East Carolina University | Board of Trustees
University Affairs Committee Meeting
November 10, 2016 | Agenda

I.   Approval of September 29, 2016 Minutes   Action

II.   Title IX Compliance Training   Information

III. Academic Affairs

    A.   Conferral of Degrees   Action

    B.   Student Success Initiatives   Information

IV.   Student Affairs

    A.   Greek Organization Recap   Information

V.   Research, Economic Development and Engagement

    A.   FY 16 Year End Sponsored Programs   Information

VI.   Closed Session

East Carolina University
Board of Trustees
University Affairs
November 10, 2016

Session	University Affairs
Responsible Person	Kieran Shanahan, Chair
Agenda Item	I.
Item Description	Approval of minutes – September 29, 2016
Comments	
Action Requested	Approval
Disposition	
Notes	

Board Members Attending: Kieran Shanahan (chair), Ryan Beeson, Danny Scott, Deborah Davis, Max Joyner, and Leigh Fanning

Other Board Members Present: Edwin Clark, Bob Plybon

Others in Attendance: Cecil Staton, Ron Mitchelson, Virginia Hardy, Michael Van Scott, and John Stiller

Mr. Shanahan opened the meeting at 3:03pm by reading the conflict of interest statement as well as the Jurisdiction Review for University Affairs.

The minutes from the previous meeting were approved.

Academic Affairs
- **UNC Lab School Update**
  - o Grant Hayes, ECU College of Education presented – A lab school is to train teachers and provide professional development for in-service training for teachers as well as for additional research for education. Legislation created for 8 lab schools. ECU could be an option with 4 opening in 2017 and 4 in 2018. ECU could be in the first wave. ECU is exploring an embedded model with Pitt County Schools. The site for the school has not been decided yet. The ECU Board of Trustees will have some responsibilities related to the Lab School. In this capacity, the BOT becomes a Board of Education for this Lab School. There must be an advisory board for the school too. The first year is expected to have about 75 students to attend. If the demand exceeds the supply, there would be a lottery for students to participate. One question remains about the transportation and how students will get from their hometown to the school. There were concerns shared by the Board that the BOT may not be the proper people to govern this Lab School. There will be a time when the Board could delegate some of these or all of these responsibilities to others with the proper skills and experience. There will be more to come including a full resolution at future meetings.

- **Heritage Hall Update and Demo**
  - o Gerald Prokopowicz with the Department of History and Public Historian did the presentation. Gerry shared the working version of the website and the video that is featured on the front of the home page. He shared that this site provides a strong historical record of our institution and that was a primary focus. Below the video there are interactive photos and images that provide details about the photo and what it represents at a certain period in time. There are multiple top navigational items, many of which have some content, but others are still under content construction. There was some conversation about whether this site is delivering the expectation of what was presented. A suggestion was to include some of the oral historical recordings that we have as a part of the site. The collective opinion was that the site focuses too much on the recent and doesn't represent the evolution of our campus. Provost Mitchelson added that there is a plan in place to connect with an outside agency to provide support for this project.

- **Intercollegiate Athletics Report**
  - o John Fletcher provided the presentation – this report is due in late October to UNC-GA after it is approved the Chancellor. John talked about one portion of the report, course clustering. ECU has a tool that allows us to look more closely at the course-clustering audit. There are 145 sections that were reviewed and we didn't find any concerns for further review. We look at 116 student athletes that are enrolled in three or more of those 145 sections. We did a transcript review of these students and were able to evaluate their success with a great deal more confidence. There are some examples where our student athletes do have some clusters related to certain majors, such as Communication, Business, etc.

- **Enrollment Update**

- o Dr. Ying Zhou presented the enrollment trends for the fall semesters. Total enrollment was 28,962 for this fall. The percentages of students that are white have been declining in recent years. 58% of students take face-to-face only classes and 23% take online classes only. For the first time in history, UNC Charlotte has more undergraduate students than ECU. This is due to a couple of factors: increase of our retention rate (82.5%); closure of Early College Second Life program (net loss of 600 high school students); re-classified post-baccalaureate students as graduate students. She highlighted the BS in University Studies program that grew significantly since its inception in 2014. We currently have 5,468 graduate students for this fall, which is a major increase since last year. The biggest growth has been for students taking DE only courses of about 25%.
- o Dr. Zhou shared the Beyond Tomorrow website that shows the three University commitments and the stories and dashboards related to each commitment (Student Success, Service and Regional Transformation). There is also a new dashboard for student athletes for student success, graduation rates and other metrics. ECU's student athletes' data can be compared with data from the American Conference, UNC System schools and our peer schools. Dr. Zhou stated that all University dashboards have been updated and are live on the site.

Student Affairs
- **Fall 2016 Move In**
  - o Dr. Virginia Hardy explained that Move-In is always a difficult time, any year. This year, we dealt with lost parking for the Mendenhall Student Center construction, which supported move-in for West End and Central campus, and a major concert was held on Saturday during that prompted changes to the process. We moved the check-in process to Smith-Williams Center and altered the process. There was constant communications that went out to parents and students about check-in times and days to arrive. The problem started when people showed up at 7am and parked and waited and we didn't open until 9am. Plus people showed up on the wrong days and times and this created a logjam that couldn't be eased until late in the day. Additionally, there were some parking issues from the external consulting company that provided poor information too. There was a major meeting with all related parties on Wednesday night and pretty much the entire process was overhauled that night. The altered plan worked perfectly and there were little to no issues on Thursday and Friday.

- **Safety Support Systems – Dr. Hardy introduced Patricia Barfield, Case Manager for Dean of Students**
  - o Patricia shared the intentions of the ECU Care Team and University Behavioral Concerns Team. Care is a lower level threat and UBCT is higher threat risk. She shared the five-step process for each team, which includes Intake, Investigation, Connection, Case Management and Monitoring/Measuring. The teams set up intervention plans for each case. She shared that from 2011-2015, ECU used a three level plan for risk: minimal, moderate and high. Starting in fall 2016, ECU moved to the more comprehensive plan for assessing threat risks for our cases. This is now a five-level model that better identifies where our students need to be assigned for cases. In a four-week window this fall, 49 students were assessed in the new model. 40% of these students were freshman with concerning areas related to Mental Health, Academics and Relationships. A high number of reports come from faculty, staff and/or family.

Meeting ended at 4:35 pm

Respectfully submitted by Christopher Stansbury

East Carolina University
Board of Trustees
University Affairs
November 10, 2016

Session	University Affairs
Responsible Person	Donna Payne, Vice Chancellor for Legal Affairs
Agenda Item	II.
Item Description	Title IX Compliance Training
Comments	
Action Requested	Information
Disposition	
Notes	

East Carolina University
Board of Trustees
University Affairs
November 10, 2016

Session	University Affairs
Responsible Person	Ron Mitchelson, Provost
Agenda Item	III. A.
Item Description	Conferral of Degrees
Comments	
Action Requested	Approval requested
Disposition	
Notes	

Board of Trustees
University Affairs Committee
November 10, 2016

Conferral of Degrees

    I **move** that the candidates for degrees, as approved by the Chancellor and Faculty Senate, be authorized for conferral at the annual Spring commencement on Friday, December 16, 2016.

East Carolina University
Board of Trustees
University Affairs
November 10, 2016

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Session	University Affairs
Responsible Person	Ying Zhou, Associate Provost for Institution Planning, Assessment and Research
Agenda Item	III. B.
Item Description	Student Success Initiatives
Comments	
Action Requested	Information
Disposition	
Notes	

# Finish in Four Initiative

EAST CAROLINA UNIVERSITY

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

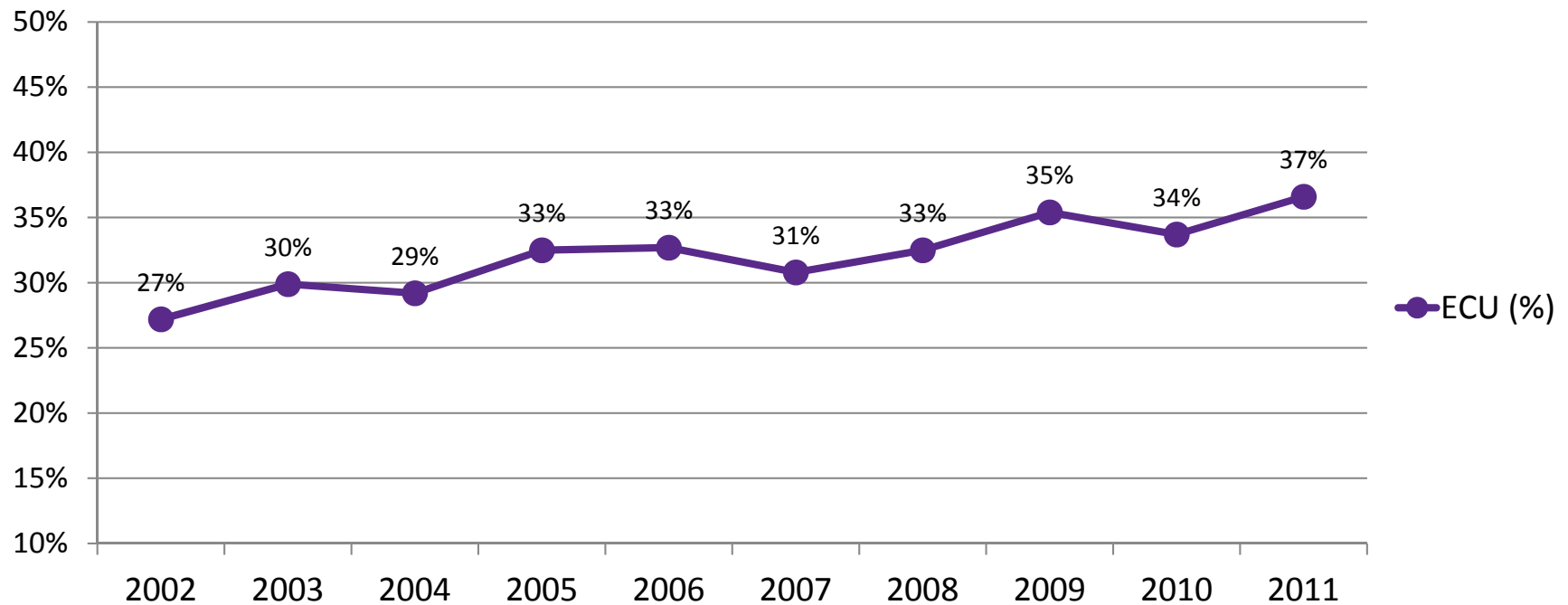(SOURCE: IPEDS, UNC-GA Dashboard; list of ECU peer institutions available HERE.)
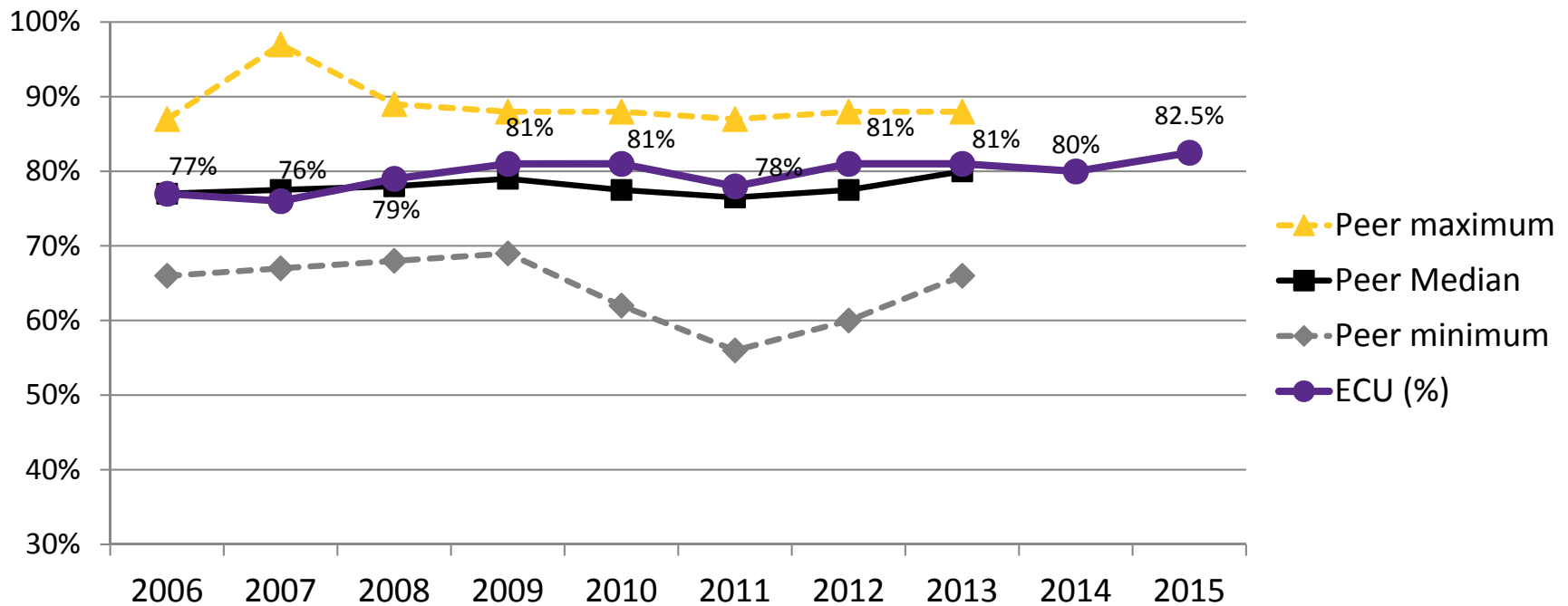
Six-year graduation rates for first-time, full-time students enrolled at ECU & peer institutions

(SOURCE: IPEDS; list of ECU peer institutions available HERE.)
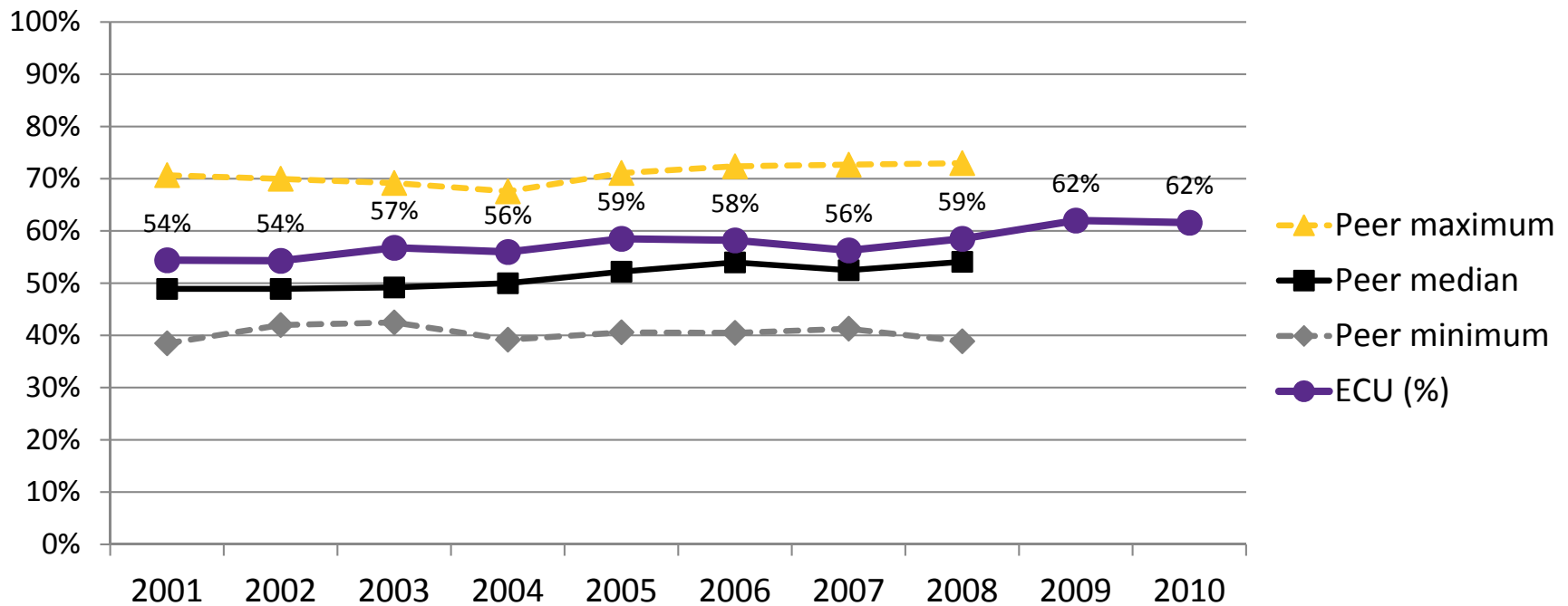
Four-year graduation rates for first-time, full-time students enrolled at ECU

Efforts toward Improving Graduation Rates

- Revising programs to set 120 credit hours for graduation where possible

- Establishing the B.S. in University Studies program to provide an alternative pathway

- Reducing credit hour requirements from 24 to 18 credit hours for 30 minors

- Reducing the general education requirement by 2 credit hours and allowing for 1 elective gen ed course to provide more flexibility (effective fall 2017)

- Reviewing sequencing of courses and courses with high failing grades

- Revising programs to allow for more elective courses where possible

- Utilizing DegreeWorks to project course needs for students (right seats/right term)

- Implementing the Schedule Planner to help students build schedules more effectively and efficiently

Six-Year Graduation Rate Comparison
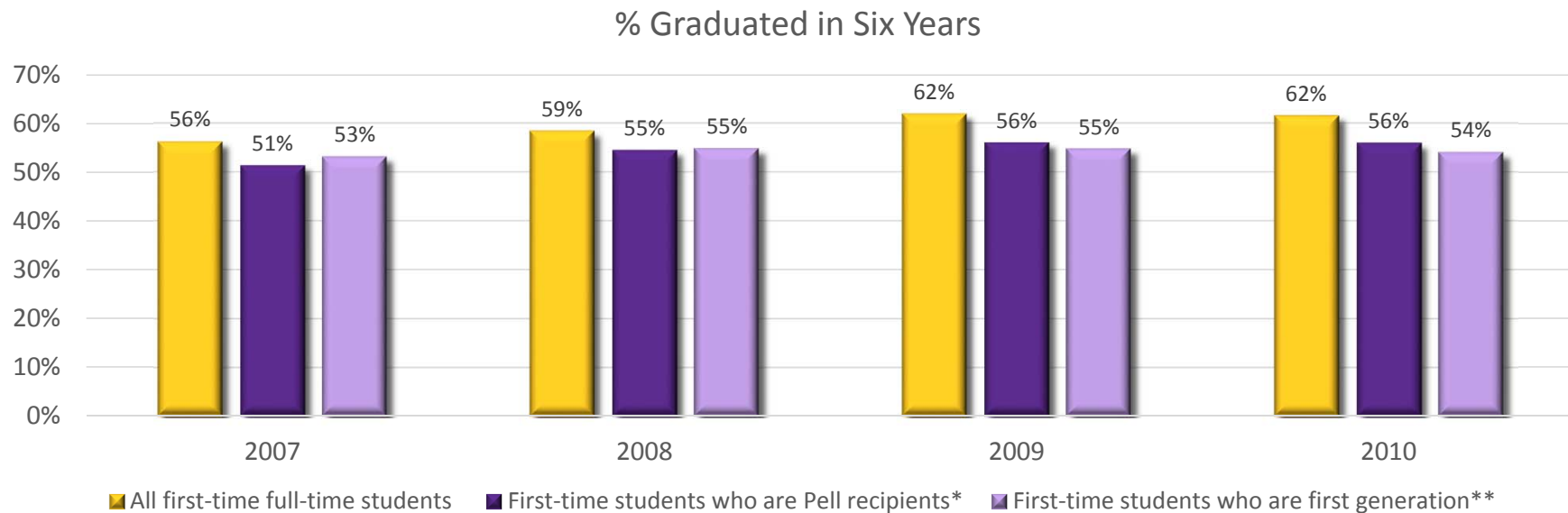
% Graduated in Six Years

Legend:
- All first-time full-time students
- First-time students who are Pell recipients*
- First-time students who are first generation**

* First-time students (both full- and part-time) who are Pell grant recipients
** First-time students (both full- and part-time) who reported first-generation status on the Free Application for Federal Student Aid (FAFSA)
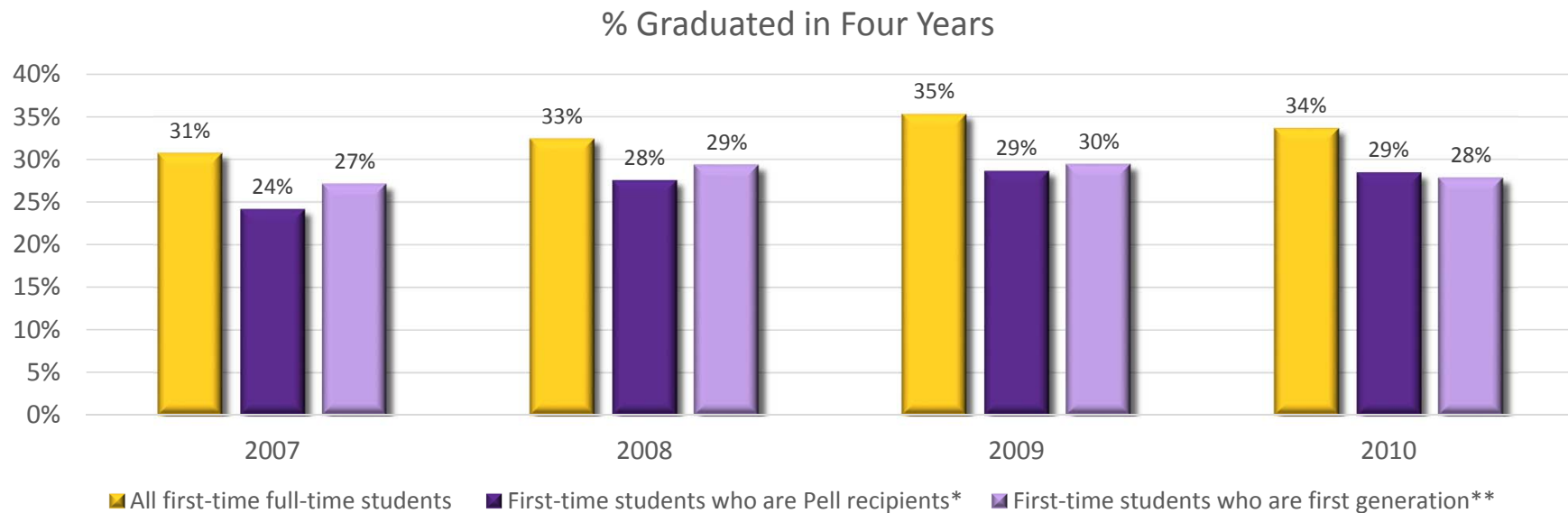
Four-Year Graduation Rate Comparison

% Graduated in Four Years

* First-time students (both full- and part-time) who are Pell grant recipients
** First-time students (both full- and part-time) who reported first-generation status on the FAFSA

Finish in Four Initiative

- **Institutional Goals:**
  - Increase six-year graduation rate by 8 percentage points by 2022
  - Increase four-year graduation rate by 9 percentage points by 2022
  - Increase degree attainment of Pell grant recipients and first-generation students

- **Institutional Strategies:**
  - Strong collaboration between Academic Affairs and Student Affairs – the Finish in Four Core Group
  - Holistic review of current student success initiatives and interventions
  - Better understanding of challenges and obstacles faced by targeted subgroups of students
  - Effective use of interventions and allocation of resources
  - New data partnerships and predictive analytics
  - Continuous tracking and reporting on progress

Examples of New and Enhanced Efforts

Connection

- PAR: Student Success Matrix
- Predictive analytics

Entry

- PAR: Student Success Matrix
- Predictive Analytics
- First-Gen Student Support Programs
- Intrusive Advising
- Career Planning

Progress

- Stronger emphasis on finishing in 4 years
- Student Schedule Planner
- Pre-Partway Home (PWH) Interventions
- PWH Student Data Partnership
- SALT Financial Program

Completion

- BS in University Studies
- PWH Student Degree Audits
- Career Support and Outcomes

PAR: Student Success Matrix

- **UNC System Joined PAR fall 2016 – Voluntary Participation**
- **Student Success Intervention Inventory**
  - Collaborative effort between Academic Affairs and Student Affairs
  - Identified over 30 programs
  - Subgroups of students
    - First-time Full-time
    - Transfer
    - First-Generation
    - Pell-Grant Recipient
    - Military
    - Male Student
- **In Process**
  - Have completed 4 interventions for review

Data Partnerships and Predictive Analytics

- **Data Partnerships:**
  - *Part-way Home Data Partnership with UNC General Administration:* Initiative to identify characteristics of PWH students (e.g., demographics, credit hours accumulated, major, GPA, if returned to school and if graduated) that will assist GA, ECU, and other participating campuses (7) in determining areas of risk that may lead PWH students to stop/drop out.
  - *ECU:* IPAR has partnered with a variety of units across campus (e.g., Student Affairs, Undergraduate Admissions, Pirate Academic Success Center) in pursuit of more extensive data collection and research on factors related to student success.

- **Predictive Analytics:**
  - *PAR:* PAR participation includes access to data (supplied by UNC-GA) and results of analyses intended to identify groups of students at risk for attrition & to discern risky course pathways.
  - *ECU:* IPAR began in Fall 2015 building predictive models to identify factors associated with student success (enrollment, retention, and graduation). These analyses help ECU plan programs to promote student success and provide advisors with lists of "at-risk" students so intervention can begin early.

East Carolina University
Board of Trustees
University Affairs
November 10, 2016

Session	University Affairs
Responsible Person	Virginia Hardy, Vice Chancellor for Student Affairs
Agenda Item	IV. A.
Item Description	Greek Life Recap
Comments	
Action Requested	Information
Disposition	
Notes	

A REVIEW OF THE GREEK COMMUNITY AT ECU
2015 – 2016 Annual Report

BOARD OF TRUSTEES BRIEFING

EAST CAROLINA UNIVERSITY
DIVISION OF STUDENT AFFAIRS
GREENVILLE, NORTH CAROLINA
NOVEMBER 2016

Introduction

This purpose of this briefing is to provide an overview of the current composition of the ECU Greek community and highlight 2015-2016 accomplishments in alignment with Greek Life's core values of friendship, scholarship, leadership, and philanthropy/service. This briefing concludes with a summary of data trends along with goals established for the 2016-2017 academic year. ECU's Department of Greek Life is committed to building a culture of transparency while strengthening our fraternities and sororities and positioning the Greek community as a benchmark system within North Carolina and the nation.

ECU Greek Life Overview

The ECU Department of Greek Life operates under the organizational structure of Student Involvement and Leadership (SIL) within the Division of Student Affairs. SIL fosters an innovative and collaborative environment, connecting knowledge, ideas, and experiences. Our programs and services engage the community and develop passionate leaders.

Learning Outcome Domains:
- Learning priorities
- Connecting knowledge to other knowledge, ideas, and experiences
- Identity development
- Effective leadership
- Understanding and appreciation of cultural and human differences

MISSION AND VALUES
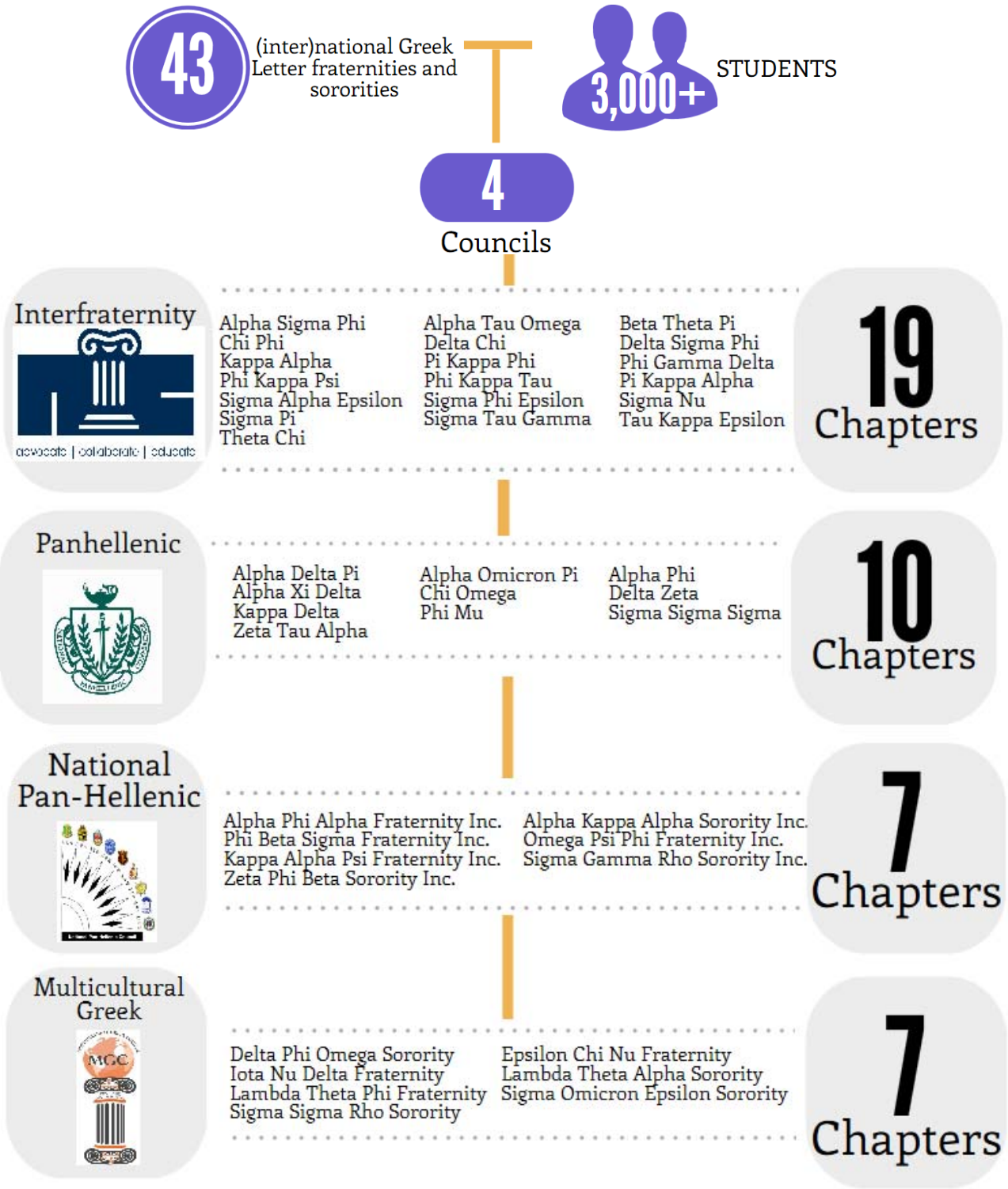
The mission of the Department of Greek Life at East Carolina University is to enhance student development through membership in Greek organizations. The community strives for excellence in all aspects of fraternity and sorority life. The privileges and obligations of membership, taken under oath through rituals, bind students to their respective national organizations and chapters through a set of shared values. These community values serve to establish and maintain mutually beneficial relationships with students, administration, faculty, alumni, advisors, local community members, and (inter)national Greek-letter organizations.

The Office of Greek Life is committed to the fulfillment of the following core values:
- **Friendship:** Friendship is a foundation of Greek Life and a major reason students join a Greek organization. Students involved in Greek organizations tend to form strong friendships throughout their college experience with many lasting for a lifetime.
- **Scholarship:** Academic excellence is a tradition and priority of the East Carolina Greek Community. All organizations have a minimum GPA requirement to be an active member. Most organizations recognize its members for outstanding scholarship inclusive of national and local scholarships, banquets and awards.
- **Leadership:** Involvement in a Greek organization provides a valuable opportunity to develop leadership skills within a chapter through elected, appointed, and volunteer positions; in the greater Greek council community and general ECU student organizations.
- **Philanthropy/Service:** Each chapter on campus has a national philanthropy or non-profit/local organization that they support through fund raising activities and many hours of service engagement.

ECU GREEK LIFE COUNCILS AND CHAPTERS

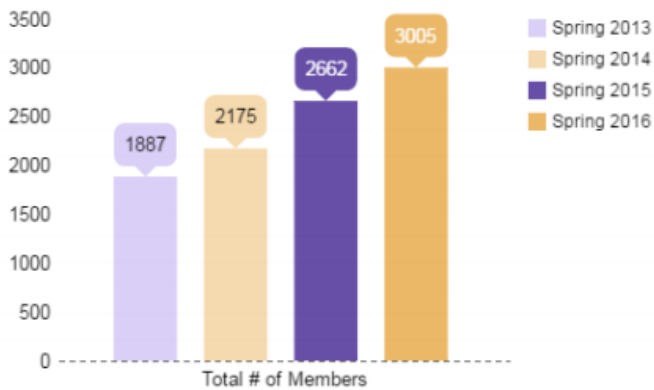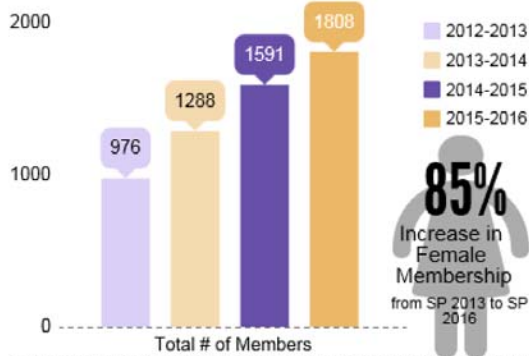**43** (inter)national Greek Letter fraternities and sororities

3,000+ STUDENTS

4 Councils

Interfraternity

advocate | collaborate | educate

Alpha Sigma Phi	Alpha Tau Omega	Beta Theta Pi
Chi Phi	Delta Chi	Delta Sigma Phi
Kappa Alpha	Pi Kappa Phi	Phi Gamma Delta
Phi Kappa Psi	Phi Kappa Tau	Pi Kappa Alpha
Sigma Alpha Epsilon	Sigma Phi Epsilon	Sigma Nu
Sigma Pi	Sigma Tau Gamma	Tau Kappa Epsilon
Theta Chi		

19 Chapters

Panhellenic

Alpha Delta Pi	Alpha Omicron Pi	Alpha Phi
Alpha Xi Delta	Chi Omega	Delta Zeta
Kappa Delta	Phi Mu	Sigma Sigma Sigma
Zeta Tau Alpha		

10 Chapters

National Pan-Hellenic

Alpha Phi Alpha Fraternity Inc.	Alpha Kappa Alpha Sorority Inc.
Phi Beta Sigma Fraternity Inc.	Omega Psi Phi Fraternity Inc.
Kappa Alpha Psi Fraternity Inc.	Sigma Gamma Rho Sorority Inc.
Zeta Phi Beta Sorority Inc.	

7 Chapters

Multicultural Greek

MGC

Delta Phi Omega Sorority	Epsilon Chi Nu Fraternity
Iota Nu Delta Fraternity	Lambda Theta Alpha Sorority
Lambda Theta Phi Fraternity	Sigma Omicron Epsilon Sorority
Sigma Sigma Rho Sorority	

7 Chapters

Friendship

MEMBERSHIP

Total 2015-2016 Greek Membership

3,005

Total Female Greek Membership
1808

Total Male Greek Membership
1197

GROWTH

SPRING 2013 TO SPRING 2016

Greek Membership

Spring 2013: 1887
Spring 2014: 2175
Spring 2015: 2662
Spring 2016: 3005

Total # of Members

59% Increase in Membership from SP 2013 to SP 2016

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Female Membership

2012-2013: 976
2013-2014: 1288
2014-2015: 1591
2015-2016: 1808

Total # of Members

85% Increase in Female Membership from SP 2013 to SP 2016

Male Membership

2012-2013: 787
2013-2014: 941
2014-2015: 1042
2015-2016: 1197

Total # of Members

52% Increase in Male Membership from SP 2013 to SP 2016

4
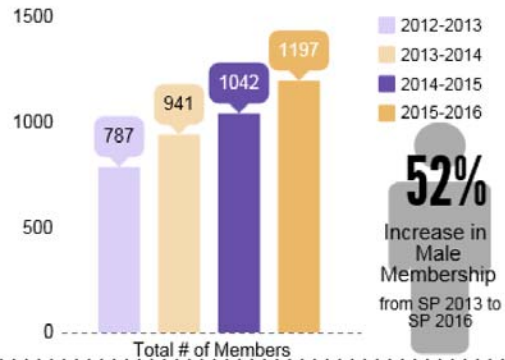
Scholarship

CUMULATIVE MEMBER GPA BY GENDER

2.69 Average Greek Male GPA

2.94 Average All Greek GPA

3.10 Average Greek Female GPA

CUMULATIVE MEMBER GPA BY COUNCIL

Interfraternity Council

2.69 Average Greek Member CGPA

Panhellenic Council

Average Greek Member CGPA **3.11**

National Pan-Hellenic Council

2.86 Average Greek Member CGPA

Multicultural Greek Council

Average Greek Member CGPA **2.82**
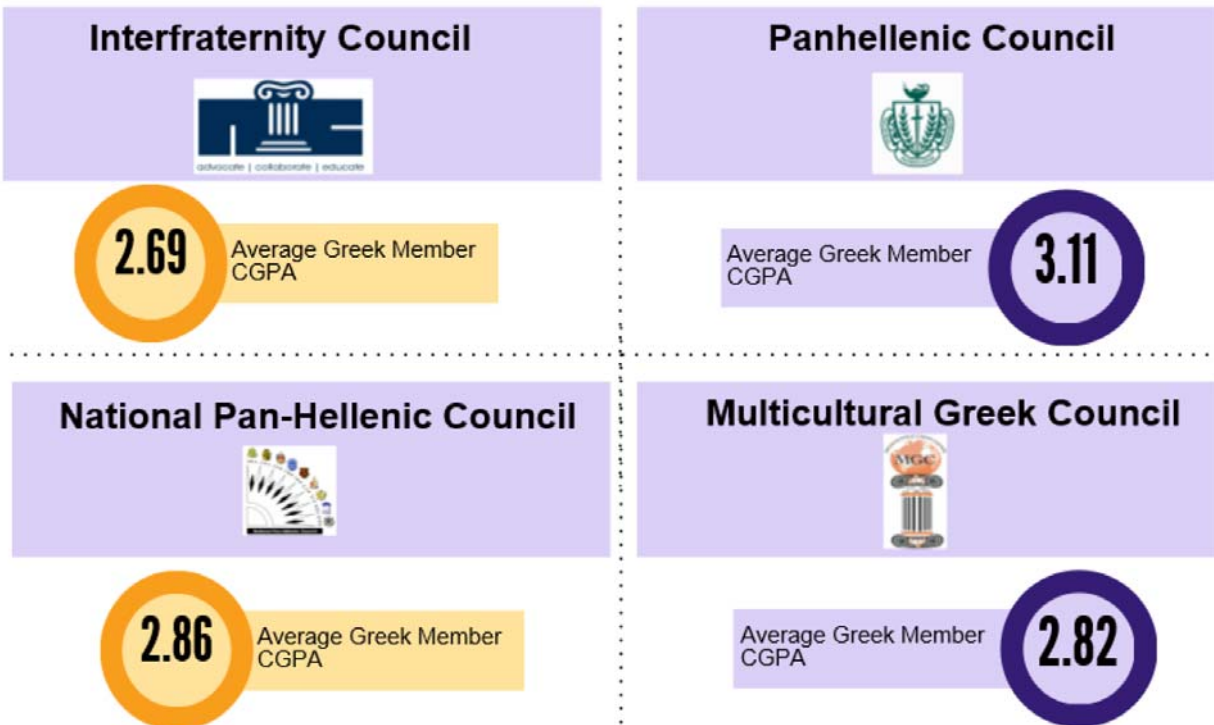
CUMULATIVE NEW MEMBER GPA BY GENDER

2.73
Average Male New
Member CGPA

*No new members in MGC

2.83
Average New Member
CGPA

3.10
Average Female New
Member CGPA

Leadership

ONE COMMUNITY PROGRAMS

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 engaged in a series of new programs centered on alumni engagement, staff development, advisor training, and student leadership development. Plaid focused on assessing the current organizational culture within ECU's Greek community and provided data driven solutions and programs for the immediate and long-term future.

Local Business Awareness

Greek Life partnered with Uptown Greenville and Student Activities and Organizations for this inaugural event. The goal was to help bring awareness to local businesses adjacent to campus. Since many students only visit uptown Greenville for the late night experience, this event helped welcome families to campus and showed them what Greenville has to offer.

National Hazing Prevention Week

Greek Life partnered with Student Rights and Responsibilities again this year for National Hazing Prevention Week. As part of the programming, Greek students along with students from ECU's Honor Board tabled at Wright Place. Throughout the week Greek Life participated in the ongoing national hazing conversation using #NHPW2015 and asked chapters to support them in putting an end to hazing at ECU.

Hazing Keynote Speaker

Greek Life welcomed Dr. Gregory Parks as the keynote speaker for the fall. Dr. Parks is one of the foremost hazing experts in the country. Dr. Parks discussed the history of hazing on college campuses and gave real life examples of what will happen if Greek members continue to haze. Unlike previous Greek Life hazing speakers, Dr. Parks looked at hazing through a legal lens. More than 1,200 students participated in the event.

Greek Life Summit

As part of the Greek Life Summit, the Office of Equity and Diversity presented to over 300 Greek students on the protected classes and provided real life examples of offensive themes. The program continues to build on previous Greek Life programming that works to inform Greek organizations about hosting a property themed party that does not align with a culture. The program highlighted events across the country hosted by Greeks that have led to chapter sanctioning and allows for ECU Greek students to learn through these examples.

Career Networking Reception

For the second consecutive year, Greek Life hosted a networking event with the Greek Alumni Alliance. Named the "Career Networking Reception," Greek students interacted with more than 20 employers to help hone their Greek experience to their job search. Greek students often times do not know how to relate their fraternity/sorority experience to their future job, this type of event allows them to network and meet future employers.

Intercultural Event

Greek Life partnered with Voyages of Discovery and Intercultural Affairs to help bring Zonnie Gorman to campus. Along with helping promote the full list of scheduled events, Greek Life and Intercultural Affairs sponsored a luncheon for students and faculty to interact with Ms. Gorman. Ms. Gorman, the foremost expert on Navajo windtalkers, led an in-depth discussion about the Native American culture in the United States and how important it is for college campuses and Native American students to continue educating others about history. In addition, Native American ECU students had the opportunity to discuss issues important to them and this region. The event was extremely successful and will lead to future discussions about this topic.

ONE COMMUNITY PLAID LEADERSHIP TRAINING

Greek Life leaders (students, advisors, and staff) participated in Plaid's self-awareness workshop in February 2016. Participants engaged in the Birkman Method, a personality assessment tool that utilizes the four dimensions of interests, usual behaviors, needs behaviors, and stress behaviors to better understand their own personality within the context of leadership engagement. The recommendations outlined below were generated based upon the personality profile of Greek Life leaders who participated in the workshop.

PLAID'S RECOMMENDATIONS
- Provide similar self-awareness session (from fall 2015) with any Greek students and new leaders
- Offer Values and Decisions-making Workshop for new student leaders
- Provide support to Greek Life staff regarding implementation and monitoring of progress of completed tasks
- Provide support to Greek Life staff based on personality profile
- Provide support to Greek organization advisors based on personality profile
- Provide direction and support to Greek organization advisors related strategic thinking and implementaiton of tasks

Philanthropy/Service

FUNDRAISING DOLLARS & COMMUNITY PARTNERS

$148,856
Raised in 2015-2016

Alpha Phi Foundation
Amazing Day Suicide Awareness
American Brain Tumor Association
American Cancer Society
Autism Speaks
Children's Miracle Network
Homes for our Troops
Jimmy V Foundation
Make-A-Wish ENC
Muscular Dystrophy Association
Prevent Child Abuse America
Robbie Page Memorial Fund
Ronald McDonald House
Serious Funds
Special Olympics
St. Judes and Special Operations Warrior Foundation
The Ability Experience
The Chris Murphy Memorial Scholarship Fund
USO
Wood Lawn House fire
Zeta Tau Alpha Foundation

21 Organizations Funded

Summary

The 2015-2016 academic year has been a rewarding within the Department of Greek Life. The Greek community continued to grow from 39 to 43 total organizations by reinstating and adding chapters, thereby increasing the total membership to over 3151 students, which represents a 67% increase from the 2012-2013 academic year. The launch of the One Community initiative was successful through implementation of 15 varied programs focused on risk management, communication, and leadership development. Although One Community was met with concern by the Greek community – the initiative, through branded messaging and education, has proactively marketed ECU's Greek community to the campus and North Carolina.

As the 2015 fall semester concluded, Greek leadership and the Greek Life staff began to build the initiative for the 2016 spring term. This grass-roots approach led to increased involvement. During the course of the 2015-2016 academic year, Greek Life achieved a 12% increase in philanthropic fundraising, generating $148,856 that supported 21 different local and national community organizations. For the first time the Greek President's Council came together to establish a Greek community goal of $175,000 in philanthropic fundraising for the 2016-17 academic year.

The Greek community continued to advance data-driven decision making through administration of a national benchmarking survey, institutionally focused outcomes assessment, and engagement of external consultants. Information generated through these assessment processes resulted in identifying four major themes and corresponding recommendations on which the Department of Greek Life will be focus its efforts during the 2016-17 academic year.

ACADEMIC THEME

Female Greek members attained slightly higher grade point averages (GPA) than did their male counterparts. The chapter or council new member GPA aggregate score again fell below the 3.0 mark. While these aggregate GPA scores are consistent with the ECU averages for male and female GPAs, with slight increases over the last five years, the Department of Greek Life would like to see higher individual and hence, overall GPA scores elevated through stronger academic performance.

- **Recommendation – IN PROGRESS**
  Implement a committee led by faculty and students to explore options around an academic plan with clear goals, rewards for success, and sanctions for failure.

PROGRAM THEME

Much of the subjective data presented through One Community and confidential membership responses collected via the Greek Life national survey identified displeasure with the programming and the planning processes taking place during the course of the year. Concerns centered on the variety and quantity of programs relative to timing and overlap with national and chapter programs.

- **Recommendation - PLANNING COMPLETED, IMPLEMENTATION IN PROGRESS**
  Review the program plan for the 2016-17 academic year, including Greek Week, and explore options to create a Greek specific program board and funding model.

ONE COMMUNUITY THEME

Much of the subjective data collected from the One Community/Plaid initiative focused on Greek leader decision making and advisor support. Greek leaders scored high in socialization as a focus of their leadership behavior and low in decision-making, values, or ethics scores. Chapter advisors and professional staff both identified low levels of satisfaction in support and partnerships with each other.

- **Recommendation - COMPLETED**
  The creation of a new IFC advisor will allow the Greek Life director time to focus on the development of a program between the office and the advisors built on support.

SERVICE THEME

While it is known that each chapter has national requirements for service and philanthropy, there is a limited amount of data that is collected to accurately reflect the number of hours contributed. The recent focus on philanthropic fundraising and organizational impact, initiated by the One Community initiative, has assisted the Department of Greek Life in gathering more accurate information. In the spring there was an electronic sign installed to measure and monitor the target fundraising goal for the entire Greek community. This publicly visible sign located in Mendenhall Student Center also serves to market the success in reaching that goal to the greater East Carolina community.

- **Recommendation - PLANNING COMPLETED, IMPLEMENTATION IN PROGRESS**
  Review how other Greek communities within higher education develop and track their service and philanthropic goals as one community and within their institution's community.

Briefing Inquiries
This briefing for the November 2016 Board of Trustees meeting was generated on behalf of Vice Chancellor Hardy by the Student Affairs Assessment, Research and Retention staff: Melissa Allay and Jeremy Tuchmayer; Erik Kneubuehl, Associate Vice Chancellor of Student Affairs, and Keith Tingley, Director of Greek Life. Additional information support was contributed by the Department of Greek Life and the Office of Institutional Research

Questions about this briefing may be directed to: Kathleen Hill, Director (hillka@ecu.edu)
Student Affairs Assessment, Research and Retention; 23 Mendenhall Student Center, Mailstop 224.

EAST CAROLINA UNIVERSITY

Student Organization Conduct Process

Report is received by Office of Student Rights and Responsibilities (OSRR) and/or Student Involvement & Leadership (SIL). OSRR/SIL will review the report. *OSRR may conduct an initial inquiry to determine if report has merit prior to any notice of allegation*

Notification letter of allegation (s), outline of potential ECU policy violation(s), and request to meet with SIL/OSRR is sent to Org. President within 5 business days of receipt of information. In cases of dangerous misconduct and/or death/injury, a cease and desist of all organizational activities and/or notify the inter/national organization will be sent by AVC (SIL) (or designee)/Director OSRR (or designee).

Educational Resolution (ER)
OSRR/SIL meet with Org. President and discuss the investigation report and gathers additional information.

Enhancement Plan (EP)
OSRR/SIL meet with Org. President and discuss the investigation report and gathers additional information.

Conduct Process
OSRR meets with potential witnesses involved or who may have knowledge of the incident (No formal charges at this point.)

Organization does not accept responsibility, obstructs the process, provides false or inaccurate information, or omits information.

OSRR schedules a Pre-Hearing meeting with Org. President to discuss the findings of the internal investigation report and make recommendations. The Org. President may provide additional information and/or respond to the findings.

Org. President accepts responsibility.
OSRR/SIL discusses an ER with Org. President. Org. President prepares an initial draft of the ER with assistance from advisor, and/or national organization within 5 business days.

Org. President accepts responsibility.
OSRR/SIL discusses an Enhancement Plan with Org. President. Org. President prepares an initial draft of the EP with assistance from advisor, and/or national organization within 5 business days. Only one EP is permitted in 3 years

OSRR schedules a Hearing (administrative or Conduct Board) with Org. President and if found Responsible will issue an Administrative Sanction with Educational Plan for Success.

Org. President will submit a final draft of the ER to OSRR/SIL for review. A final ER will be sent to the Org. President for their signature.

Org. President will submit a final draft of the EP to OSRR/SIL for review. A final EP will be sent to the Org. President for their signature.

Org. President accepts the decision.

Org. President declines the decision.

If the case is suspension worthy, then the appeal is heard by the VC (or designee). If the case is non-suspension worthy, then the appeal is heard by the Director of OSRR (or designee).

**If the allegation involves the Org. President or they are unable to represent the Organization, then another officer should be designated to serve in this capacity. *

EAST CAROLINA UNIVERSITY

Greek Organization Conduct Process

ECU STUDENT CODE OF CONDUCT

Section 5.2 states allegations may also be addressed with education and through referrals to on and off campus, if appropriate

If the Organization fails to complete/violates any sanctions, the Organization will be subject to the conduct process and may incur further charges.

EDUCATIONAL RESOLUTION

After the review of the incident and previous organization conduct history, OSRR and SIL staff will meet with the Organization President and identify one area of improvement for the organization. A program may be required to address the behavior to reduce the chance of a subsequent reports regarding behavioral concerns.

ENHANCEMENT PLAN

After the review of the incident and previous organization conduct history, OSRR and SIL staff may require the organization to develop an enhancement plan. This enhancement plan is for the organization to develop a step-by-step guide of how the organization plans on addressing the reported behavior of concern that is governed by ECU's Student Code of Conduct, and how to implement and consistently enforce policies by the organization's inter/national office, SIL office, and campus standards.

CONDUCT PROCESS

Following an investigation, OSRR schedules a Pre-Hearing meeting with Org. President to discuss the findings of the internal investigation report and make recommendations. The Org. President may provide additional information and/or respond to the findings. Then a Hearing will be scheduled (administrative or Conduct Board) with Org. President and if found Responsible will issue an Administrative Sanction with Educational Plan for Success
**The complexity of an investigation the number of individuals involved, the participation of individuals, all contribute to the length of an investigation. **

East Carolina University – Office of Student Rights and Responsibilities

STUDENT ORGANIZATION CONDUCT PROCESS

GENERAL

Student organizations are responsible for abiding by University policy, the ECU Student Code of Conduct, and all other agreements between the University and the student organization. Complaints involving a registered student organization will be addressed using the procedures described below. Complaints against individual members of a student organization may also be addressed under the appropriate University policies and procedures.

The standard of proof used when determining whether a student organization is responsible for a violation of the Student Code of Conduct will be the preponderance of evidence, or a 'more likely than not' standard. If it is determined that a violation of the Student Code of Conduct was more likely than not to have occurred, Educational and Administrative Sanctions (as defined below and herein referred to as "sanctions") will be assigned. If it is determined that it is more likely than not that no violation of the Student Code of Conduct occurred, the case will be dismissed.

The Office of Student Rights and Responsibilities ("OSRR") investigates, hears, and makes the decisions for all allegations of misconduct regardless of group involvement or affiliation. The determination of whether a case concerns individual or organizational misconduct will be determined on a case-by-case basis by OSRR. Allegations of organizational misconduct may be adjudicated before, at the same time as, or following related cases of individual misconduct.

Student Organization conduct records will be maintained and managed by OSRR. The record for a particular matter where an organization is found responsible for a violation will include at least a redacted complaint/report, an investigative report, a pre-hearing meeting notification of charges, and an outcome letter regarding the charges.

Factors used in determining whether an alleged policy violation was committed by an organization may include, but are not limited to:

- The nature of the alleged misconduct or incident(s);
- Executive Board/Leadership knowledge of the alleged misconduct or incident(s);
- Number of members from the student organization present;
- Whether the alleged misconduct or incident(s) occurred at organization-sponsored events or within organization-related affairs, including whether it occurred at a housed organization's facilities;
- Failure of the student organization to implement preventative measures where it is reasonably foreseeable that a violation would occur;
- Funding used for the event; and,
- Self-reporting by the organization of the event

PROCEDURES FOR ORGANIZATIONAL MISCONDUCT

Initiating Investigation and Disciplinary Proceedings

Upon receipt of a complaint or other information indicating that a student organization may have engaged in misconduct, OSRR will investigate the student organization's involvement in the alleged misconduct, with consultation from campus partners as needed. If appropriate, interim and remedial protective measures may be put in place during the investigation process, including a notice to cease and desist organizational operations and activities (see ***Interim and Remedial Measures*** below).

The investigation may include, but is not limited to, interviews with any complainants and other witnesses identified as having information relevant to the allegations made, as well as the examination of relevant documents and other information. Information for the investigation may be provided by complainants, the student organization, witnesses identified by any party, or the University. Any person believed to have information relevant to an investigation may be contacted and requested to make an appointment or assigned an appointment date and time to discuss the matter with an OSRR investigator.

Following the investigation, the investigator will prepare a report of investigative findings and determine if the allegation(s) of misconduct, if true, indicate a violation of the Student Code of Conduct and if so, will move forward with the Student Code of Conduct process.

An alleged violation may be resolved through an Educational Resolution (ER), Enhancement Plan (EP), or through the Conduct Process. Refer to the Student Organization Conduct Process flow chart.

Retaliation

Retaliation against anyone who makes a complaint or participates in an investigation or proceeding against a student organization is prohibited by University policy. Instances of retaliation will be investigated and may result in penalties and sanctions against an individual under the Student Code and/or against a student organization under these procedures.

Privacy and Confidentiality

Privacy
The University is committed to safeguarding the privacy of the individual's involved in a complaint in a manner consistent with the University's objective to effectively investigate and prevent violations of the Student Code of Conduct. In all cases, the University will share the individual's information and details of the allegation only with University officials, law enforcement personnel, and other individuals who have a legitimate administrative or legal reason to be so informed. The University may publish and/or post information about student organizations regarding violations and sanctions.

Confidentiality
If a person makes a complaint against a student organization and/or one of its members but indicates a desire for confidentiality (i.e., a request that no investigation into the particular incident be conducted, a request that no disciplinary action be taken, a request that the alleged perpetrator not be notified, or similar requests), the University will weigh such requests against its obligation to provide a safe, non-discriminatory environment for all students and the University community. At times, the University may not be able to honor a request for confidentiality in order to provide a safe, non-discriminatory environment, and will continue with an investigation and resolution in accordance with these procedures. If the University determines that it is able to honor a request for confidentiality, the person(s) making the request must understand that the University's ability to meaningfully investigate the incident and respond appropriately may be limited.

Interim and Remedial Measures

Interim and remedial measures may be appropriate while the University is in the process of determining student organizational responsibility. Interim and remedial measures may vary depending on the specific circumstances. These measures may include, but are not limited to: an order to cease and desist of organizational operations and activities, no contact orders; assistance in changing academic, living, transportation, and/or work situations; counseling services; victim advocacy services; and other University services.

ADMINISTRATIVE AND EDUCATIONAL SANCTIONS

If the student organization is found responsible for any violation(s), sanctions may be imposed on the student organization, which may include the following:

Administrative Sanctions
The purpose of Administrative Sanctions is to provide a safer environment for members of the student organization, its guests, and the University community, while also providing an opportunity for student organizational leadership to create sustainable change of behaviors and activities as well as fostering an environment of accountability. Administrative Sanctions may include, but are not limited to, the following:

Reprimand and Warning
> If the incident does not raise a severe concern for the safety of its guests and the University community, and the student organization has little or no prior history of misconduct, the organization may receive reprimand and warning. This Sanction indicates that the organization is taking the appropriate measures to prevent and future Student Code of Conduct violations and has taken the necessary steps to remedy the circumstances.

Disciplinary Probation
> A student organization may be placed on disciplinary probation for a specified period of time under conditions stated in writing. Probation includes a warning that any violation of the conditions, or any further acts of misconduct, will result in additional sanctions, which may include, but limited to an extension of disciplinary probation, differed suspension, suspension or expulsion from the University.

Limit or Ban on Social Activity
> Student organizations may be limited or entirely banned from engaging in or hosting parties and other formal or informal social events with other student organizations, individual students, and/or third parties both on and off campus for a period of time.

Attainment of Standards
> Student organizations may be required to attain specific standard(s), including, but not limited to: academic organizational grade point average, decrease in organizational personal misconduct recidivism, decrease in organizational arrest and citation rate, and organizational certifications/trainings.

Limit or Ban on Participation in Campus Activities
> Campus restrictions prohibit student organizations from participating in some, or all, University events and privileges for a period of time. University privileges may include, but are not limited to, use of space, and access to university resources

Deferred Suspension
> Organizational suspension from East Carolina University may be deferred for a period of time, on the condition that during that period of time the Organization is not found responsible for any Student Code of Conduct violation(s) and completes all sanctions. If the Organization fails to successfully, complete the period of a deferred suspension without violating the Student Code of

Conduct or fails to complete all required sanction(s) by the deadline provided in the outcome letter, a suspension will automatically go into effect, and the student organization will have no further opportunity to appeal. A deferred suspension period of time is a minimum of one semester.

Suspension

Organizational suspension from East Carolina University means the student organization will cease all activities and disband for a period of time. Suspended organizations cannot utilize university space for gathering purposes or participate in University activities.

Expulsion

Organizational expulsion from East Carolina University means the student organization will cease all activities and will be permanently banned from East Carolina University. Expelled organizations cannot utilize university space for gathering purposes or participate in University activities.

Educational Sanctions

These sanctions are meant to assist the student organization's leadership in creating organizational change. Many Educational Sanctions are aimed at preventing the reoccurrence of the behavior and misconduct. These sanctions may take many forms, including but not limited to and organizational enhancement plan, workshops, speakers, risk management plans, and community service. Enhancement Plans and Educational Plans for Success may be created in partnership with OSRR, the Student Involvement and Leadership unit and the Organization's headquarters.

DEFINITIONS

Attorney or non-attorney advocate

The Student organization he right to be represented, at the student's expense, by a licensed attorney or non-attorney advocate who may participate in accordance with UNC Policy Manual 700.4.1.1 [R]. A responding organization represented by an attorney or non-attorney advocate is expected to attend all scheduled meetings and hearings.

Hostile Environment
When conduct is sufficiently severe, pervasive, or persistent to limit or deny a person's ability to participate in or benefit from the University's educational programs or affects employment.

Retaliation
Retaliation includes intimidation, threats, harassment, adverse changes in work or academic environments or other adverse actions threatened or taken against the complainant(s) or a third party, including witnesses, in an attempt to retaliate against, prevent or otherwise obstruct the reporting of violations of the Student Code of Conduct or incidents of misconduct.

Student Organization Leadership

The President of the student organization as identified on the student organization's Orgsync page or an appropriate designee.

East Carolina University
Board of Trustees
University Affairs
November 10, 2016

Session	University Affairs
Responsible Person	Michael Van Scott, Interim Vice Chancellor for Research, Economic Development and Engagement
Agenda Item	V. A.
Item Description	FY 16 Year End Sponsored Programs
Comments	
Action Requested	Information
Disposition	
Notes	

Catgegory		S&E R&D Expenditures (1000s)	Non-S&E R&D Expenditures (1000s)	S&E Research Staff*	Doctorates: Humanities	Doctorates: Social Sciences	Doctorates: STEM	Doctorates: Other Fields
Doctoral Universities - highest research activity (R1)	N	115	115	115	115	115	115	115
	Mean	411,742	21,672	604	51	44	202	87
Doctoral Universities - higher research activity (R2)	N	107	107	107	107	107	107	107
	Mean	62,821	4,907	51	7	9	37	40
Doctoral Universities - moderate research activity** (R3)	N	54	54	54	54	54	54	54
	Mean	9,557.7	1,414.6	5.7	2.1	1.7	7.0	31.4
East Carolina University		**29,169**	**756**	**23**	**8**	**2**	**20**	**22**

Catgegory		Per-capita S&E R&D Expenditures (1000s)	Per-capita Non-S&E R&D Expenditures (1000s)	Per-capita S&E Research Staff*
Doctoral Universities - highest research activity	N	115	115	115
	Mean	277.9	16.1	0.4
Doctoral Universities - higher research activity	N	107	107	107
	Mean	144.7	9.8	0.1
Doctoral Universities - moderate research activity**	N	54	54	54
	Mean	28.6	4.0	0.0
East Carolina University		**18.2**	**0.5**	**0.01**

*Postdoctoral appointees in science and engineering and nonfaculty research staff in science and engineering with doctorates.

**Excludes Doctoral/Research Universities that are not included in the NSF data collections.

East Carolina University
Board of Trustees
University Affairs
November 10, 2016

Session	University Affairs
Responsible Person	Kieran Shanahan, Chair
Agenda Item	VI.
Item Description	Closed Session
Comments	
Action Requested	
Disposition	
Notes	