



East Carolina University | Board of Trustees University Affairs Committee Meeting | November 19, 2015 Agenda

- I. Approval of September 25, 2015 Minutes Action

- II. Student Affairs
 - A. One Community - Greek Life

- III. Academic Affairs
 - A. Notice of Nondiscrimination and Affirmative Action Policy Action
 - B. Bond Campaign Update
 - C. Faculty Salary Equity Study
 - D. KPI - Degrees and ECU Graduates

- IV. Research, Economic Development and Engagement
 - A. Update on FY 15 proposals, awards and F&A

East Carolina University
Board of Trustees
University Affairs Committee
November 19, 2015

Session	University Affairs Committee
Responsible Person	Kieran Shanahan, Chair
Agenda Item	I.
Item Description	Approval of minutes – September 24, 2015
Comments	
Action Requested	Approval
Disposition	
Notes	

Minutes of the Meeting of the
University Affairs Committee
East Carolina University Board of Trustees
September 24, 2015 at 10:30am
Harvey Hall – Murphy Center

Board Members Attending: Keiren Shanahan (chair), Max Joyner, Edwin Clark, Mark Matulewicz, Danny Scott, Leigh Fanning, Deborah Davis

Others in Attendance: Ron Mitchelson, Virginia Hardy, and Michael Van Scott

Meeting began 10:30am

Mr. Shanahan opened the meeting by reading the conflict of interest statement as well as the Jurisdiction Review for University Affairs.

The minutes from the previous meeting were approved.

- **Research and Graduate Studies - Michael Van Scott**

- The list of centers and institutes for review were sent to ECU in March. He explained the different types of centers. One recommendation was the discontinuing of the Center of Biodiversity. Dr. Van Scott talked about what the center does and also how the pieces that are important aren't lost, but yet we can be compliant. There are two others centers that were also recommended for discontinuation: Health Systems Research and Development and the Center for Diversity and Inequality Research. Many of these key people involved in the Health Systems center have moved into the implementation of Public Health. The Center for Diversity and Inequality Research don't have a significant system wide impacts, so it will be reconfigured to no longer serve a system wide center. Dr. Van Scott made the recommendation that the board supports the continuation of the Center for Natural Hazards Research due to the success of the center and it is financially sustainable in recent years. He said that this center is crucial to help us establish a School of the Coast. It's important to note that many of the key initiatives within the centers being discontinued will continue, but are no longer in the same capacity as a Center.
 - **Motion – Mr. Joyner made the following motion “I move that the board approve the discontinuation of the centers for Health Systems Research and Development, the Center for Diversity and Inequality Research and the NC Center for Biodiversity. I also move to support the recommendation that the Center for Natural Hazards Research continued as a UNC Center.” It was seconded by Ms. Davis and approved without dissent.**

- **Academic Affairs - Ron Mitchelson**

- **Annualized Schedule of Metrics** - Dr. Mitchelson introduced Dr. Ying Zhou to discuss the updates for the Key Performance Indicators schedule. For this meeting, the data being shared included Enrollment data specific to fall enrollment, profile of the first time freshman cohort, applications and admissions and first year retention rates. She previewed the topics being discussed during the November, February, and April meetings. These presentations include dashboards with significant data and success stories as well as complete reports. These reports will be open and viewable to the public. Dr. Zhou said we could use this data to compare ourselves against our peer schools. Sometimes the data will be staggered due to the reporting dates not always being consistent from school to school. It was suggested by board members that we do a better job of telling the success stories with this data now that we know this is validated data and information.
 - **Motion – Mr. Joyner made a motion that the University Affairs Committee approves the annualized schedule for metrics presentation as approved in the board materials with the inclusion of student athletes. Mr. Matulewicz seconded the motion. It was passed without dissent.**
- **Enrollment Update - John Fletcher – Paul Gemperline – Jayne Geissler**
 - **Fletcher** -This fall the university has the highest fall enrollment ever – 28,289. The factors that drive our undergraduate enrollment are new freshman, new transfers and reenrollment of students. There were more than 16,000 completed freshman applications. We enrolled 4,302 freshmen in fall 2015. These numbers are not approved until BOG and GA accepts them. We are at 85% in-state students

and 15% out of state. We are required to enroll less than 18% of out of state students. We have had our highest SAT scores for entering freshmen this fall (1061). According to peer institutions, many other schools are trending at about the same rate. At the national and state levels the SAT scores declined. We are committed to growing our institutional enrollment to 30,000 by 2019. This is ECU's target goal, not GA. On average for every 100 new students there is about \$1.8 million more coming in. The weighted GPA is the highest as well (3.76). ECU has 1,738 new transfer students from community colleges and four-year school transfers. The top transfer students come from Pitt and Wake Tech community colleges. The goal is 2,000 transfer students for fall 2016.

- **Gemperline** – ECU experienced an 11% increase to graduate enrollment this fall (1,858 grad students). The average age of grad students are 31 years old and are more mature and are applying to specific programs with specific interests/intentions. There are 78 masters programs and 16 doctoral programs and the Grad School manages those admissions activities and provides support to each of the 94 graduate programs. Applications increased to more than 4,800 this fall and the number of offers has increased. One issue is that some programs are capped with how many they can offer. For instance the physicians assistant program has 35 seats, but 600+ applicants. The selectivity is not as strict in other areas such as Education. Graduate retention and graduation rates continue to be strong. There is a real focus on increasing customer satisfaction as well as a stronger presence in online marketing. The Graduate School is using a real-time tool that has guided their communication to prospective students, marketing of programs and outreach efforts. There is also a new team based approach with the Graduate School, financial aid, cashier, career services and colleges and faculty and this produced increases in applications, offers of admission and new graduate students. The goal is to have 20% of our enrollment be graduate students; we are currently at about 18%. The majority of our graduate enrollment is In-state. One of the challenges remains the lack of tuition remissions available for offer. UNC-Chapel Hill has about 79% of the tuition remission in the UNC System.
- **Geissler** – For first time full time students going to ECU going to the second year counts as our retention numbers. Overall our females are more successful than males. The total number for retention is 80.2% for 2014. Our six-year graduation rates are increasing too and females continue to outperform males. High school GPAs appear to be a good indicator of success in retention and graduation rates. Females have a higher HS GPA than males and it appears to continue into college. SAT numbers are higher for some male groups, but that is not translating into college. Compared to our peers, we are rated as moderately selective and are in the top 3rd of our category. Dr. Hardy shared that there is a Male Success Symposium in October to learn the challenges and develop a plan to address these challenges.
- **Intercollegiate Athletics Survey** – John Fletcher
 - The reporting of the survey is a requirement to the board. Dr. Fletcher shared some of the highlights from the survey.
- **History Tradition Update** –
 - Dr. Prokopovich discussed the ongoing plans for discussing and sharing ECU's history with students. Creating a new credit course was deemed not to be effective. The plan will be to connect this education to our students in manners that they are interested and address our history by themes each year. The themes include the creation of the university, athletics, SGA, historical events/moments. They can be implemented through Wellness Passport events, Voyages of Discovery and other student involvement events/activities. Mr. Joyner said he was under the impression this would be a mandatory credit awarding class for all. Dr. Prokopovich shared that we needed to find a mix of important education to be shared but also in a manner where students want this information vs. forcing to be attended. Ms. Davis said she didn't believe the Board should mandate a new program, but suggested that we embed the history into the orientation program. She also liked the concept of a new theme rollout each year for students.

Note! The Student Affairs report was held until the November BOT meeting due to time constraints.

Meeting Ends at 12:15pm

Respectfully submitted by Christopher Stansbury

East Carolina University
Board of Trustees
University Affairs Committee
November 19, 2015

Session	University Affairs Committee
Responsible Person	Virginia Hardy, Vice Chancellor for Student Affairs
Agenda Item	II. A.
Item Description	One Community – Greek Life
Comments	
Action Requested	Information and discussion
Disposition	
Notes	



AN INTRODUCTION TO THE DEPARTMENT OF GREEK LIFE

ONE COMMUNITY
INITIATIVE

BOARD OF TRUSTEES BRIEFING

EAST CAROLINA UNIVERSITY
DIVISION OF STUDENT AFFAIRS

Greenville, North Carolina
November 2015

Executive Briefing Purpose

At their best, fraternities and sororities represent enduring friendships, effective leadership, academic excellence, and preparation for successful careers and community engagement beyond graduation. Currently, many colleges across the nation are confronting the presence of behaviors that fail to reflect the values and tenets of excellence associated with Greek Life. East Carolina University is addressing such challenges in its Greek community through implementation of an institutionally designed **One Community** initiative, which features a proactive approach and interconnected strategies. **The purpose of this executive briefing is to share the framework for this intentional and comprehensive effort dedicated to achieving realistic changes that are both immediate and long-term. One Community is intended to ensure that the culture and activities associated with fraternities and sororities are consistent with the highest standards of personal and academic integrity supporting East Carolina University.**

Proactive Culture Change Initiatives at Other Universities:

- **University of Delaware** aims to reshape its reputation through town hall meetings. Their overarching concerns are centered on the premise that most relationships in the Greek community are formed around alcohol, which fosters a drinking culture on campus. The initiative focuses on keeping students safe.
- **University of Denver** has an initiative called Pioneer Polis that explores problems and develops action plans for the future of the university's Greek life community. The Pioneer Polis initiative will use the action plans to create change centered on sexual assault and drug and alcohol abuse.
- **Texas Tech** Greek Life Task Force on Greek Organization Culture made 39 recommendations to enhance the Greek life culture at the university. These recommendations have been made to ensure a safe and secure environment for Texas Tech students.

ECU's One Community Initiative

Affiliation and engagement in the East Carolina University Greek community contributes to positive outcomes, such as leadership development and academic achievement, which complement the overall student experience and institutional mission. While these positive attributes are laudable, clearly there is room for improvement. As the leadership university, our expectation is that the Greek One Community will serve as a driving force of student engagement, focusing on two specific goals:

- Align the Greek community with the university's mission as a national model for student success, public service, and regional transformation.
- Develop a culture of transparency, promoting the community as values-based organizations that have an immediate and sustainable positive impact on the entire student body.

Strategies

Over the next two years One Community will implement a series of strategies that operationalize a values-based vision of change through the following efforts:

Program Review: The Department of Greek Life will complete a comprehensive program review process in 2016. The program review involves a self-study and an internal and external review, followed by implementation of an action plan. Informed by the Council for the Advancement of Standards in Higher Education (CAS), the review is an assessment of how well the department is achieving its stated mission, goals, and outcomes. Most importantly, the program review process will identify ways to sustain and create program excellence.

Program Delivery Improvement with Guidance from National Consulting Firm: Through a partnership with Plaid, a national consulting firm specializing in organizational change, the Greek community will engage in a series of new programs centered on alumni engagement, staff development, advisor training, and student leadership development. Plaid will focus on assessing the current organizational culture within ECU’s Greek community and provide data driven solutions and programs for the immediate and long-term future. The One Community initiative delivers a series of programs, specifically focused on operationalizing Greek values by encouraging a culture of friendship, leadership, service, and scholarship. ECU, the Department of Greek Life and Plaid will drive positive change in Greek communities through these programs:

FALL 2015		SPRING 2016	
8/15	Alumni & Advisor Workshop	TBD	Greek Leader Series
8/24	Speaker: Community	1/22, 23 & 24	Greek Leadership Retreat
9/21	Hazing Prevention Speaker	1/30	Alumni/Advisor Training (Plaid)
9/10	Title IX Workshop	3/1	1 in 4 Sexual Assault Program
11/3	Sex Rules (No means No)	3/20	Greek Summit Series (Plaid)
11/13	Greek Leader Training (Plaid)	4/11 to 4/16	Greek Week: One Community!
11/15	Greek Summit (Plaid)	5/12	Greek Life Staff Training (Plaid)
12/8	Greek Study Slam		

Greek Summit Series: In partnership with Plaid, the Department of Greek Life has developed a Greek Summit program that will occur each semester featuring dialogue between Greek students and community/campus leaders focused on addressing solutions to community issues. Plaid and the Department of Greek Life will take on a lesser role as the program develops and the Greek councils will assume leadership of the summit series in partnership. The Greek councils will partner with the Alumni Alliance to develop summit agendas.

Resource Support: Over the next two years the Division of Student Affairs has committed financial resources for the Plaid partnership, operational resources through the addition of an Assistant Director of Greek Life, and facility resources in the development of a 3,000 square foot Greek life suite within the new student center. An intentional and significant collaborative effort must occur to achieve success. This includes Student Affairs and the Department of Greek Life, but is also largely based on the support of students and alumni of Greek organizations, national organizations, each organization’s umbrella council, and of course, the ECU chapters and members.

Measures of Success

There are three significant issues that continue to negatively affect ECU’s Greek community: 1) academic performance, 2) risk education and accountability, and 3) leadership, community service and philanthropy. The One Community initiative is designed to address these issues, thereby resulting in measurable outcomes of student and organizational success.

Academic Performance

The Department of Greek Life compiles semester grade reports for members of every chapter, analyzing new member and active member grade point averages (GPA). PanHellenic and NPHC sororities consistently report the highest semester GPAs for both new and active members. There is a significant difference between fraternity and sorority academic performance (.5 gap average; e.g. 2.5 vs 3.0). Generally speaking, non-Greek affiliated students’ semester GPAs improve as they progress through their college career. This pattern holds true for new members of Greek-letter organizations as well, where new member GPAs are lower than their active member counterparts. It should be noted that fraternity members’ GPA average over time has consistently been lower than the all university men’s average, albeit a modest difference. Current

improvement efforts include attainment of a faculty advisor for each chapter and that each chapter will implement a written academic plan directed toward improving grades and the overall academic achievement gap.

Greek Life attempts to track retention and graduation rates of its members but the complexities associated with membership status over time has presented challenges in producing accurate measures. The Department of Greek Life along with the Student Affairs Assessment, Research, and Retention are working with ECU's Institutional Planning, Assessment, and Research Office to build new metrics that can more accurately track retention and graduation rates. In summary, One Community will focus on strategies to improve semester by semester academic performance as well as persistence to completion success.

Risk Education and Accountability

The Department of Greek Life takes a proactive approach to ensure that chapters fulfill their educational obligations outlined in risk management policies. In coordination with a broad base of constituencies, chapters must establish, develop, and enforce risk management policies and practices to ensure that the Greek experience is safe as well as embody organizational ideals and values. The overall risk management plan pays particular attention to the issues of alcohol and drugs, hazing, sexual misconduct and harassment, health and safety, and social event management.

When necessary, chapters face disciplinary action ranging from education, probation, and suspension of activities to more serious actions such as chapter closings. Accountability directed at such issues is accomplished through educational programs, member engagement and training, leadership development, focused conversations, and written agreements. In essence, all constituencies of One Community, inclusive of Greek alumni, are expected to work collectively to assure accountability. ECU recognizes there are operational boundaries between the councils and chapter alumni that create barriers to education and do not support self-directed accountability. One Community will work to bring councils, chapters, and their alumni together for solution-based dialogues that will enhance education and community accountability.

Leadership, Community Service, and Philanthropy

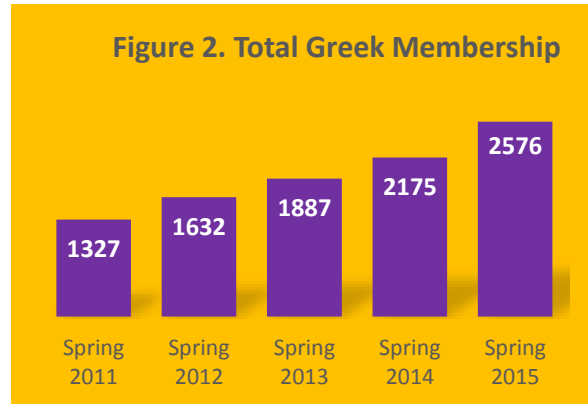
Leadership, community service, and philanthropy serve as core values within each Greek organization and the Division of Student Affairs, as well as personify ECU's three strategic commitments. These values are taught with the goal of developing future leaders within the Greek Community and the student body who positively impact Greenville, Pitt County, North Carolina, and the country. To date, leadership development experiences has largely been focused on positional leaders. Greater emphasis will be placed on leadership development for all members of fraternities and sororities, not just positional leaders.

Figure 1 (at right) demonstrates Greek philanthropic giving since 2011 in terms of money donated. Volunteer hours and activities have been even more difficult to track, relying on self-reported data that has also been inconsistent. Chapter commitment to philanthropic activity and cultivation of relationships with community organizations provide a significant impact on a member's development, chapter identity, and ultimately community culture. One Community, and specifically Plaid, will pay special attention to these issues and provide solutions that are both programmatic and software driven, improving data collection and accuracy.



Growth and Development

During the past six years, membership in the ECU Greek Life community (Figure 2) has more than doubled from 1,327 members in spring 2011 to over 3,000 members in fall 2015 (final numbers are not available until the end of fall). With a total of 20,969 undergraduate students enrolled at ECU in fall 2014, nearly 15% of the student body is a member of the Greek Community.



The following are fall 2015 highlights for each of the councils:

- **Interfraternity Council:** Recruitment saw 555 men register to participate in the process with 412 men joining IFC Fraternities, a 35 % increase compared to last year when 303 men joined at the conclusion of fraternity recruitment.
- **Multicultural Greek Council:** The “Greek Diversity Invitational” recorded 30 students in attendance, the same number as last year.
- **National Pan-Hellenic Council:** During fall semester 2015, 278 students attended “Meet the Greeks’ program, a 17% decrease compared to fall 2014.
- **Panhellenic Council:** During fall recruitment 887 women registered to participate and 663 women were placed in sororities, a 9.4% increase compared to fall 2014.

This year we have a number of chapters that are returning to ECU:

- Alpha Kappa Alpha Sorority Inc., a national member of the National Pan-Hellenic Council, is returning to campus after three years of being inactive. The last year the organization took in new members was 2012, and the university expects more than 30 women to join this semester.
- Sigma Nu fraternity, a national member of the Interfraternity Council, is in the process of recolonizing at ECU and led by a strong alumni contingent. Last active in 2005, they are one of the university’s founding Greek chapters from 1958.
- Sigma Pi fraternity, a national member of the Interfraternity Council, conducted a colonization process between September and November of 2015. This process is still ongoing but the colony currently has 56 men. Sigma Pi was previously at ECU between 1988-2009.

Summary

Simply put, the One Community initiative will demand more of a growing Greek community. Future success of Greek Life on college campuses will depend not only on membership numbers, GPA, and campus involvement but more specifically on leading by example and demonstrating a commitment to institutional goals. A community that fosters a safe and healthy environment for students, demonstrates academic excellence, lives strong values, and leads through a mindset of respect and service is the expectation for East Carolina’s Greek community and the One Community initiative is our starting point.

**Tomorrow Starts Here,
And the Greek Community at East Carolina University
is committed to being the Benchmark of Excellence for Greek Life.**

East Carolina University
Board of Trustees
University Affairs Committee
November 19, 2015

Session	University Affairs Committee
Responsible Person	Donna Payne, University Coun•^
Agenda Item	III. A.
Item Description	Notice of Nondiscrimination and Affirmative Action Policy
Comments	
Action Requested	Action
Disposition	
Notes	

Notice of Nondiscrimination and Affirmative Action Policy

PRR Classification # (List POL, REG RULE and leave #blank. To be done by Legal)

PRR General Subject Matter (Leave blank. To be done by Legal)

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Authority: Board of Trustees

History: Revised September 2015

Related Policies:

ECU Equal Employment Opportunity Plan;
Regulation on Responding to Complaints of Prohibited Discrimination, Harassment and/or Related Retaliation;
Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence;
Regulation for Addressing Sexual Assault, Domestic and Dating Violence or Stalking;
Policy of the Board of Governors of the University of North Carolina Concerning Improper Relationships between Students and Employees;
Mediation and Grievance Procedure for SPA Employees;
Grievance Procedures for Complaints of Unlawful or Prohibited Harassment, Discrimination or Improper Relationships Brought Against East Carolina University Faculty Members or Administrators Holding Faculty Status (ECU Faculty Manual, Part XII, Section IV)

Additional References:

Titles VI and VII of the Civil Rights Act of 1964, as amended;
Title IX of the Education Amendments of 1972;
Section 799A and 845 of the Public Health Service Act;
Equal Pay Act of 1963, as amended;
Age Discrimination in Employment Act of 1967, as amended;
Rehabilitation Act of 1973, as amended;
Pregnancy Discrimination Act of 1978;
Civil Rights Restoration Act of 1988;
Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended;
Civil Rights Act of 1991;
Americans with Disabilities Act of 1990, as amended;
Title II of the Genetic Information Non-discrimination Act of 2008;
Executive Order 11246 of 1965, as amended;
N.C. General Statutes Section 126-16, as amended;
N.C. General Statutes Section 116-11(3a);
The Code of the University of North Carolina, Section 103;

Other applicable Federal and state laws.

Contact Information: Associate Provost for Equity and Diversity, Office for Equity and Diversity, Suite G-406 Old Cafeteria Building, Phone: (252) 328-6804, Email: oed@ecu.edu

1. Introduction

1.1. East Carolina University (“ECU”) is committed to equality of opportunity and prohibits unlawful discrimination based on the following protected classes: race/ethnicity, color, genetic information, national origin, religion, sex (including pregnancy and pregnancy related conditions), sexual orientation, gender identity, age, disability, political affiliation, and veteran status (“Protected Class”).

1.2. This policy also prohibits retaliation, as defined below, against an individual for using applicable policies responsibly. Retaliation interferes with free expression, inhibits openness that is important to the University, and violates University policy.

1.3. Pay Transparency

1.3.1. Consistent with Executive Order 11246, as amended, ECU will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by ECU, or (c) consistent with the ECU’s legal duty to furnish information.

1.4. This policy supersedes all other expressions of nondiscrimination provisions pertaining to all University programs and activities and the Office for Equity and Diversity complaint resolution procedures published in any other documents, handbooks, or manuals except those outlined in University regulations (specifically, the Regulation on Responding to Complaints of Prohibited Discrimination, Harassment and/or Related Retaliation and the Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence).

1.5. When an individual is found to have violated this policy, sanctions up to and including termination of employment, expulsion, and/or the issuance of a ban from University property will be imposed in an attempt to ensure that such actions are not repeated by the individual within the University community. In determining whether conduct violates these provisions, all relevant facts and circumstances shall be considered. Care will be exercised in order to preserve freedoms of speech and expression, as articulated in current legal standards.

2. Coverage

2.1. This policy covers admission, readmission, access to, treatment and employment in university programs and activities, including, but not limited to, academic admissions, financial aid, any services, and employment. This policy applies to students, applicants, employees, visitors, volunteers and other third parties under circumstances within the University’s control.

2.2. This policy applies to all discrimination and related retaliation that occurs either on ECU property or off ECU property if (1) the misconduct occurred in the context of an ECU program or activity or (2) if the misconduct creates or contributes to, for a member of the University community, a learning or working environment that is hostile, as defined in 4.2.2.

3. Affirmative Action Obligations

3.1. Pursuant to its obligation under applicable federal law, the University will take affirmative action to ensure that applicants are employed and that employees are treated during employment without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin and to employ and advance in employment qualified employees and applicants who are protected veterans and individuals with disabilities at all levels of employment.

3.2. The University will recruit, hire, train and promote persons in all job titles and ensure that all other personnel matters and any other term, condition, or privilege of employment will continue to be administered in accordance with this policy and without regard to University Protected Classes listed in Section 1.1 above. The University will ensure that all employment decisions are based only on valid job requirements.

3.3. The Chancellor of ECU fully endorses and supports this policy.

3.4. The monitorial and evaluative aspects of the Equal Employment Opportunity Plan, including analysis and reporting, are the responsibilities of the Office for Equity and Diversity. The Chancellor has appointed the Associate Provost for Equity and Diversity to coordinate all aspects of the ECU Equal Employment Opportunity Plan and Program.

4. Definitions

4.1. Discrimination - actions that subject individuals to unfavorable or unequal treatment based on a Protected Class.

4.2. Harassment - a form of discrimination. Harassment is unwelcome conduct based on a Protected Class, as defined in Section 1.1 above, which creates either quid pro quo harassment or a hostile environment, as defined in Section 4.2.1 and Section 4.2.2, below. It also includes Sexual Harassment and Gender-Based Harassment as those terms are defined in University Regulations (specifically, the Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence)

4.2.3. Quid Pro Quo Harassment - submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person's employment, academic standing, or participation in any University programs and/or activities or is used as the basis for University decisions affecting the individual.

4.2.4. Hostile Environment Harassment - A "hostile environment" exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University's education or employment programs and/or activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a hostile environment.

4.3. Retaliation - any act of interference, restraint, penalty, discrimination, coercion, reprisal, intimidation, threats, or harassment against an individual for using applicable policies responsibly (including making a charge of discrimination protected by this policy; testifying, assisting, or participating in a hearing, proceeding, review process or investigation of discrimination; opposing an illegal act; requesting a reasonable disability or religious accommodation; or exercising any other right protected by this policy).

5. Obligation to Provide Reasonable Accommodations

5.1. Disability Accommodations

5.1.1. In compliance with Section 503 of the Rehabilitation Act of 1973, as amended; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990, as amended; and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA), accommodations for individuals with disabilities extend to student programs, employment practices, elimination of physical barriers, and special assistance to students and employees within the university who are individuals with disabilities.

5.1.2. To request disability accommodations, please contact the Department for Disability Support Services, 138 Slay Building Greenville, NC 27858-4353 or phone (252)737-1016 voice/TTY.

5.2. Religious Accommodations

5.2.1. The University accommodates the religious observances and practices of students and employees except where such accommodation causes undue hardship for the University. The extent of the University's obligation is determined initially by considering statutory requirements; and any obligation of accommodation beyond that shall be determined with consideration of business necessity, financial costs and expenses, and resulting personnel and/or academic problems.

5.2.1.1. Accommodations for Students:

5.2.1.1.1. Students shall be allowed a minimum of two excused absences each academic year for religious observances required by the faith of the student.

5.2.1.1.2. Students shall provide written notice to the faculty member for the affected class of their request for an excused absence for a religious observance in a reasonable time prior to the date of the observance. If a faculty member determines a specific minimum period of prior notice to be reasonable with regard to a class for purposes of complying with this requirement, he or she should communicate that to the students in the class.

5.2.1.1.3. Students shall be given the opportunity to make up tests and other work missed due to such an excused absence for a religious observance.

5.2.1.2. Accommodations for Employees:

5.2.1.2.1. Employees shall request religious accommodations from their supervisor in writing at least, if possible, 30 days in advance of the desired accommodation. The employee and supervisor should cooperate to determine whether a reasonable accommodation can be granted. If requested, the employee should provide documentation to support the request.

5.2.1.2.2. Supervisors may contact Human Resources Employee Relations or the Office for Equity and Diversity for assistance with employee requests for religious accommodations.

5.3. Complaints Relative to Accommodations

5.3.1. Members of the University community who have concerns about the adequacy of accommodations or wishing to file a complaint, may follow the resolution procedures outlined in University regulations (specifically, the Regulation on Responding to Complaints of Prohibited Discrimination, Harassment and/or Related Retaliation). Information about filing a complaint may be obtained from the Office for Equity and Diversity.

6. Sex Discrimination Prohibited

6.1. ECU is required by Title IX of the Education Amendments of 1972 not to discriminate on the basis of sex in its education programs and activities.

6.2. Sexual and Gender-Based Harassment, as defined in section 4.2, above, Sexual Violence, including sexual assault and sexual battery, and Sexual Exploitation as those terms are defined in University Regulations (specifically, the Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence) are all forms of sex discrimination..

6.3. Questions regarding Title IX may be addressed to the Ms. LaKeshia Alston Forbes, Title IX Coordinator, in the Office for Equity and Diversity; the Dean of Students Office; the Office of Student Rights and Responsibilities; the ECU Police Department; and/or to the U.S. Department of Education's Office for Civil Rights.

6.4. The Title IX Coordinator may be reached in the Office for Equity and Diversity, Old Cafeteria Building Suite G-406, phone (252) 328-6804, or email oed@ecu.edu.

6.5. Additional information regarding the University's obligations and procedures for responding to conduct prohibited by Title IX may be found in University regulations (specifically, the Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence).

7. Obligation to Review or Investigate Prohibited Conduct

7.1. If the Office for Equity and Diversity becomes aware of any information or concerns related to prohibited discrimination, harassment, and/or related retaliation, the Office for Equity and Diversity will address with an informal review or formal investigation of those concerns.

8. Office for Equity and Diversity Complaint Resolution Procedures for Formal Complaints of University Prohibited Harassment or Discrimination and/or Related Retaliation

8.1. An individual should follow the complaint/resolution procedures outlined in University regulations (specifically, the Regulation on Responding to Complaints of Prohibited Discrimination, Harassment and/or Related Retaliation) if he or she is alleging discrimination, harassment and/or related retaliation, as defined in this policy, based on any of the following protected classes: race/ethnicity, color, genetic information, national origin, religion, sex (*including* pregnancy and pregnancy related conditions and sexual harassment and sexual violence), gender identity, sexual orientation, age, disability, political affiliation, or veteran status. Additional investigation principles will be applied for complaints of sexual harassment and sexual violence and are outlined in University regulations (specifically, the Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence).

8.2. The Office for Equity and Diversity will consult with and answer questions from individuals about specific procedural matters upon request.

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9.2.1. Individuals requesting accommodation under the Americans with Disabilities Act (ADA) should contact the Department for Disability Support Services at least 48 hours prior to the event at (252) 737-1016 (voice/TTY).

Notice of Nondiscrimination and Affirmative Action Policy

PRR Classification # (List POL, REG RULE and leave #blank. To be done by Legal)

PRR General Subject Matter (Leave blank. To be done by Legal)

[Print-friendly version](#) 

(Print-Friendly version is a word version of this template available for downloading)

Authority: Board of Trustees

History: Revised September 2015

Related Policies:

ECU Equal Employment Opportunity Plan;
Regulation on Responding to Complaints of Prohibited Discrimination, Harassment and/or Related Retaliation;
Regulation on [Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence](#);
Regulation for Addressing Sexual Assault, Domestic and Dating Violence or Stalking;
Policy of the Board of Governors of the University of North Carolina Concerning Improper Relationships between Students and Employees;
Mediation and Grievance Procedure for SPA Employees;
Grievance Procedures for Complaints of Unlawful or Prohibited Harassment, Discrimination or Improper Relationships Brought Against East Carolina University Faculty Members or Administrators Holding Faculty Status (ECU Faculty Manual, Part XII, Section IV)

Additional References:

Titles VI and VII of the Civil Rights Act of 1964, as amended;
Title IX of the Education Amendments of 1972;
Section 799A and 845 of the Public Health Service Act;
Equal Pay Act of 1963, as amended;
Age Discrimination in Employment Act of 1967, as amended;
Rehabilitation Act of 1973, as amended;
Pregnancy Discrimination Act of 1978;
Civil Rights Restoration Act of 1988;
Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended;
Civil Rights Act of 1991;
Americans with Disabilities Act of 1990, as amended;
Title II of the Genetic Information Non-discrimination Act of 2008;
Executive Order 11246 of 1965, as amended;
N.C. General Statutes Section 126-16, as amended;
N.C. General Statutes Section 116-11(3a);
The Code of the University of North Carolina, Section 103;

Other applicable Federal and state laws.

Contact Information: Associate Provost for Equity and Diversity, Office for Equity and Diversity, Suite G-406 Old Cafeteria Building, Phone: (252) 328-6804, Email: oed@ecu.edu

1. Introduction

1.1. ~~1.1.~~ East Carolina University (“ECU”) is committed to equality of opportunity and prohibits unlawful discrimination based on the following protected classes: race/ethnicity, color, genetic information, national origin, religion, sex (including pregnancy and pregnancy related conditions), sexual orientation, gender identity, age, disability, political affiliation, and veteran status (“Protected Class”).

1.1.1. Consistent with N.C. General Statutes Section 126-34.02 applicants to positions that are subject to the State Human Resources Act (SHRA) and employees subject to the SHRA may also allege discrimination or harassment based political affiliation.

1.2. This policy also prohibits retaliation, as defined below, against an individual for using applicable policies responsibly. Retaliation interferes with free expression, inhibits openness that is important to the University, and violates University policy.

1.3. Pay Transparency

1.3.1. Consistent with Executive Order 11246, as amended, ECU will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by ECU, or (c) consistent with the ECU’s legal duty to furnish information.

1.4. This policy supersedes all other expressions of nondiscrimination provisions pertaining to all University programs and activities and the Office for Equity and Diversity complaint resolution procedures published in any other documents, handbooks, or manuals except those outlined in University regulations (specifically, the Regulation on Responding to Complaints of Prohibited Discrimination, Harassment and/or Related Retaliation and the Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence). Notwithstanding the foregoing, legally-compliant exceptions to the blanket prohibitions contained herein that may be expressed in other policies, rules and/or regulations (e.g. discrimination that is a bona fide occupational requirement).

1.5. When an individual is found to have violated this policy, sanctions up to and including termination of employment, expulsion, and/or the issuance of a ban from University property will be imposed in an attempt to ensure that such actions are not repeated by the individual within the University community. In determining whether conduct violates these provisions, all relevant facts and circumstances shall be considered. Care will be exercised in order to preserve freedoms of speech and expression, as articulated in current legal standards.

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DGP: Required by federal regulation and UNC directive.

Commented [KIS3]: #2 (The UNC Policy Manual 700.4.2 II B 3)

2. Coverage

2.1. This policy covers admission, readmission, access to, treatment and employment in university programs and activities, including, but not limited to, academic admissions, financial aid, any services, and employment. This policy applies to students, applicants, employees, visitors, volunteers and other third parties under circumstances within the University's control.

2.2. This policy applies to all discrimination and related retaliation that occurs either on ECU property or off ECU property if (1) the misconduct occurred in the context of an ECU program or activity or (2) if the misconduct creates or contributes to, for a member of the University community, a learning or working environment that is hostile, as defined in 4.2.2.

3. Affirmative Action Obligations

3.1. Pursuant to its obligation under applicable federal law, the University will take affirmative action to ensure that applicants are employed and that employees are treated during employment without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin and to employ and advance in employment qualified employees and applicants who are protected veterans and individuals with disabilities at all levels of employment.

3.2. The University will recruit, hire, train and promote persons in all job titles and ensure that all other personnel matters and any other term, condition, or privilege of employment will continue to be administered in accordance with this policy and without regard to University Protected Classes listed in Section 1.1 above. The University will ensure that all employment decisions are based only on valid job requirements.

3.3. The Chancellor of ECU fully endorses and supports this policy.

3.4. The monitorial and evaluative aspects of the Equal Employment Opportunity Plan, including analysis and reporting, are the responsibilities of the Office for Equity and Diversity. The Chancellor has appointed the Associate Provost for Equity and Diversity to coordinate all aspects of the ECU Equal Employment Opportunity Plan and Program.

4. Definitions

4.1. Discrimination - actions that subject individuals to unfavorable or unequal treatment based on a Protected Class.

4.2. Harassment - a form of discrimination. Harassment is unwelcome conduct based on a Protected Class, as defined in Section 1.1 above, which creates either quid pro quo harassment or a hostile environment as defined in Section 4.2.1 and Section 4.2.2 below. It also includes Sexual Harassment and Gender-Based Harassment as those terms are defined in University Regulations (specifically, the Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence)

4.2.3. Quid Pro Quo Harassment - submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person's employment, academic standing, or participation in any University programs and/or activities or is used as the basis for University decisions affecting the individual.

Commented [KIS4]: Yellow highlighted is what we had.

4.2.4. Hostile Environment Harassment - A “hostile environment” exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University’s education or employment programs and/or activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a hostile environment.

4.3. Retaliation - any act of interference, restraint, penalty, discrimination, coercion, reprisal, intimidation, threats, or harassment against an individual for using applicable policies responsibly (including making a charge of discrimination protected by this policy; testifying, assisting, or participating in a hearing, proceeding, review process or investigation of discrimination; opposing an illegal act; requesting a reasonable disability or religious accommodation; or exercising any other right protected by this policy).

5. Obligation to Provide Reasonable Accommodations

5.1. Disability Accommodations

5.1.1. In compliance with Section 503 of the Rehabilitation Act of 1973, as amended; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990, as amended; and the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended (VEVRAA), accommodations for individuals with disabilities extend to student programs, employment practices, elimination of physical barriers, and special assistance to students and employees within the university who are individuals with disabilities.

5.1.2. To request disability accommodations, please contact the Department for Disability Support Services, 138 Slay Building Greenville, NC 27858-4353 or phone (252)737-1016 voice/TTY.

5.2. Religious Accommodations

5.2.1. The University accommodates the religious observances and practices of students and employees except where such accommodation causes undue hardship for the University. The extent of the University's obligation is determined initially by considering statutory requirements; and any obligation of accommodation beyond that shall be determined with consideration of business necessity, financial costs and expenses, and resulting personnel and/or academic problems.

5.2.1.1. Accommodations for Students:

5.2.1.1.1. Students shall be allowed a minimum of two excused absences each academic year for religious observances required by the faith of the student.

5.2.1.1.2. Students shall provide written notice to the faculty member for the affected class of their request for an excused absence for a religious observance in a reasonable time prior to the date of the observance. If a

faculty member determines a specific minimum period of prior notice to be reasonable with regard to a class for purposes of complying with this requirement, he or she should communicate that to the students in the class.

5.2.1.1.3. Students shall be given the opportunity to make up tests and other work missed due to such an excused absence for a religious observance.

5.2.1.2. Accommodations for Employees:

5.2.1.2.1. Employees shall request religious accommodations from their supervisor in writing at least, if possible, 30 days in advance of the desired accommodation. The employee and supervisor should cooperate to determine whether a reasonable accommodation can be granted. If requested, the employee should provide documentation to support the request.

5.2.1.2.2. Supervisors may contact Human Resources Employee Relations or the Office for Equity and Diversity for assistance with employee requests for religious accommodations.

5.3. Complaints Relative to Accommodations

5.3.1. Members of the University community who have concerns about the adequacy of accommodations or wishing to file a complaint, may follow the resolution procedures outlined in University regulations (specifically, the Regulation on Responding to Complaints of Prohibited Discrimination, Harassment and/or Related Retaliation). Information about filing a complaint may be obtained from the Office for Equity and Diversity.

6. Sex Discrimination Prohibited

6.1. ECU is required by Title IX of the Education Amendments of 1972 not to discriminate on the basis of sex in its education programs and activities.

6.2. Sexual and Gender-Based Harassment, as defined in section 4.2, above, Sexual Violence, including sexual assault and sexual battery, and Sexual Exploitation as those terms are defined in University Regulations (specifically, the Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence) are all forms of sex discrimination.

6.3. Questions regarding Title IX may be addressed to the Ms. LaKesha Alston Forbes, Title IX Coordinator, in the Office for Equity and Diversity; the Dean of Students Office; the Office of Student Rights and Responsibilities; the ECU Police Department; and/or to the U.S. Department of Education's Office for Civil Rights.

6.4. The Title IX Coordinator may be reached in the Office for Equity and Diversity, Old Cafeteria Building Suite G-406, phone (252) 328-6804, or email oed@ecu.edu.

6.5. Additional information regarding the University's obligations and procedures for responding to conduct prohibited by Title IX may be found in University regulations (specifically, the Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence).

7. Obligation to Review or Investigate Prohibited Conduct

7.1. If the Office for Equity and Diversity becomes aware of any information or concerns related to prohibited discrimination, harassment, and/or related retaliation, the Office for Equity and Diversity will address with an informal review or formal investigation of those concerns.

8. Office for Equity and Diversity Complaint Resolution Procedures for Formal Complaints of University Prohibited Harassment or Discrimination and/or Related Retaliation

8.1. An individual should follow the complaint/resolution procedures outlined in University regulations (specifically, the Regulation on Responding to Complaints of Prohibited Discrimination, Harassment and/or Related Retaliation) if he or she is alleging discrimination, harassment and/or related retaliation, as defined in this policy, based on any of the following protected classes: race/ethnicity, color, genetic information, national origin, religion, sex (*including* pregnancy and pregnancy related conditions and sexual harassment and sexual violence), gender identity, sexual orientation, age, disability, political affiliation, or veteran status. Additional investigation principles will be applied for complaints of sexual harassment and sexual violence and are outlined in University regulations (specifically, the Regulation on [Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence](#)).

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East Carolina University
Board of Trustees
University Affairs Committee
November 19, 2015

Session	University Affairs Committee
Responsible Person	Ron Mitchelson, Provost
Agenda Item	III. B.
Item Description	Bond Campaign Update
Comments	
Action Requested	Information and discussion
Disposition	
Notes	

East Carolina University
Board of Trustees
University Affairs Committee
November 19, 2015

Session	University Affairs Committee
Responsible Person	Ron Mitchelson, Provost
Agenda Item	III. C.
Item Description	Faculty Salary Equity Study
Comments	
Action Requested	Information and discussion
Disposition	
Notes	

East Carolina University
Board of Trustees
University Affairs Committee
November 19, 2015

Session	University Affairs Committee
Responsible Person	Ron Mitchelson, Provost
Agenda Item	III. D.
Item Description	KPI – Degrees and ECU Graduates
Comments	
Action Requested	Information and discussion
Disposition	
Notes	

East Carolina University

KEY PERFORMANCE METRICS UPDATE



University Dashboard

(<http://www.ecu.edu/cs-acad/ipar/assessment/University-Dashboard.cfm>)

As of September, 2015

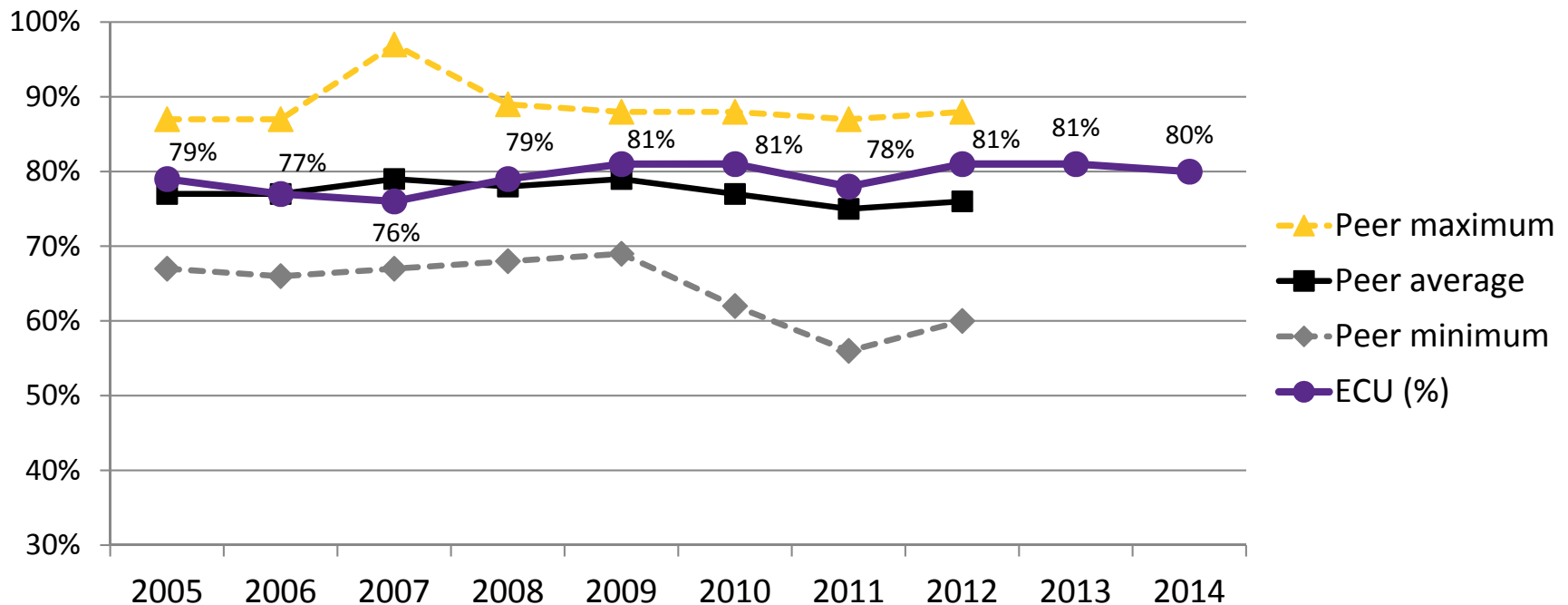
- ✓ Fall Enrollment, historical trend
- ✓ First-time Freshmen, cohort demographics
- ✓ New Graduate Students, cohort demographics
- ✓ Applications and Admissions
- ✓ First-year Retention Rates, by gender & ethnicity

Added November, 2015

- First-year Retention Rates, historical trend & peer comparison
- Degrees Awarded
- Four-year and Six-year Graduation Rates for First-time Full-time Students, historical trend & peer comparison
- Employment in North Carolina (based on NCTower website)

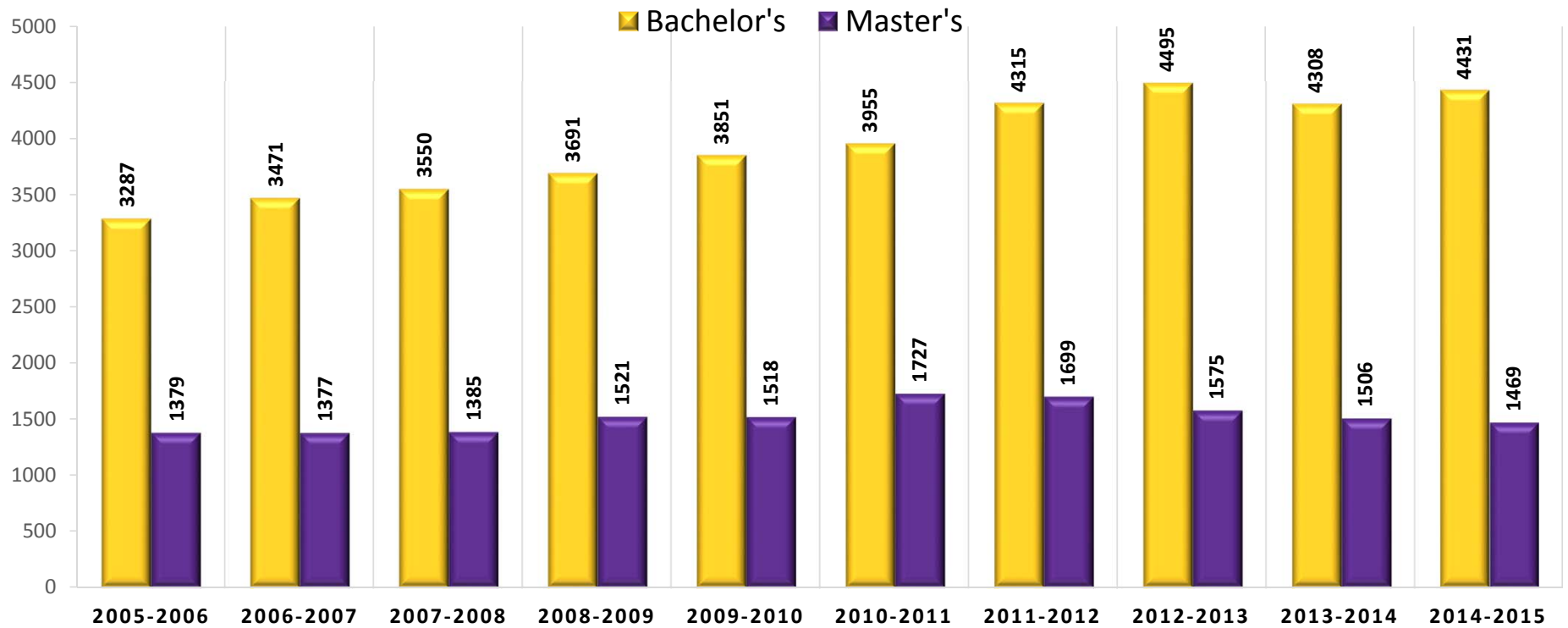
Fall-to-fall retention rates for first-time, full-time students enrolled at ECU & peer institutions

(SOURCE: [IPEDS](#), [UNC-GA Dashboard](#); list of ECU peer institutions available [HERE](#).)



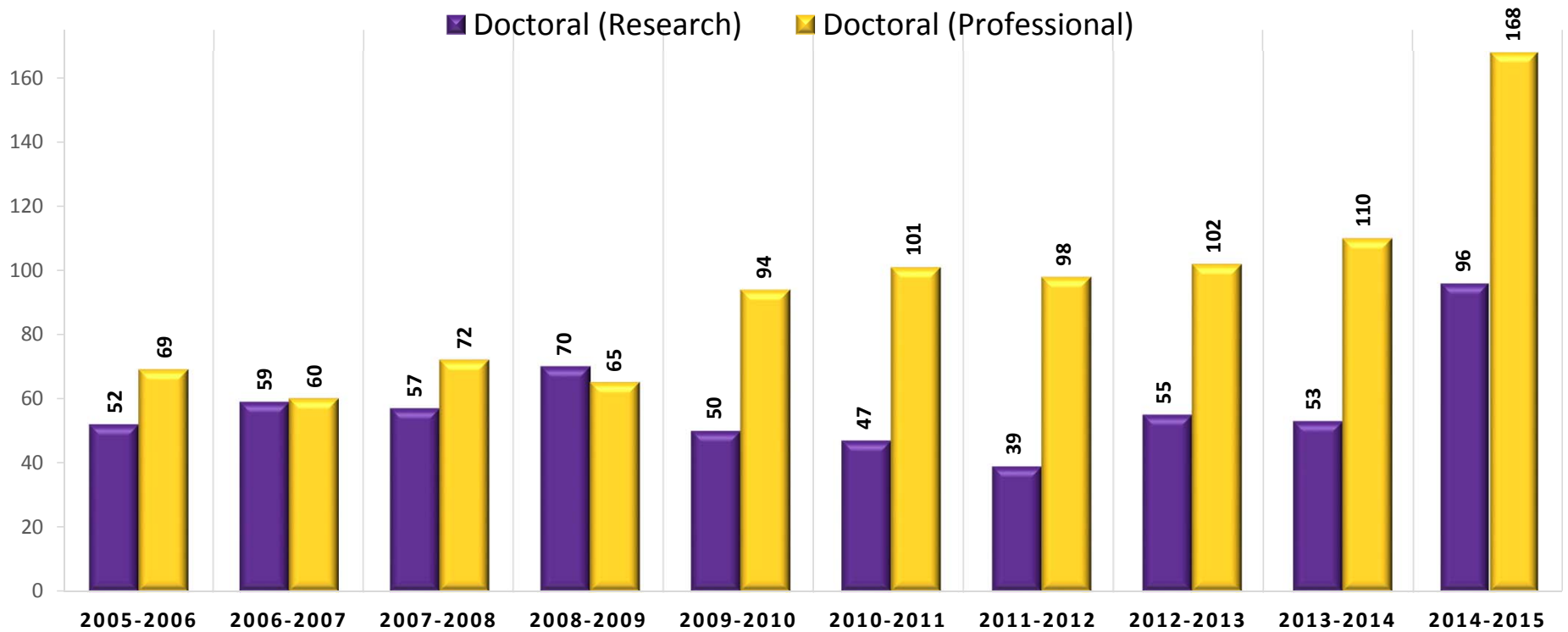
Degrees awarded: Bachelor's & Master's

(SOURCE: ECU Factbook; does not include certificates; double majors counted as separate degrees)



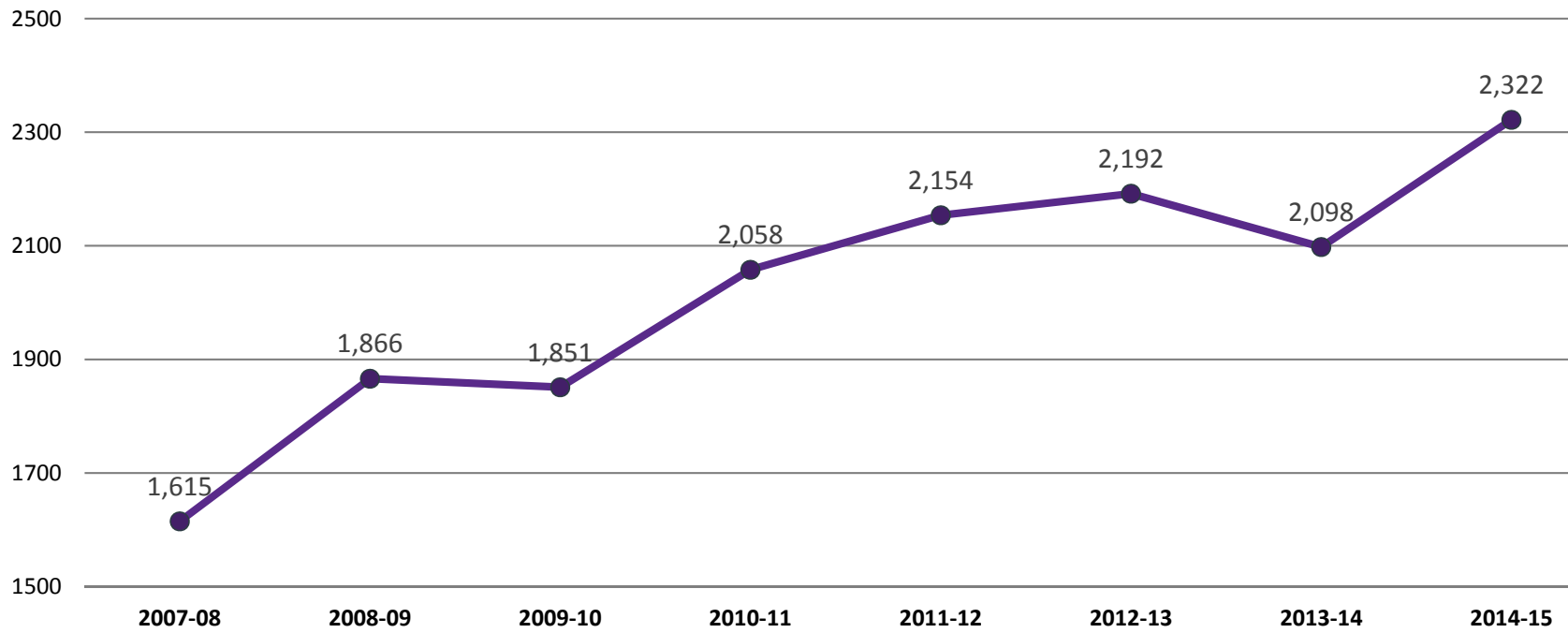
Degrees awarded: Doctoral

[SOURCE: ECU Factbook; Doctoral (Research) includes all PhD and EdD degrees; Doctoral (Professional) includes MD, Dental Medicine, Physical Therapy, Nurse Practice, & Audiology]



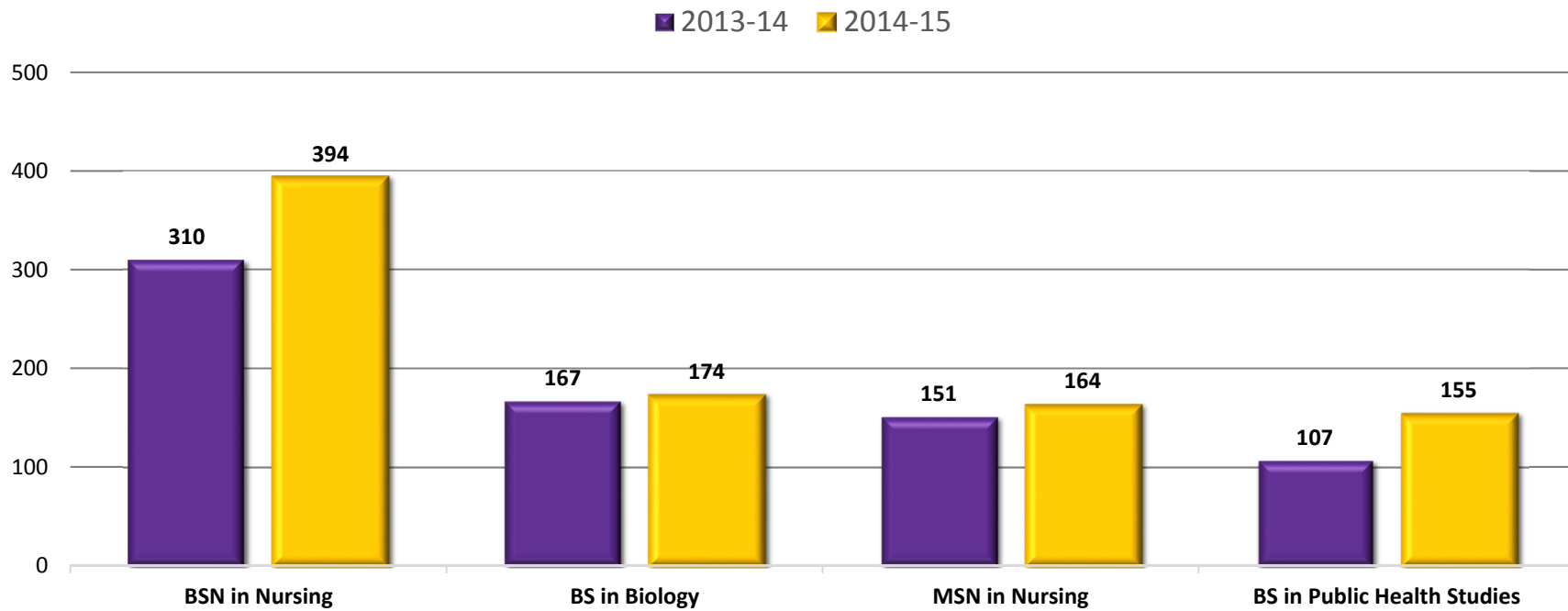
Degrees Awarded: STEM and Health

[SOURCE: ECU Factbook; the counts shown exclude certificate programs]



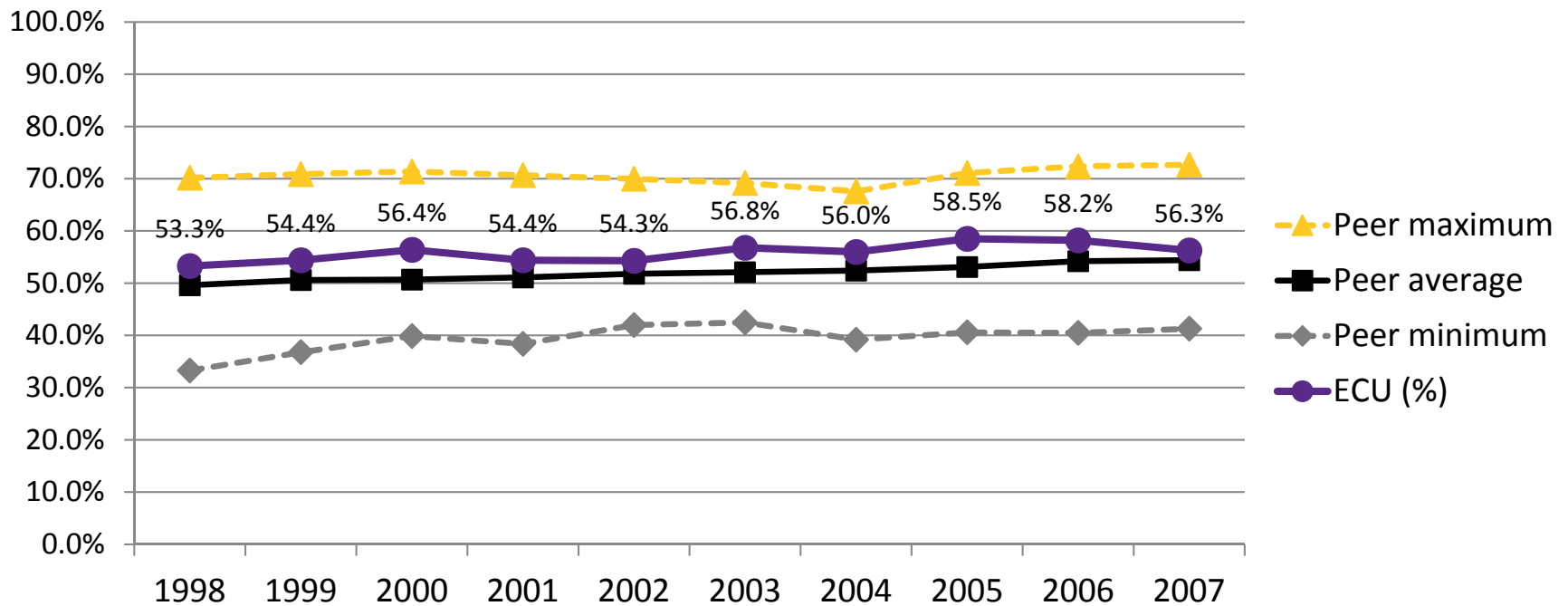
Programs Awarding the Highest Number of STEM and Health Degrees

[SOURCE: ECU Factbook]



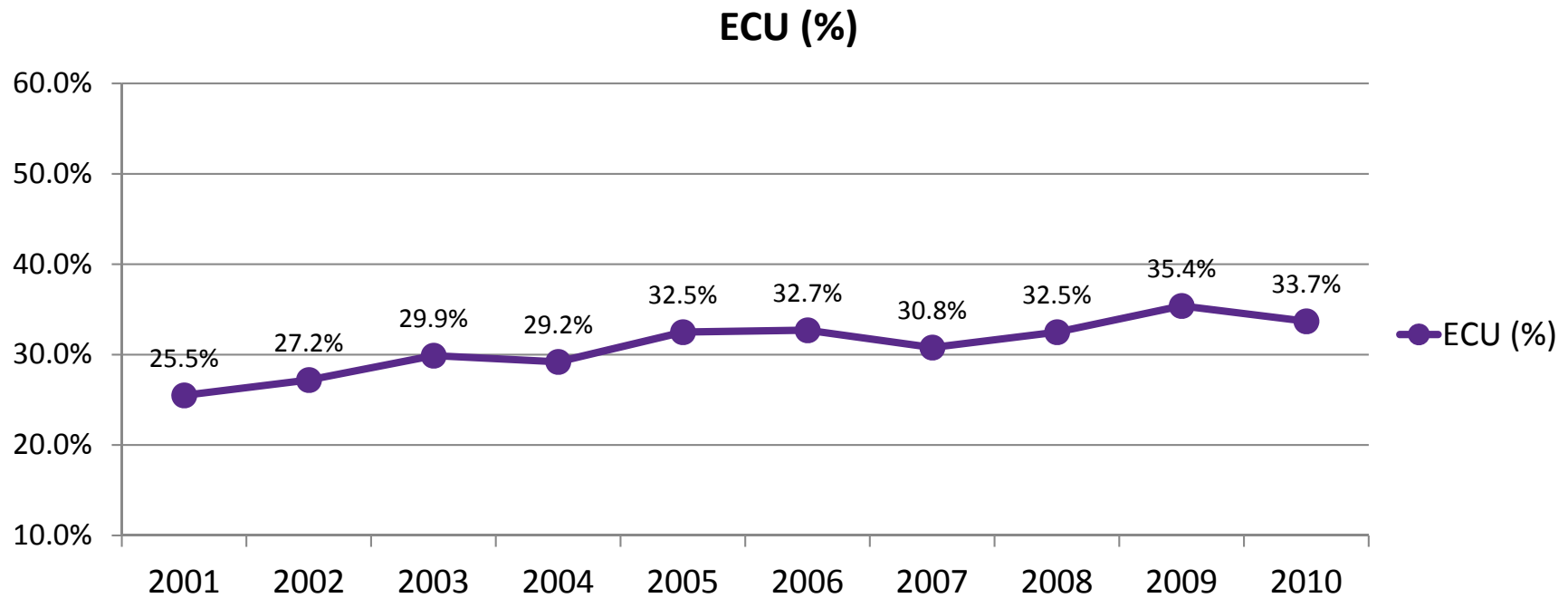
Six-year graduation rates for first-time, full-time students enrolled at ECU & peer institutions

(SOURCE: [IPEDS](#); list of ECU peer institutions available [HERE](#).)



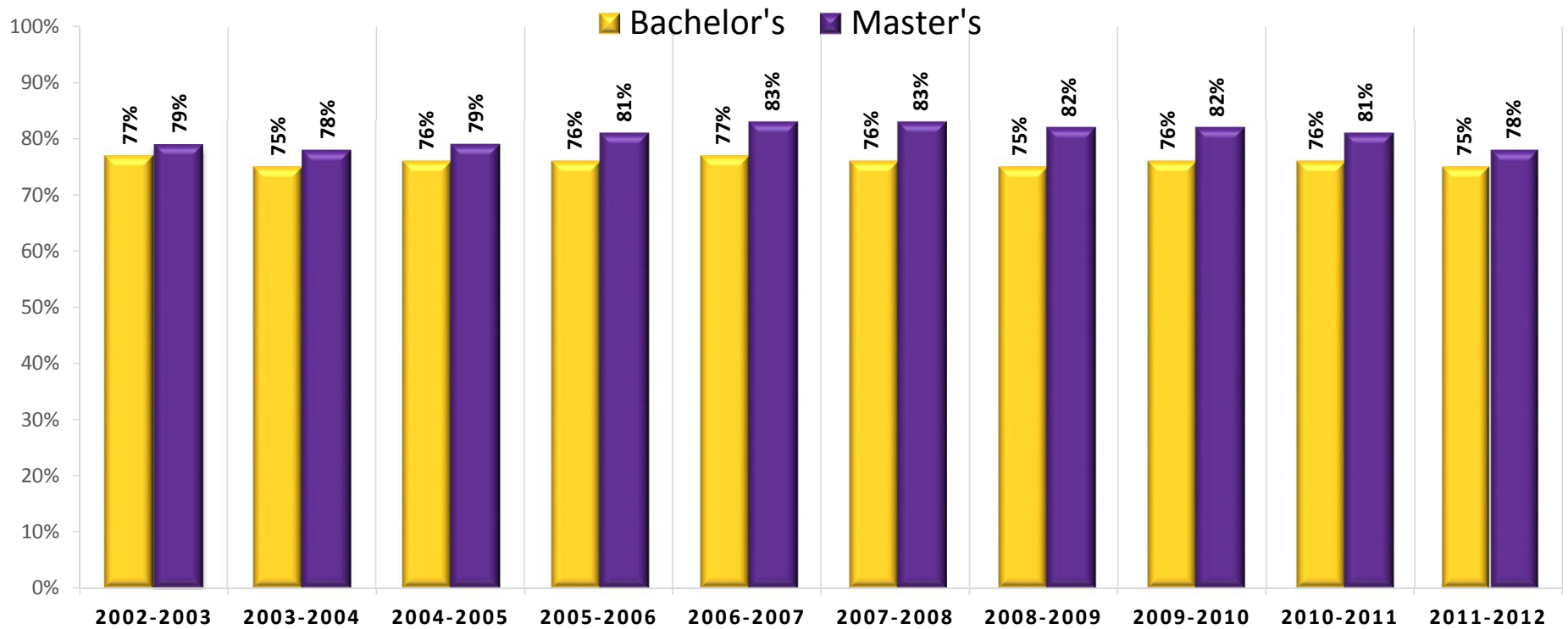
Four-year graduation rates for first-time, full-time students enrolled at ECU

(SOURCE: [UNC-GA Dashboard](#))



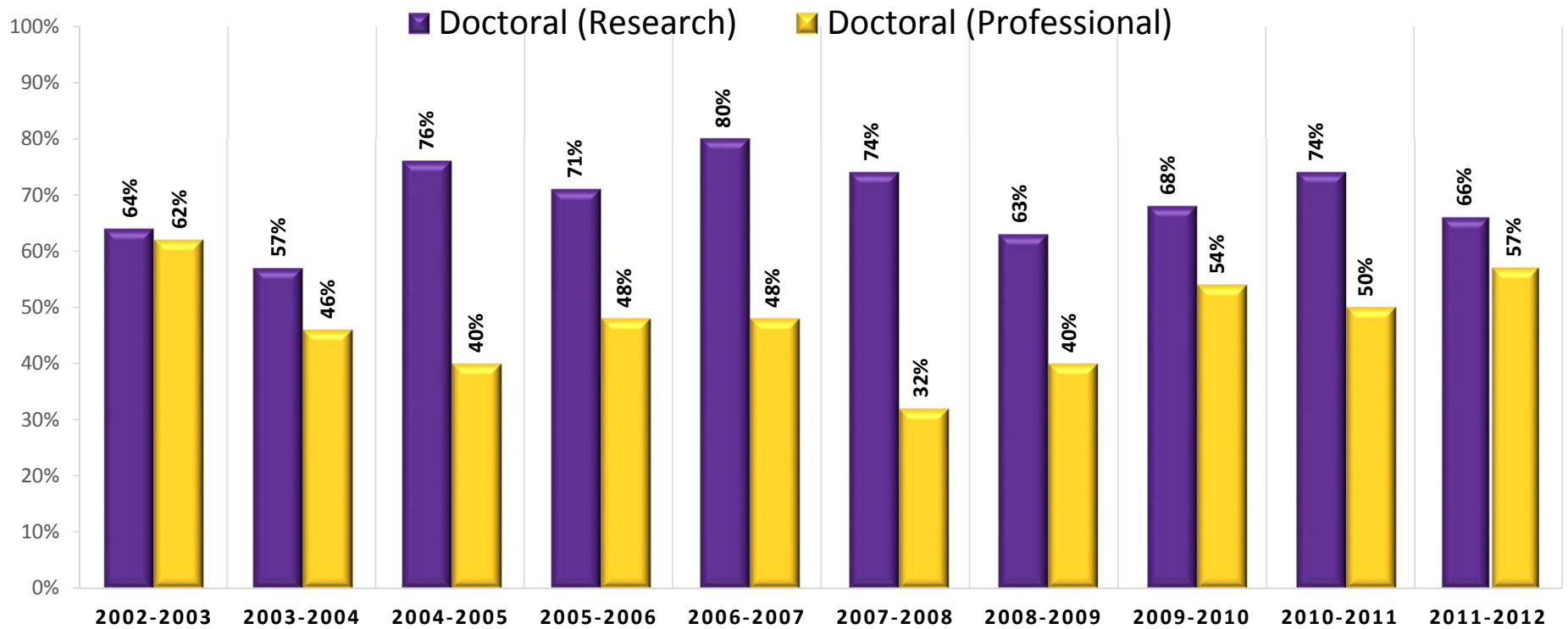
Percent employed in NC one year after graduation from ECU: Bachelor's & Master's degree recipients

(SOURCE: [NCTower](#))



Percent employed in NC one year after graduation from ECU: Doctoral degree recipients

(SOURCE: [NCTower](#))



East Carolina University
Board of Trustees
University Affairs Committee
November 19, 2015

Session	University Affairs Committee
Responsible Person	Mike Van Scott, Interim Vice Chancellor for Research, Economic Development and Engagement
Agenda Item	IV. A.
Item Description	Update on FY 15 proposals, awards and F & A
Comments	
Action Requested	Information and discussion
Disposition	
Notes	



East Carolina University

Date: 07/20/2015

Sponsored Programs
Greenville Centre,
Rm 2906
Mail Stop 165
2200 S. Charles Blvd.
Greenville, NC 27858-4353

MEMORANDUM

TO: Dr. Michael Van Scott, Interim Vice-Chancellor, Division of Research & Graduate Studies

From: Office of Sponsored Programs

Subject: Annual Report for July 01, 2014 through June 30, 2015

Office 252-328-9540
Fax 252-328-4363
www.ecu.edu/osp

Summarized Report of ECU's Sponsored Programs Activity

AWARDS						
	FY 2015		FY 2014		FY 2013	
	Awards #	Awarded \$	Awards #	Awarded \$	Awards #	Awarded \$
1st Quarter	113	\$11,740,345	117	\$11,215,452	94	\$8,837,176
2nd Quarter	99	\$6,011,159	113	\$10,750,005	78	\$6,082,668
3rd Quarter	109	\$10,051,944	86	\$6,666,617	97	\$9,332,087
4th Quarter	127	\$16,547,028	114	\$14,391,711	120	\$11,538,151
YTD	448	\$44,350,476	430	\$43,023,785	389	\$35,790,081

ARRA FUNDS						
	FY 2015		FY 2014		FY 2013	
	Awards #	Awarded \$	Awards #	Awarded \$	Awards #	Awarded \$
1st Quarter	N/A	N/A	1	\$99,552	1	\$16,330
2nd Quarter	N/A	N/A	N/A	N/A	N/A	N/A
3rd Quarter	N/A	N/A	N/A	N/A	1	\$11,760
4th Quarter	N/A	N/A	N/A	N/A	N/A	N/A
YTD	0	\$0	1	\$99,552	2	\$28,090

PROPOSALS						
	FY 2015		FY 2014		FY 2013	
1st Quarter	154		178		137	
2nd Quarter	185		156		159	
3rd Quarter	196		184		187	
4th Quarter	216		189		163	
YTD	751		707		646	

Division of Research and Graduate Studies <http://www.ecu.edu/rgs/>

Greenville Centre Suite 1500, 2200 S Charles Blvd • Greenville, NC 27858-4353 Fax 252-328-2769

East Carolina University is a constituent institution of the University of North Carolina. An Equal Opportunity/Affirmative action Employer.

Award Comparisons (By Sponsor Type) Official Report Date (07/01/2014 - 06/30/2015)

Schools: Brody School of Medicine, College of Allied Health Sciences, College of Arts & Sciences, College of Business, College of Dental Medicine, College of Education, College of Engineering and Technology, College of Fine Arts & Communications, College of Health & Human Performance, College of Nursing, Division of Finance and Administration, Division of Research & Graduate Studies, Division of University Advancement, East Carolina Heart Institute, East Carolina University, Joyner Library, Laupus Library, Office of the Athletic Director, Office of the Chancellor, Office of the Provost, Office of the Vice Chancellor for Health Sciences, OLD - (Inactive) College of Human Ecology, Student Affairs

Type	Amount	%
Federal	\$19,117,961.67	43.11%
Educational and Research Institutions	\$7,164,481.10	16.15%
State Government (NC)	\$5,156,741.65	11.63%
Business and Industry	\$5,075,663.55	11.44%
Foundation	\$4,787,062.21	10.79%
Nonprofit Organization	\$934,144.69	2.11%
Association	\$926,140.00	2.09%
Other Sponsors	\$734,343.00	1.66%
Local Government	\$423,939.00	0.96%
Federal (non-US)	\$18,000.00	0.04%
Individual	\$12,000.00	0.03%
Total	\$44,350,476.87	100.00%

