

AGENDA
ECU Board of Trustees
Finance and Facilities Committee
April 18, 2013

I. MINUTES

Finance and Facilities Committee Meeting of
February 22, 2013

Action

II. ADMINISTRATION AND FINANCE

- | | |
|--|---------------|
| A. Designer Selection on the Main Campus - New Student Union | Action |
| B. Designer Selection on the HSC - New Student Center | Action |
| C. Capital Projects Status Update | Information |
| D. CM at Risk Selection since Jan 1, 2013 | Information |
| E. Designer Selections since Jan 1, 2013 | Information |
| F. Employment of Related Persons Report | Information |
| G. Report on Salaries for SAAO's | Information |
| H. Other | Information |

East Carolina University
Board of Trustees
Finance and Facilities Committee
April 18, 2013

Session	Finance and Facilities Committee
Responsible Person	Vice Chancellor for Administration and Finance Frederick Niswander
Agenda Item	I.A.
Item Description	Minutes of February 22, 2013 Meeting
Comments	N/A
Action Requested	Committee approval
Disposition	
Notes	

ECU Board of Trustees
Finance and Facilities Committee Minutes
February 22, 2013

Committee Members Attending: Carol Mabe, Chair, Ken Chalk, Edwin Clark, Robert Brinkley and Matthew Paske

Others Attending: Chancellor Steve Ballard, Rick Niswander, Marilyn Sheerer, Virginia Hardy, Robert Brinkley, Steve Duncan, John Fields, Scott Buck, Tim Wiseman, Bill Koch, Stephanie Coleman, Bobby Woodard, ECU Media, Design Firm, Staff Senate Officers, and Rhonda Jordan.

The Finance and Facilities Committee meeting was called to order at 1:30 p.m. by Chairman Mabe, who read the conflict of interest statement. No conflicts were identified. The minutes of the February 22, 2013, Finance and Facilities Committee meeting were approved.

Easements

The Committee reviewed a request to grant an Electrical Easement to Greenville Utilities at 285 Easy Street. Mr. Buck was available for questions. The Committee approved a motion to recommend that the full Board approve the request.

The Committee reviewed a request to approve the abandonment of an Old Fuel Line/Utility Easement & the establishment of a new Utility Easement with Vidant Health. Mr. Buck was available for questions. The Committee approved a motion to recommend that the full Board approve the request.

Designer Selection

The Committee reviewed the request to move forward with the Design phase on the Student Union project. Mr. Bagnell was available for questions. The Committee approved a motion to recommend that the full Board approve the request.

Information

Mr. Bagnell updated the Committee on all the Capital Projects and their priorities. Mr. Boney, from LS3P made a short presentation on the Women's and Children's Clinic.

Dr. Niswander discussed many variations of Public-Private Partnerships (PPP). Key to a successful PPP is the need for ECU to have a long-term revenue stream to fund the project. Each project needs to be evaluated particularly on the dimensions of financing and construction cost. In this state, the current requirement to conform to state construction standards (as opposed to building codes) limits the usefulness of a PPP. Nonetheless, ECU will evaluate every project to determine whether a PPP structure is the best choice for the project and the university. Mr. Bagnell was available for questions.

Mr. Bagnell mentioned some Designer Selections not needing Board approval and some implementations of the master plan which were in process.

East Carolina University
Board of Trustees
Finance and Facilities Committee
April 18, 2013

Session	Finance and Facilities Committee
Responsible Person	Vice Chancellor for Administration and Finance Frederick Niswander
Agenda Item	II.A.
Item Description	Designer Selection on the Main Campus - New Student Union
Comments	N/A
Action Requested	Committee approval
Disposition	
Notes	

East Carolina University
Board of Trustees
Finance and Facilities Committee
April 18, 2013

Session	Finance and Facilities Committee
Responsible Person	Vice Chancellor for Administration and Finance Frederick Niswander
Agenda Item	II.B.
Item Description	Designer Selection on the HSC - New Student Center.
Comments	N/A
Action Requested	Committee approval
Disposition	
Notes	

East Carolina University
Board of Trustees
Finance and Facilities Committee
April 18, 2013

Session	Finance and Facilities Committee
Responsible Person	Vice Chancellor for Administration and Finance Frederick Niswander
Agenda Item	II.C.
Item Description	Capital Projects Status Update
Comments	N/A
Action Requested	Information
Disposition	
Notes	

East Carolina University
Board of Trustees
Finance and Facilities Committee
April 18, 2013

Session	Finance and Facilities Committee
Responsible Person	Vice Chancellor for Administration and Finance Frederick Niswander
Agenda Item	II.D.
Item Description	CM at Risk Selection since Jan 1, 2013
Comments	N/A
Action Requested	Information
Disposition	
Notes	

Actions, Recommendations & Selection Approvals

CONSTRUCTION MANAGER AT RISK

	RE: Request for Proposals CM at Risk
December 17, 2012	RE: Pre-Selection Committee Recommendation
December 18, 2012	RE: Construction Manager at Risk Selection



East Carolina University.

Division of
Administration
and Finance
106 Spilman Building
East Carolina University
Greenville, NC 2785-4353

MEMORANDUM

TO: Bill Bagnell

FROM: Frederick Niswander *F. Niswander*

DATE: December 18, 2012

SUBJECT: Approval of recommendations

Per your memo request on December 17, 2012, I'm giving my approval on:

- the Construction Manager at Risk Selection for White Residence Hall Renovations with Barnhill Contracting Company.


Please proceed on to the next steps in this process.

Cc: John Fields

Facilities Engineering
and Architectural
ServicesCampus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353252-328-6858 office
252-328-4259 fax

MEMORANDUM

To: Dr. Fredrick Niswander, Vice Chancellor
Administration & Finance

FROM: John G. Fields, Director 

Date: December 17, 2012

SUBJECT: Construction Manager at Risk Selection
White Residence Hall Renovations
Code: 41236 Item: 306

The designer pre-selection committee, after conducting interviews on December 12, 2012, recommends the following three firms in prioritized order:

Barnhill Contracting Company	Raleigh, NC
WIMCO Corporation	Washington, NC
T.A. Loving Company	Goldboro, NC

The committee consisted of: William Bagnell - Associate VC for Campus Operations, John Fields, PE - Director FE&AS, Gina Shoemaker, PE - Assistant Director FE&AS, Michael Talton - Project Manager, Ricky Hill - Interim Director of Facilities Services, Aaron F. Lucier - Director of Housing Operations, Robert Trotta - Engineering & Arch. Technician, Doug Edwards - NC Office of State Construction, and Albrecht McLawhorn, MHAworks.

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

White is a 10-story residence hall in ECU's West End Neighborhood. It was constructed in 1968. It has bedrooms around the perimeter of the interior and the interior core contains the elevator, bathrooms and laundry rooms. Project scope will consist of: adding a layer of impact drywall to five floors of the corridors, demolition and disposal of all built-in-furniture in the bedrooms, refinishing all walls in the bedrooms, removing closet doors, creating a cased opening at the closet to add a rod for curtains, removing all carpet in the hallways and bedrooms, installing new VCT in all bedrooms, installing new carpet in all corridors, and a comprehensive renovation of the resident coordinator apartment and the creation of a second apartment.

Approval of the recommended firm, Barnhill Contracting Company, is requested. If you have any questions or need additional information, please do not hesitate to call.

Enclosure: CM at Risk Advertisement Memo
Cc: William Bagnell, Associate VC for Campus Operations

**Request for Proposals
East Carolina University**

Sealed request for proposals, with a minimum of four copies, will be received until 5P.M. On November 9, 2012 in the conference room of East Carolina University, Facilities Engineering and Architectural Services, 1001 E. Fourth Street, Greenville, North Carolina, for the RFP for the Construction Manager at Risk Pre-Construction Services and potentially providing a Guaranteed Maximum Price for the White Residence Hall Renovations, East Carolina University, Greenville, North Carolina, Code # 41236, Item# 306.

This project will include cosmetic renovations to the interior of White Residence Hall. Construction will be from approximately May 15, 2013 through July 25, 2013.

The Request for Proposals for this project can be downloaded from the ECU Facilities website, http://www.ecu.edu/cs-admin/campus_operations/facilities_engineering_and_architectural_services/Index.cfm, beginning October 19, 2012.

A Mandatory Pre-Proposal Conference will be held in the lobby of White Residence Hall, on October 26, 2012 at 2PM.

East Carolina University encourages participation by MWBE firms and supports UNC system's policy of ensuring and promoting opportunities for minority businesses.

The State of North Carolina reserves the unqualified right to reject any and all proposals.

East Carolina University
Board of Trustees
Finance and Facilities Committee
April 18, 2013

Session	Finance and Facilities Committee
Responsible Person	Vice Chancellor for Administration and Finance Frederick Niswander
Agenda Item	II.E.
Item Description	Designer Selections since Jan 1, 2013
Comments	N/A
Action Requested	Information
Disposition	
Notes	

Designer Actions, Recommendations & Selection Approvals

WHITE RESIDENCE HALL RENOVATIONS:

October 2, 2012	RE: Designer Advertisement
November 21, 2012	RE: Designer Pre-Selection Committee Recommendation
December 18, 2012	RE: Approval of Designer Selection Recommendation

CLEMENT RESIDENCE HALL EXTERIOR BUILDING REPAIR

December 3, 2012	RE: Designer Advertisement
January 9, 2013	RE: Designer Pre-Selection Committee Recommendation
January 11, 2013	RE: Approval of Designer Selection Recommendation

MINGES COLISEUM SCOREBOARD REPLACEMENT

November 16, 2012	RE: Designer Advertisement
January 10, 2013	RE: Designer Pre-Selection Committee Recommendation
January 11, 2013	RE: Approval of Designer Selection Recommendation

HEALTH SCIENCES CAMPUS UTILITY INFRASTRUCTURE MASTERPLAN

December 17, 2012	RE: Designer Advertisement
February 4, 2013	RE: Designer Pre-Selection Committee Recommendation
February 6, 2013	RE: Approval of Designer Selection Recommendation

MODIFICATIONS TO FOUNDERS WAY

January 8, 2013	RE: Designer Advertisement
February 13, 2013	RE: Designer Pre-Selection Committee Recommendation
February 13, 2013	RE: Approval of Designer Selection Recommendation

MODIFICATIONS TO STUDENT PLAZA DRIVE

January 8, 2013	RE: Designer Advertisement
February 13, 2013	RE: Designer Pre-Selection Committee Recommendation
February 13, 2013	RE: Approval of Designer Selection Recommendation

MINGES ROOF RENOVATION

January 25, 2013	RE: Designer Advertisement
February 22, 2013	RE: Designer Pre-Selection Committee Recommendation
February 22, 2013	RE: Approval of Designer Selection Recommendation

ADA TRANSITION PLAN

March 18, 2013	RE: Designer Pre-Selection Committee Recommendation
March 21, 2013	RE: Approval of Designer Selection Recommendation



**Division of
Administration
and Finance**

106 Spilman Building
East Carolina University
Greenville, NC 2785-4353

MEMORANDUM

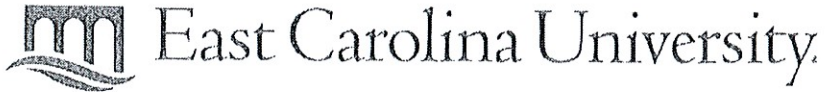
TO: Bill Bagnell
FROM: Frederick Niswander
DATE: December 18, 2012
SUBJECT: Approval of recommendations

Per your memo request on November 21, 2012, I'm giving my approval on:

- the Designer Selection for White Residence Hall Renovations

Please proceed on to the next steps in this process.

Cc: John Fields



**Facilities Engineering
and Architectural
Services**

Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

TO: Interested Designers
FROM: Gina Shoemaker, Assistant Director
DATE: October 2, 2012
SUBJECT: White Residence Hall Renovations

White is a 10-story residence hall in ECU's West End Neighborhood. It was constructed in 1968. It has bedrooms around the perimeter of the interior, and the interior core contains the elevator, bathrooms, and laundry rooms. Project scope will consist of: adding a layer of impact drywall to five floors of the corridors, demolition and disposal of all built-in furniture in the bedrooms, refinishing all walls in the bedrooms, removing closet doors, creating a cased opening at the closet to add a rod for curtain, removing all carpet in the hallways and bedrooms, installing new VCT in all bedrooms, installing new carpet in all corridors, and a comprehensive renovation of the resident coordinator apartment.

Interested firms should submit four (4) copies of your letter of interest and four (4) copies of your current SF254 to the following address by October 18, 2012:

Gina Shoemaker
East Carolina University
Facilities Engineering & Architectural Services
1001 E. Fourth St.
Greenville, North Carolina 27858

In accordance with our qualifications-based selection system, designers are expected to make no contact with our University staff, faculty or trustees at this stage of the selection process. All questions should be directed to the attention of this office. The use of fax is highly recommended. East Carolina University encourages participation by MWBE firms and supports UNC system's policy of ensuring and promoting opportunities for Historically Underutilized Businesses.

Thank you for your interest in East Carolina University.



Facilities Engineering
and Architectural
Services

Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

To: Dr. Fredrick Niswander, Vice Chancellor
Administration & Finance

FROM: John G. Fields, Director

A handwritten signature in black ink, appearing to read 'John G. Fields'.

Date: November 21, 2012

SUBJECT: Designer Selection
White Residence Hall Renovations
Code: 41236 Item: 306

The designer pre-selection committee, after using qualifications based criteria recommends the following three firms in prioritized order:

MHAworks	Greenville, NC
Davis Kane Architects, PA	Raleigh, NC
JKF, Architecture PC	Greenville, NC

The committee consisted of Gina Shoemaker and Michael Talton from Facilities Engineering and Architectural Services; William L. McCartney, Associate Vice Chancellor for Campus Living; Ricky Hill, Interim Director of Facilities Services; Aaron F Lucier, Housing Operations; Robert S. Trotta, Housing Operations.

White is a 10-story residence hall in ECU's West End Neighborhood. It was constructed in 1968. It has bedrooms around the perimeter of the interior and the interior core contains the elevator, bathrooms and laundry rooms. Project scope will consist of: adding a layer of impact drywall to five floors of the corridors, demolition and disposal of all built-in-furniture in the bedrooms, refinishing all walls in the bedrooms, removing closet doors, creating a cased opening at the closet to add a rod for curtains, removing all carpet in the hallways and bedrooms, installing new VCT in all bedrooms, installing new carpet in all corridors, and a comprehensive renovation of the resident coordinator apartment.

Approval of the recommended firm, MHAworks, is requested. If you have any questions or need additional information, please do not hesitate to call.

Enclosure: Designer Advertisement Memo
Cc: William Bagnell, Associate VC for Campus Operations



East Carolina University

Facilities Engineering
and Architectural
Services

Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

TO: Interested Designers

FROM: John G Fields, PE - Director *JGF/dcl*

DATE: December 3, 2012

SUBJECT: **Clement Residence Hall Exterior Building Repair
Code: 41236 Item: 308**

East Carolina University requires design services for the renovation and repair of masonry exteriors at a 10-story high-rise dormitory (circa 1967). Building is approximately 73' W x 119'-6"L x 100'-6" H. The intent is for the designer to prepare all renovation design documents and provide bid and construction administration services.

Interested firms should submit four (4) copies of your letter of interest and four (4) copies of your current SF254 to the following address by **December 17, 2012**.

John G Fields, PE - Director
East Carolina University
Facilities Engineering & Architectural Services
1001 E. Fourth St.
Greenville, North Carolina 27858

In accordance with our qualifications-based selection system, designers are expected to make no contact with our University staff, faculty or trustees at this stage of the selection process. All questions should be directed to the attention of this office. The use of fax is highly recommended. East Carolina University encourages participation by MWBE firms and supports UNC system's policy of ensuring and promoting opportunities for Historically Underutilized Businesses.

Thank you for your interest in East Carolina University.

Facilities Engineering
and Architectural
Services

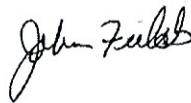
Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

TO: Dr. Frederick Niswander, Vice Chancellor
Administration & Finance

FROM: John G. Fields, PE - Director



DATE: January 9, 2013

SUBJ: **Designer Selection**
Clement Exterior Building Repairs
Code: 41236 Item: 308

The designer pre-selection committee, after conducting interviews on January 9, 2013, recommends the following four firms in prioritized order:

Atlas Engineering Inc.	Raleigh NC
Stafford Engineering	Cary NC
SKA	Greensboro NC
Berman & Wright	Cornelius NC

The committee consisted of Mr. Aaron Lucier, Associate Director Campus Living; Mr. Robert Trotta, Engineering & Architectural Technician/Housing Operations; Mr. R.V.Parker, Assistant Director/Facility Services; Mr. Paul Carlson, Facilities Mechanical Engineer/Facility Services; Mr. Robert Brown, Assistant Director FE&AS and Mr. Eugene Tashiro, Project Manager FE&AS.

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

This project involves investigation and design for envelope repairs at one 10-story hi-rise dormitory including re-pointing of masonry; replacing damaged brick, lintels, old sealants and applying water repellents coating.

Approval by the Vice Chancellor's office is requested. If you have any questions or need additional information, please do not hesitate to call.

Enclosure: Designer Advertisement Memo

cc: Bill Bagnell

JGF/et



East Carolina University.

Division of
Administration
and Finance
106 Spillman Building
East Carolina University
Greenville, NC 2785-4359

MEMORANDUM

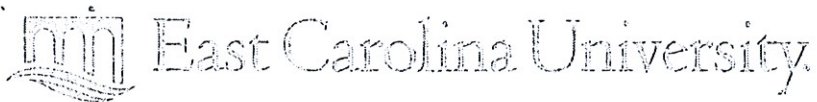
TO: Bill Bagnell
FROM: Frederick Niswander *F. Niswander*
DATE: January 11, 2013
SUBJECT: Approval of recommendations

Per your memo request dated January 9, 2013, I'm giving my approval on:

- the Clement Residence Hall Exterior Building Repair Designer process

Please proceed on to the next steps in this process.

Cc: John Fields




Facilities Engineering
and Architectural
Services

Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

TO: Interested Designers

FROM: Gina Shoemaker, Assistant Director 

DATE: November 16, 2012

SUBJECT: Minges Coliseum Scoreboard Replacement 41036-311

East Carolina University is seeking the services of a qualified design firm to develop plans for a new scoreboard in Minges Coliseum. The project will require a structural evaluation to determine the suitability of the existing structure to support a new board. Minges was constructed in 1966 and currently has a scoreboard at each end of the court with various screens in the upper seating area and concourse.

The University's athletic department has decided upon a center-hung, square video board to replace the existing system in Minges. The existing screens will be replaced with new monitors and a camera package will be designed for live HD streaming.

Video content for the new board will now need to originate from the existing video control room in the East End Zone of Dowdy Ficklen Stadium and be transmitted through the University's fiber optic network. The project will also plan for a video pass through device to be located in the Minges control room for videos, commercials, and other content for coliseum events.

Interested firms should submit four (4) copies of your letter of interest and four (4) copies of your current SF254 to the following address by December 4, 2012:

Gina Shoemaker, PE, LEED AP
Assistant Director
East Carolina University
Facilities Engineering & Architectural Services
1001 E. Fourth St.
Greenville, North Carolina 27858

In accordance with our qualifications-based selection system, designers are expected to make no contact with our University staff, faculty or trustees at this stage of the selection process. All questions should be directed to the attention of this office. The use of fax is highly recommended. East Carolina University encourages participation by MWBE firms and supports UNC system's policy of ensuring and promoting opportunities for Historically Underutilized Businesses.

Thank you for your interest in East Carolina University.




Facilities Engineering
and Architectural
Services

Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

TO: Dr. Frederick Niswander, Vice Chancellor
Administration & Finance

FROM: John G. Fields, PE - Director 

DATE: January 10, 2013

SUBJ: **Designer Selection**
Minges Coliseum Scoreboard Replacement
Code: 41036 Item: 311

The designer pre-selection committee, after conducting interviews on January 9, 2013, recommends the following four firms in prioritized order:

MHAworks	Greenville, NC
Corley Redfoot Architects Inc.	Chapel Hill, NC
Davis Kane Architects	Raleigh, NC

The committee consisted of Mr. Ricky Hill, Interim Executive Director /Facilities Services; Ms. Gina Shoemaker, Assistant Director FE&AS; Mr. Bill Chatfield Project Manager FE&AS; Mr. Greg Pierce Director of Video Services and Mr. J.J. McLamb, Assistant Athletics Director/Administrative Affairs.

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

This is a center- hung, square video board to replace the existing system in Minges. The existing screens will be replaced with new monitors and a camera package will be designed for live HD streaming

Approval by the Vice Chancellor's office is requested. If you have any questions or need additional information, please do not hesitate to call.

Enclosure: Designer Advertisement Memo

cc: Bill Bagnell

JGF/mrs



East Carolina University.

Division of
Administration
and Finance
106 Spillman Building
East Carolina University
Greenville, NC 2785-4353

MEMORANDUM

TO: Bill Bagnell

FROM: Frederick Niswander *F. Niswander*

DATE: February 6, 2012

SUBJECT: Approval of recommendations

Per your memo request on February 4, 2013, I'm giving my approval on:

- The Designer Selection Recommendation – Health Science Campus Utility Masterplan Study.

Please proceed on to the next steps in this process.

Cc: John Fields



East Carolina University.

Division of
Administration
and Finance
106 Spilman Building
East Carolina University
Greenville, NC 27835-4359

MEMORANDUM

TO: Bill Bagnell

FROM: Frederick Niswander *F. Niswander*

DATE: January 11, 2013

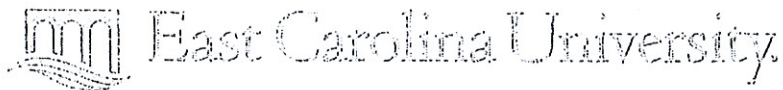
SUBJECT: Approval of recommendations

Per your memo request dated January 10, 2013, I'm giving my approval on:

- the Minges Coliseum Scoreboard Replacement Designer process

Please proceed on to the next steps in this process as stated in memo.

Cc: John Fields




Facilities Engineering
and Architectural
Services

Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

TO: Interested Designers

FROM: John G Fields, PE - Director 

DATE: December 17, 2012

SUBJECT: **Health Sciences Campus Utility Infrastructure Masterplan
Code/Item: 41236-308**

East Carolina University requires an Engineering consultant to perform a Utility Infrastructure Masterplan for the Health Sciences Campus. The University has recently completed a "University wide" Masterplan which included studying portions of the Utilities on the Health Sciences Campus. The intent for this project is for the designer to utilize all existing documentation from previous studies and prepare updated Utility Masterplan documents to fully support all new buildings planned for in the University Masterplan.

Interested firms should submit one copy of your letter of interest and four (4) copies of your current SF254 to the following address by **January 9, 2013**:

John G Fields, PE - Director
East Carolina University
Facilities Engineering & Architectural Services
1001 E. Fourth St.
Greenville, North Carolina 27858

In accordance with our qualifications-based selection system, designers are expected to make no contact with our University staff, faculty or trustees at this stage of the selection process. All questions should be directed to the attention of this office. The use of fax is highly recommended. East Carolina University encourages participation by MWBE firms and supports UNC system's policy of ensuring and promoting opportunities for Historically Underutilized Businesses.

Thank you for your interest in East Carolina University.




Facilities Engineering
and Architectural
Services

Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

TO: Dr. Fredrick Niswander, Vice Chancellor
Administration and Finance

FROM: John G. Fields, PE, Director 

DATE: February 4, 2013

SUBJECT: Designer Selection Recommendation
Health Science Campus Utility Masterplan Study
Code: NA Item: NA

On February 1, 2013 the designer pre-selection committee for the above referenced project conducted interviews with the four firms listed below. A qualifications based selection criteria was used in the interviews as required by the State Building Commission. Based on these interviews, the committee recommends the following four firms in prioritized order with RDK Engineers being the committee's top recommended firm:

RDK Engineers	Durham, NC
Wiley Wilson	Lynchburg, VA
RMF Engineering, Inc.	Raleigh, NC
AEI Engineers	Chapel Hill, NC

The committee consisted of Griffin Avin, Ken Yarnell and Mike Rowe of the HSC Facilities Services Department and John Fields, Robert Still and Robert Brown from Facilities Engineering and Architectural Services.

East Carolina University requires an Engineering consultant to perform a Utility Infrastructure Masterplan for the Health Sciences Campus. The recently completed "University wide" Masterplan included studying portions of the Utilities on the Health Sciences Campus. The intent for this project is for the designer to provide a more comprehensive evaluation of all existing documentation from previous studies and prepare updated Utility Masterplan documents to fully support all new buildings planned for in the University Masterplan, including conditional assessments of all existing major utility systems.

Approval of the recommended firm, RDK Engineers, is requested. If you have any questions or need additional information, please do not hesitate to call.

RBS/rs

Enclosure: Designer Advertisement Memo
Cc: William Bagnell, Associate VC for Campus Operations
Designer Pre-selection Committee Members



East Carolina University.

Facilities Engineering
and Architectural
Services

Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

TO: Interested Designers

FROM: John G. Fields, PE *JG Fields*
Director

DATE: January 8, 2013

SUBJECT: Modifications to Founders Way

The project is for the design of repairs and renovations along Founder's Way on the ECU campus. The primary focus is to improve safety for pedestrians and bicyclists by eliminating vehicular shortcuts through campus along this road.

The design will create vehicular drop-offs, include improved site lighting, add pedestrian and bicycle friendly crosswalks and pathways as well as sustainable design features such as pervious paving, underground cisterns and landscaping.

Interested firms should submit one (1) copy of your letter of interest and four (4) copies of your current SF254 (it is also common practice, though not required, to include in the submittal package consultant resumes and relevant project experience. Form SF255 is not required, and please limit submittal packages to 20 pages) to the following address by January 22, 2013:

John G. Fields, PE
Director
East Carolina University
Facilities Engineering & Architectural Services
1001 E. Fourth St.
Greenville, NC 27858

In accordance with our qualifications-based selection system, designers are expected to make no contact with our University staff, faculty or trustees at this stage of the selection process. All questions should be directed to the attention of this office. The use of fax is highly recommended. East Carolina University encourages participation by MWBE firms and supports UNC system's policy of ensuring and promoting opportunities for Historically Underutilized Businesses.

Thank you for your interest in East Carolina University.




**Facilities Engineering
and Architectural
Services**

Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

TO: Dr. Frederick Niswander, Vice Chancellor
Administration & Finance

FROM: John G. Fields, Director 

DATE: February 13, 2013

SUBJ: **Designer Selection – Chancellor’s Delegated Authority
Modifications to Founder’s Way**

The designer pre-selection committee, after conducting interviews on February 12, 2013, recommends the following three firms in prioritized order:

ColeJenest & Stone	Raleigh, NC
Rivers & Associates	Greenville, NC
The East Group	Greenville, NC

The committee consisted of Mr. Bill Bagnell, Associate Vice Chancellor of Campus Operations; John Gill, Assistant Director of Facilities Services; Debra Garfi, Director of Parking and Transportation; Kevin Barnes, Campus Landscape Architect; and Michael Talton, Project Manager – Facilities Engineering & Architectural Services.

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

The project is for the design of repairs and renovations along Founder’s Way on the ECU campus, to improve safety for pedestrians and bicyclists by eliminating vehicular shortcuts through campus along this road.

Approval by the Vice Chancellor’s Office is requested. If you have any questions or need additional information, please do not hesitate to call.

Enclosure: Designer Advertisement Memo

cc: William E. Bagnell, Associate Vice Chancellor – Campus Operations



East Carolina University.

Division of
Administration
and Finance
106 Spilman Building
East Carolina University
Greenville, NC 2785-4353

MEMORANDUM

TO: Bill Bagnell
FROM: Frederick Niswander *F. Niswander*
DATE: February 13, 2012
SUBJECT: Approval of recommendations

Per your memo request on February 13, 2013, I'm giving my approval on:

- The Designer Selection – Chancellor's Delegated Authority Modifications to Founder's Way.

Please proceed on to the next steps in this process.

Cc: John Fields
Michael Talton


Facilities Engineering
and Architectural
Services

Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

TO: Interested Designers

FROM: John G. Fields, PE 
Director

DATE: January 8, 2013

SUBJECT: Modifications to Student Plaza Drive

This project is for the design of repairs and renovations along Student Plaza Drive, adjacent to Austin and Rawl Buildings on the ECU campus with a focus on improving safety for pedestrians and bicyclists in this area. The project will create vehicular drop-offs, include improved site lighting, add pedestrian and bicycle friendly crosswalks and pathways as well as sustainable design features such as pervious paving, underground cisterns and landscaping.

Interested firms should submit one (1) copy of your letter of interest and four (4) copies of your current SF254 (it is also common practice, though not required, to include in the submittal package consultant resumes and relevant project experience. Form SF255 is not required, and please limit submittal packages to 20 pages) to the following address by January 22, 2013:

John G. Fields, PE
Director
East Carolina University
Facilities Engineering & Architectural Services
1001 E. Fourth St.
Greenville, NC 27858

In accordance with our qualifications-based selection system, designers are expected to make no contact with our University staff, faculty or trustees at this stage of the selection process. All questions should be directed to the attention of this office. The use of fax is highly recommended. East Carolina University encourages participation by MWBE firms and supports UNC system's policy of ensuring and promoting opportunities for Historically Underutilized Businesses.

Thank you for your interest in East Carolina University.




Facilities Engineering
and Architectural
Services

Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

TO: Dr. Frederick Niswander, Vice Chancellor
Administration & Finance

FROM: John G. Fields, Director 

DATE: February 13, 2013

SUBJ: **Designer Selection – Chancellor’s Delegated Authority
Modifications to Student Plaza Drive**

The designer pre-selection committee, after conducting interviews on February 12, 2013, recommends the following three firms in prioritized order:

Rivers & Associates	Greenville, NC
ColeJenest & Stone	Raleigh, NC
The East Group	Greenville, NC

The committee consisted of Mr. William Bagnell, Associate Vice Chancellor of Campus Operations; John Gill, Assistant Director of Facilities Services; Debra Garfi, Director of Parking and Transportation; Kevin Barnes, Campus Landscape Architect; and Michael Talton, Project Manager – Facilities Engineering & Architectural Services.

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

This project is for the design of repairs and renovations along Student Plaza Drive, adjacent to Austin and Rawl Buildings on the ECU campus with a focus on improving safety for pedestrians and bicyclists in this area.

Approval by the Vice Chancellor’s Office is requested. If you have any questions or need additional information, please do not hesitate to call.

Enclosure: Designer Advertisement Memo

cc: William E. Bagnell, Associate Vice Chancellor – Campus Operations



East Carolina University.

Division of
Administration
and Finance
106 Spilman Building
East Carolina University
Greenville, NC 2785-4353

MEMORANDUM

TO: Bill Bagnell

FROM: Frederick Niswander *F. Niswander*

DATE: February 13, 2012

SUBJECT: Approval of recommendations

Per your memo request on February 13, 2013, I'm giving my approval on:

- The Designer Selection – Chancellor's Delegated Authority Modifications to Student Plaza Drive.

Please proceed on to the next steps in this process.

Cc: John Fields
Michael Talton


Facilities Engineering
and Architectural
Services

Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

TO: Interested Designers

FROM: John G. Fields, PE 
Director

DATE: January 25, 2013

SUBJECT: Roof Repair and/or Replacement for the Minges Coliseum and the
Adjacent Office/Classroom and Natatorium.

East Carolina University is seeking the services of a roofing consultant/designer for the repair and or replacement of roofs on the Minges Coliseum and the adjoining office/classroom and natatorium building. The coliseum's existing roof system is a three ply built up system exhibiting signs of deteriorating felts including visible blisters. The remaining roof areas are fully adhered or ballasted EPDM which is at the end of its useful life. Total roof area is approximately 97,700 square feet.

If feasible, the University desires to repair the coliseum's roof substrate and apply a seamless aliphatic polyurethane roofing / waterproofing fluid applied membrane. The remaining roof areas will be replaced with a complete modified bitumen roof system.

Timing for this project is critical and requires design, bidding and contract execution to be completed on or before June 15, 2013.

Interested firms should submit four (4) copies of their combined letter of interest along with a current SF330 and a portfolio of relevant work.

To be considered for this project, ensure that your submission is received at the following address before 5:00 p.m. on February 5, 2013.

Robert M. Brown, AIA
East Carolina University
1001 East Fourth Street
Greenville, NC 27858

In accordance with our qualifications-based selection system, designers are expected to make no contact with our University staff, faculty or trustees at this stage of the selection process. All questions should be directed to this office, attention Mr. Robert M. Brown, AIA. The use of fax is highly recommended. East Carolina University encourages participation by MWBE firms and supports the UNC system's policy of ensuring and promoting opportunities for Historically Underutilized Businesses.

Thank you for your interest in East Carolina University.




Facilities Engineering
and Architectural
Services

Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

TO: Dr. Fredrick Niswander, Vice Chancellor
Administration and Finance

FROM: John G. Fields, PE, Director 

DATE: February 22, 2013

SUBJECT: Designer Selection Recommendation
Minges Roof Renovation
Code: NA Item: NA

On February 18, 2013 the designer pre-selection committee for the above referenced project conducted interviews with the three firms listed below. A qualification based selection criteria was used in the interviews as required by the State Building Commission. Based on these interviews, the committee recommends the following three firms in prioritized order with Rooftop Systems Engineers being the committee's top recommended firm:

Rooftop Systems Engineers	Raleigh, NC
Stafford Consulting Engineers	Raleigh, NC
PNP Design Group	Greensboro, NC

The committee consisted of Bill Cain from the College of Health and Human Performance, RV Parker, Assistant Director of the Facilities Building Services Department, Robert Brown, Assistant Director of Facilities Engineering and Architectural Services.

East Carolina University requires a Roofing consultant for the repair and or replacement of roofs on the Minges Coliseum and the adjoining office/classroom and natatorium building. The University desires to repair as many roof substrates as possible and apply a seamless waterproof fluid applied membrane. The un-repairable roof areas will be removed and replaced with a completely new modified bitumen roof systems.

Approval of the recommended firm, Rooftop Systems Engineers, is requested. If you have any questions or need additional information, please do not hesitate to call.

JGF/rmb

Enclosure: Designer Advertisement Memo
Cc: William Bagnell, Associate VC for Campus Operations
Designer Pre-selection Committee Members



East Carolina University.

Division of
Administration
and Finance
106 Spillman Building
East Carolina University
Greenville, NC 2785-4353

MEMORANDUM

TO: Bill Bagnell

FROM: Frederick Niswander *F. Niswander*

DATE: February 22, 2012

SUBJECT: Approval of recommendations

Per your memo request on February 22, 2013, I'm giving my approval on:

- The Designer Selection Recommendation – Minges Roof Renovation

Please proceed on to the next steps in this process.

Cc: John Fields

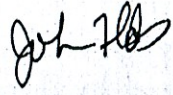
Facilities Engineering
and Architectural
Services

Campus Operations
1001 East Fourth Street
East Carolina University
Greenville, NC 27858-4353

252-328-6858 office
252-328-4259 fax

MEMORANDUM

TO: Dr. Frederick Niswander, Vice Chancellor
Administration & Finance

FROM: John G. Fields, Director 

DATE: March 18, 2013

SUBJ: Designer Selection
ADA Transition Plan

The selection committee in Facilities Engineering and Architectural Services conducted a qualifications based selection of designers for this work, and recommends the following three firms in prioritized order:

MHAWorks
Davis Kane Architects
EMG

Greenville, NC
Raleigh, NC
Hunt Valley, MD

The committee consisted of:

- Disabled Support Services - Liz Johnston
- Parking Services - Debra Jo Garfi
- Campus Operations - William E. Bagnell, John G. Fields, PE,
Griffin Avin, Ricky Hill, John Gill,
Kevin Barnes, Michael Talton

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

This project is a continuation of ECU's program to comply with the Americans with Disabilities Act (ADA).

Approval by the Vice Chancellor's office is requested. If you have any questions or need additional information, please do not hesitate to call.

JGF/mwt

cc: William E. Bagnell – Associate Vice Chancellor - Campus Operations
Committee members



East Carolina University.

Division of
Administration
and Finance
106 Spilman Building
East Carolina University
Greenville, NC 2785-4353

MEMORANDUM

TO: Bill Bagnell
FROM: Frederick Niswander *F. Niswander*
DATE: March 21, 2013
SUBJECT: Approval of recommendations

Per your memo request on March 18, 2013, I'm giving my approval on:

- The Designer Selection – ADA Transition Plan

Please proceed on to the next steps in this process.

Cc: John Fields

East Carolina University
Board of Trustees
Finance and Facilities Committee
April 18, 2013

Session	Finance and Facilities Committee
Responsible Person	Vice Chancellor for Administration and Finance Frederick Niswander
Agenda Item	II.F.
Item Description	Employment of Related Persons Report
Comments	N/A
Action Requested	Information
Disposition	
Notes	



Office of the Chancellor
East Carolina University
105 Spilman Building • Greenville, NC 27858-4353
252-328-6212 office • 252-328-4155 fax
www.ecu.edu

MEMORANDUM

TO: ECU Board of Trustees *S Ballard*
FROM: Steve Ballard
Chancellor
DATE: March 26, 2013
RE: Employment of Related Persons at East Carolina University

The Board of Governors' policy on the UNC Employment of Related Persons requires that I report annually to the Board of Trustees at a time close to spring commencement concerning our application of the policy on our campus.

The policy requires that no family members be supervised by another family member. We are required to attest to the fact that either we have no such supervisory relationships or that if they have eventuated in any given office, that alternative supervisory arrangements were then immediately arranged.

This memorandum is to report to you we have completed a review of each Division within East Carolina University. East Carolina University continues to remain in compliance with this policy.

cc: Laurie J. Textor, MPA, SPHR
Assistant Vice Chancellor for EPA Administration

East Carolina University
Board of Trustees
Finance and Facilities Committee
April 18, 2013

Session	Finance and Facilities Committee
Responsible Person	Vice Chancellor for Administration and Finance Frederick Niswander
Agenda Item	II.G.
Item Description	Report on Salaries for SAAO's
Comments	N/A
Action Requested	Information
Disposition	
Notes	

MEMORANDUM

TO: Steve Ballard
Chancellor

FROM: Len Rhodes, Director of Institutional Research
Institutional Planning, Assessment & Research

DATE: April 5, 2013

SUBJECT: CUPA Administrator Salary Analysis

Please find attached spreadsheets and bar graphs depicting salary information for your direct reports and EPA staff, academic deans, and the list of positions for which the university must report salary information to General Administration (GA) as part of the management flexibility provision.

Human Resources received copies of this information to assist them in preparing the university's management flexibility report for GA. This information is provided to you for informational purposes as well as a reference as you make salary recommendations for senior administrators.

In July 2003, the president designated that salary ranges for selected administrative positions be calculated using CUPA salary data from the university's peer institutions as identified by the Board of Governors for which data are available. Using the 80th percentile of these salaries as the salary target (1.0), the salary range was established to encompass from .7031 below the 80th percentile and 1.125 above the 80th percentile.

Each of the enclosed spreadsheets provides this information as well as the average and median salaries for the UNC institutions, all public research and doctoral institutions, and Carnegie Classification: Doctoral/Research Univ. When salary data were not available for our 2012 peer institutions, the 80th percentile calculations were performed using the public doctorate salaries. These are noted on the tables with a blue and white background respectively. Bar charts are attached to provide a visual representation of these data. The comparisons represented in the tables and charts use the base salary *plus stipend* for the ECU employee in the Chancellor Direct Reports and Deans. The comparisons represented in the Management Flexibility table and chart reflects the *base salary only*.

Please contact Laura Yan (328-9491 yanl@ecu.edu) if you have questions or need additional information.

Enclosures

cc: Marilyn Sheerer
Phyllis Horns
Ron Mitchelson
Rick Niswander
David Weismiller
John Toller
Laurie Textor

2012-2013 CHANCELLOR'S DIRECT REPORTS CUPA SALARY ANALYSIS
East Carolina University

Key

N - Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 5 or if the data are 'unbalanced'. Statistics have been weighted. UNC statistics do not include ECU, GA Peers, Public Research & Doctorate statistics as well as Carnegie Classification Doctoral/Research Univ. statistics include ECU.

CUPA-HR ADMINISTRATORS IN HIGHER EDUCATION SALARY SURVEY has been revised with 6-digit position numbers and some position title changes. Some positions have been deleted due to the low participation rate.

* The UNC General Administration's established list of peer institutions has been used for the 80th percentile median and the range from .7031 below to 1.125 above the 80th percentile except when such comparisons were not available. In this case, the 80th percentile of the public research & doctoral institutions was used. The employee's Base Salary plus Stipend was used in the percentile calculations.

****Public institution salaries reported by the Association of Academic Health Centers, in their Report: 2012-2013 Salary Survey of Academic Health Centers Chief Executive Officers, Hospital Administrators and Other Senior Center-Wide Officers**

CUPA code	CUPA Title	ECU Administrative Title	Name	2012-13 Base salary	Stipend	UNC			All Public Research & Doctorate			Carnegie Classification: Doctoral/Research Univ.		GA Peers			80%ile GA Peers*	%dev from 80%ile	\$dev from 80%ile	Min (.7031 of 80%ile)	Max (1.125 of 80%ile)	
						N	Average	Median	N	Average	Median	N	Average	Median	N	Average						Median
101000	Chief Executive Officer, Single Institution or Campus within a System	Chancellor	Steve Ballard	315,000		13	290,608	279,675	227	329,327	325,000	52	366,167	338,543	15	363,731	347,976	391,000	80.6%	-76,000	274,912	439,875
105000	Chief Academic Affairs Officer and Provost	Provost/Sr VC Academic Affairs	Marilyn Sheerer	280,612		12	220,843	206,426	213	251,347	237,000	47	233,648	222,892	18	278,494	275,000	309,069	90.8%	-28,457	217,306	347,703
125000	Chief Health Affairs Officer	VC Health Sciences	Phyllis Horns	375,646					30	472,103	505,235	5	174,056	88,174	10	474,888	516,603	640,800	58.6%	-265,154	450,546	720,900
		VC Health Sciences**	Phyllis Horns	375,646					51	533,931	527,750											
107000	Chief Business Officer	VC Administration & Finance	Frederick Niswander	270,000		13	203,280	179,845	184	213,147	204,503	38	217,600	200,425	15	241,818	237,000	256,800	105.1%	13,200	180,556	288,900
143000	Chief Research Officer	VC Research & Graduate Studies				5	237,024	220,000	134	231,117	225,798	18	172,654	189,600	17	227,709	208,332	257,030			180,718	289,159
113000	Chief Dev/Advance Officer	VC University Advancement	Michael Dowdy	227,668		12	186,934	153,433	184	204,520	191,330	47	193,767	186,822	15	237,500	227,668	279,052	81.6%	-51,384	196,201	313,934
145000	Chief Student Affairs/Life Officer	VC Student Affairs	Virginia Hardy	203,400		12	167,640	164,858	204	174,090	173,767	45	166,832	164,280	13	182,477	194,061	204,360	99.5%	-960	143,686	229,905
137000	Chief Legal Affairs Officer	University Attorney	Danna Payne	183,160		14	163,966	141,989	154	182,592	175,139	33	204,453	192,708	19	178,168	174,063	194,264	94.3%	-11,104	136,587	218,547
111000	Chief Audit Officer	Director of Internal Audit	Stacie Tronto	116,351		12	98,083	97,127	146	111,402	101,738	28	108,780	99,386	15	124,233	111,395	160,062	72.7%	-43,711	112,540	180,070

ECU Peer Institutions:

Florida International University, Northern Illinois University, Southern Illinois University Carbondale, University of Louisville, Western Michigan University, Central Michigan University, University Of Missouri-Kansas City, University of Southern Mississippi, University of North Dakota-Main Campus, University of Nevada-Reno, University at Buffalo, Ohio University-Main Campus, Wright State University-Main Campus, University Of South Carolina-Columbia, West Tennessee State University, Texas Tech University, Old Dominion University, Virginia Commonwealth University.

2012-2013 ACADEMIC DEANS CUPA SALARY ANALYSIS
East Carolina University

Key

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CUPA-HR ADMINISTRATORS IN HIGHER EDUCATION SALARY SURVEY has been revised with 6-digit position numbers and some position title changes. Some positions have been deleted due to the low participation rate.

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**Public institution salaries reported by the Association of Academic Health Centers, in their Report: 2012-2013 Salary Survey of Academic Health Centers Chief Executive Officers, Hospital Administrators and Other Senior Center-Wide Officers

CUPA code	CUPA Title	ECU Administrative Title	Name	2012-13 Base salary	Stipend	UNC			All Public Research & Doctorate			Carnegie Classification: Doctoral/Research Univ.			GA Peers			80%ile GA Peers*	%dev from 80%ile	\$dev from 80%ile	Min (.7031 of 80%ile)	Max (1.125 of 80%ile)
						N	Average	Median	N	Average	Median	N	Average	Median	N	Average	Median					
153200	Dean, Health-Related Professions	Dean, College Allied Hlth Sci	Stephen Thomas	202,337		3			72	179,175	170,571	13	172,318	171,000	12	189,510	180,341	208,470	97.1%	-6,133	146,575	234,529
	Dean, Health-Related Professions	Dean, College Allied Hlth Sci**	Stephen Thomas	202,337					20	206,479												
153040	Dean, Arts and Sciences	Dean, Arts and Sciences	Alan White	205,589		7	189,003	177,177	135	200,392	185,514	40	180,256	168,790	12	217,073	202,795	267,470	76.9%	-61,881	188,058	300,904
153060	Dean, Business	Dean, Business	Stan Eakins	224,664	11,300	10	227,822	193,788	212	241,988	210,670	51	206,064	185,658	18	279,568	250,778	365,627	64.5%	-129,663	257,072	411,330
153100	Dean, Dentistry	Dean, School of Dental Medicine	Gregory Chadwick	227,700	70,000	1			24	305,479	310,448	2			5	276,607	293,862	311,777	95.5%	-14,077	219,210	350,749
	Dean, Dentistry	Dean, School of Dental Medicine**	Gregory Chadwick	227,700	70,000				22	284,443												
153120	Dean, Education	Dean, Education	Linda Patriarca	177,100		9	174,805	175,440	197	174,468	163,218	45	159,430	155,000	17	177,547	177,100	195,410	90.6%	-18,310	137,393	219,836
153160	Dean, Fine Arts	Dean, Fine Arts and Communications				2			62	172,733	160,000	9	158,833	153,375	3			211,993			149,052	238,492
153200	Dean, Health-Related Professions	Dean, Health and Human Performance	Glen Gilbert	214,569		3			72	179,175	170,571	13	172,318	171,000	12	189,510	180,341	208,470	102.9%	6,099	146,575	234,529
153150	Dean, Family and Consumer Sciences	Dean, Human Ecology	Judy Siguaw	189,244		1			17	195,827	201,490	2			2			233,287	81.1%	-44,043	164,024	262,448
153280	Dean, Medicine	Dean BSOM/Assoc VC Med Aff	Paul Cunningham	506,001					41	437,932	449,999	5	427,839	400,207	10	367,060	330,695	461,199	109.7%	44,802	324,269	518,849
	Dean, Medicine	Dean BSOM/Assoc VC Med Aff**	Paul Cunningham	506,001					38	424,861												
153300	Dean, Nursing	Dean, Nursing	Sylvia Brown	211,150		4			89	190,097	189,659	21	165,710	165,590	11	201,487	211,150	225,000	93.8%	-13,850	158,198	253,125
	Dean, Nursing	Dean, Nursing**	Sylvia Brown	211,150					35	244,684												
153070	Dean, Computer and Information Science	Dean, Technology & Computer Science	David White	197,340		1			11	192,195	180,360	6	203,356	197,340	1			216,300	91.2%	-18,960	152,081	243,338
153310	Dean, Occupational Studies/Vocational Education/Technology	Dean, Technology & Computer Science	David White	197,340					14	134,860	137,421	4						146,568	134.6%	50,772	103,052	164,889
153190	Dean, Graduate School	Dean, Graduate School	Paul Gemperline	172,040		6	148,634	147,941	133	165,372	156,697	22	131,715	137,200	10	169,292	165,580	195,980	87.8%	-23,940	137,794	220,478
153210	Dean, Honors Program	Dean, Honors College	Richard Eakin	161,920		4			81	135,953	135,500	12	129,120	122,741	11	128,093	122,412	153,000	105.8%	8,920	107,574	172,125
139000	Chief Library Officer	Dean, Academic Library Services				12	133,293	116,788	148	144,847	133,592	38	122,527	118,617	7	164,916	157,000	179,194			125,991	201,593

ECU Peer Institutions:

Florida International University, Northern Illinois University, Southern Illinois University Carbondale, University of Louisville, Western Michigan University, Central Michigan University, University Of Missouri-Kansas City, University of Southern Mississippi, University of North Dakota-Main Campus, University of Nevada-Reno, University at Buffalo, Ohio University-Main Campus, Wright State University-Main Campus, University Of South Carolina-Columbia, West Tennessee State University, Texas Tech University, Old Dominion University, Virginia Commonwealth University.

**2012-2013 MANAGEMENT FLEXIBILITY CUPA SALARY ANALYSIS
East Carolina University**

Key

N - Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 5 or if the data are 'unbalanced'. Statistics have been weighted. UNC statistics do not include ECU, GA Peers, Public Research & Doctorate statistics as well as Carnegie Classification Doctoral/Research Univ. statistics include ECU.

CUPA-HR ADMINISTRATORS IN HIGHER EDUCATION SALARY SURVEY has been revised with 6-digit position numbers and some position title changes. Some positions have been deleted due to the low participation rate.

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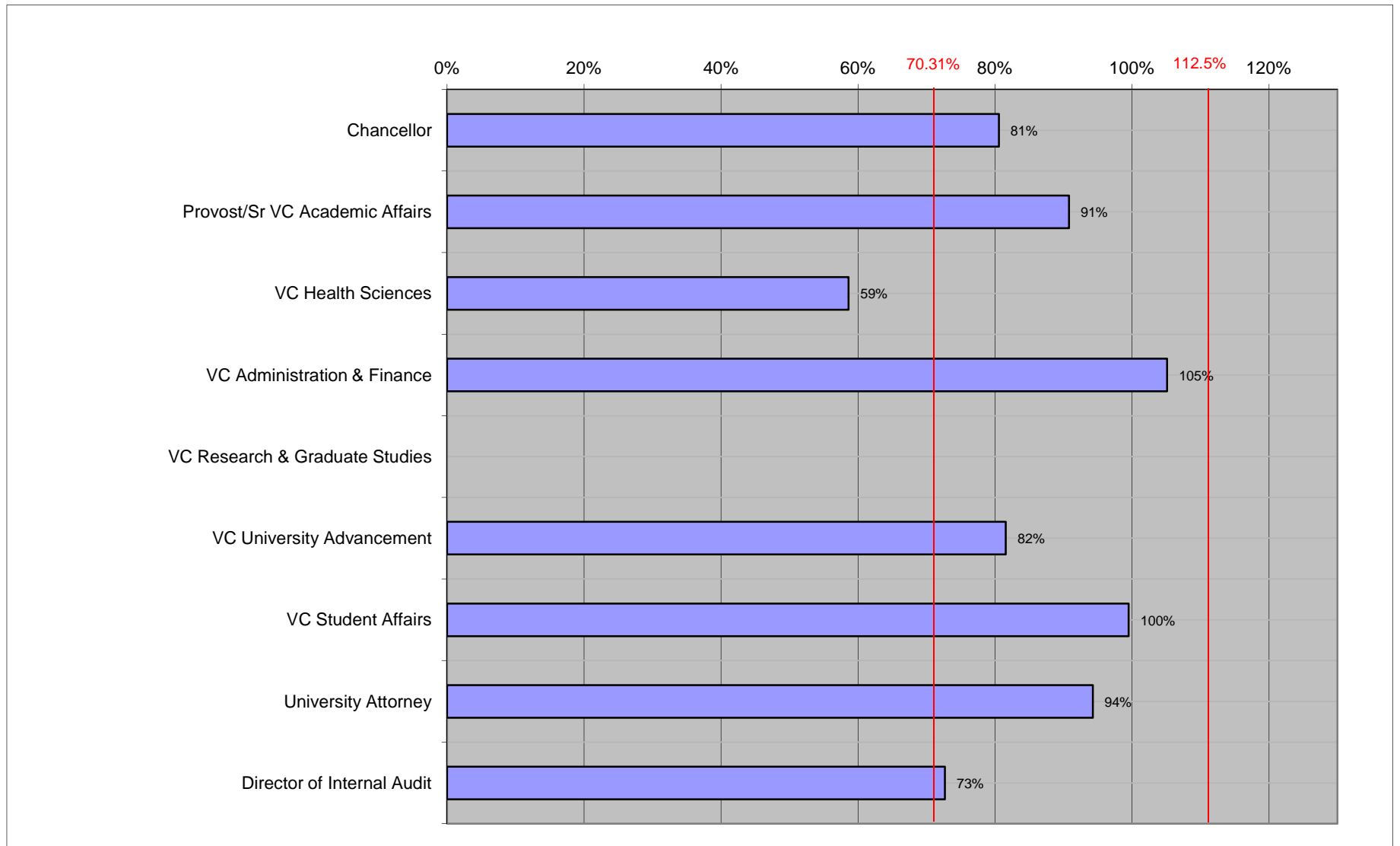
**Public institution salaries reported by the Association of Academic Health Centers, in their Report: 2012-2013 Salary Survey of Academic Health Centers Chief Executive Officers, Hospital Administrators and Other Senior Center-Wide Officers

CUPA code	Title	Name	2012-13 Base salary	Stipend	UNC			All Public Research & Doctorate			Carnegie Classification: Doctoral/Research Univ.			GA Peers			80%ile GA Peers*	%dev from 80%ile	\$dev from 80%ile	Min (.7031 of 80%ile)	Max (1.125 of 80%ile)
					N	Average	Median	N	Average	Median	N	Average	Median	N	Average	Median					
101000	Chancellor	Steve Ballard	315,000		13	290,608	279,675	227	329,327	325,000	52	366,167	338,543	15	363,731	347,976	391,000	80.6%	-76,000	274,912	439,875
105000	Provost/Sr VC Academic Affairs	Marilyn Sheerer	280,612		12	220,843	206,426	213	251,347	237,000	47	233,648	222,892	18	278,494	275,000	309,069	90.8%	-28,457	217,306	347,703
107000	VC Administration & Finance	Frederick Niswander	270,000		13	203,280	179,845	184	213,147	204,503	38	217,600	200,425	15	241,818	237,000	256,800	105.1%	13,200	180,556	288,900
125000	VC Health Sciences	Phyllis Horns	375,646					30	472,103	505,235	5	174,056	88,174	10	474,888	516,603	640,800	58.6%	-265,154	450,546	720,900
	VC Health Sciences**	Phyllis Horns	375,646					51	533,931	527,750											
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113000	VC University Advancement	Michael Dowdy	227,668		12	186,934	153,433	184	204,520	191,330	47	193,767	186,822	15	237,500	227,668	279,052	81.6%	-51,384	196,201	313,934
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	Dean, College Allied Hlth Sci**	Stephen Thomas	202,337					20	206,479												
153040	Dean, Arts and Sciences	Alan White	205,589		7	189,003	177,177	135	200,392	185,514	40	180,256	168,790	12	217,073	202,795	267,470	76.9%	-61,881	188,058	300,904
153060	Dean, Business	Stan Eakins	224,664	11,300	10	227,822	193,788	212	241,988	210,670	51	206,064	185,658	18	279,568	250,778	365,627	64.5%	-129,663	257,072	411,330
153100	Dean, School of Dental Medicine	Gregory Chadwick	227,700	70,000	1			24	305,479	310,448	2			5	276,607	293,862	311,777	95.5%	-14,077	219,210	350,749
	Dean, School of Dental Medicine**	Gregory Chadwick	227,700	70,000				22	284,443												
153120	Dean, Education	Linda Patriarca	177,100		9	174,805	175,440	197	174,468	163,218	45	159,430	155,000	17	177,547	177,100	195,410	90.6%	-18,310	137,393	219,836
153160	Dean, Fine Arts and Communications				2			62	172,733	160,000	9	158,833	153,375	3			211,993			149,052	238,492
153200	Dean, Health and Human Performance	Glen Gilbert	214,569		3			72	179,175	170,571	13	172,318	171,000	12	189,510	180,341	208,470	102.9%	6,099	146,575	234,529
153150	Dean, Human Ecology	Judy Siguaw	189,244					17	195,827	201,490	2			2			233,287	81.1%	-44,043	164,024	262,448
153280	Dean BSOM/Assoc VC Med Aff	Paul Cunningham	506,001					41	437,932	449,999	5	427,839	400,207	10	367,060	330,695	461,199	109.7%	44,802	324,269	518,849
	Dean BSOM/Assoc VC Med Aff**	Paul Cunningham	506,001					38	424,861												
153300	Dean, Nursing	Sylvia Brown	211,150		4			89	190,097	189,659	21	165,710	165,590	11	201,487	211,150	225,000	93.8%	-13,850	158,198	253,125
	Dean, Nursing**	Sylvia Brown	211,150					35	244,684												
153070	Dean, Technology & Computer Science	David White	197,340		1			11	192,195	180,360	6	203,356	197,340	1			216,300	91.2%	-18,960	152,081	243,338
153310	Dean, Technology & Computer Science	David White	197,340					14	134,860	137,421	4						146,568	134.6%	50,772	103,052	164,889
153190	Dean, Graduate School	Paul Gemperline	172,040		6	148,634	147,941	133	165,372	156,697	22	131,715	137,200	10	169,292	165,580	195,980	87.8%	-23,940	137,794	220,478
153210	Dean, Honors College	Richard Eakin	161,920		4			81	135,953	135,500	12	129,120	122,741	11	128,093	122,412	153,000	105.8%	8,920	107,574	172,125
139000	Dean, Academic Library Services				12	133,293	116,788	148	144,847	133,592	38	122,527	118,617	7	164,916	157,000	179,194			125,991	201,593

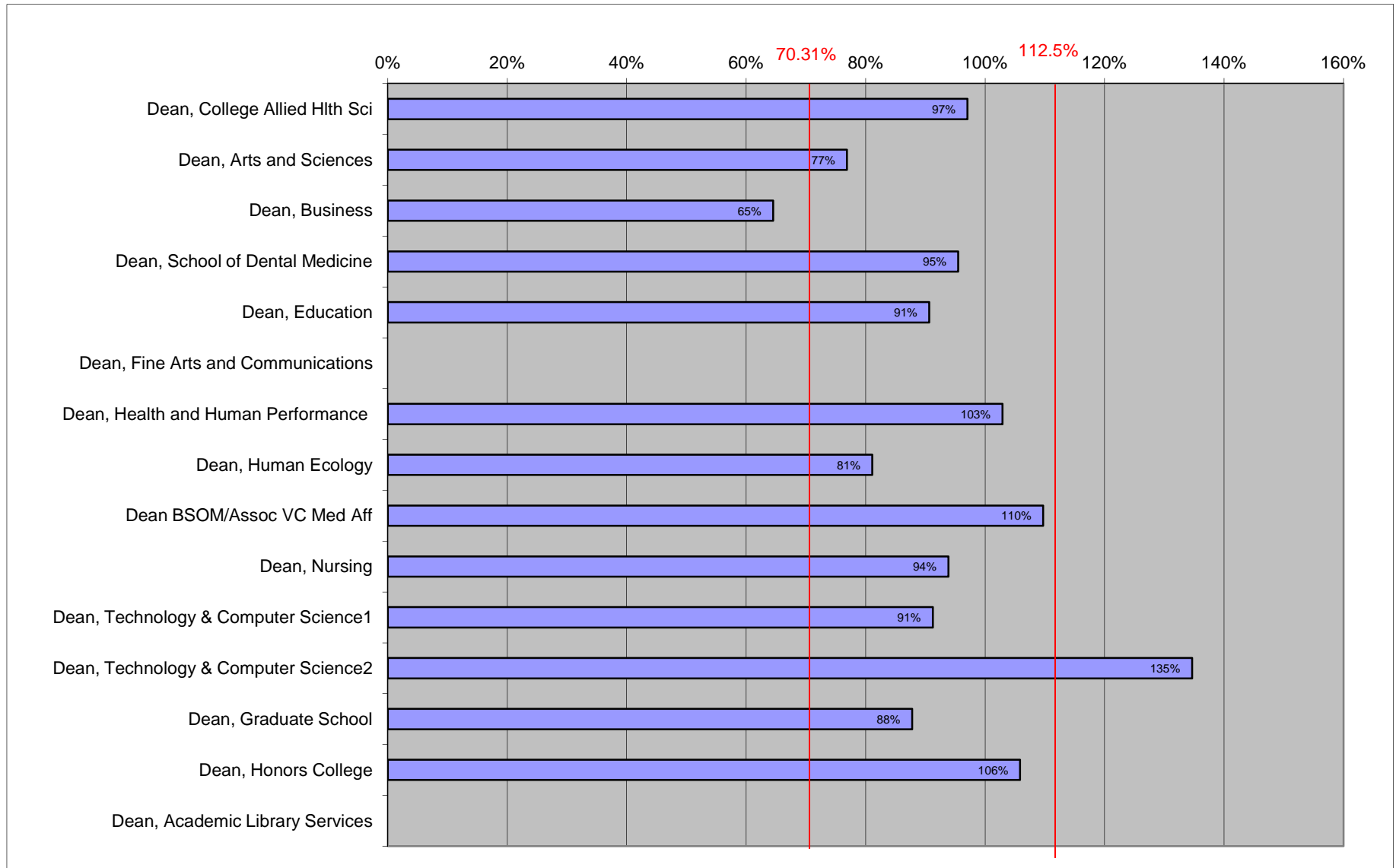
ECU Peer Institutions:

Florida International University, Northern Illinois University, Southern Illinois University Carbondale, University of Louisville, Western Michigan University, Central Michigan University, University Of Missouri-Kansas City, University of Southern Mississippi, University of North Dakota-Main Campus, University of Nevada-Reno, University at Buffalo, Ohio State University, Wright State University-Main Campus, University Of South Carolina-Columbia, West Tennessee State University, Texas Tech University, Old Dominion University, Virginia Commonwealth University.

**Chancellor's Direct Reports CUPA Salary Comparison
80th Percentile Median Exception Graph with GA Established Target Range .7031 to 1.125%
2012-2013**

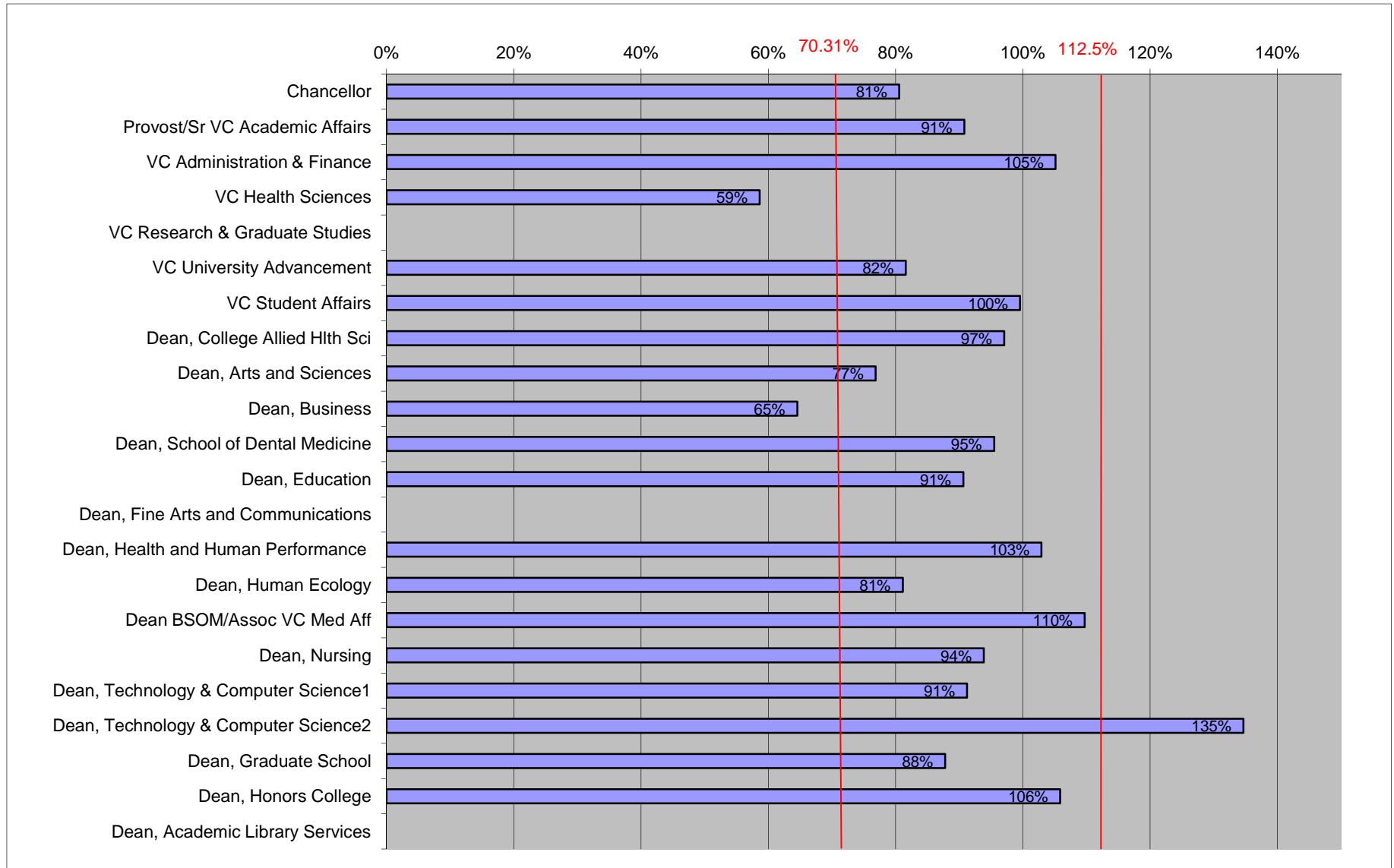


Academic Deans CUPA Salary Comparison
80th Percentile Median Exception Graph with GA Established Target Range .7031 to 1.125%
2012-2013



1 Reference Group - Deans of Computer and Information Science
 2 Reference Group - Deans of Occupational Studies/Vocational Education/Technology

**Management Flexibility CUPA Salary Comparison
80th Percentile Median Exception Graph with GA Established Target Range .7031 to 1.125%
2012-2013**



1 Reference Group - Deans of Computer and Information Science

2 Reference Group - Deans of Occupational Studies/Vocational Education/Technology

East Carolina University
Board of Trustees
Finance and Facilities Committee
April 18, 2013

Session	Finance and Facilities Committee
Responsible Person	Vice Chancellor for Administration and Finance Frederick Niswander
Agenda Item	II.H.
Item Description	Other
Comments	N/A
Action Requested	Information
Disposition	
Notes	