1311247

**Bromfield, N.F.** & Mahmoud, M. (2016). An exploratory investigation of child safety seat use among citizens of the United Arab Emirates. *Journal of Transportation Safety & Security*, 9, 130-148. doi.org/10.1080/19439962.2016.1228090

**Bromfield, N.F.**, Ashour, S., & Rider, K. (2016). Divorce from arranged marriages: An exploration of lived experiences. *Journal of Divorce and Remarriage*, 57(4), 280-297. doi.org/10.1080/10502556.2016.1160482

**Bromfield, N.F.** (2016). "Surrogacy has been one of the most rewarding experiences in my life": A content analysis of blogs by U.S. gestational surrogates. *IJFAB: International Journal of Feminist Approaches to Bioethics*, 9(1), 192-217.

**Bromfield, N.F.** (2015). The sex trafficking of women: Historical and contemporary parallels, policies, and perspectives in U.S. social work. *Affilia: A Journal of Women and Social Work*, 31(1), 129-139. doi.org/10.1177/0886109915616437

Rotabi, K. S., **Bromfield, N.F.**, & Fronek, P. (2015). International private law to regulate commercial global surrogacy practices: Just what are social work's practical policy recommendations? *International Social Work*, 58(4), 575-581. doi.org/10.1177/0020872814564706

**Bromfield, N.F.** (2015). Vulnerable road users: A study of child safety seat use among Emirati citizens. *Publication of The Third Forum on Traffic Safety 2015: Youth and Traffic Safety*. Dammam, Saudi Arabia

**Bromfield, N.F.**, & Rotabi, K. S. (2014). Global surrogacy, exploitation, human rights, and international private law: A pragmatic stance and policy recommendations. *Global Social Welfare*, 1(3), 123-135. doi.org/10.1007/s40609-014-0019-4

**Bromfield, N.F.** (2014). Interviews with divorced women from the United Arab Emirates: A rare glimpse into lived experiences. *Families, Relationships, and Societies*, 3(3), 339-354. doi.org/10.1332/204674313X13842674567773

Al Gharaibeh, F., & **Bromfield, N.F.** (2012). An analysis of divorce cases in the United Arab Emirates: A rising trend. *Journal of Divorce & Remarriage*, 53(6), 436-452. doi.org/10.1080/10502556.2012.682896

**Bromfield, N.F., & Rotabi, K. S.** (2012). Human Trafficking and the Haitian child abduction attempt: Policy analysis and implications for social workers and NASW. *Journal of Social Work Values and Ethics, 9*(1), 1–25.

**Bromfield, N.F., & Capous-Desyllas, M.** (2012). Underlying motives, moral agendas, and unlikely partnerships: The formulation of the U.S. Trafficking in Victims Protection Act through the data and voices of key policy players. *Advances in Social Work, 13*(2), 243–261.

Rotabi, K. S., & **Bromfield, N.F.** (2012). The decline in intercountry adoptions and new practices of global surrogacy: Global exploitation and human rights concerns. *AFFILIA: A Journal of Women and Social Work, 27*(2), 129–141. doi.org/10.1177/088610991244410

**Bromfield, N.F.** (2008). Human Trafficking as a human rights issue and policy responses of Arctic nations. *Northern Research Forum Open Assembly 2008*.

**Bromfield, N.F.** (2007). The forces and factors leading to the making of U.S. federal human trafficking legislation: A qualitative study. *Cultural Complexities of Qualitative Research*. Guanajuato, Mexico

### Textbook Contributions and Book Chapters

Panachelli, M., **Bromfield, N.F.** & Capous-Desyllas, M. (in press). Sex Work. *Encyclopedia of Social Work*. Oxford University Press.

Ananias, J., **Bromfield, N.F.**, Chikadzi, V., Leonard, E., Mogotsi, I., & Theron, V. (2023). Towards Achieving the United Nations Sustainable Development Goal 5: Gender Equality in Namibia in the Past, Present, and Future. In Androff, D. & Damanik, J. (Eds.) *Routledge International Handbook on Social Development, Social Work, and the Sustainable Development Goals*.

**Bromfield, N.F.** (2014). Jennifer Bradshaw's experience with infertility, case study 2.1 In E. Hutchison (Ed.), *Dimensions of Human Behavior: The Changing Life Course* (p. 42). London: Sage.

**Bromfield, N.F.** (2011). Jennifer Bradshaw's experience with infertility, case study 2.1 In E. Hutchison (Ed.), *Dimensions of Human Behavior: The Changing Life Course* (p. 41). London: Sage.

### Authored Media Articles for Public Impact

**Bromfield, N.F.** (2021, November 3). We cannot forget the vulnerable children of Afghanistan. *Richmond Times-Dispatch*.

[https://richmond.com/opinion/columnists/nicole-f-bromfield-column-we-cannot-forget-the-vulnerable-children-of-afghanistan/article\\_839444e7-3aee-5fdb-ba00-e59c34382033.html](https://richmond.com/opinion/columnists/nicole-f-bromfield-column-we-cannot-forget-the-vulnerable-children-of-afghanistan/article_839444e7-3aee-5fdb-ba00-e59c34382033.html)

**Bromfield, N.F.** (2013, September 12). CMV: The little-known virus that may endanger our pregnancy. *Reproductive Health Reality Check: News, Commentary, and Analysis*.

**Bromfield, N.F.** & Rotabi, K. (2010, July 7). Will global surrogacy be regulated? *Reproductive Health Reality Check: News, Commentary, and Analysis*.

**Bromfield, N.F.** (2010, June 11). Global surrogacy in India: Legal, ethical, and human rights implications of a growing “industry.” *Reproductive Health Reality Check: News, Commentary, and Analysis*.

## **Grants**

### **Awarded Grants**

*Social Support for Orphaned and Vulnerable Adolescent Girls in Namibia Who Are Affected by HIV/AIDS*

U.S. Department of State Fulbright Commission

December 2022-August 2023 (grant renewed)

Approx. \$80,000, including travel, living, and partial research expenses to conduct research and teach/develop courses at the University of Namibia as a U.S. Fulbright Commission research and teaching scholar.

*An Exploration of Pathways and Barriers to Well-being and Social Support for Orphaned and vulnerable Girls in Namibia Who Are Affected by HIV and AIDS to Inform the Development of a Multi-Level Stigma Reduction Intervention*

Role: Principal Investigator

University of Houston GEAR Grant

May 2022-November 2023

\$39,900

*Advancing a Knowledge Base of Children in Street Situations in Namibia:*

*A Collaborative Human Rights Project Integrating Teaching and Research*

U.S. Department of State Fulbright Commission

January 2022-November 2022 (grant period initially for 2021 and was delayed due to COVID)

Approx. \$80,000, including travel, living, and partial research expenses to conduct research and teach/develop courses at the University of Namibia as a U.S. Fulbright Commission research and teaching scholar.

*SHINE: Students in Behavioral Health Increasing Diversity in Education and the Workforce*

Role: Co-principal Investigator

U.S. Department of Health and Human Services: Health Resources and Services Administration (HRSA)

Fall 2016-Spring 2020

\$2,600,000

*U.H. Faculty Small Grant Program: Piloting a Study on Street-Connected Children in Namibia*

Role: Principal Investigator

University of Houston Grant

Spring 2020-Spring 2021

\$5,000

*50-in-5: Exploring the Experiences of Violence and Abuse against Street-Connected Children in Nepal*

Role: Principal Investigator

University of Houston Grant

Spring 2020-Spring 2021

\$5,000

*Booster Seat Intervention Study with Emirati Fathers of Children 4-8 Years Old*

Role: Co-investigator

United Arab Emirates University Advanced Research Grant

Spring 2017-Spring 2019

\$66,577 (awarded in UAE Dirhams)

*UH Alternative Textbook Development Award*

University of Houston Grant

Spring 2019-Summer 2020

*Monetary award for the development of course materials as an alternative to a purchased textbook requirement.*

New Faculty Start-Up Fund

University of Houston Division of Research

Fall 2016

USD \$39,886

*Child Car Safety Seat Utilization in two GCC Countries: Oman and UAE*

Role: Co-Principal Investigator

United Arab Emirates University and Sultan Qaboos University Partnership Grant

Awarded Spring 2015-Spring 2018

\$41,936 (total for both universities; awarded in UAE Dirhams)

*Child Car Safety Seat Usage in the UAE: Behaviors, Knowledge, and Attitudes*

Role: Principal Investigator

United Arab Emirates University Grant

Awarded Fall 2012-Fall 2014

\$5,443 (awarded in UAE Dirhams)

*Exploring the Influence of Migrant Domestic Workers on the Well-being of UAE Citizen Children*

Role: Co-Investigator

The Federal Demographic Council of the United Arab Emirates

Awarded Spring 2011-Spring 2014 (study terminated)

\$68,045 (awarded in UAE Dirhams)

*The Lived Experience of Early Divorce among Citizens of the United Arab Emirates: A Qualitative Inquiry*

Role: Principal Investigator

United Arab Emirates University Grant

Awarded Spring 2011-Spring 2013

\$3,266 (awarded in UAE Dirhams)

**Monetary Awards**

*Council on Social Work Education Summer Leadership Scholar 2018*

Harvard Institute of Higher Education, Management Development Program

Cambridge, MA, 2018

*Tuition scholarship**UH Provost's Travel Fund Award*

University of Houston, 2022; 2019; 2018; 2017

*Support to present referred papers at conferences (international)*

*Young Researcher's Fellowship*

Northern Research Forum, Anchorage, Alaska 2008

*All expenses to participate in the 2008 Northern Research Forum in Anchorage, Alaska.*

**Invited Talks**

Strategic Planning: Planning the Academic Semester

Department of Psychology and Social Work

University of Namibia

February 2023

Windhoek, Namibia

Alternative Paths to Leadership Panel

Council on Social Work Education

November 2019, Denver, CO

Preparing for the Academic Job Market

University of Houston

February 2019, Houston, Texas

Divorce in Emirati Society

Paris-Sorbonne University

May 2014, Abu Dhabi, UAE

What is the Face of Human Trafficking in the U.S.?

Human Trafficking Forum, Virginia Commonwealth University

March 2010, Richmond, VA

Human Trafficking in the United States and the Federal Government's Response

Sold into Sex, Slavery, and Adoption Forum, Virginia Commonwealth University

April 2009, Richmond, VA

**Community Presentations for Public Impact**

Social Networks, Financial Transactions, and Resiliency among Street Children in Bangladesh

Bangladesh Public Administration Training Centre (BPATC)

July 2018, Dhaka, Bangladesh

Recognizing and Responding to Child Abuse in UAE

Abu Dhabi Family Foundation

February 2014, Abu Dhabi, United Arab Emirates

Child Abuse in the Arab World

UAE University

April 2011, Al Ain, United Arab Emirates

Human Trafficking and the Trafficking Victims Protection Act  
Avalon Domestic Violence Shelter  
April 2009, Williamsburg, VA

### **Media Coverage of Research Demonstrating Public Impact**

Tahirih Justice Center. (n.d.). Forced marriage in Dubai.  
<https://preventforcedmarriage.org/forced-marriage-overseas-dubai/>

Rosenbaum, S.I. (March 10, 2018). In sex trade debate, everything old is new again. *Boston Globe*. Available at <https://www.bostonglobe.com/ideas/2018/03/10/sex-trade-debate-everything-old-new-again/gU6qtksT29u3dklr7az1hK/story.html>

Jakeman, Aimee. (September 6, 2016). Putting a price on reproduction: The global security market. *News Security Beat*. <https://www.newsecuritybeat.org/2016/09/putting-price-reproduction-global-surrogacy-market/>

Swan, Melanie. (May 22, 2016). Emiratis divorce for same reasons as couples around the world. *The National*. Available at <http://www.thenational.ae/uae/emiratis-divorce-for-same-reasons-as-couples-around-the-world>

BBC.com. (June 17, 2014). UAE: Parents reject free car seats. *BBC.com*. Available at <http://www.bbc.com/news/blogs-news-from-elsewhere-27874831>

Zacharias, A. (June 16, 2014). UAE road safety: Even giving away child seats for free failed. *The National*. Available at <http://www.thenational.ae/uae/transport/uae-road-safety-even-giving-away-child-seats-for-free-failed>

Zacharias, A. (January 26, 2014). Divorce in the United Arab Emirates. *The National*. Available at <http://www.thenational.ae/uae/courts/more-emirati-couples-divorce-before-their-wedding-day>

Ragan, T. (May 26, 2013). Nevada movement draws the line on human Trafficking *Las Vegas Review-Journal*. Available at <http://www.reviewjournal.com/news/las-vegas/nevada--draws-line-human-trafficking>

Law Students for Reproductive Justice. (2013). Emerging issues in reproductive law and policy. Available at [http://lsrj.org/documents/factsheets/13\\_Emerging\\_Issues.pdf](http://lsrj.org/documents/factsheets/13_Emerging_Issues.pdf)

Chen, Michelle. (June 16, 2010). Outsourcing birth to India. *Policy Innovations: A Publication of Carnegie Council*. Available at <http://www.policyinnovations.org/ideas/briefings/data/000169>

### **Conference Activity**

#### **Refereed Presentations**

Najjarenejad, N. & Bromfield, N.F. (November 2023). Exploring Professional Insights on Child Marriage Among Syrian Refugees in Lebanon.  
Council on Social Work Education Annual Program Meeting  
Atlanta, Georgia

**Bromfield, N.F.** & Durate, F. (October 2022). Public Impact in Social Work Research and Scholarship to Promote and Contribute to the Sustainable Development Goals. Social Work Education and Social Development Conference. Seoul, Korea

**Bromfield, N.F.** & Reza, H. (January 2022). Trafficked, Tortured, Raped: A Qualitative Investigation of Police Brutality against Street-Connected Children in Bangladesh. Society for Social Work Research (SSWR) conference. Washington, D.C.

Najjarenejad, N. & **Bromfield, N.F.** (January 2022). Professional Stakeholders Perceptions of Child Marriage in Lebanon Among Syrian Refugees: A Qualitative Study Using Interpretive Description. Society for Social Work Research (SSWR) conference. Washington, D.C.

**Bromfield, N.F.** & Durate, F. (November 2021). Centering the Value of Public Impact Scholarship in Social Work Programs to Promote and Contribute to the Sustainable Development Goals. International Federation of Social Work Africa conference. Kigali, Rwanda [online].

Reza, H., **Bromfield, N.F.** & Bennett, L. (January 2020). Everyday Violence: Physical Violence and Verbal Abuse Against Bangladeshi Street-Connected Children. Society for Social Work Research (SSWR) conference. Washington, DC.

**Bromfield, N.F.** & Reza, H. (January 2020). When the Sworn Protector is the Abuser: Police Violence and Abuse Against Street-Connected Children in Bangladesh. Society for Social Work Research (SSWR) conference. Washington, DC.

**Bromfield, N.F.** & Reza, H. (August 2019). Street-Connected Children in Bangladesh and their Income Generating Activities: Exposure to Violence, Abuse, Exploitation, and Trafficking. 7<sup>th</sup> Conference of the International Society for Child Indicators. Tartu, Estonia

Reza, H. & **Bromfield, N.F.** (July 2019). How Street Children Build Everyday Resilience Under Conditions of Extreme Adversity: A Qualitative Exploration. 21st International Conference of International Consortium of Social Development Yogyakarta, Indonesia

Reza, H., **Bromfield, N.F.**, & Sultana, S. (July 2019). Abuse in Bangladeshi Elementary Schools: Emotional Abuse and Students' Reactions to it. 21st International Conference of International Consortium of Social Development Yogyakarta, Indonesia

Reza, H., & **Bromfield, N.F.** (January 2019). Abuse, Exploitation, and Risk: A Study of Street



Children Working in the Informal Economy in Bangladesh.  
Society for Social Work Research (SSWR) Conference  
San Francisco, California

**Bromfield, N.F.** (November 2018). Using Blogs as Data: A Content Analysis of Blogs Written by Commercial Gestational Surrogates.  
Council on Social Work Education Annual Program Meeting  
Orlando, Florida

Sultana, S., Reza, H. & **Bromfield, N.F.** (July 2018). Does Social Class Explain Corporal Punishment in Bangladeshi Elementary Schools?  
Joint World Conference on Social Work Education and Social Development.  
Dublin, Ireland

Reza, H. & **Bromfield, N.F.** (July 2018). Poverty, Vulnerabilities, and Resilience: Garnering survival resources through the use of social networks among Bangladeshi Street children.  
Joint World Conference on Social Work Education and Social Development.  
Dublin, Ireland

**Bromfield, N.F.** & Capous-Desyllas, M. (July 2018). Photovoice as a Pedagogical Tool: Exploring Personal and Professional Values with Social Work Students.  
Joint World Conference on Social Work Education and Social Development.  
Dublin, Ireland

**Bromfield, N.F.** & Rotabi, K.S. (January 2018). Interviews with Indian Gestational Surrogates: Exploitation or Entrepreneurship?  
Society for Social Work and Research (SSWR) Conference  
Washington, DC.

White, C., Mollhagen, A., & **Bromfield, N.F.** (November 2017). Assessing the Impact of a Scholarship Program for Students from Disadvantaged Backgrounds  
Council on Social Work Education Annual Program Meeting  
Washington, DC.

**Bromfield, N.F.**, (July 2017). "Car Seats are Cruel" Child Safety Seat Nonuse or Misuse in a Transitional Nation  
International Consortium for Social Development Biennial Conference  
Zagreb, Croatia

**Bromfield, N.F.** (January 2017). Ensure Healthy Development for all Youth: Focus Groups with Emirati Women on Car-seat Usage in the United Arab Emirates  
Society for Social Work and Research (SSWR) Conference  
New Orleans, Louisiana

Reza, H. & **Bromfield, N.F.** (January 2017). Street Children and Resilience: A Study of Financial Transactions within Social Networks among Bangladeshi Street Children  
Society for Social Work and Research (SSWR) Conference  
New Orleans, Louisiana

**Bromfield, N.F.** & Capous-Desyllas, M (November 2016). The Use of Photovoice as a Pedagogical Tool in an Intercultural Social Work Classroom  
Annual Program Meeting of the Council on Social Work Education  
Atlanta, Georgia

**Bromfield, N.F.** & Mahmoud, M. (June 2016). Vulnerable Road Users and Social Development: A Study of Car Safety Seat Use in two Gulf Nations  
Joint World Conference on Social Work, Education, and Social Development  
Seoul, Korea

Sloan, L., **Bromfield, N.F.** & Rotabi, K. (June 2016). Development of Culturally Relevant Social Work Education Programs across the Globe  
Joint World Conference on Social Work, Education, and Social Development  
Seoul, Korea

**Bromfield, N.F.** (January 2016). A Labor of Love: A Content Analysis of Blogs by U.S. Gestational Surrogates  
Society for Social Work and Research (SSWR) Conference  
Washington, DC.

**Bromfield, N.F.** (November 2015). Vulnerable Road Users: A Study of Child Safety Seat Use in the UAE (invited)  
The Third Forum on Traffic Safety: Youth and Traffic Safety  
Dammam, Saudi Arabia

**Bromfield, N.F.** (October 2015). Child Safety Seat Usage in the Global South: A Social Development  
Issue First International Joint Conference on Social Work and Social Development  
East London, South Africa

**Bromfield, N.F.** & Capous-Desyllas, M. (July 2015). Exploring the Use of Photovoice for Social and Emotional Learning with Female Muslim Social Work Students  
European Network for Social-Emotional Learning and Culture Conference  
Lisbon, Portugal

**Bromfield, N.F.** (November 2014). The Nonuse of Child Car Safety Seats in a Transitional Nation: A Child Health Risk  
Peercorps Trust Fund Safe Communities Conference (Postponed due to Ebola outbreak)  
Arusha, Tanzania

**Bromfield, N.F.** (July 2014). Child Safety Seat Knowledge, Behaviors, and Attitudes in the United Arab Emirates  
IJAS Multidisciplinary Conference  
Venice, Italy

**Bromfield, N.F.** (July 2014). A Qualitative Inquiry of Lived Experiences: Bloggers on Surrogacy  
IJAS Multidisciplinary Conference

Venice, Italy

Rotabi, K. & **Bromfield, N.F.** (October 2014). Global surrogacy, exploitation, Human Rights and International Private Law: A Pragmatic Stance and Policy Recommendations  
International Conference on Social Sciences  
Colombo, Sri Lanka

**Bromfield, N.F.** (June 2013). Car Seat Use in the United Arab Emirates: A Research Design  
International Social Work Conference on Children and Youth  
Phnom Penh, Cambodia

**Bromfield, N.F.** (April 2013). Utilizing Hofstede's Cultural Dimensions as a Teaching Guide in an Intercultural University Classroom  
Academic Forum Conference  
Williamsburg, Virginia

**Bromfield, N.F.** (November 2012). I have a Voice: Exploring Emirati Female Empowerment through Photovoice International Strengths-Based Social Work Conference  
Kathmandu, Nepal

**Bromfield, N.F.** (June 2012). A Qualitative Analysis of Divorce in the United Arab Emirates: A Growing Trend Seventh International Conference on Interdisciplinary Social Sciences  
Barcelona, Spain

**Bromfield, N.F.** (May 2011). Teaching Social Work in the Arabian Gulf: A Narrative of Professional Growth  
Second Annual International Conference for Intercultural Studies  
Porto, Portugal

Harrigan, M. & **Bromfield, N.F.** (October 2010). Global Social Work Sustainability: Including International Students in US MSW Programs  
Annual Program Meeting of the Council on Social Work Education  
Portland, Oregon

**Bromfield, N.F.** & Harrigan, M. (November 2009). Toward a Global Perspective: Challenges and Rewards of International MSW Students  
Annual Program Meeting of the Council on Social Work Education  
San Antonio, Texas

**Bromfield, N.F.** & Rotabi, K. (November 2008). Integrating Trafficking Legislation into the Policy Classroom and Field Setting  
Annual Program Meeting of the Council on Social Work Education  
Philadelphia, Pennsylvania

**Bromfield, N.F.** (September 2008). Human Trafficking Policies in Northern Countries Plenary  
Fifth Northern Research Forum Open Assembly  
Anchorage, Alaska

**Bromfield, N.F.** (March 2008). Integrating Human Trafficking Legislation into the Policy Practice Classroom  
The Association of Baccalaureate Social Work Programs Annual Conference  
Destin, Florida

**Bromfield, N.F.** (October 2007). The Problem of Sex Trafficking in the U.S.: Myth or Reality?  
Annual Program Meeting of the Council on Social Work Education  
San Francisco, California

**Bromfield, N.F.** (May 2007). The Forces and Factors Leading to the Making of U.S. Federal Human Trafficking Legislation: A Qualitative Study  
Second International Qualitative Research Conference  
Guanajuato, Mexico

**Bromfield, N.F.** (July 2006). U.S. Human Trafficking Legislation: A Review  
International Federation of Social Workers Annual Conference  
Munich, Germany

**Bromfield, N.F.** (June 2006). Human Trafficking Legislation: What it means for Social Workers  
Influencing State Policy Conference  
Washington, DC.

## **Teaching Experience**

### **Course Lead**

Leadership in Social Work  
University of Houston

### **Course Development**

Specialized Practice III (University of Namibia: BSW Face-to-Face Format)  
Supervision and Administration (University of Namibia: MSW Hybrid Format)  
Social Welfare Policy Analysis (University of Namibia: MSW Hybrid Format)  
Dynamics of Leadership in Social Work (University of Houston: MSW Online Format)  
Global Social Work: Women and Human Rights (University of Houston: MSW Online Format)  
Human Trafficking in Global and U.S. Contexts (University of Houston: MSW Online Format)  
Social Welfare Policy and Services: A World View (UAE University: MSW Hybrid Format)  
Social Work Practice with Groups (UAE University: MSW Hybrid Format)  
Directed Readings (UAE University: MSW Hybrid Format)  
Intermediate (Qualitative) Research Methods (UAE University: MSW Hybrid Format)  
Special Topics: Child and Family Welfare (UAE University: BSW Face-to-Face Format)  
Special Topics: Intercultural and Interpersonal Communication for Social Workers (UAE University: BSW Face-to-Face Format)

### **Course Instruction Online Format**

#### **University of Houston Graduate College of Social Work (MSW)**

Dynamics of Leadership in Social Work  
Global Social Work: Women and Human Rights  
Human Trafficking in Global and U.S. Contexts

Empowerment

**Course Instruction Hybrid Format**

**University of Namibia Department of Psychology and Social Work (International MSW)**

Supervision and Administration  
Social Welfare Policy Analysis

**United Arab Emirates University Department of Social Work (International MSW)**

Social Welfare Policy and Services: A World View  
Social Work Practice with Groups  
Directed Readings  
Intermediate Research Methods

**Course Instruction Face-to-Face Format**

**University of Namibia (International BSW)**

Specialized Practice III (University of Namibia: BSW Face-to-Face Format)

**United Arab Emirates University Department of Social Work (International BSW)**

Introduction to Humanitarian Social Work  
Social Work Practice with Families and Groups  
Social Welfare Policy  
Introduction to Social Welfare  
Social Work Capstone  
Social Work Field Seminar  
Special Topics: Child and Family Welfare  
Special Topics: Intercultural and Interpersonal Communication for Social Workers

**Virginia Commonwealth University School of Social Work (MSW)**

Faculty Field Liaison  
Independent studies for multiple students

**Virginia Commonwealth University School of Social Work (BSW)**

Faculty Field Liaison  
Introduction to Social Work and Social Welfare  
Oppressed Groups  
Communication and the Helping Process

**Graduate Student Supervision**

Thesis Co-Supervisor: Brits, J.  
*Mental Health and the LGBTQ Population in Namibia: A Qualitative Exploratory Study*  
Department of Psychology and Social Work  
University of Namibia

Thesis Supervisor: Kahima, F.  
*An Exploratory Study on the Contributing Factors Related to Physical and Emotional Violence Among Nuclear Families in Namibia*  
Department of Psychology and Social Work  
University of Namibia

External Dissertation Examiner: Nulle, M.

*An Exploration of the Perceptions of Caregivers Regarding the Psychosocial Support Needs of Hearing-Impaired Children: A Case Study in Ohangwena, Namibia*

Department of Psychology and Social Work

University of Namibia

External Dissertation Examiner: Zibengwa, E.

*Experiences Of Youth Participating in Combination Social Protection and HIV Prevention Programme in Resource-Constrained Settings of Gauteng Province*

Department of Social Work

University of Fort Hare, South Africa

Dissertation Committee Member: Kimbrough, H.

*Building, Maintaining, and Assessing Trusted Influence: A Grounded Theory of Clinical Social Workers on Interprofessional Behavioral Health Teams*

Graduate College of Social Work

University of Houston

### **Service to the Profession**

Committee Member on International Association of Schools of Social Work: International Projects Committee

November 2022-present

Consultant for School of Social Work for BSW and MSW CSWE accreditation

January 2021-present

Commissioner Council on Social Work Education Commission on Educational Policy (COEP)

July 2019-July 2022

Commissioner Council on Social Work Education Commission on Educational Policy (COEP)

July 2016-July 2019

Council on Social Work Education Joint EPAS 2022 Committee (commissioners from COEP and COA)

January 2018-January 2021

Ad Hoc External Reviewer for Promotion and Tenure

September 2019-present

Ad Hoc Peer Reviewer

*Affilia: Journal of Women and Social Work, Journal of Human Rights and Social Work, Journal of Social and Personal Relationships, Encyclopedia of Social Work, International Social Work, Journal of Social Sciences; Social Work and Society*

September 2012-present

Abstract Reviewer: Society for Social Work Research (SSWR) Conference

July 2018; July 2020

Federal Social Work Licensing Exam Developer, Dubai, United Arab Emirates  
January 2014-Spring 2016

Abstract Reviewer, UAE Gender and Women's Studies Consortium Annual Conference  
November 2011

Conference Planning Committee, UAE Gender and Women's Studies Consortium Annual  
Conference  
January-November 2011

Member-at-large, UAE Gender and Women's Studies Consortium  
January 2011-May 2016

Phi Alpha Social Work National Honor Society  
International Committee  
Student Session Development Coordinator  
2009-2010

Advisory Board Member, Phoenix Project  
June 2008-August 2010

Textbook Reviewer, Rosenblum & Travis. *The Meaning of Difference* 5<sup>th</sup> edition.  
October 2009

Clinical Faculty Member, The Phoenix Project, Social Entrepreneurship Education program, June-  
July 2008

Abstract Reviewer, Council on Social Work Education, Annual Program Meeting  
April-May 2008; April-May 2009; April-May 2011

President, Virginia Social Work Educators' Consortium  
October 2009-August 2010

Treasurer, Virginia Social Work Educators' Consortium  
October 2007-October 2009

**Service to the University**

**University of Houston**

Faculty Representative for Staff Council, Graduate College of Social Work  
Spring 2021-Spring 2022

University of Houston Provost Travel Award Selection Committee (selected by Vice Provost)  
Spring 2020-Spring 2022

University of Houston ASPIRE Institute for Global Engagement Conference Planning Committee  
(selected by Provost)  
Fall 2020-Spring 2022

University of Houston ASPIRE Institute for Global Engagement Steering Committee (selected by Provost)

Fall 2019-Spring 2022

Chair, Search Committee (search for tenure-track faculty members)

Fall 2016-Spring 2017; Fall 2018-Spring 2019; Fall 2021-Spring 2022

Chair, Self-Study Committee for CSWE Reaffirmation

Fall 2017-Fall 2021

Chair, MSW Curriculum Committee

Fall 2016-Spring 2020

Strategic Planning Committee

Fall 2016-Spring 2020

Graduate Associate Deans Committee (University-wide committee)

Summer 2016-Spring 2020

Graduate and Professional Studies Committee (University-wide committee)

Fall 2016-Spring 2019

**United Arab Emirates University**

Chair, Peer Evaluation of Teaching Sub-Committee (College-wide committee)

Spring 2016

Chair, Self-Study Committee

Spring 2015-Spring 2016

Faculty Search Committee

Spring 2015-Spring 2016

Chair, BSW Admissions Committee

Fall 2014-Spring 2016

Chair, MSW Admissions Committee

Spring 2014-Spring 2016

Faculty Advisor, MSW Student Association

Spring 2014-Spring 2016

Peer Evaluation of Teaching Committee (College-wide Committee)

Spring 2013-Spring 2016

Faculty Evaluation Committee

Fall 2012-Spring 2016



BSW/MSW Curriculum Committee  
Fall 2010-Spring 2016

College Planning and Assessment Committee (College-wide Committee)  
Fall 2010-Spring 2012

**Virginia Commonwealth University**

Faculty Advisor, Dual degree MSW/JD Program  
August 2007-August 2010

Faculty Advisor, MSW/Non-Profit Management Certificate Program  
August 2007-August 2010

Established Phi Alpha National Social Work Honor Society Chapter  
August 2005

Faculty Advisor, Phi Alpha National Social Work Honor Society  
January 2005-August 2010

Graduate Student Association Executive Council Member  
January 2005-May 2005

Admissions Standing Committee  
August 2007-August 2010

Grievance Committee  
August 2005-August 2010

Social Justice Standing Committee  
August 2005-May 2006

Chair, Endowed Scholarship Committee  
January 2005-August 2010

BSW Program Committee  
January 2005-August 2010

Hearst/Hartford Scholarship Committee  
January 2005-August 2010

School Leadership Council  
January 2005-August 2010

Faculty Search Committee  
Summer-Fall 2005

VCU Truman Scholarship Selection Committee (University-wide Committee)  
August 2005-August 2010

University Academic Regulations Appeals Committee (University-wide Committee)  
January 2005-January 2009

International Studies Scholarship Selection Committee (University-wide Committee)  
January 2005

University Advising Goals Project  
January 2003-May 2003

**Post-MSW Professional Practice Experience**

Pet Loss Support Counselor, VCU Center for Human-Animal Interaction  
Richmond, VA  
2009-2010 (part-time for one year)

Volunteer: Case Management Support and Family Mentor (worked extensively with two refugee families)  
Commonwealth Catholic Charities  
Refugee Resettlement Program  
Richmond, Virginia  
2003-2005; 2007-2008 (part-time for three years)

Coordinator of Student Services (provided supportive counseling, among other social work-related duties to undergraduate students)  
Department of Mass Communications, Virginia Commonwealth University  
Richmond, VA  
2001-2004 (full-time for three years)

Program Director: Educational Capacity Building Program for Emirati citizens, Embassy of the United Arab Emirates  
Washington, DC  
June 2000-November 2001 (full-time for one and a half years)

**Professional Practice Experience**

Program Assistant, Upward Bound, West Virginia University  
Morgantown, WV  
1999-2000

Academic Advisor for At-Risk Athletic Students and International Students, West Virginia University  
Morgantown, WV  
1998-2000

MSW Professional Internship, Caritas House, Inc. (services for people living with HIV/AIDS)  
Morgantown, WV  
1999-2000

Program Assistant, American Red Cross

Morgantown, WV  
1995-1998

**Professional Affiliations**

The Council on Social Work Education (CSWE)  
Society for Social Work and Research (SSWR)  
International Association of Schools of Social Work (IASSW)  
International Consortium for Social Development (ICSD)

**East Carolina University  
Board of Trustees  
June 18, 2024**

**MINUTES**

The East Carolina University Board of Trustees met on Tuesday, June 18, 2024 at 10:00 am for a special called meeting. The meeting originated from room 105 in the Spilman Building, on the campus of East Carolina University in Greenville, NC. Chair Jason Poole called the meeting to order.

**ROLL CALL**

Mr. Poole called on Ms. Megan Ayers, Assistant Secretary to the Board of Trustees, to call the roll. A quorum was established.

**PRESENT**

Cassie Burt  
Dave Fussell  
Van Isley  
Fielding Miller  
Jason Poole  
Jeffrey Roberts  
Carl Rogers  
Jim Segrave  
Scott Shook  
Vince Smith  
Vanessa Workman  
Anderson Ward

**ABSENT**

Tom Furr

**READING OF THE ETHICS STATEMENT**

In compliance with the State Government Ethics Act, Mr. Poole read the conflict-of-interest statement and asked if any board member in attendance had a conflict to disclose. No conflicts were identified.

### **Board of Visitors Bylaw Update**

Mr. Poole called on Mr. Bryan Jenkins, Board of Visitors Liaison, to present proposed revisions to the Board of Visitors bylaws. After the presentations, Ms. Burt moved the Board of Trustees approve the proposed Board of Visitors bylaw revision increasing the giving requirement from \$500 to \$750 annually as presented in board materials. The giving requirement for the Graduates of the last decade (GOLD), will remain at \$500. Mr. Miller seconded the motion and the motion was approved with no opposing votes. This item is listed as “Attachment A”.

### **Property Trade with Green Town Properties**

Mr. Poole called on Ms. Stephanie Coleman, Vice Chancellor for Administration and Finance, to present a property trade between the University and Green Town Properties. Following Vice Chancellor Coleman’s presentation, Ms. Burt mooved the Board of Trustees approve the property trade of 1001 E. Fourth Street, owned by Green Town Properties) for the property located at 1740 W. 5<sup>th</sup> Street (owned by ECU) as presented in board materials. Mr. Roberts seconded the motion and the board voted in favor of the motion, with no opposing votes. This item is listed as “Attachment B.”

### **Faculty Workload Policy**

Mr. Poole called on Dr. Robin Coger, Provost and Senior Vice Chancellor for Academic Affairs, to present a revised institutional policy on Faculty Workload to the board. The policy, if approved by the board, will request review and approval from UNC System President, Peter Hans. Following Provost Coger’s presentation, Ms. Burt motioned the Board of Trustees approve the revisions to the ECU Faculty Workload Policy as presented in board materials. Mr. Isley

seconded the motion and the board unanimously approved this item. This item is listed as “Attachment C.”

### **CLOSED SESSION**

Ms. Burt motioned the board move into closed session to prevent the disclosure of confidential information under NCGS 126-22 to 126-30 (personnel information) and the federal Family Educational Rights and Privacy Act; and to consider the qualifications, competence, performance, character, fitness, or appointment of prospective and/or current employees and/or to hear or investigate a complaint or grievance by or against one or more employees; and to consult with an attorney to preserve the attorney-client privilege between the attorney and the Committee. The motion was seconded and unanimously approved. The Board moved into closed session.

### **RETURN TO OPEN SESSION**

Upon return to open session, the board had several items that required board attention.

### **ACTIONS FROM CLOSED SESSION**

#### **College of Business Dean Appointment**

Ms. Burt moved the Board of Trustees approve the appointment of Dr. Michael L. Harris as the Dean of the College of Business effective July 1, 2024, at an annual salary of \$298,000, which includes the three percent legislative increase of \$6,082, also effective July 1, 2024. Further, Ms. Burt moved the Board approve the appointment of Dr. Michael L. Harris as the W. Howard Rooks Distinguished Professor, effective July 1, 2024, with an associated salary supplement of \$12,000 per year. Mr. Ward seconded the motion, and the motion was unanimously approved. This item is listed as “Attachment D.”

## **Non-salary Compensation**

Ms. Burt moved the Board of Trustees approve a non-salary compensation benefit for the Director of Athletics, specifically a club membership, in accordance with UNC Policy 1100.3 and as presented in board materials. Mr. Segrave seconded the motion and the board voted in favor of the motion, with no opposing votes. This item is listed as “Attachment E.”

## **NEW BUSINESS**

### **Nominating Committee**

At the August 1, 2024 regular meeting, the board will elect officers for the upcoming year. Mr. Poole appointed Mr. Isley to chair the nominating committee. Mr. Furr and Mr. Rogers were appointed as members of the committee. They will prepare a nominating committee report for presentation at the August 1 meeting.

## **ADJOURN**

Hearing no further business to come before the board, Mr. Poole adjourned the meeting.

Respectfully Submitted,

Megan Ayers  
Assistant Secretary to the Board of Trustees



Meeting of the Board of Trustees  
June 18, 2024

**AGENDA ITEM**

IV. Board of Visitors Bylaws .....

**Situation:** The Board of Visitors approved a recommended bylaws revision at its April 26, 2024, meeting which requires approval by the Board of Trustees.

**Background:** The ECU Board of Visitors is a volunteer board that advises, promotes, and advocates on behalf of the university. The bylaws contain a philanthropic giving requirement for its members in the amount of \$500. Preston Mitchell, Board of Visitors Chair, appointed a Task Force to review and analyze the philanthropic giving requirement. The Task Force recommended an increase from \$500 to \$750 annually.

**Assessment:** The Board of Trustee will consider a modification of the bylaws to reflect a philanthropic giving increase to \$750 annually, \$500 annually for Graduates of the Last Decade.

**Action:** This item requires a vote by the full Board of Trustees.





### By-Laws

The Board of Trustees of East Carolina University by action at a meeting held on March 18, 1994, established the ECU Board of Visitors as follows:

#### **ARTICLE I: Organization and Duration**

1. There is hereby created an unincorporated association to be known as the EAST CAROLINA UNIVERSITY BOARD OF VISITORS.
2. The association shall continue in existence at the pleasure of the East Carolina University Board of Trustees.

#### **ARTICLE II Purpose and Functions**

1. The EAST CAROLINA UNIVERSITY BOARD OF VISITORS shall be a service organization of East Carolina University.
2. In this role, the association shall have the following functions:
  - a. to educate members concerning the mission, programs, accomplishments, needs and aspirations of East Carolina University, and to assist in communicating and promoting them to the general public, governing bodies and other specific constituencies as requested by the Chancellor and the Board of Trustees, and;
  - b. to help keep the Board of Trustees and the Chancellor informed of the attitudes, opinions, concerns and expectations of alumni, supporters and stakeholders, with respect to East Carolina University; and
  - c. to energize and develop sustained personal support of and engagement in the programs and activities of ECU; and
  - d. to assist the Board of Trustees and Chancellor on special projects as may be delegated to this association from time to time.

### ARTICLE III Membership

1. The EAST CAROLINA UNIVERSITY BOARD OF VISITORS shall consist of no less than forty (40) and more than sixty (60) appointed members and eight ex-officio members with full participatory privileges, to include:
  - A member of the ECU Board of Trustees
  - Chancellor
  - Chair of the ECU Alumni Association, or designee
  - Chair of the ECU Foundation, or designee
  - President of the ECU Educational Foundation (Pirate Club), or designee
  - Chairman of the ECU Medical and Health Sciences Foundation, or designee
  - Mayor of the City of Greenville, or designee
  - Chairperson, Pitt County Board of County Commissioners, or designee

2. There shall be but one qualification for membership in the association: a willingness to help East Carolina University fulfill its general, educational, research, and service missions to maximize student success, serve the public and lead regional transformation.

Special consideration will be given to applicants that are ECU alumni and/or supporters of Pirate Nation. Board candidates should be familiar with and supportive of the mission, vision and values of the University. Candidates should show a commitment to all levels of diversity and inclusiveness and must be able to demonstrate strategic thinking and dedication to the core values, programs and activities of East Carolina University.

3. Members shall be appointed to the association by the Board of Trustees upon recommendation by the Chancellor. Nominations will be solicited from the Board of Trustees, the Board of Visitors, the Chancellor and the Chancellor's Executive Council.
  - a. The Executive Committee of the Board of Visitors will review nominations and will forward a formal slate of nominees to the Chancellor for consideration.
4. As terms expire, members shall be appointed annually before the July meeting of the Board of Trustees.
  - a. Each appointed member will serve one four (4) year term ending June 30th of the appropriate year.

- b. Any person initially appointed for less than a four (4) year term is immediately eligible for re-election to a four (4) year term.
  - c. All outgoing members will be eligible for reappointment to a second consecutive four (4) year term.
  - d. After the 2nd term, the member will be ineligible for re-election for a period of one year.
  - e. Any vacancy that occurs in the membership shall be filled for the balance of the unexpired term in the manner specified in paragraph 3 of this Article.
5. Upon the conclusion of a term of service on the ECU Board of Visitors, any member who has served in the capacity of Chair will be designated as an emeritus(a) member. Members Emeritus(a) will serve in an ex-officio capacity of the ECU Board of Visitors in perpetuity. This action will increase the total membership of the ECU Board of Visitors in accordance with the number of members holding emeritus(a) status. Attendance requirements do not apply to emeritus members.
6. There are attendance and philanthropic expectations associated with membership on the Board of Visitors.
- a. If a member fails to be present for three (3) successive regular meetings of the Board of Visitors, unless excused by the Chair, his/her place as a member shall be deemed vacant.
  - b. Members may attend telephonically.
  - c. One meeting out of every 3 rolling meetings must be physically attended, or his/her place as a member shall be deemed vacant.
  - d. In addition, if any member fails to meet the philanthropic giving requirement in the amount of \$750 annually, effective for the 2025-2026 year, \$500 annually for Graduates of the Last Decade (GOLD), his/her place as a member shall also be deemed vacant.
7. Vacancies in membership may be declared by the Board of Trustees for any cause determined by the Board at their discretion.

**Deleted:** for the Access Scholarships

**Deleted:** \$500

#### ARTICLE IV: Officers

- 1. There shall be a Chair, a Vice Chair, and a Secretary of the association.
- 2. The officers of the association shall be appointed each July by the Board of Trustees on nomination by the Chancellor and upon recommendation of the full association.

3. Such officers shall serve until June 30 of the year following their appointment as officers. An officer may be re-appointed for a second one-year term. Any vacancy in an office shall be filled for the balance of the unexpired term in the manner specified in Article VI herein.

#### **ARTICLE V: Meetings**

1. Meetings of the association shall be called by its Chairman in consultation with the Chancellor, and shall normally occur three times a calendar year, with the calendar set in advance of June 30<sup>th</sup> of each year.

#### **ARTICLE VI: Nominations**

1. The association shall have a standing permanent committee known as the Nominating Committee.
2. The Nominating Committee of the association operates subject to the overall by-laws of the ECU Board of Visitors.
3. The Nominating Committee of the association will nominate Members to serve on the Board of Visitors, as well as the Officers of the association.
4. The Nominating Committee will consist of 5 members of the Board of Visitors, appointed by the Executive Committee of the Board of Visitors. Each Board of Visitors officer shall appoint 1 member each, and the remaining 2 members will be appointed by a majority of the officers.
5. Term of Service:
  - a. The Nominating Committee will serve a one-year term and may be re-appointed to a second one-year term.
  - b. If a Member of the Nominating Committee is elected to serve as an Officer of the Board of Visitors, their position on the Nominating Committee is terminated. The unexpired term will be filled by an appointment made by the remaining 4 members of the Nominating Committee.
6. Scope of Work: The Nominating Committee will perform the following functions:
  - (A) Membership of the Board of Visitors
    - i. Solicit from current members of the Board of Visitors, the Board of Trustees, and the Chancellor's Executive Council, nominations for individuals to serve as a Member of the Board of Visitors.

- ii. Review all nominations for service as a Member of the Board of Visitors.
    - a. Nominations shall be reviewed, and their qualifications and desire to serve will be assessed.
    - b. In selecting candidates for membership, the Nominating Committee shall consider demographic diversity, including, but not limited to geographic location, race, and gender, as well as representation by alumni from each of the University's academic units.
  - iii. Manage and revise the Nominations Forms utilized in the nominations process.
    - a. Proposed revisions to the forms will be reviewed and approved by the Executive Committee and approved by the full Membership at its next meeting.
  - iv. Maintain a database of potential candidates for membership.
  - v. Make recommendations to the Board of Trustees for appointments to the Board of Visitors
    - a. Appointment slate is due to the Board of Trustees prior to their April meeting each year.
- B. Officer Nomination Process
- a. The association's Nominating Committee shall, at the direction of the Chair of the association, solicit nominations for the Officer positions.
  - b. Nominations will be solicited from the membership of the Board of Visitors for the positions of Chair, Vice Chair and Secretary of the Board of Visitors. Nominators should consider members who have demonstrated proven leadership, active participation, knowledge of the mission and aspirations of ECU and diversity of age, gender, ethnicity and geography.
  - c. Candidates for office must have completed a minimum of two (2) years of service on the Board of Visitors.
  - d. Nominations will be vetted thoroughly by the Nominating Committee, including, but not limited to, interviews with prospective candidates and assessing involvement from the membership.
  - e. One month prior to the Spring meeting, the slate of recommendations from the Nominating Committee will be sent to the membership of the Board of Visitors for review.
  - f. At the Spring meeting of the association, a formal vote will take place on the slate of officers to recommend to the Chancellor and to the Board of Trustees.

- g. Voting on this item will follow the protocol and parliamentary procedures stipulated in Robert's Rules of Order.
- h. Voting will occur via a written ballot, which shall permit nominations from the floor. If a member is attending telephonically, his/her vote will be recorded verbally in the open meeting.
- i. The elected Officers shall be sent to the Chancellor for concurrence and submission to the Board of Trustees.

**ARTICLE VII Amendments**

1. This Charter may be amended at any time by action of the Board of Trustees.
2. Amendments may be made by the Board of Trustees on its own initiative or in response to suggestions made by the Chancellor or by the association.

## AMENDMENTS MADE TO THE BYLAWS

1. The East Carolina University Board of Visitors be expanded by ten members and set appointments be made at the next appointment cycle.

Approved by the Board of Trustees on December 6, 1996.

2. Article III, 4. Changed the word "ten" deleted and the sentence read, "As terms expire, members shall be appointed annually at the July meeting of the Board of Trustees.

Authorized by Dr. James LeRoy Smith, Assistant Secretary, East Carolina University Board of Trustees February 1, 1999.

3. The suspension of the Board of Visitors Charter stipulation that Board of Visitors be elected in July so that we can conduct that election today and also that we hereby modify that charter to indicate that such elections take place prior to July 1st of each year.

Approved by the Board of Trustees on May 14, 1999.

4. Upon the conclusion of a term of service on the ECU Board of Visitors, any member who has served in the capacity of Chair will be designated as an emeritus(a) member. Members Emeritus(a) will serve in an ex-officio capacity of the ECU Board of Visitors in perpetuity. In the event the person is appointed to a subsequent term by regular appointment, emeritus(a) status will be held in abeyance pending conclusion of the regular term. This action will increase the total membership of the ECU Board of Visitors in accordance with the number of members holding emeritus(a) status.

Approved by the Board of Trustees on December 16, 2005.

5. If for any reason other than ill health or service in the interest of the State or nation, a member fails to be physically present for three (3) successive regular meetings of the Board of Visitors, his/her place as a member shall be deemed vacant.

Approved by the Board of Trustees on July 25, 2006.

6. Expanded the board from 50 to 60 members. In addition, allowed outgoing members to be elected to a 2nd consecutive four year term.

Approved by the Board of Trustees on February 26, 2010.

7. Expanded the board from 60 to 70 members

Approved by the Board of Trustees on February 14, 2014

8. There are attendance and philanthropic expectations associated with membership on the Board of Visitors. If for any reason other than ill health or service in the interest of the State or nation, a member fails to be physically present for three (3) successive regular meetings of the Board of Visitors, his/her place as a member shall be deemed vacant. In addition, if any member fails to meet the philanthropic giving requirement in the amount of \$500 annually, his/her place as a member shall also be deemed vacant.

Approved by the Board of Trustees on July 15, 2016

9. Revised Article II - Expand the definition of the purpose and functions of the BOV. This revision ties the purpose and function of the BOV with the ECU Strategic Plan and more clearly defines what the membership should "do" as members, while still allowing the Chancellor and Board of Trustees the flexibility to use the BOV as needed strategically

Revised Article III – Membership – The membership of the BOV is going from 60 to 40 appointed members. That reduction will happen over the course of the next 2-3 years through natural attrition (no one will be asked to step down or vacate their seat). There is also a revision to modify the number of ex-officio members from 9 to 6, keeping the Chancellor, the Board of Trustee representative, and representatives from each of the four university foundations.

Revised Article III – Term Limits. BOV member's term limits are now 2 years. A BOV member could be appointed to one two year term, then be eligible for reappointment to a 2nd two year term, for a total of 4 years of service.

Revised Article IV – Officer Nomination Process. This section includes the steps this body would take to recommend a slate of officers to the Board of Trustees. This



would include using a nomination committee of the BOV and assessing leadership nominations from the entire BOV. The BOV would formally vote on a slate of officers to recommend to the Trustees at their spring meeting.

Approved by the Board of Trustees on November 2, 2018

10. Established a set of "bylaws." The Charter will continue to exist in its original form, as approved on March 18, 1994. All subsequent changes made to that document, are now encapsulated in a second document entitled "Amended and Revised By-Laws," to which all changes are applied.

Amended the size of the membership from no less than 40 appointed members to "no more than 60 appointed members."

Reinstated the Mayor of the City of Greenville or designee and the Pitt County Commissioners designee to the ex-officio membership.

Reinstated a term of four years rather than the two-year terms.

Removed the requirement that a Member be physically present for three successive meetings, and to permit telephonic participation. A member must be physically present for 1 meeting out of every 3 rolling meetings. Physical presence at the meetings is preferred and highly recommended.

Added language regarding excused absences to be at the discretion of the Chair.

Established a Nominating Committee and defined its scope of work to include the nomination of Members to the full board, as well as the Office Nomination Process.

Changed the number of terms an officer may be elected to a specific office from "for an unlimited number of terms" to "a second one-year term."

Approved by the Board of Trustees on March 17, 2020



Meeting of the Board of Trustees  
June 18, 2024

## AGENDA ITEM

V. 1001 E. Fourth Street and 1740 W. Fifth Street Trade ..... Stephanie Coleman  
Vice Chancellor for Administration and Finance

**Situation:** Green Town Properties, Inc is willing to trade the property located at 1001 E. Fourth Street for one ECU property located at 1740 W. Fifth Street

**Background:** ECU has been leasing the property located at 1001 E. Fourth Street since 1990 from the ECU Real Estate Foundation later changed to Green Town Properties. Inc. The current lease will end 10/31/2024. Upon mutual agreement, Green Town Properties is willing to trade the property to ECU for the property located at 1740 W. Fifth Street. This vacant lot property was gifted to ECU when ECU purchased the Medical Pavilion property.

Recent appraisals were performed with the following results: Appraised values for 1001 E. Fourth Street is \$560,000; the appraised value for 1740 W. Fifth Street is \$160,000.

**Assessment:** In accordance with UNC Policy 600.1.3 requires approval of the ECU Board of Trustees

**Action:** This item requires a vote by the full Board of Trustees.



Meeting of the Board of Trustees  
June 18, 2024

**AGENDA ITEM**

VI. Faculty Workload Policy ..... Robin N. Cogger  
Provost & Senior Vice Chancellor

**Situation:** The UNC System recently revised its [Policy on Faculty Workload](#), implementing requirements to be effective with the 2024-2025 academic year and requiring ECU to review and revise the institutional policy to remain in compliance.

**Background:** The purpose of this policy is to provide a framework for the institution and constituent units to define faculty workloads in a way that is comprehensive, transparent, accountable, equitable, and in compliance with the *Policy on Faculty Workload*, The UNC Policy Manual 400.3.4, and its implementing regulation 400.3.4[R]. This policy establishes the general standards for ordinary percentages for ECU faculty workload in the areas of teaching, research/creative activity, and service, for each academic unit and for each faculty appointment type in a manner consistent with ECU’s mission and the needs of the academic unit. In addition, this policy directs that personnel developing and reviewing faculty workload plans receive annual training aligned with UNC System Office guidance, as directed by the Provost and Senior Vice Chancellor for Academic Affairs.

**Assessment:** The Provost and Chancellor request the Board of Trustees approval for the revised campus policy on Faculty Workload.

**Action:** This item requires a vote by the full Board of Trustees.

<b>Policy</b>	Policy # TBD
<b>Title</b>	Faculty Workload
<b>Category</b>	Academic Affairs
<b>Sub-category</b>	Accreditation, Assessment and Other Academic Matters
<b>Authority</b>	Board of Trustees June 8, 2011, to be effective July 1, 2011; Revised September 25, 2014; Second Revised Interim Effective December 1, 2014; transitioned from Interim to Permanent July 31, 2015; Revised
<b>History</b>	version adopted September 18, 2015 in interim form to become permanent pending UNC General Administration approval; Interim version made permanent November 30, 2015.
<b>Contact</b>	Provost and Senior Vice Chancellor for Academic Affairs (or Provost's delegate) (252-328-5419)  <a href="#">ECU Faculty Manual</a> <a href="#">UNC Policy Manual, 300.2.6[G] (Guidelines on Reassigned Time for Faculty)</a> <a href="#">UNC Policy Manual, 400.3.1.1 [G] (Guidelines on Tenure and Teaching in the University of North Carolina)</a>
<b>Related Policies</b>	<a href="#">UNC Policy Manual, 400.3.4 (Monitoring Faculty Teaching Workloads)</a> <a href="#">UNC Policy Manual, 400.3.4[R] (Regulation on Faculty Workload)</a> <a href="#">UNC Policy Manual, 700.6.1[R] (Academic Integrity Regulations)</a> <a href="#">ECU Supplemental Pay for EHRA Employees Policy</a> <a href="#">ECU Faculty Scholarly Reassignment Regulation</a>

## 1. Purpose

The mission of East Carolina University (ECU) is to be a national model in student success, public service, and regional transformation. As the heart of our institution, our faculty contribute to this mission through an array of work activities. At East Carolina University this work, while widely varied, generally falls into the categories of teaching, research/creative activity, service, and patient care and related duties.

The purpose of this policy is to provide a framework for the institution and constituent units to define faculty workloads in a way that is comprehensive, transparent, accountable, equitable, and in compliance with the *Policy on Faculty Workload*, The UNC Policy Manual 400.3.4, and its implementing regulation 400.3.4[R]. This policy establishes the general standards for ordinary percentages for ECU faculty workload in the areas of teaching, research/creative activity, and service, for each academic unit and for each faculty appointment type in a manner consistent with ECU's mission and the needs of the academic unit. In addition, this policy directs that personnel developing and reviewing faculty workload plans receive annual training aligned with UNC System Office guidance, as directed by the Provost and Senior Vice Chancellor for Academic Affairs.

## 2. Scope and Definitions

2.1 Employees covered under this regulation are faculty appointed to carry out responsibilities such as instruction, research/creative activity, service, patient care and related clinical responsibilities, and/or administrative duties. This policy applies to all faculty, including tenured, tenure-track, and fixed-term faculty.

Tenure track faculty members and full-time faculty members who are appointed for longer than one year must have an annual workload plan. One year, as used in this policy, equates to 9 months for 9-month faculty and 12 months for 12-month faculty. A fixed term faculty member with consecutive one year contracts must have an annual workload plan after the conclusion of the first one year contract.

For faculty members who are appointed for one year or less, or who are less than full-time, workload plans are ordinarily not required, but a workplan may be implemented at the discretion of the appropriate administrator. Faculty with a joint appointment with an administrative role must also have a workload plan.

2.2. Contract Period - For 9-month faculty the contract period is typically August 16 through May 15. For 12-month faculty the contract period is typically July 1 through June 30. The specific dates for individual employees are based on the actual employment contracts.

2.3. Faculty Workload – the entirety of a faculty member’s duties for the relevant period. This may include teaching, research/creative activity, patient care and related clinical responsibilities, service, and other duties as assigned.

2.4. Full Time Equivalent (FTE) means a workload that represents a full-time effort. A teaching load of 24 credit hours (or contact hour equivalents per academic year), along with other routinely expected duties, generally constitutes a full workload and a 1.0 FTE appointment.

2.5. Relevant Period – academic year (9-month or 12-month), contract period, or timeframe for special duties formally or informally assigned.

2.6. The academic unit – the academic department, professional school, or coded unit.

2.7. The unit administrator – department chair or director.

2.8. Course Reduction – a reduction in the instructional load to allow time for work on non-instructional activities.

2.9. Overload – a workload assignment that exceeds 1.0 full-time equivalent (FTE).

2.10. Faculty Scholarly Reassignment - an approved reassignment for a defined period of time in order for a faculty member to pursue a project involving research or creative activity as addressed in UNC Policy 300.2.6 [R]

2.11. Teaching – Consistent with N.C.G.S. 116-1(b), teaching and instruction are the central responsibilities of the UNC System and form a critical base of workload expectations for faculty. In addition to organized courses, the faculty member’s instructional workload also includes but is not limited to, other instructional efforts such as developing materials for a new course, updating materials for an existing course, weekly course preparation activities, developing courseware or other materials for technology-based instruction, supervising undergraduate research and masters’ theses and doctoral dissertations, directing students in co-curricular activities such as plays, preparing and equipping new laboratories, supervision of teaching assistants, supervision of internships, academic advising, mentoring, and other activities that support student success. In the clinical setting, teaching

may also include supervising students performing clinical care, providing Grand Rounds presentations and other relevant clinical teaching duties.

2.12. **Research/Creative Activity** — Faculty members engage in the work of discovering, disseminating, and applying knowledge and professional expertise. These activities may include but are not limited to working in laboratories, studios, clinical or community settings, conducting empirical and/or theoretical research, engaging in development or translational work, and/or producing creative works. Toward that end, faculty write articles, books, monographs, and grant proposals, write patents, develop intellectual property, edit scholarly journals and books, prepare juried art exhibits, direct centers and institutes, or perform in plays, concerts, or musical recitals. These research/creative activities have significant implications for teaching. They enable faculty members to design course materials that reflect their respective fields' state-of-the-art and cutting-edge knowledge.

2.13. **Service** — As a public university, ECU provides substantial benefits to the people and State of North Carolina. Faculty members engage in service that advances the work of the institution and the institution's role in supporting North Carolina. Service work of faculty may include activities which enhance the scholarly life of the university or the discipline, improve the quality of life or society, or promote the general welfare of the institution, professional and academic societies, the community, the state, the nation, or international community. Faculty members may also be assigned administrative responsibilities, including but not limited to, department chair/head, program director, and center director.

2.14. **Patient Care and Related Clinical Responsibilities** – Refers to the prevention, treatment, and management of illness and the preservation of physical and mental well-being through services offered by licensed healthcare professionals (Health and Human Rights Resource Guide) conducted on behalf of ECU. At ECU, these duties will be further defined by applicable Unit Codes and Department guidelines but include activities related to direct patient care.

### **3. Faculty Annual Work Plan**

3.1 All University faculty workload plans must comply with the following minimum requirements:

3.1.1. Account for 1.0 FTE by assigning duties to teaching, research/creative activity, patient care and related clinical responsibilities (if applicable), and service on a percentage basis totaling 100%;

3.1.2 Include the specific outputs and efforts a faculty member is planning to complete in the next academic year, with a clear linkage towards long-term evaluation (e.g., reappointment, promotion, tenure, post-tenure review); and

3.1.3 Offer options for both 9- and 12-month periods, as appropriate, to accommodate different employment arrangements.

Each coded academic unit must have written criteria that: (1) establish ordinary percentages for faculty workload in teaching, research/creative activity, patient care and related clinical responsibilities (if applicable), and service for each faculty appointment type which together constitute the 1.0 FTE in a manner consistent with the missions of ECU and the academic unit; and (2) identify with reasonable particularity guidelines under which deviations in the ordinary percentages of a given academic unit may be approved.

3.2 Faculty with appointments in more than one department

For faculty with appointments in more than one department, the Department Chair (or Dean as appropriate) of the department where the faculty member has their primary appointment is responsible for planning the faculty member's workload; however, the workload planning shall be made in consultation with the heads of the other appointing units.

#### **4. Workload Ordinary Percentages**

4.1 As provided by UNC Policy 400.3.4, teaching and instruction are the central responsibilities of the UNC System and form a critical base of workload expectations for faculty; therefore, while neither teaching nor service nor research nor patient care and related clinical responsibilities is the sole measure of a faculty member's competence and contribution, teaching should be the first consideration.

4.2. The coded academic units will establish ordinary faculty workload percentages for each faculty appointment type based on disciplinary standards, accreditation requirements, student success, financial implications, productivity criteria, the missions and strategic plan of the university and the academic unit.

4.2. The duties that commonly constitute a full-time faculty member's workload fall under the areas of instruction, research/creative activity, service, patient care and related clinical responsibilities, community engagement and/or administration which together constitute 1.0 FTE.

4.3. In general, ordinary percentages for full-time faculty shall be within the following ranges:

- teaching range from 20% to 80%.
- research/creative activity range from 20% to 80%.
- patient care and related clinical responsibilities range from 20% to 80%.
- service range from 5% to 30%.

Assigned percentages, when added together, must total 100%. Exclusive of administrative duties, in no case shall service be weighed more heavily than either teaching, research/creative activity, or patient care and related clinical responsibilities (if applicable). Teaching expectations for full-time fixed term faculty should be specified annually by the faculty member's unit administrator.

#### **5. General Guidelines for Deviations in Ordinary Percentages**

5.1 As teaching and instruction are the primary mission of the constituent institutions, teaching shall serve as the first component of determining faculty workload expectations. In general, a teaching load of 24 credit hours (or contact hour equivalents per academic year), along with routinely expected faculty duties such as advising, committee work, and professional development together constitute a full workload and a 1.0 FTE appointment. Faculty members holding additional responsibilities for research/creative activity and service, and/or patient care and related clinical responsibilities as identified in their annual work plan can have their teaching workload adjusted on a commensurate basis.

5.2 Differential teaching loads may be authorized in accordance with unit guidelines in recognition of differing individual circumstances including but not limited to student success considerations, course level (bachelors, master's, doctoral), course/curriculum development, class size, course pedagogies, programmatic accreditation requirements, team-taught courses, co-curricular activities, research/creative activity, patient care and related responsibilities, time bought out by grants, significant administrative or service assignments,

significant advising responsibilities, or other activities aligned with the missions of the unit and institution and critical to student success as provided for in this policy and identified in the faculty member's work plans.

### 5.3 Other Special Considerations

5.3.1. ECU limits a faculty member to teaching no more than three (3) undergraduate independent study sections in a semester or summer session without written approval from dean.

5.3.2. A faculty member who is granted a course reduction may not receive an instructional overload assignment for additional compensation without approval from the dean and the provost.

5.3.3. ECU *Supplemental Pay for EHRA Employees Policy* provides authority for overload compensation, if applicable.

5.3.4. Administrators shall adhere to guidelines established for 100% Faculty Scholarly Reassignments as provided by ECU's *Faculty Scholarly Reassignment Regulation*.

## 6. Workload Training Processes

6.1. Training for all personnel who develop and review faculty annual workload plans shall be offered annually.

6.2. The Provost shall ensure that all new personnel receive this training before workload plans are developed and/or reviewed.

6.3. The training will be aligned with guidance provided by the System Office.

6.4. A copy of this policy should be made available to all existing faculty and candidates.

## 7. Annual Reporting Requirements

7.1. At the end of the academic year, each academic unit will generate a report which will identify:

7.1.1 percentage of faculty efforts across the following categories: teaching, research/creative activity, service, and patient care and related clinical activities (if applicable). Taken together, the percentages must total one hundred.

7.1.2 number of organized course sections taught, student credit hours produced, and faculty contact hours;

7.1.3. measures of research/creative activity, service, and/or patient care and related clinical activities according to the mission, strategic plan and goals of the university, college/school, and academic unit;

7.1.4 information regarding the process by which the unit implemented the provisions of the policy and evaluated individual faculty workloads relative to the standards therein; and



7.1.5 additional quantitative or qualitative information that provides context for faculty impact and productivity in the various realms of faculty workload in accordance with the ECU's mission.

7.2 The Board of Trustees will approve the report by September 30th following the academic year. After being accepted by the Board of Trustees, ECU will submit its annual report to the System Office President by October 15th following the academic year.

## **8. Effective Date**

This policy shall be effective with the 2024-2025 academic year.

DRAFT



Meeting of the Board of Trustees  
June 18, 2024

**AGENDA ITEM**

VII. A. College of Business, Dean ..... Robin N. Coger  
Provost & Senior Vice Chancellor

- Situation:** Appointment for the Dean of the College of Business
- Background:** The Provost and Chancellor are recommending the appointment for the Dean of the College of Business to be effective July 1, 2024.
- Assessment:** The Provost and Chancellor request the Board of Trustees approval for the Dean of the College of Business appointment.
- Action:** This item requires a vote by the full Board of Trustees.



**Office of the Provost and Senior Vice Chancellor for Academic Affairs**  
113 Spilman Building | Mail Stop 102 | East Carolina University | Greenville, NC 27858-4353  
252-328-5419 office | 252-328-6005 fax

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**MEMORANDUM**

**TO:** Jason Poole  
Chair, ECU Board of Trustees

**FROM:** Dr. Robin N. Coger, PhD  
Provost & Sr. Vice Chancellor for Academic Affairs

**DATE:** May 28, 2024

**RE:** Dean, College of Business

I respectfully request the Board of Trustees approve the recommendation from Chancellor Rogers and me to appoint Dr. Michael L. Harris as Dean of the College of Business based on the following terms and conditions:

- 1) Appointment as Dean of the College of Business, effective July 1, 2024, at a twelve-month annual salary rate of \$298,000, which includes the three percent legislative increase of \$6,082 also effective July 1, 2024.
- 2) Appointment as the W. Howard Rooks Distinguished Professor, effective July 1, 2024, with an associated salary supplement of \$12,000 per year.

Attachment: CV for Dr. Michael L. Harris



Meeting of the Board of Trustees  
June 18, 2024

**AGENDA ITEM**

VII. B. Nonsalary Compensation..... Stephanie Coleman  
Vice Chancellor for Administration and Finance

**Situation:** In accordance with UNC Policy 1100.3, this request is to add a nonsalary compensation benefit for the Director of Athletics. The benefit requested is a Club membership.

**Background:** To the extent allowed by applicable law and the policies of ECU and the University of North Carolina and subject to the approval of such entities as may be required by law and of any said policies, employees in the position identified would be eligible for the specified non-salary compensation.

Subject to approval by the Board of Trustees, the Athletic Director may receive a Club membership if the membership is deemed useful to the university and is job related and the club has a policy prohibiting discrimination against groups protected by federal and North Carolina law.

**Assessment:** In accordance with UNC Policy 1100.3, requires approval of the ECU Board of Trustees.

**Action:** This item requires a vote by the full Board of Trustees.

**AGENDA ITEM**

XI. A. Advance Planning Request - Todd Dining Crawlspace Reconditioning and Nursing School Classroom Upgrades .....William Bagnell, Associate Vice Chancellor for Campus Operations

**Situation:** Per delegation by the Board of Governors, Advance Planning is authorized by the University’s Board of Trustees. Once the design is completed and the scope and budget have been more clarified, the Capital Request will then be brought to the Board of Governors for approval of full authority.

**Background:**

**Todd Dining Crawlspace Reconditioning:** Repair and update existing plumbing, gas service lines, and floor of Todd Dining Hall crawlspace, along with installation of vapor barrier and waterproofing in the crawl space, and water-tight flooring system with new floor drains in kitchen, dishwasher room, and food prep areas.

**Nursing School Classroom Upgrades:** Upgrade fixed seating in 3 classrooms to fixed power seating. Upgrade audio/visual equipment in 5 classrooms to support distance learning. Convert existing computer lab into nursing simulation lab.

**Assessment:** Advance planning will take these projects through design development.

**Action:** This item requires a vote by the full Board of Trustees.

# For Action: Request Approval for Advance Planning

## Todd Dining Hall Crawlspace Reconditioning

Project will repair and update existing plumbing, gas service lines, and floor of Todd Dining Hall crawlspace, along with installation of vapor barrier and waterproofing in the crawl space, and water-tight flooring system with new floor drains in kitchen, dishwasher room, and food prep areas.

## Nursing School Classroom Upgrades

Upgrade fixed seating in 3 classrooms to fixed power seating. Upgrade audio/visual equipment in 5 classrooms to support distance learning. Convert existing computer lab into nursing simulation lab.

Project	Advance Planning Funding	Total Proposed Project	Funding Sources
Todd Dining Hall Crawlspace Reconditioning	\$ 100,000	\$ 1,000,000	Dining Receipts
Nursing School Classroom Upgrades	\$ 300,000	\$ 3,000,000	UNC System Health Care Workforce Expansion Initiative

Per delegation by the Board of Governors, Advance Planning is authorized by the University's Board of Trustees. Once the design is completed and the scope and budget have been more clarified, the Capital Request will then be brought to the Board of Governors for approval of full authority.



**AGENDA ITEM**

## XI. B. Appointment and Review of Administrative Officers Policy.....

**Situation:** In compliance with the process of ensuring all personnel policies under the purview of the ECU Board of Trustees are posted to the University Policy Manual, the Appointment and Review of Administrative Officers Policy has been reviewed by senior administration and the proposed changes endorsed by Chancellor Rogers.

**Background:** The ECU Board of Trustees approved the initial policy in 2007, and the implementing guidance was subsequently issued by the chancellor. If a revised policy is approved by the Board of Trustees, Chancellor Rogers will issue corresponding implementation guidance.

**Assessment:** Substantive proposed edits center on section three of the policy, primarily the five-year comprehensive review. Vice chancellors will now be subject to an initial comprehensive review in the third academic year of the appointment, and then begin a five-year review cycle. Also, rather than prescribing the evaluation criteria in the policy, proposed revisions require the responsible officer to define criteria for evaluation. Other edits are meant to provide clarity and align with current UNC System and ECU policy and practice.

**Action:** This item requires a vote by the full Board of Trustees.

## Appointment and Review of Administrative Officers

POLXX.XX.XX

General subject matter

Authority: Board of Trustees

History: Approved by ECU Board of Trustees November 30, 2007

Related policies:

[UNC Policy 300.1.1 Policy on Employees Exempt from the North Carolina Human Resources Act](#)  
[UNC Policy 300.2.18 \[R\] Regulation on Performance Appraisals for Most Exempt Professional Staff \(EPS\)](#)

Additional references:

Implementation Guidelines for Administrative Reviews in Accordance with BOT policy  
[N.C.G.S§126, Article 7 The Privacy of State Employee Personnel Records](#)

Contact for info: [Chief of Staff \(252\) 328-9094](#)

### 1. Introduction

Fast Carolina University is a major national doctoral university. High quality, effective leadership is instrumental to the future of ECU. We are committed to ensuring that great leaders come to ECU, are successful, and remain at ECU for an appropriate time period. Because leadership transition is a given, the university is also committed to developing tomorrow's leaders and to ensuring leadership succession.

1.1 This policy governs [vice chancellors](#), academic deans (including the graduate dean), library directors, department chairs, and selected other leaders. It is consistent with the chancellor's authority as specified by UNC Code and by bylaws and policies of the ECU Board of Trustees.

1.2 The purpose of this policy is to enhance the quality of leadership at ECU. Philosophically, it is formative; it is meant to foster the development and continuous improvement of leadership. Because all institutions must consider termination of administrative officers, guidelines for removal are also included. Termination of employment is the responsibility of the appointing officer, with appropriate input from relevant constituencies.

### 2. Guiding Principles

- 2.1 The strength, empowerment, and continuous development of leadership are essential to the university's future.
- 2.2 This policy is based on national best practices and the experiences of ECU's peer institutions and sister institutions within the UNC system.

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- 2.3 Evaluation and assessment ranging from immediate to annual to five-year are essential for continuous improvement.
- 2.4 Responsibility and control of the policy rest with the appropriate appointing officer.
- 2.5 The evaluation should be a collaborative endeavor involving students, faculty, administration, and other campus constituencies as appropriate.
- 2.6 The appropriate level of faculty involvement in evaluation should be determined by the nature of the administrative post (e.g., faculty input should be weighted more heavily in the evaluation of deans and department chairs than in the evaluation of positions above the level of dean).
- 2.7 The evaluation must be constructive and developmental; its ultimate purpose should be to offer guidance on improving performance.
- 2.8 All leaders are expected to engage in professional development or other best practices that help to improve leadership competencies.

### 3. Policies for the Recruitment, Selection, Retention, and Development of Administrators

These policies will vary according to four primary levels of university administration: divisions, colleges, schools, and departments. The following policies apply to all levels. Specific policies related to each classification follow these general guidelines.

- 3.1 Recruitment, Selection, and Hiring
  - 3.1.1 Hiring of administrators is the primary responsibility of the appointing officer, with appropriate input from relevant constituencies. Constituencies vary significantly by position.
  - 3.1.2 The primary functions of search committees are to develop [robust recruitment plans](#), strong applicant pools, and identify strong finalists to bring to campus. Committees should solicit applications from the best candidates who appear to possess effective leadership qualities.
  - 3.1.3 It is the responsibility of the appointing officer to select the top candidate from all campus finalists based on both feedback from all relevant constituencies and the appointing officer's assessment of the leadership characteristics of the finalists.
    - 3.1.3.1 Only the appointing officer has this responsibility.
  - 3.1.4 It is expected that the search will be re-opened or re-started unless the appointing officer is satisfied that an excellent leader has been found. As part of this process, clearly defined expectations and outcomes for the person to be hired are articulated.
  - 3.1.5 Compensation for the person to be hired is the responsibility of the appointing officer based on Board of Governors policy, the qualifications of the candidate, and the appointing officer's assessment of what is appropriate for the success and retention of the candidate.
    - 3.1.5.1 Compensation will be based on relevant comparisons from public doctoral universities, the experience of the candidate, and the responsibilities of the position.

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### 3.2 Annual evaluations

- 3.2.1 The appointing officer will conduct annual written evaluations of each administrator and will base merit increases on this evaluation.
- 3.2.2 Each annual evaluation will be available for the five-year review (specified below) and will be an important consideration in the development of the administrator.
- 3.2.3 Annual evaluations should identify elements of leadership development, areas of strength and needed improvement, and how to achieve better performance of the leader.

### 3.3 Five-year review

- 3.3.1 Each senior administrator will undergo a comprehensive assessment every five years, or earlier if requested by the appointing officer. [Subject to the chancellor's discretion, some campus leaders may be excluded from a five-year review.](#)

[3.3.1.1 Subject to the chancellor's discretion, vice chancellors will undergo a comprehensive assessment as described in this policy during the third academic year of their appointment. Those reviewed will then begin the five-year comprehensive review cycle \(i.e., unless the chancellor determines otherwise, the next regularly scheduled review is during the eighth academic year\).](#)

- 3.3.2 The purpose of the five-year review is formative. Specifically, the goals are to improve the performance of the leader and to identify areas of necessary leadership development.
- 3.3.3 The five-year review is the responsibility of the appointing officer, who shall determine its conduct, conclusions, and necessary actions resulting from the review.

- 3.3.4 Elements of the five-year review will include:

3.3.4.1 Criteria for Evaluating Administrators:  
Each administrator under review will be evaluated based on a predetermined set of criteria that reflect the nature of the division, unit, or office and the specific responsibilities of that administrator. The established review criteria will be used in addition to the clearly defined outcomes and expectations for the administrator. The criteria to be used by members of the review committee [are established with input by the appointing officer.](#)

3.3.4.2 Process for Evaluating Administrators: The following process is prescribed for the general evaluation of all administrators:

3.3.4.2.1 The process begins by a statement by the appointing officer of the job expectations, goals, major constraints, and factors affecting the administrator during the preceding five years. All other elements of the process are directly related to the expectations and conditions specified by the appointing officer.

3.3.4.2.2 The second stage of the process is a detailed self-assessment by the administrator, which will include a personal leadership development

**Deleted:** (NOTE: Some direct reports to the chancellor who serve primarily in staff roles-including the Chief of Staff, the director of communications and the General Counsel and Vice Chancellor for Legal Affairs will not undergo these reviews.)

**Deleted:** may include the following:

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Administrative Leadership: Articulates a vision that includes high goals; understands the importance of strategic planning; effectively communicates priorities, standards, and administrative procedures; provides for financial stability.¶

¶

Academic Leadership: Promotes student access and success; helps build a climate that promotes excellence in teaching, research and creative activity, and service (and patient care if appropriate); demonstrates success in hiring high quality faculty and staff; promotes innovative development of the unit; builds interdisciplinary capacity in areas where it enhances the unit; understands and supports the principles of academic freedom and shared governance; adheres to established governance documents.¶

¶

External Relations and Development: Works to pursue external support for the constituency; develops public and constituency support for the university; participates and encourages service activities related to the fulfillment of the university's mission.

**Deleted:** Diversity: Encourages diversity and mechanisms for attracting and retaining underrepresented groups; is responsive to cultural, ethnic, and gender diversity; demonstrates and encourages respect for all persons in the constituency and the university....

plan and an administrative portfolio that documents his or her performance during the review period.

3.3.4.2.3 The five-year review will include a "survey instrument" using primarily Likert scales to address the major dimensions of the job duties and expectations. Final responsibility for the instrument rests with the appointing officer.

3.3.4.2.4 A review committee will be constituted according to the specific guidelines developed for each administrative role (i.e. vice chancellors, deans, chairs, etc.) For each role, the constituency of the review committee will change, as well as the process for selection of committee members.

3.3.4.2.5 Feedback will be solicited from internal and external constituencies of the division or unit. (External constituencies may include major donors, external clients, the local community, business interests, etc.).

3.3.4.2.6 The appointing officer is responsible for a written report summarizing the review. This report will be shared with the leader and others as determined by the appointing officer.

3.3.4.3 At the end of the process, the administrator under review has the opportunity to review the draft report and respond in writing to the appointing officer prior to the completion of the final report.

#### 3.4 Retention

3.4.1 Retention of good leaders is vital to the institution, and the appointing officer is responsible for maximizing the opportunity for retaining strong leaders or, alternatively, finding a better leader. Among the essential elements of retention are:

3.4.1.1 Identification of training and professional development needs and providing the resources necessary to access training and development.

3.4.1.2 Support and encouragement for national best practices in leadership development.

3.4.1.3 Appropriate compensation, consistent with UNC policy and Board of Trustees guidelines.

3.4.1.4 Annual review of leadership skills and identification of the conditions for success of the administrator.

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Deleted: Unless otherwise specified and dependent on the experience and performance of the individual, the goal of the appointing officer should be to have a plan for bringing the leader to the 80th percentile of the peer group salary

#### 4. Termination

Administrators serve at will and may be terminated at any time in accordance with UNC policy.

4.1 A negative comprehensive review can result in a recommendation for removal. No formal process is required for termination.

Deleted: , either by the chancellor, or by the chancellor upon the recommendation of the Academic Council

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#### 5. Leadership Succession

5.1 It is the responsibility of the leader (dean, vice chancellor, or direct report) to develop a plan for leadership succession in her or his unit, division, or office. Leadership succession recognizes the importance of developing the next

generation of leaders for the division, unit, or office and ensures that plans are in place for the emergence of strong new leaders.

- 5.2 Every administrator should be developing the leaders within his/her division, unit, or office to ensure that the organization is ready for inevitable transition in leadership.
- 5.3 Leadership succession plans shall be reviewed during annual evaluations and during the five-year review.

**AGENDA ITEM**

XII. A. Distinguished Professorship Vacancies ..... Robin Coger  
Provost

**Situation:** This is an informational report of all Distinguished Professorships across the colleges and schools at East Carolina University, including those professorships which are vacant.

**Background:** The Distinguished Professors Endowment Trust Fund (DPETF) was created to stimulate private support and commitment to strengthening the faculties and promoting excellence throughout all the constituent institutions of the UNC System, and to encourage each institution to “solicit and receive gifts from private sources to provide matching funds to the trust fund challenge grants.”

Section VII. D. of UNC Policy 2.3[R] requires the chancellor to inform the Board of Trustees when a vacancy occurs in an endowed professorship established with the Endowment Fund.

**Assessment:** This report provides a summary of all distinguished professorships across ECU including those that are vacant.

**Action:** This item is for information only.

Distinguished Professorship Information

East Campus

\*This file is kept up to date as needed

Balances as of November 27, 2023

			Current	Current				Historical	Historical			
	Distinguished Professorship	Fund	State Match	Corpus (6C)	Restricted Earnings (6R)	Spendable Fund (2E)	Distinguished Professor	Department	Spending Distribution Fall 2024	% of Book Value as of 6/30/22	% of Book Value as of 6/30/23	Start & End Date of Appointment
1	Thomas W. Rivers Dist. Prof. in Global Understanding	6C2300	9/1/1989	\$500,000.00	\$258,099.55	\$194,493.14	Megan Perry	HHP	\$31,778.30	151.45%	159.79%	
2	Harold H. Bate Foundation Distinguished Professorship for Project STEPP	6C2981	10/21/2016	\$500,000.00	\$98,645.34	\$30,177.39	Dr. Sarah Williams	AA - STEPP	\$25,093.33	119.59%	126.18%	11/4/16 - ongoing appt
3	Gregory Poole Equipment Dist Prof. in Construction Management	6C2985	10/16/2014	\$522,650.53	\$115,251.32	\$174,634.53	Dr. George Wang	CET - Const. Mgmt	\$26,739.80	121.92%	128.63%	11/1/23 - 1/31/25
4	Robert F. Bird Dist. Prof. in Risk and Insurance	6C2973	12/7/2012	\$667,000.00	\$185,702.24	\$40,313.07	Dr. Brenda Wells	COB - Finance	\$35,743.89	127.70%	134.73%	1/1/19 - 12/31/23
5	Vincent K McMahon Dist. Prof in Bus	6C2974	10/8/2013	\$1,000,000.00	\$239,128.09	\$150,642.14	Dr. John Kros	COB	\$51,942.23	123.77%	130.59%	9/1/20 - 8/31/25
6	Robert Dillard Teer Dist. Prof. In Business	6C2360	6/30/1986	\$500,000.00	\$220,504.40	\$274,236.17	Vacant	COB	\$30,202.37	143.94%	151.86%	
7	Edwin B Jones Dist. Prof. in Accounting	6C2359	10/16/2014	\$515,143.77	\$111,098.98	\$41,240.36	Dr. Doug Schneider	COB - Accounting	\$26,250.64	121.43%	128.12%	9/1/20 - 8/31/25
8	J. Fielding Miller Professorship	6C2370	11/25/2015	\$1,500,000.00	\$264,971.35	\$131,948.36	Dr. Michael Harris	COB - Entrepreneurship	\$73,983.39	117.53%	124.00%	9/1/18 - 8/31/23
9	Risk Mgmt & Ins Dist Prof	6C2375	10/21/2016	\$567,000.00	\$105,912.31	\$78,291.78	Dr. David Pooser	COB - Finance	\$26,110.19	120.35%	126.98%	
10	Thomas Arthur Distinguished Professorship in Leadership	6C2361	12/7/2012	\$1,500,000.00	\$411,744.28	\$186,728.82	Dr. Andy Herdman	COB - Leadership	\$80,137.21	127.31%	134.32%	8/16/19 - 5/15/24
11	James W. Chestnut and David A. Bond DP in Entrepreneurship	6C2989	9/29/2017	\$500,322.34	\$122,781.94	\$60,020.07	Dr. Dennis Barber	COB - Entrepreneurship	\$26,086.53	124.35%	131.23%	4/1/21 - 8/31/25
12	Lora W. King Dist. Prof. in Education	6C2190	6/16/1992	\$500,000.00	\$268,199.50	\$501,751.13	Vacant	COE	\$32,201.67	153.47%	161.92%	
13	Wells Fargo Dist. Prof. In Educational Leadership	6C2390	10/23/1997	\$1,001,000.00	\$322,393.26	\$406,931.08	Dr. Matt Militello	COE - Educational Leadership	\$55,474.49	132.06%	139.33%	8/16/14 - 5/15/27
14	Taft Distinguished Professorship in Science Education	6C2978	1/13/2011	\$1,000,000.00	\$271,624.56	\$105,181.92	Dr. Leonard Annetta	COE - Math & Science	\$53,304.43	127.02%	134.01%	8/16/16 - 5/15/26
15	Phoebe Moore Dail Distinguished Professor in Rural Education	6C2992	1/28/2020	\$1,000,000.00	\$156,389.01	\$47,525.62	Dr. Jerry Johnson	COE - Rural Education	\$46,661.51	112.28%	120.16%	8/15/22 - 5/15/25
16	Spangler DP in Early Child Literacy	*6C2995	12/12/2022	\$2,667,000.00	\$262,546.73	\$0.00	Vacant	COE	\$99,625.22	0.00%	109.84%	
16	Ira M. & Mary Ruth Hardy Dist. Prof. in Suzuki String Pedagogy	*6C2130	2/22/2002	\$577,520.01	\$153,749.06	\$164,929.07	Dr. J. Christopher Buddo	Fine Arts & Communication - School of Music	\$28,113.08	129.24%	132.69%	
17	Four Seasons Chamber Music Professorship	*6C2983	11/9/2011	\$1,001,356.92	\$266,135.16	\$150,109.84	Dr. Ara Gregorian	Fine Arts & Communication - School of Music	\$53,131.21	126.44%	133.40%	8/20/12 - ongoing appt
18	Roddy Jones Dist. Prof. In Music	*6C2333	3/6/1996	\$500,000.00	\$205,525.27	\$75,312.58	Dr. Ed Jacobs	Fine Arts & Communication - School of Music	\$29,574.47	140.95%	148.71%	10/1/14 - ongoing appt
19	George A. & Robert A. Wisneskey Distinguished Professorship in Music	6C2965	12/13/2021	\$500,000.00	\$61,063.49	\$0.00	Mr. Chris Ulfers	Fine Arts & Communication - School of Music	\$16,959.45	100.91%	112.21%	8-16-23 - ongoing appt
20	Carol Grotnes Belk Dist Professorship in Art	*6C2025	5/19/1998	\$500,000.00	\$145,374.35	\$130,000.89	Dr. Tim Bower	Fine Arts & Communication - School of Art & Design	\$27,053.04	128.93%	136.03%	8/15/22 - 5/15/27
21	Harriot Distinguished Professorship in Natural Sciences and Mathematics	6C2399	9/15/2005	\$524,115.71	\$151,370.36	\$128,131.89	Dr. Anne Spuches	THCAS - Chemistry	\$28,315.28	128.74%	135.82%	3/1/22 - 2/28/27
22	Harold C. Troxler Distinguished Professorship Fund	6C2972	10/16/2014	\$501,171.15	\$99,305.45	\$92,833.39	Dr. Philip Rothman	THCAS - Economics	\$25,170.99	119.68%	126.27%	8/22/22 - 5/15/23
23	Linda McMahon Dist. Professorship in Foreign Language	*6C2975	3/10/2009	\$1,000,000.00	\$293,551.99	\$358,989.19	Dr. Katherine Ford	THCAS - Foreign Language	\$54,223.59	129.21%	136.32%	8/16/19 - 5/15/23
24	David J. & Virginia S. Whichard Dist. Prof. in the Humanities	6C2400	2/17/1994	\$500,000.00	\$242,140.72	\$561,115.84	Dr. Aleia Brown	THCAS - Humanities	\$31,109.33	148.26%	156.42%	8/15/22 - 5/15/25
25	Peel Distinguished Professorship in Religious Studies	6C2405	9/18/2007	\$500,000.00	\$146,370.44	\$44,356.33	Dr. Mary Nyangweso	THCAS - Religious Studies	\$27,094.80	129.13%	136.24%	7/1/15 - ongoing appt
26	James E. Constance Paul Distinguished Professorship	6C2410	11/4/2020	\$500,000.00	\$103,261.85	\$19,324.63	Dr. Tisha Emerson	THCAS - Economics	\$23,578.01	116.60%	125.78%	
27	LeRoy Walker Distinguished Professorship in HHP 1	6C2961	10/16/2014	\$529,645.73	\$112,089.94	\$70,752.39	Dr. Linda May	HHP	\$26,900.49	121.03%	127.69%	5/16/22 - 5/15/25
28	LeRoy Walker Distinguished Professorship in HHP 2	6C2962	11/25/2015	\$529,645.73	\$124,409.21	\$52,609.84	Dr. Joe Houmard	HHP	\$27,416.81	123.35%	130.14%	8/16/21 - 5/15/24
29	LeRoy Walker Distinguished Professorship in HHP 3	6C2963	10/21/2016	\$529,645.73	\$130,600.51	\$116,620.70	Dr. JK Yun	HHP	\$27,675.53	124.52%	131.37%	8/16/19 - ongoing
30	Nancy Darden Distinguished Professorship	6C2986	10/8/2013	\$500,000.00	\$121,752.53	\$53,585.99	Dr. Angela Lamson	HHP - HDFS	\$26,062.85	124.21%	131.05%	8/1/21 - 7/31/24
31	Carolyn Freeze Baynes Dist Prof SW	6C2987	10/5/2017	\$500,000.00	\$89,578.50	\$90,128.55	Dr. Kirk Foster	HHP - Social Work	\$24,696.79	117.75%	124.26%	7/1/21 - 6/30/24
32	Harold H. Bate Foundation Distinguished Professorship	6C2964	11/4/2020	\$500,000.00	\$119,004.87	\$59,231.47	Vacant	HHP	\$24,486.46	120.83%	129.41%	
33	Jerry E. McGee Distinguished Professorship	6C2977	12/12/2022	\$529,533.30	\$53,908.64	\$16,667.70	Vacant	HHP	\$8,439.19	142.28%	111.10%	
				<b>Total</b>	<b>\$24,662,750.92</b>	<b>\$6,034,185.20</b>	<b>\$4,608,815.87</b>		<b>\$1,231,336.57</b>			

The current threshold for spending distributions is 108%. The fair market value of the endowment, as a percentage of the corpus value as of the previous June 30th, must meet this threshold before a spending distribution can be made. The fair market value is defined as the total of the corpus value plus the amount in the restricted earnings funds. The current distribution rate is 4% - University Endowment Funds and ECU Foundation Funds are governed by the same

**Criteria for Spending:**

In order for spending to be allowed: the gift must be fully received, an approved plan must be on file, the state match must be received, and someone must be named in the role.

**Professorships In Queue for State Match:**

\*Distinguished Professorships supported by the Spangler Foundation Challenge Grant Initiative may only be filled at the rank of full professor. The appointment shall be for the duration of the appointee's full-time service as a faculty member, or for a more limited time as authorized by the Board of Governors and the Board of Trustees.

**Professorships Fully Funded But Not Yet in Queue for State Match:**

**Professorships Started - Not Yet Fully Funded/Transferred to University:**

David & Sherry Warren Distinguished Professorship in Music Education  
 Dr. Jesse R. Peel Distinguished Professorship - Sociology LGBT Studies  
 Phil & Lisa Hodges Distinguished Professorship - Chemistry  
 CD Spangler

6C2334

Distinguished Professorship Information  
West Campus  
Balances as of November 27, 2023

	Distinguished Professorship	Fund	State Match	Corpus (6C)	Restricted Earnings (6R)	Spendable Fund (2E)	Distinguished Professor	Department	Spending Distribution Fall 2024	% of Book Value as of 06/30/22	% of Book Value as of 6/30/23	Start & End Date of Appointment
1	Barbara W. Bremer Distinguished Professorship in Communication Sciences and Disorders	6C2350	12/7/2012	\$500,000.00	\$137,652.51	\$249,755.69	Vacant	CAHS - CSDI	\$26,729.36	127.39%	134.40%	
2	W. Randolph Chitwood Jr, MD, Chair of Cardiovascular Sciences to benefit Chair of DOCS	6C2407	10/7/2009	\$2,000,500.00	\$586,530.80	\$1,042,891.72	Dr. Mark Iannettoni	BSOM-CVS	\$108,442.94	129.17%	136.29%	7/24/17 - ongoing appt
3	Williams Dist Prof Cardiac Surgery	6C2409	10/21/2016	\$501,661.70	\$102,796.83	\$135,101.24	Dr. Michael Bates	BSOM-CVS	\$25,336.66	120.35%	126.98%	11/1/22-10/31/25
4	John "Jack" Rose Distinguished Professorship	6C2976	12/3/2010	\$1,501,000.00	\$503,037.14	\$760,175.03	Dr. John Catanzaro	BSOM-CVS-ECHI	\$84,005.97	133.36%	140.71%	7/24/17 - ongoing appt
5	ECU Distinguished Professorship in Emergency Medicine	6C2971	9/9/2008	\$500,000.00	\$144,748.23	\$256,729.46	Vacant	BSOM-Emergency Medicine	\$27,028.80	128.81%	135.90%	
6	Berbecker Dist. Prof. in Rural Medicine	6C2031	10/1/2004	\$803,877.59	\$243,740.85	\$310,548.38	Vacant	BSOM- Family Medicine	\$43,914.46	130.18%	137.34%	
7	Max R. & Catherine S. Joyner Dist. Prof. in Primary Care Medicine	6C2180	10/22/2001	\$500,000.00	\$156,416.17	\$141,952.28	Dr. Jonathon Firmhaber	BSOM-Family Medicine	\$27,515.90	131.14%	138.36%	2/1/17 - 2/1/22
8	Monk Distinguished Professorship in Family Medicine	6C2984	12/7/2012	\$515,000.00	\$139,593.48	\$179,730.90	Dr. Chelley Alexander	BSOM-Family Medicine	\$27,439.49	126.96%	133.95%	
9	D. E. Darnell Jones, MD, Endowed Professorship For Residency Education in Obstetrics and Gynecology	6C2362	9/18/2007	\$519,959.09	\$160,892.14	\$45,394.50	Dr. Amy Blumenthal		\$28,535.60	0.00%	137.99%	8/1/22 - 7/31/24
10	Walker Distinguished Professorship in Clinical Oncology	6C2979	11/9/2011	\$500,000.00	\$150,811.19	\$94,351.69	Dr. Mark Bowling	BSOM - Internal Medicine	\$27,280.95	130.02%	137.17%	7/1/17 - 7/1/22
11	Drs. Mary and Spencer Raab Dist. Prof. in Adult Oncology	6C2980	11/9/2011	\$537,214.07	\$159,918.76	\$143,258.13	Dr. Emmanuel Zervos	BSOM - Internal Medicine	\$28,481.66	130.11%	137.44%	12/1/17 - 12/1/22
12	Maynard Professorship	6C2982	10/8/2013	\$2,167,000.00	\$515,680.37	\$341,778.71	Vacant	BSOM - Pediatrics	\$112,453.59	123.66%	130.47%	
13	Vernada and Clifford Kiehn Distinguished Professorship in Pediatric Surgery	6C2408	9/9/2008	\$1,000,000.00	\$289,496.49	\$180,456.37	Dr. Shannon Longshore	BSOM-Surgery	\$54,053.59	128.81%	135.90%	5/1/23 -
14	Richard R. Eakin Distinguished Professorship	*6C2363	10/2/2007	\$1,000,200.00	\$276,314.16	\$331,674.82	Vacant	CON	\$53,509.40	127.48%	134.50%	
15	Walter J. Pories Distinguished Professorship in Surgery	6C2988	6/30/2018	\$515,627.94	\$96,544.57	\$75,836.30	Dr. Eric Demaria	BSOM - Surgery	\$25,672.60	118.38%	125.07%	7-1-23 - 6-30-25
16	Travis & Cassandra Burt Distinguished Prof in Cardio Sciences	6C2991	8/27/2018	\$505,100.00	\$103,394.81	\$45,308.19	Dr. J. Mark Williams	BSOM-CVS	\$25,065.35	119.50%	126.69%	
17	Robert & Penny Barnhill Dist. Prof (6C2960)	6C2960	1/28/2020	\$1,001,000.00	\$177,641.82	\$79,077.19	Vacant	BSOM-Surgery Hem Onc	\$48,193.63	115.68%	123.48%	
18	Barnhill Family Distinguished Prof. (6C2411)	6C2411	1/28/2020	\$2,000,000.00	\$354,934.63	\$158,006.51	Vacant	BSOM-IM Hem Onc	\$96,291.64	115.68%	123.48%	
19	Dr. Mary Katherine Lawrence & Dr. Art Klose Distinguished Professorship	6C2032	11/4/2020	\$500,000.00	\$91,690.06	\$43,960.66	Vacant	BSOM - IM Endocrinology	\$23,616.19	117.35%	124.45%	
20	Joseph D. Babb Distinguished Professorship in Cardiovascular Sciences	6C2993	12/13/2021	\$505,319.23	\$63,237.09	\$16,605.94	Vacant	BSOM-CVS-ECHI	\$20,859.64	106.67%	113.79%	
				<b>Total</b>	<b>\$17,573,459.62</b>	<b>\$4,455,072.10</b>	<b>\$4,632,593.71</b>					

\*\*

The current threshold for spending distributions is 108%. The fair market value of the endowment, as a percentage of the corpus value as of the previous June 30th, must meet this threshold before a spending distribution can be made. The fair market value is defined as the total of the corpus value plus the amount in the restricted earnings funds. The current distribution rate is 4% - University Endowment Funds and ECU Foundation Funds are governed by the same endowment policy.

**Criteria for Spending:**

In order for spending to be allowed: the gift must be fully received, an approved plan must be on file, the state match must be received, and someone must be named in the role.

**Professorships Fully Funded & waiting for State Match:**

Jasper L. Lewis Jr Distinguished Professorship in Pediatric Dentistry (6C2994)

\*Distinguished Professorships supported by the Spangler Foundation Challenge Grant Initiative may only be filled at the rank of full professor. The appointment shall be for the duration of the appointee's full-time service as a faculty member, or for a more limited time as authorized by the Board of Governors and the Board of Trustees.

**Professorships Started - Not Yet Fully Funded/Transferred to University:**

Robert T Monk Distinguished Professorship in Family Medicine  
Palliative Care Endowed Professorship  
Dr. James J. Jones Distinguished Professorship in Family Medicine  
Harold H. Bate Distinguished Professorship for the School of Rural Public Health  
ECU Distinguished Professorship in Emergency Medicine - Supplemental  
Gilbert & Pauline Whitley Professorship in Psychiatry  
Dr. Robert and Jon Shaw Professorship

**\*\*documented planned/bequest gift\*\***  
MT7839

**AGENDA ITEM**

XII. B. EHRA Salary Increases ..... Stephanie Coleman  
Vice Chancellor for Administration & Finance

**Situation:** This is an informational report of all EHRA salary increases approved during the reporting period pursuant to authority provided in the University of North Carolina Policy Manual 200.6 and the University of North Carolina Policy Manual 600.3.4.

**Background:** The Board of Trustees has been delegated authority over certain personnel actions, and the Board of Trustees has delegated that authority to the Chancellor to the fullest extent allowed by the delegations and in accordance with applicable UNC Policy Manual provisions and/or Board of Governors directives, including in the June 14, 2022 *Resolution to Amend and Restate Delegated Authority from the Board of Trustees of East Carolina University*. The Chancellor further delegated this approval to the Vice Chancellors, Chief of Staff, Dean of BSOM and Director of Athletics. This report is to provide a summary of all salary actions approved using this delegated authority during the reporting period. Please note that the report contains confidential personnel information in accordance with N.C. Gen. Stat. §126-22, *et seq.*

**Assessment:** This report covers March 1, 2024 through June 30, 2024, and includes the following:

- 111 permanent salary increases
  - 22 of which are in accordance with the BSOM ECU Physicians Clinical Faculty Compensation Plan
- 25 temporary salary increases

**Action:** This item is for information only.



**AGENDA ITEM**

## XII. C. State Retirement Pension Spiking Monthly Report

Stephanie Coleman  
Vice Chancellor for Administration & Finance

**Situation:** In order to assist employing agencies with planning and budgeting to comply with the Contribution-Based Benefit Cap (CBBC), the State Treasurer's Office provides a monthly report of members who may require additional employer contributions should they elect to retire in the following 13 months from the date on the report. The Chief Financial Officer is required to provide a copy of the report to the Board of Trustees.

**Background:** During the 2014 General Assembly session, CBCC legislation was enacted effective January 1, 2015. This legislation was created to control the practice of "pension spiking" in which a member's compensation substantially increases resulting in a monthly retirement benefit that is significantly greater than the member and employer contributions would fund. The CBBC was created to protect each system from absorbing the additional liabilities caused by compensation decisions made by other employers. This legislation applies to members who retire on or after January 1, 2015, with an average final compensation of \$100,000 or higher (adjusted annually for inflation) and requires the member's last employer to pay the additional contribution required to fund the member's benefit in excess of the cap.

**Assessment:** The report provides a list of potential employees, including those whose compensation average may approach the threshold. It includes employees who may be eligible to retire in the next 13 months (at a reduced or unreduced benefit), whose salary is \$100,000 or greater, and whose estimated monthly retirement benefit exceeds the CBBC based on information in the employee's most recent annual benefits statement. The list is not exhaustive, and members included on the lists may or may not exceed the CBBC upon retirement. This is merely a notification of a potential cost that ECU may be required to pay, in the form of a lump-sum payment, due after the member retires. When a member submits their intent to retire, the State Treasurer's Office completes a Pension Spiking calculation using the CBBC and provides a statement to ECU if it is determined that additional contributions are due. Employers are not required to pay the additional contributions for employees hired on or after January 1, 2015.

**Action:** This item is for information only.

**AGENDA ITEM**

XII. D. Comprehensive Budget Report

Stephanie Coleman  
Vice Chancellor of Administration and Finance

- Situation:** Selective operating budgets compared to actuals.
- Background:** A financial report comparing budget to actual and prior year comparisons.
- Assessment:** There are no concerns identified for fiscal year 2024.
- Action:** This item is for information only.

Comprehensive University Operating Budget  
 \*\*FYMG810\*\*  
 For JUNE FY 2024

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
State Funds						
Tuition Annual Revenues 16065						
On Campus	114,133,210	200,000	114,333,210	115,192,302	113,103,368	2,088,934
Distance Education	37,945,100	0	37,945,100	26,115,788	28,713,298	(2,597,510)
Summer Face-to-Face	2,007,087	2,200,000	4,207,087	12,761,264	9,506,660	3,254,604
**Total Tuition Annual Revenues 16065	154,085,397	2,400,000	156,485,397	154,069,354	151,323,326	2,746,028
Tuition Annual Revenues 16066						
School of Dental Medicine	5,981,868	0	5,981,868	5,840,843	5,619,490	221,353
Brody School of Medicine	7,519,447	0	7,519,447	7,487,798	6,742,791	745,007
**Total Tuition Annual Revenues 16066	13,501,315	0	13,501,315	13,328,641	12,362,281	966,360
Continuing Education Revenues						
Appropriations 16065	2,126,857	2,910,988	5,037,845	5,090,186	4,786,422	303,764
Appropriations 16066	270,679,089	4,136,389	274,815,478	274,815,478	265,007,191	9,808,287
Other Miscellaneous Revenues	93,719,514	157,702	93,877,216	93,877,216	90,753,505	3,123,711
Other Miscellaneous Revenues	12,030,126	27,155,289	39,185,415	39,470,647	37,337,274	2,133,373
**Total State Funded Revenues	546,142,298	36,760,368	582,902,666	580,651,522	561,569,999	19,081,523
Total 16065 Operating Expenses						
Total 16065 Operating Expenses	438,568,009	24,945,400	463,513,409	458,516,998	450,775,779	7,741,219
Total 16066 Operating Expenses	107,574,289	11,814,968	119,389,257	119,246,512	106,850,967	12,395,545
**Total State Funded Expenses	546,142,298	36,760,368	582,902,666	577,763,510	557,626,746	20,136,764

Comprehensive University Operating Budget  
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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Non-State Funds</b>						
<b>Academic Affairs</b>						
<b>College of Engineering Fee</b>						
Beginning Fund Balance				1,226,517	1,224,675	1,842
Total Annual Revenues	850,000	0	850,000	892,125	878,456	13,669
Total Annual Expenses	1,105,211	(156)	1,105,055	907,059	831,841	75,218
Annual Operating Results	(255,211)	156	(255,055)	(14,934)	46,615	(61,549)
Net Transfers	(26,422)	(156)	(26,578)	(325,170)	(42,330)	(282,840)
Annual Operating Results Net Transfers	(281,633)	0	(281,633)	(340,104)	4,285	(344,389)
Ending Fund Balance				886,413	1,228,960	(342,547)
<b>College of Business Professional Program</b>						
Beginning Fund Balance				506,874	519,348	(12,474)
Total Annual Revenues	20,000	0	20,000	9,500	0	9,500
Total Annual Expenses	50,599	3,046	53,645	30,632	2,564	28,068
Annual Operating Results	(30,599)	(3,046)	(33,645)	(21,132)	(2,564)	(18,568)
Net Transfers	(3,098)	3,046	(52)	(51)	(9,910)	9,859
Annual Operating Results Net Transfers	(33,697)	0	(33,697)	(21,183)	(12,474)	(8,709)
Ending Fund Balance				485,691	506,874	(21,183)
<b>Admissions</b>						
Beginning Fund Balance				1,741,453	1,733,588	7,865
Total Annual Revenues	1,013,863	0	1,013,863	923,270	1,173,604	(250,334)
Total Annual Expenses	2,876,539	0	2,876,539	899,064	1,133,239	(234,175)
Annual Operating Results	(1,862,676)	0	(1,862,676)	24,206	40,365	(16,159)
Net Transfers	(51,867)	0	(51,867)	(24,205)	(22,720)	(1,485)
Annual Operating Results Net Transfers	(1,914,543)	0	(1,914,543)	1	17,645	(17,644)
Ending Fund Balance				1,741,454	1,751,233	(9,779)

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Performing Arts</b>						
Beginning Fund Balance				279,269	348,902	(69,633)
Total Annual Revenues	89,000	0	89,000	87,364	103,233	(15,869)
Total Annual Expenses	88,950	0	88,950	76,353	172,848	(96,495)
Annual Operating Results	50	0	50	11,011	(69,615)	80,626
Net Transfers	(50)	0	(50)	(7,028)	(18)	(7,010)
Annual Operating Results Net Transfers	0	0	0	3,983	(69,633)	73,616
Ending Fund Balance				283,252	279,269	3,983
<b>Administration and Finance</b>						
lCard						
Beginning Fund Balance				677,360	711,031	(33,671)
Total Annual Revenues	119,000	0	119,000	103,489	76,680	26,809
Total Annual Expenses	99,489	0	99,489	28,819	104,054	(75,235)
Annual Operating Results	19,511	0	19,511	74,670	(27,374)	102,044
Net Transfers	0	0	0	(1,671)	(317)	(1,354)
Annual Operating Results Net Transfers	19,511	0	19,511	72,999	(27,691)	100,690
Ending Fund Balance				750,359	683,340	67,019
<b>Campus Safety &amp; Police</b>						
Beginning Fund Balance				4,176,312	2,882,769	1,293,543
Total Annual Revenues	1,442,000	0	1,442,000	1,542,156	1,588,242	(46,086)
Total Annual Expenses	1,444,611	985,767	2,430,378	1,567,592	1,227,816	339,776
Annual Operating Results	(2,611)	(985,767)	(988,378)	(25,436)	360,426	(385,862)
Net Transfers	(1,474)	989,852	988,378	116,518	930,662	(814,144)
Annual Operating Results Net Transfers	(4,085)	4,085	0	91,082	1,291,088	(1,200,006)
Ending Fund Balance				4,267,394	4,173,857	93,537

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>ECU Purchasing Card</b>						
Beginning Fund Balance				821,728	376,495	445,233
Total Annual Revenues	400,000	0	400,000	509,295	445,419	63,876
Total Annual Expenses	0	0	0	38	0	38
Annual Operating Results	400,000	0	400,000	509,257	445,419	63,838
Net Transfers	(400,000)	0	(400,000)	(800,000)	(186)	(799,814)
Annual Operating Results Net Transfers	0	0	0	(290,743)	445,233	(735,976)
Ending Fund Balance				530,985	821,728	(290,743)
<b>Ed &amp; Tech</b>						
Beginning Fund Balance				9,606,211	8,893,317	712,894
Total Annual Revenues	10,200,000	0	10,200,000	10,143,042	10,384,776	(241,734)
Total Annual Expenses	10,021,001	0	10,021,001	10,095,710	9,494,762	600,948
Annual Operating Results	178,999	0	178,999	47,332	890,014	(842,682)
Net Transfers	(179,000)	0	(179,000)	(199,047)	(182,683)	(16,364)
Annual Operating Results Net Transfers	(1)	0	(1)	(151,715)	707,331	(859,046)
Ending Fund Balance				9,454,496	9,600,648	(146,152)
<b>Minges</b>						
Beginning Fund Balance				206,887	147,558	59,329
Total Annual Revenues	112,500	0	112,500	115,713	121,352	(5,639)
Total Annual Expenses	59,268	0	59,268	81,334	62,023	19,311
Annual Operating Results	53,232	0	53,232	34,379	59,329	(24,950)
Net Transfers	(51,732)	0	(51,732)	(50,220)	0	(50,220)
Annual Operating Results Net Transfers	1,500	0	1,500	(15,841)	59,329	(75,170)
Ending Fund Balance				191,046	206,887	(15,841)

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Parking and Transportation</b>						
Beginning Fund Balance				13,720,516	12,373,277	1,347,239
Total Annual Revenues	3,633,854	0	3,633,854	3,612,297	3,542,936	69,361
Total Annual Expenses	2,689,124	0	2,689,124	2,185,589	1,670,041	515,548
Annual Operating Results	944,730	0	944,730	1,426,708	1,872,895	(446,187)
Net Transfers	(370,821)	0	(370,821)	(424,891)	(646,333)	221,442
Annual Operating Results Net Transfers	573,909	0	573,909	1,001,817	1,226,562	(224,745)
Ending Fund Balance				14,722,333	13,599,839	1,122,494
<b>Printing and Graphics</b>						
Beginning Fund Balance				1,271,778	1,062,784	208,994
Total Annual Revenues	2,132,364	0	2,132,364	2,128,861	2,137,595	(8,734)
Total Annual Expenses	2,201,379	0	2,201,379	2,031,189	1,840,671	190,518
Annual Operating Results	(69,015)	0	(69,015)	97,672	296,924	(199,252)
Net Transfers	(59,862)	0	(59,862)	(58,161)	(31,942)	(26,219)
Annual Operating Results Net Transfers	(128,877)	0	(128,877)	39,511	264,982	(225,471)
Ending Fund Balance				1,311,289	1,327,766	(16,477)
<b>Student Stores</b>						
Beginning Fund Balance				5,273,931	5,109,770	164,161
Total Annual Revenues	1,050,000	0	1,050,000	879,694	776,521	103,173
Total Annual Expenses	305,645	0	305,645	268,874	239,723	29,151
Annual Operating Results	744,355	0	744,355	610,820	536,798	74,022
Net Transfers	(751,253)	0	(751,253)	(750,832)	(501,262)	(249,570)
Annual Operating Results Net Transfers	(6,898)	0	(6,898)	(140,012)	35,536	(175,548)
Ending Fund Balance				5,133,919	5,145,306	(11,387)

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Vending</b>						
Beginning Fund Balance				189,744	214,015	(24,271)
Total Annual Revenues	172,500	0	172,500	237,860	193,218	44,642
Total Annual Expenses	0	0	0	0	0	0
Annual Operating Results	172,500	0	172,500	237,860	193,218	44,642
Net Transfers	(215,000)	0	(215,000)	(215,000)	(215,000)	0
Annual Operating Results Net Transfers	(42,500)	0	(42,500)	22,860	(21,782)	44,642
Ending Fund Balance				212,604	192,233	20,371
<b>Warehouse &amp; Storerooms</b>						
Beginning Fund Balance				973,461	962,284	11,177
Total Annual Revenues	35,000	0	35,000	689,859	1,153,673	(463,814)
Total Annual Expenses	27,778	0	27,778	756,678	1,101,863	(345,185)
Annual Operating Results	7,222	0	7,222	(66,819)	51,810	(118,629)
Net Transfers	(15,113)	0	(15,113)	(16,964)	(21,136)	4,172
Annual Operating Results Net Transfers	(7,891)	0	(7,891)	(83,783)	30,674	(114,457)
Ending Fund Balance				889,678	992,958	(103,280)
<b>IT Maintenance and Infrastructure</b>						
Beginning Fund Balance				3,677,034	3,432,999	244,035
Total Annual Revenues	113,272	0	113,272	143,086	109,579	33,507
Total Annual Expenses	283,562	0	283,562	199,654	67,709	131,945
Annual Operating Results	(170,290)	0	(170,290)	(56,568)	41,870	(98,438)
Net Transfers	213,498	0	213,498	157,301	202,166	(44,865)
Annual Operating Results Net Transfers	43,208	0	43,208	100,733	244,036	(143,303)
Ending Fund Balance				3,777,767	3,677,035	100,732



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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Storm Damage</b>						
Beginning Fund Balance				631,900	631,900	0
Total Annual Revenues	0	0	0	0	0	0
Total Annual Expenses	0	0	0	0	0	0
Annual Operating Results	0	0	0	0	0	0
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	0	0	0	0	0	0
Ending Fund Balance				631,900	631,900	0
<b>Millennial Campus</b>						
Beginning Fund Balance				2,870,090	2,764,793	105,297
Total Annual Revenues	168,161	0	168,161	173,886	105,341	68,545
Total Annual Expenses	0	0	0	0	0	0
Annual Operating Results	168,161	0	168,161	173,886	105,341	68,545
Net Transfers	0	0	0	0	(44)	44
Annual Operating Results Net Transfers	168,161	0	168,161	173,886	105,297	68,589
Ending Fund Balance				3,043,976	2,870,090	173,886
<b>Athletics</b>						
<b>Athletics Operating</b>						
Beginning Fund Balance				0	0	0
Total Annual Revenues	39,893,750	0	39,893,750	41,573,151	42,728,163	(1,155,012)
Total Annual Expenses	46,923,348	315,051	47,238,399	46,815,024	46,187,018	628,006
Annual Operating Results	(7,029,598)	(315,051)	(7,344,649)	(5,241,873)	(3,458,855)	(1,783,018)
Net Transfers	6,668,668	318,051	6,986,719	5,241,874	3,458,855	1,783,019
Annual Operating Results Net Transfers	(360,930)	3,000	(357,930)	1	0	1
Ending Fund Balance				1	0	1

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Marching Pirates</b>						
Beginning Fund Balance				13,535	158,537	(145,002)
Total Annual Revenues	93,750	0	93,750	77,142	80,901	(3,759)
Total Annual Expenses	75,000	0	75,000	81,096	225,903	(144,807)
Annual Operating Results	18,750	0	18,750	(3,954)	(145,002)	141,048
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	18,750	0	18,750	(3,954)	(145,002)	141,048
Ending Fund Balance				9,581	13,535	(3,954)
<b>Southside Stadium</b>						
Beginning Fund Balance				2,944	77,786	(74,842)
Total Annual Revenues	3,712,775	0	3,712,775	3,784,220	3,582,665	201,555
Total Annual Expenses	3,626,775	86,000	3,712,775	3,787,164	3,660,451	126,713
Annual Operating Results	86,000	(86,000)	0	(2,944)	(77,786)	74,842
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	86,000	(86,000)	0	(2,944)	(77,786)	74,842
Ending Fund Balance				0	0	0
<b>ESPN Media Rights</b>						
Beginning Fund Balance				559,511	559,511	0
Total Annual Revenues	0	0	0	0	0	0
Total Annual Expenses	0	0	0	0	0	0
Annual Operating Results	0	0	0	0	0	0
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	0	0	0	0	0	0
Ending Fund Balance				559,511	559,511	0

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Chancellor</b>						
Chancellors Discretionary						
Beginning Fund Balance				358,309	534,776	(176,467)
Total Annual Revenues	0	0	0	6,987	4,385	2,602
Total Annual Expenses	245,095	0	245,095	260,612	324,476	(63,864)
Annual Operating Results	(245,095)	0	(245,095)	(253,625)	(320,091)	66,466
Net Transfers	(4,905)	0	(4,905)	(9,201)	143,623	(152,824)
Annual Operating Results Net Transfers	(250,000)	0	(250,000)	(262,826)	(176,468)	(86,358)
Ending Fund Balance				95,483	358,308	(262,825)
<b>Health Sciences</b>						
ECU Physicians						
Beginning Fund Balance				73,461,819	78,845,524	(5,383,705)
Total Annual Revenues	252,613,255	3,473,001	256,086,256	249,543,769	225,451,516	24,092,253
Total Annual Expenses	255,910,472	2,359,011	258,269,483	251,646,485	225,698,621	25,947,864
Annual Operating Results	(3,297,217)	1,113,990	(2,183,227)	(2,102,716)	(247,105)	(1,855,611)
Net Transfers	(7,397,590)	0	(7,397,590)	(7,160,010)	(6,671,738)	(488,272)
Annual Operating Results Net Transfers	(10,694,807)	1,113,990	(9,580,817)	(9,262,726)	(6,918,843)	(2,343,883)
Ending Fund Balance				64,199,093	71,926,681	(7,727,588)
<b>School of Dental Medicine</b>						
Beginning Fund Balance				20,330,300	17,395,329	2,934,971
Total Annual Revenues	22,014,145	0	22,014,145	24,209,136	20,462,370	3,746,766
Total Annual Expenses	23,243,034	341	23,243,375	19,488,820	17,506,923	1,981,897
Annual Operating Results	(1,228,889)	(341)	(1,229,230)	4,720,316	2,955,447	1,764,869
Net Transfers	(374,450)	341	(374,109)	(345,981)	(325,570)	(20,411)
Annual Operating Results Net Transfers	(1,603,339)	0	(1,603,339)	4,374,335	2,629,877	1,744,458
Ending Fund Balance				24,704,635	20,025,206	4,679,429

Comprehensive University Operating Budget  
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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Comparative Medicine</b>						
Beginning Fund Balance				403,884	371,978	31,906
Total Annual Revenues	705,000	0	705,000	695,353	701,080	(5,727)
Total Annual Expenses	864,882	0	864,882	690,417	657,837	32,580
Annual Operating Results	(159,882)	0	(159,882)	4,936	43,243	(38,307)
Net Transfers	(18,470)	0	(18,470)	(13,562)	(11,616)	(1,946)
Annual Operating Results Net Transfers	(178,352)	0	(178,352)	(8,626)	31,627	(40,253)
Ending Fund Balance				395,258	403,605	(8,347)
<b>Research</b>						
F&A						
Beginning Fund Balance				14,208,074	9,522,708	4,685,366
Total Annual Revenues	8,277,742	0	8,277,742	7,901,767	8,050,346	(148,579)
Total Annual Expenses	7,743,346	(103,840)	7,639,506	4,465,546	3,980,704	484,842
Annual Operating Results	534,396	103,840	638,236	3,436,221	4,069,642	(633,421)
Net Transfers	(783,790)	0	(783,790)	(919,204)	620,760	(1,539,964)
Annual Operating Results Net Transfers	(249,394)	103,840	(145,554)	2,517,017	4,690,402	(2,173,385)
Ending Fund Balance				16,725,091	14,213,110	2,511,981
<b>Student Affairs</b>						
Campus Recreation						
Beginning Fund Balance				6,462,453	6,511,643	(49,190)
Total Annual Revenues	6,128,482	0	6,128,482	6,423,871	6,056,296	367,575
Total Annual Expenses	5,654,673	0	5,654,673	5,061,081	5,002,324	58,757
Annual Operating Results	473,809	0	473,809	1,362,790	1,053,972	308,818
Net Transfers	(4,825,196)	0	(4,825,196)	(3,691,132)	(1,105,230)	(2,585,902)
Annual Operating Results Net Transfers	(4,351,387)	0	(4,351,387)	(2,328,342)	(51,258)	(2,277,084)
Ending Fund Balance				4,134,111	6,460,385	(2,326,274)

Comprehensive University Operating Budget  
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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Dining</b>						
Beginning Fund Balance				2,443,875	1,128,485	1,315,390
Total Annual Revenues	30,323,120	0	30,323,120	32,623,328	30,167,291	2,456,037
Total Annual Expenses	27,860,801	0	27,860,801	30,191,721	27,856,294	2,335,427
Annual Operating Results	2,462,319	0	2,462,319	2,431,607	2,310,997	120,610
Net Transfers	(2,182,067)	0	(2,182,067)	(473,404)	(443,346)	(30,058)
Annual Operating Results Net Transfers	280,252	0	280,252	1,958,203	1,867,651	90,552
Ending Fund Balance				4,402,078	2,996,136	1,405,942
<b>Housing</b>						
Beginning Fund Balance				14,066,283	8,528,144	5,538,139
Total Annual Revenues	33,754,358	0	33,754,358	34,733,100	33,142,627	1,590,473
Total Annual Expenses	26,372,799	3	26,372,802	25,723,153	23,720,622	2,002,531
Annual Operating Results	7,381,559	(3)	7,381,556	9,009,947	9,422,005	(412,058)
Net Transfers	(8,326,775)	0	(8,326,775)	(6,672,225)	(3,820,008)	(2,852,217)
Annual Operating Results Net Transfers	(945,216)	(3)	(945,219)	2,337,722	5,601,997	(3,264,275)
Ending Fund Balance				16,404,005	14,130,141	2,273,864
<b>Student Health</b>						
Beginning Fund Balance				7,495,058	6,615,476	879,582
Total Annual Revenues	8,068,936	0	8,068,936	7,799,111	7,786,598	12,513
Total Annual Expenses	7,718,856	0	7,718,856	6,916,960	6,416,538	500,422
Annual Operating Results	350,080	0	350,080	882,151	1,370,060	(487,909)
Net Transfers	(417,982)	0	(417,982)	(536,096)	(570,169)	34,073
Annual Operating Results Net Transfers	(67,902)	0	(67,902)	346,055	799,891	(453,836)
Ending Fund Balance				7,841,113	7,415,367	425,746

Comprehensive University Operating Budget  
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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Student Unions</b>						
Beginning Fund Balance				7,547,129	6,162,775	1,384,354
Total Annual Revenues	5,576,490	0	5,576,490	5,724,825	5,996,233	(271,408)
Total Annual Expenses	4,337,256	0	4,337,256	3,872,654	4,106,064	(233,410)
Annual Operating Results	1,239,234	0	1,239,234	1,852,171	1,890,169	(37,998)
Net Transfers	(1,029,397)	0	(1,029,397)	(1,324,053)	(483,129)	(840,924)
Annual Operating Results Net Transfers	209,837	0	209,837	528,118	1,407,040	(878,922)
Ending Fund Balance				8,075,247	7,569,815	505,432
<b>Transit</b>						
Beginning Fund Balance				1,088,546	567,981	520,565
Total Annual Revenues	4,827,500	0	4,827,500	4,900,562	4,697,953	202,609
Total Annual Expenses	4,785,703	0	4,785,703	4,945,944	4,581,210	364,734
Annual Operating Results	41,797	0	41,797	(45,382)	116,743	(162,125)
Net Transfers	(26,871)	0	(26,871)	321,126	357,732	(36,606)
Annual Operating Results Net Transfers	14,926	0	14,926	275,744	474,475	(198,731)
Ending Fund Balance				1,364,290	1,042,456	321,834
<b>Student Activities Board</b>						
Beginning Fund Balance				1,197,130	1,148,432	48,698
Total Annual Revenues	459,375	0	459,375	472,594	495,520	(22,926)
Total Annual Expenses	484,221	0	484,221	519,804	438,507	81,297
Annual Operating Results	(24,846)	0	(24,846)	(47,210)	57,013	(104,223)
Net Transfers	(325)	0	(325)	(366)	(282)	(84)
Annual Operating Results Net Transfers	(25,171)	0	(25,171)	(47,576)	56,731	(104,307)
Ending Fund Balance				1,149,554	1,205,163	(55,609)

Comprehensive University Operating Budget  
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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Student Government Association</b>						
Beginning Fund Balance				1,138,347	1,159,324	(20,977)
Total Annual Revenues	515,625	0	515,625	530,459	556,195	(25,736)
Total Annual Expenses	396,513	29,750	426,263	509,580	546,545	(36,965)
Annual Operating Results	119,112	(29,750)	89,362	20,879	9,650	11,229
Net Transfers	(78,016)	29,750	(48,266)	(438)	(30,146)	29,708
Annual Operating Results Net Transfers	41,096	0	41,096	20,441	(20,496)	40,937
Ending Fund Balance				1,158,788	1,138,828	19,960
<b>Fine Arts Funding Board</b>						
Beginning Fund Balance				356,240	341,178	15,062
Total Annual Revenues	150,000	0	150,000	154,284	161,802	(7,518)
Total Annual Expenses	148,000	46,425	194,425	193,972	146,740	47,232
Annual Operating Results	2,000	(46,425)	(44,425)	(39,688)	15,062	(54,750)
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	2,000	(46,425)	(44,425)	(39,688)	15,062	(54,750)
Ending Fund Balance				316,552	356,240	(39,688)
<b>Career Programs</b>						
Beginning Fund Balance				954,851	719,319	235,532
Total Annual Revenues	400,000	0	400,000	441,710	478,750	(37,040)
Total Annual Expenses	361,894	0	361,894	395,103	176,195	218,908
Annual Operating Results	38,106	0	38,106	46,607	302,555	(255,948)
Net Transfers	(6,854)	0	(6,854)	(3,539)	(19,735)	16,196
Annual Operating Results Net Transfers	31,252	0	31,252	43,068	282,820	(239,752)
Ending Fund Balance				997,919	1,002,139	(4,220)

Comprehensive University Operating Budget  
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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Orientation</b>						
Beginning Fund Balance				541,769	764,300	(222,531)
Total Annual Revenues	1,047,212	0	1,047,212	1,036,927	640,460	396,467
Total Annual Expenses	978,318	0	978,318	828,854	731,889	96,965
Annual Operating Results	68,894	0	68,894	208,073	(91,429)	299,502
Net Transfers	(643)	0	(643)	(1,036)	(589)	(447)
Annual Operating Results Net Transfers	68,251	0	68,251	207,037	(92,018)	299,055
Ending Fund Balance				748,806	672,282	76,524
<b>Student Engagement</b>						
Beginning Fund Balance				1,472,731	1,351,736	120,995
Total Annual Revenues	614,250	0	614,250	658,543	663,030	(4,487)
Total Annual Expenses	634,002	0	634,002	680,584	541,845	138,739
Annual Operating Results	(19,752)	0	(19,752)	(22,041)	121,185	(143,226)
Net Transfers	(158)	0	(158)	(238)	368	(606)
Annual Operating Results Net Transfers	(19,910)	0	(19,910)	(22,279)	121,553	(143,832)
Ending Fund Balance				1,450,452	1,473,289	(22,837)
<b>Mendenhall Student Center Renovations</b>						
Beginning Fund Balance				7,500,000	7,500,000	0
Total Annual Revenues	0	0	0	0	0	0
Total Annual Expenses	0	0	0	0	0	0
Annual Operating Results	0	0	0	0	0	0
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	0	0	0	0	0	0
Ending Fund Balance				7,500,000	7,500,000	0



Comprehensive University Operating Budget  
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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Student Unions Construction</b>						
Beginning Fund Balance				2,091,186	2,548,813	(457,627)
Total Annual Revenues	0	0	0	0	0	0
Total Annual Expenses	0	0	0	0	0	0
Annual Operating Results	0	0	0	0	0	0
Net Transfers	0	0	0	0	(457,627)	457,627
Annual Operating Results Net Transfers	0	0	0	0	(457,627)	457,627
Ending Fund Balance				2,091,186	2,091,186	0
<b>Student Media</b>						
Beginning Fund Balance				1,041,207	1,070,792	(29,585)
Total Annual Revenues	435,750	0	435,750	447,256	625,983	(178,727)
Total Annual Expenses	640,847	0	640,847	500,131	662,767	(162,636)
Annual Operating Results	(205,097)	0	(205,097)	(52,875)	(36,784)	(16,091)
Net Transfers	(1,427)	0	(1,427)	(1,398)	(863)	(535)
Annual Operating Results Net Transfers	(206,524)	0	(206,524)	(54,273)	(37,647)	(16,626)
Ending Fund Balance				986,934	1,033,145	(46,211)
<b>University</b>						
<b>Auxiliary Overhead</b>						
Beginning Fund Balance				98,026,300	83,562,796	14,463,504
Total Annual Revenues	2,952,100	0	2,952,100	12,338,205	6,041,795	6,296,410
Total Annual Expenses	942,842	0	942,842	(224,314)	(522,335)	298,021
Annual Operating Results	2,009,258	0	2,009,258	12,562,519	6,564,130	5,998,389
Net Transfers	(1,765,888)	0	(1,765,888)	742,088	8,124,562	(7,382,474)
Annual Operating Results Net Transfers	243,370	0	243,370	13,304,607	14,688,692	(1,384,085)
Ending Fund Balance				111,330,907	98,251,488	13,079,419

Comprehensive University Operating Budget  
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 For JUNE FY 2024

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Debt Service</b>						
Beginning Fund Balance				16,891,103	15,695,291	1,195,812
Total Annual Revenues	8,435,750	0	8,435,750	9,311,448	9,369,772	(58,324)
Total Annual Expenses	8,196,686	0	8,196,686	8,186,057	8,173,960	12,097
Annual Operating Results	239,064	0	239,064	1,125,391	1,195,812	(70,421)
Net Transfers	(540,000)	0	(540,000)	(38,379)	0	(38,379)
Annual Operating Results Net Transfers	(300,936)	0	(300,936)	1,087,012	1,195,812	(108,800)
Ending Fund Balance				17,978,115	16,891,103	1,087,012
<b>Campus Operations Aux Funded Positions</b>						
Beginning Fund Balance				3,043,783	2,226,164	817,619
Total Annual Revenues	1,386,619	0	1,386,619	203,364	678,027	(474,663)
Total Annual Expenses	7,910,997	0	7,910,997	5,514,554	2,813,193	2,701,361
Annual Operating Results	(6,524,378)	0	(6,524,378)	(5,311,190)	(2,135,166)	(3,176,024)
Net Transfers	6,524,378	0	6,524,378	5,821,278	2,955,115	2,866,163
Annual Operating Results Net Transfers	0	0	0	510,088	819,949	(309,861)
Ending Fund Balance				3,553,871	3,046,113	507,758



**AGENDA ITEM**

XII. E. Major Capital Project Updates .....William Bagnell  
Associate Vice Chancellor for Campus Operations

- Situation:** Review status of major Capital Projects
- Background:** Review of project status, budget, and next steps for major Capital Projects
- Assessment:** Assessment is on a per-project basis.
- Action:** This item is for information only.

# Major Capital Project Updates

Facilities Engineering and Architectural Services

August 1, 2024



# Brody School of Medicine (New Medical Education Building)



- Status: Construction Documents
- Budget: \$265,000,000
- Designer: BSA Life Structures
- CM at Risk: TA Loving/Barnhill/Metcon
- Estimated Construction: 02/04/2025 – 08/01/2027
- Next Quarter: Complete final construction documents and begin GMP Negotiations.



# Jones and Legacy Residence Hall Renovation



- Status: Contract Documents
- Budget: \$60,000,000
- Designer: Intrepid Architecture
- CMAR: TA Loving
- Estimated Construction: 06/01/2025  
-07/31/2027
- Next Quarter: Now that DD documents for both buildings are complete, the design team will now focus on Construction Documents for Legacy.



# Howell Science Building South Renovation



- Status: Construction
- Budget: \$37,000,000
- Designer: BSA Life Structures
- CMAR: Muter Construction
- Estimated Construction: 06/03/2024 - 01/26/2026
- Next Quarter: Demo and abatement of the South tower.



# ECU Health Medical Examiner Complex



- Status: Advanced Planning
- Budget: \$35,000,000
- Designer: CPL
- CMAR: T.A. Loving
- Estimated Construction: 07/30/25 – 11/27/26
- Next Quarter: Finalize site selection, complete advanced planning phase and begin design.





# Indoor Practice Facility



- Status: Design
- Budget: \$25,000,000
- Designer: CRA, Inc.
- CMAR: Hamel Builders, Inc.
- Estimated Construction: 05/01/25 – 8/01/26
- Next quarter: Completion of Design Development Docs



# Whichard Building Comprehensive Renovation



- Status: Construction Documents
- Budget: \$15,000,000
- Designer: HH Architecture
- CMAR: Muter Construction
- Estimated Construction: 04/01/25 – 04/01/26
- Next Quarter: GMP submission by the CMAR for approval



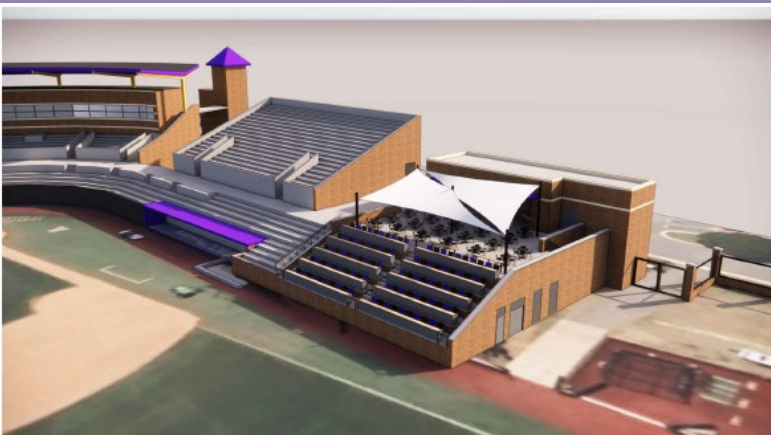
# Mendenhall Renovation Phase 2



- Status: Construction
- Budget: \$10,544,304
- Designer: Davis Kane, Architects, P.A.
- CMAR: TA Loving Company
- Estimated Construction: 1/18/24-3/1/25
- Next Quarter: Interior framing is wrapping up and MEP rough in is ongoing. Complete MEP rough ins and begin drywall and finishes.



# Clark-LeClair Baseball Stadium Expansion



- Status: Design
- Budget: \$8,000,000
- Designer: CRA, Inc.
- CMAR: Hamel Builders, Inc.
- Estimated Construction: 06/01/25 – 09/01/26
- Next quarter: Completion of Design Development Docs; Receive GMP & BOG Capital Approval



# Main Campus – Chilled Water Extension to Graham and Whichard



- Status: Construction
- Budget: \$7,005,200
- Designer: Dewberry Engineers, Inc.
- Contractor: Jacobs Contracting, LLC
- Estimated Construction: 12/17/2023 – 12/28/2025
- Next quarter: Complete restoration work from summer activities.



# Brody Medical Sciences Building High Rise Code Compliance – Phase 2



- Status: Construction
- Budget: \$6,000,000
- Designer: MHAworks
- Contractor: TA Loving
- Estimated Construction: 04/25/2024 - 07/07/2025
- Next Quarter: Continue construction - finish micropile foundations and shell in the envelope for the stairs.



# Main Campus – Relocate Steam and Condensate – Phase 1



- Status: Construction
- Budget: \$5,600,000
- Designer: RMF Engineering, Inc.
- Contractor: Mid-Atlantic Infrastructure Systems
- Estimated Construction: 10/18/2023 – 10/31/2024
- Next quarter: Install final piping connections at Steam Plant and energize new steam distribution; perform gravel parking lot restoration in October 2024.



# Health Sciences Building Envelope Infiltration Repairs



- Status: Construction
- Budget: \$5,000,000
- Designer: Atlas Engineering
- Contractor: Strickland Waterproofing Company, Inc.
- Estimated Construction: 08/07/2023 –02/01/2025
- Next Quarter: Continue construction





# Eakin Student Recreation Center HVAC Repairs & Gym Floor Replacement Phase 1



- Status: Construction
- Budget: \$4,850,000
- Designer: Salas O'Brien
- Contractor: Berry Building Group, Inc.
- Estimated Construction: 12/01/2023 – 02/01/2025
- Next Quarter: Performing additional electrical scope.



# Speight Building Roof, Window and Envelope Replacement



- Status: Design On Hold
- Budget: \$4,000,000
- Designer: Intrepid Architecture
- Contractor: TBD
- Estimated Construction: TBD
- Next Quarter: Proceed with design based on recommendations from upcoming meeting of VC Coleman, Dr. Coger (Provost) and Dr. Green (Dean)



# ECU Telehealth - Renovate Building 109



- Status: Bidding
- Budget: \$2,000,000
- Designer: Skinner Farlow Kirwan
- Contractor: TBA
- Estimated Construction: 09/01/2024  
– 02/1/2025
- Next Quarter: Construction



# Major Capital Projects Schedule

PROJECT	BOT MEMBER	2023												2024												2025												2026-27			
		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC				
MC Relocate Steam & Condensate Ph 1		Blue					Red		Yellow										Cyan																						
Mendenhall Renovation Ph 2	Burt	Blue						White		Red		Yellow										Cyan																			
Speight Building Roof, Window and Envelope Replacement													Blue			Red		Yellow							Cyan																
Eakin Student Recreation Center HVAC Repairs & Gym Floor Replacement Ph 1		Blue	Red		White					Yellow										Cyan																					
Health Sciences Building Envelope Infiltration Repair		Blue	Red				Yellow										Cyan																								
ECU Telehealth - Renovate Building 109		Green						Blue			Red		Yellow					Cyan																							
Brody High Rise Code Compliance Ph 2		Blue							Red			Yellow										Cyan																			
MC Chilled Water Extension to Graham and Whichard		Blue					White	Red					Yellow																Cyan												
Whichard Building Comprehensive Renovation		Blue											Red				White	Yellow										Cyan	Feb-26												
Howell Science Building South - Comprehensive Renovation	Fanning	Blue						Red		Yellow														Cyan												Mar-26					
Athletics - Indoor Practice facility		Blue											Red				Yellow							Cyan												Aug-26					
Clark-LeClair Baseball Stadium Expansion		Blue											Red				Yellow							Cyan												Sep-26					
ECU Health Medical Examiner Complex													Green					Blue							Red		Yellow					Cyan	Nov-26								
Brody School of Medicine (New Medical Education Building)	Isley	Blue											Red	Yellow										Cyan	Aug-27																
Jones and Legacy Residence Hall Renovation							Green					Blue							Red					Yellow					Cyan	Aug-27											
KEY:		Programming					Design					Advertise, Bid & Award					Construction					Occupancy																			
		Green					Blue					Red					Yellow					Cyan																			

**AGENDA ITEM**

XII. F. Board of Governors Submission Summary .....William Bagnell  
Associate Vice Chancellor for Campus Operations

**Situation:** The UNC Board of Governors approved our requests detailed below during their April and July 2024 meetings.

**Background:**

Increases:

- Main Campus – Modernize Four Elevators by \$300,000 to a total of \$1,380,000
- Tyler, White, and Clement Roof Top Unit Replacement by \$160,000 to a total of \$2,000,000

Full Authority:

- 23-24 Carry Forward Project – Minges Partial Roof Replacement – Phase 1 (\$1,427,315)

Full Authority for all 23-24 R&R Major SCIF projects:

- Main Campus – Replace Electrical Sectionalizing Switches (7) (\$2M)
- Jenkins Art South Side Envelope Repairs (\$3M)
- Main Campus – Replace Condensate – Bate to Wright Steam Tunnel (\$3M)
- Brody Upgrade HVAC Ground Floor and Replace AHU AC-3 (\$3.5M)
- Minges Colosseum Replace Roof (\$3.25M)
- Main Campus Steam Plant Fuel Tank Farm Service Road, Tank and Ful Pump Phase 3 (\$5M)

**Assessment:** Increases in Authority were approved by the Board of Governors in the April 17 and July 24, 2024, meetings. Full Authority for Carry Forward and R&R Projects was given in the April 17, 2024, meeting.

**Action:** This item is for information only.

# UNC Board of Governors

## Capital Project Funding Authorization Received

### FOR INFORMATION

#### BOG Submissions - April 17, 2024

Project	Total Project Costs	Previous Authorization	Amount Approved	Funding
Minges Partial Roof Replacement – Phase 1	\$ 1,427,315	\$ -	\$ 1,427,315	CF FY 23-24
Main Campus – Modernize Four Elevators	\$ 1,380,000	\$ 1,080,000	\$ 300,000	\$900K RR FY22-23, \$180K RR FY23-24, \$300K CF23-24
Main Campus – Replace Electrical Sectionalizing Switches (7)	\$ 2,000,000	\$ -	\$ 2,000,000	RR FY 23-24
Jenkins Art South Side Envelope Repairs	\$ 3,000,000	\$ -	\$ 3,000,000	RR FY 23-24
Main Campus – Replace Condensate – Bate to Wright Steam Tunnel	\$ 3,000,000	\$ -	\$ 3,000,000	RR FY 23-24
Brody Upgrade HVAC Ground Floor and Replace AHU AC-3	\$ 3,500,000	\$ -	\$ 3,500,000	RR FY 23-24
Minges Colosseum Replace Roof	\$ 3,250,000	\$ -	\$ 3,250,000	RR FY 23-24
Main Campus Steam Plant Fuel Tank Farm Service Road, Tank and Fuel Pump Phase 3	\$ 5,000,000	\$ -	\$ 5,000,000	RR FY 23-24

#### BOG Submissions - July 24, 2024

Project	Total Project Costs	Previous Authorization	Amount Approved	Funding
Tyler, White, and Clement Roof Top Unit Replacement	\$ 2,000,000	\$ 160,000	\$ 1,840,000	Housing Receipts



**AGENDA ITEM**

XII. G. Designer Approval Summary .....William Bagnell  
Associate Vice Chancellor for Campus Operations

- Situation:** Summary of all approvals of formal and informal project designer selections.
- Background:** Summary includes Direct Select Designer Approval Summary and Formal Designer Approval Summary
- Assessment:** All Designers reported have Vice Chancellor of Administration and Finance Approvals and are for information only.
- Action:** This item is for information only.

# Informal Designer Selection Approval Summary

<b><u>Direct Select Approvals 4/10/24</u></b>			
<b><u>Project</u></b>	<b><u>Funding Source</u></b>	<b><u>Service Provided</u></b>	<b><u>Consultant</u></b>
Howell Science South Comprehensive Renovation	SCIF, CF 21-22, F&A	Air Monitoring	Sharp Practical Environmental Concerns
Ormond Way-Bennett Way Repair and Repave	CF 22-23	Design	Alfred Benesch & Company
Minges Pool AHU1 Replacement	R&R 23-24	Design	NV5





# Informal Designer Selection Approval Summary

<b>Direct Select Approvals 4/23/24</b>			
<b>Project</b>	<b>Funding Source</b>	<b>Service Provided</b>	<b>Consultant</b>
Legacy and Jones Comprehensive Renovation	Housing Receipts	Geotechnical	Terracon
Speight Roof	SCIF 23-24	Design	Atlas Engineering
Dental School Misc Renovations	TBD	Design	Lord, Aeck, Sargent
ECHI Nuclear Cameras	TBD	Design	Lord, Aeck, Sargent
MC Replacement Steam to Whichard Bldg	CF 21-22	Construction Materials Testing	Terracon
Todd Outdoor Seating Area	Dining Services	Design through CDs and SCO Approval	Benesch
Mendenhall Dock Leveler	Dining Services	Design through CDs	DavisKane
Joyner Library Study Room Upgrades	Joyner Library Endowment Fund	Design through CDs	MHAworks



# Informal Designer Selection Approval Summary

<b><u>Direct Select Approvals 5/6/24</u></b>			
<b><u>Project</u></b>	<b><u>Funding Source</u></b>	<b><u>Service Provided</u></b>	<b><u>Consultant</u></b>
Building 127 Study	Facilities NRYE 23-24	Study	HH Architecture
Innovation Hub - Floor Moisture Testing	CF 18-19	Testing	Terracon
Rivers ADA Sidewalk	Facilities NRYE 23-24	Construction Materials Testing	Terracon



# Informal Designer Selection Approval Summary

<b>Direct Select Approvals 5/28/24</b>			
<b>Project</b>	<b>Funding Source</b>	<b>Service Provided</b>	<b>Consultant</b>
Materials Management Space Study PASS Clinic	Non-recurring Year-end	Study	MHAworks
Science and Technology Canopy Structural Study	Facilities Operating	Design	RPA Engineering
Transit Dump station for Motor Coaches	Transit Receipts	Design	The East Group
Dining/Jones Freight Farm Removal/replace with walk in cooler	Dining Receipts	Design	The East Group
MC Student Center Au Bon Pain conversion to Shake Smart	Dining Receipts	Design	MHAworks
Croatan Chick-fil-A Refresh	Dining Receipts	Design	Hill, Foley & Rossi
Facilities Signage Standards Digital Drawings Files	Facilities Operating	Design	MHAworks
West End Dining Renovation Study	Dining Receipts	Study	Jenkins Peers Architects



# Informal Designer Selection Approval Summary

<b><u>Direct Select Approvals 6/28/24</u></b>			
<b><u>Project</u></b>	<b><u>Funding Source</u></b>	<b><u>Service Provided</u></b>	<b><u>Consultant</u></b>
Howell South Comprehensive Renovation	Major SCIF 21-22, Carry Forward 21-22, F&A	Air Monitoring	Matrix Health & Safety Consultants, Inc.
Warren Life Science Bldg. Lab 130 - Phase II	HSC BSOM Dean Funding	Design	The East Group
ECU Health Medical Examiners Complex	Major SCIF 23-24	Environmental Assessment	Terracon



# Informal Designer Selection Approval Summary

<b><u>Direct Select Approvals 7/10/24</u></b>			
<b><u>Project</u></b>	<b><u>Funding Source</u></b>	<b><u>Service Provided</u></b>	<b><u>Consultant</u></b>
MC Replacement Steam to Whichard Bldg	R&R 23-24, Carry Forward 21-22	Construction Materials Testing	Terracon
Dowdy Ficklen Stadium DAS Project	ITCS	Design	Kimley-Horn and Associates
Building 283 Training Room Exit Improvements	VC Coleman	Design	The East Group
Medical Pavilion and Quandrangle C	TBD	Hazmat Testing	Affinity



# Formal Designer Selection Approval Summary

<b>Project</b>	<b>MC Replace Electrical Switches (7) Phase 1</b>	
	December 14, 2023	Advertisement
	April 2, 2024	Pre-Selection Committee Recommendation
	April 3, 2024	Approval of Committee Recommendation
	<b>FIRMS SHORTLISTED:</b>	
	(in prioritized order)	Wiley Wilson; Raleigh, NC
		Affiliated Engineers; Chapel Hill, NC
		RMF Engineering; Raleigh, NC
	<b>FIRM SELECTED:</b>	<b>Wiley Wilson; Raleigh, NC</b>



# Formal Designer Selection Approval Summary

<b>Project</b>	<b>Scott &amp; Jarvis Residence Halls HVAC Controls Upgrade</b>	
	February 9, 2024	Advertisement
	April 19, 2024	Pre-Selection Committee Recommendation
	April 29, 2024	Approval of Committee Recommendation
	<b>FIRMS SHORTLISTED:</b>	
	(in prioritized order)	Sigma Engineered Solutions, Raleigh, NC
		Wiley Wilson, Raleigh, NC
		Dewberry Engineers, Raleigh, NC
	<b>FIRM SELECTED:</b>	<b>Sigma Engineered Solutions, Raleigh, NC</b>



# Formal Designer Selection Approval Summary

<b>Project</b>	<b>Old Cafeteria - Replace Roof</b>	
	April 8, 2024	Advertisement
	June 4, 2024	Pre-Selection Committee Recommendation
	June 11, 2024	Approval of Committee Recommendation
	<b>FIRMS SHORTLISTED:</b>	
	(in prioritized order)	Terracon; Raleigh, NC
		REI; Wilmington, NC
	<b>FIRM SELECTED:</b>	<b>Terracon; Raleigh, NC</b>





# Formal Designer Selection Approval Summary

<b>Project</b>	<b>LED Lighting Upgrades - Jenkins Art (West), Greenville Center, Sci &amp; Tech</b>	
	March 25, 2024	Advertisement
	June 6, 2024	Pre-Selection Committee Recommendation
	June 18, 2024	Approval of Committee Recommendation
	<b>FIRMS SHORTLISTED:</b>	
	(in prioritized order)	DSA Engineering, PC, Durham, NC
		NV5; Cary, NC
		Pivotal Lighting Design - Affiliated Engineers; Chapel Hill, NC
	<b>FIRM SELECTED:</b>	<b>DSA Engineering, PC, Durham, NC</b>



# Formal Designer Selection Approval Summary

<b>Project</b>	<b>Main Campus Service Rd, Tank, and Fuel Pump Phase 3</b>	
	May 9, 2024	Advertisement
	June 27, 2024	Pre-Selection Committee Recommendation
	June 27, 2024	Approval of Committee Recommendation
	<b>FIRMS SHORTLISTED:</b>	
	(in prioritized order)	The East Group, Greenville, NC
		RMF Engineering, Raleigh, NC
		DSA Engineering, Durham, NC
	<b>FIRM SELECTED:</b>	<b>The East Group, Greenville, NC</b>



# Formal Designer Selection Approval Summary

<b>Project</b>	<b>Main Campus Replace Condensate - Bate to Wright Steam Tunnel</b>	
	May 20, 2024	Advertisement
	June 28, 2024	Pre-Selection Committee Recommendation
	July 1, 2024	Approval of Committee Recommendation
	<b>FIRMS SHORTLISTED:</b>	
	(in prioritized order)	Dewberry Engineers, Raleigh NC
		RMF Engineering, Raleigh, NC
		Affiliated Engineers, Chapel Hill, NC
	<b>FIRM SELECTED:</b>	<b>Dewberry Engineers, Raleigh, NC</b>



# Formal Designer Selection Approval Summary

<b>Project</b>	<b>Jenkins Art South Side Envelope Repairs</b>	
	May 21, 2024	Advertisement
	July 8, 2024	Pre-Selection Committee Recommendation
	July 10, 2024	Approval of Committee Recommendation
	<b>FIRMS SHORTLISTED:</b>	
	(in prioritized order)	Intrepid Architecture; Greenville, NC
		MHAworks; Greenville, NC
		Terracon; Raleigh, NC
	<b>FIRM SELECTED:</b>	<b>Intrepid Architecture; Greenville, NC</b>



# Formal Designer Selection Approval Summary

<b>Project</b>	<b>Brody Upgrade HVAC Ground Floor and Replace AHU AC-3</b>	
	May 31, 2024	Advertisement
	June 6, 2024	Pre-Selection Committee Recommendation
	July 11, 2024	Approval of Committee Recommendation
	<b>FIRMS SHORTLISTED:</b>	
	(in prioritized order)	NV5; Cary, NC
		DSA Engineering, PC; Durham, NC
		Affiliated Engineers, Inc.; Chapel Hill, NC
	<b>FIRM SELECTED:</b>	<b>NV5; Cary, NC</b>



**AGENDA ITEM**

XII. H. Construction Manager at Risk Approval for ECU Health Medical Examiner Complex .....William Bagnell  
Associate Vice Chancellor for Campus Operations

**Situation:** The Construction Manager at Risk pre-selection committee recommended approval of the following 4 firms in prioritized order:

1. T A Loving Company Goldsboro, NC
2. SHELCO, LLC Raleigh, NC
3. Elford, Inc., Charlotte, NC
4. Blum Construction Raleigh, NC

On May 20, 2024, the top recommended firm, T A Loving Company, was approved by the Vice Chancellor for Administration and Finance in consultation with the Budget, Finance, and Infrastructure Committee Chair.

**Background:** The new 42,000 square foot Medical Examiner Complex will include space for 80+ bodies, dedicated decomposition holding, 3 autopsy rooms, 1 BSL-3 containment suite, autopsy viewing gallery, imaging services to include radiology and future CT, enclosed transportation facilities, office space for 5 pathologists, 6 autopsy assistants, 2 fellows, & death investigators and counselors.

**Assessment:** To the best of our knowledge and belief, all steps in the selection process were conducted in accordance with the State Building Commission requirements as they apply to the institutions of the University of North Carolina.

**Action:** This item is for information only.

# ECU Health Medical Examiner Complex Construction Manager at Risk Selection

On April 12, 2024, the ECU Board of Trustees Delegated Authority to the Vice Chancellor for Administration and Finance in consultation with the Budget, Finance, and Infrastructure Committee Chair to approve the CMAR for the Medical Examiner Facility.

On May 15, 2024, the Construction Manager at Risk (CMAR) pre-selection committee for the above referenced project conducted interviews with four (4) CMAR teams who were shortlisted for interviews based on the qualifications-based selection criteria required by the State Building Commission.

The committee consisted of:

- William Bagnell, AVC (Campus Operations)
- Gina Shoemaker, Director (Facilities Engineering & Architectural Services)
- Griffin Avin, Director (Facilities Services, Health Science Campus)
- Ainsley Thrailkill, Project Manager (Facilities Engineering & Architectural Services)
- David Harlow, Sr Vice President (ECU Health Operations)
- Garrett Theisen, Facility Architect (ECU Health)
- Greg Brooks, State Construction Office (Ex Officio)
- Eric Leibenguth and Chris Vulcano, CPL Architects (Ex Officio)

Based on the interviews and requirements of this project, the committee recommended the following four firms in prioritized order with T.A. Loving Company being the top recommended firm.

- T.A. Loving Company; Goldsboro, NC
- SHELCO, LLC; Raleigh, NC
- Elford, Inc.; Charlotte, NC
- BLUM Construction; Raleigh, NC

To our best knowledge and belief, all steps in the selection process were conducted in accordance with the State Building Commission requirements as they apply to the institutions of the University of North Carolina.

On May 20, 2024, the top recommended firm, T A Loving Company, was approved by the Vice Chancellor for Administration and Finance in consultation with the Budget, Finance, and Infrastructure Committee Chair.





## AGENDA ITEM

XII. I. Other Information Items.....

<b>Situation:</b>	N/A
<b>Background:</b>	N/A
<b>Assessment:</b>	N/A
<b>Action:</b>	This item is for information only.



**AGENDA ITEM**

XIII. Closed Session .....Jason Poole  
Chair

**Situation:** The committee requests to go into closed session to consider personnel related matters, prevent the premature disclosure of an honorary degree, prize, or similar award, and to consult with an attorney.

**Background:** It is the policy of the State of North Carolina that closed sessions shall be held only when required to permit a public body to act in the public interest as permitted in Chapter 143 of the North Carolina General Statutes.

**Assessment:** The committee will go into closed session:

- To prevent the disclosure of confidential information under N.C. General Statutes §126-22 to §126-30 (personnel information) and the federal Family Educational Rights and Privacy Act; and
- To consider the qualifications, competence, performance, character, fitness, or appointment of prospective and/or current employees and/or to hear or investigate a complaint or grievance by or against one or more employees
- To prevent the premature disclosure of an honorary degree, prize, or similar award.
- To consult with an attorney to preserve the attorney-client privilege between the attorney and the Committee.

**Action:** This item requires a vote by the full Board of Trustees.