

BOARD OF TRUSTEES

East Carolina University

September 17, 2010

The Board of Trustees met in regular session Mendenhall Student Center. David Brody, chair of the Board, called the meeting to order and read the conflict of interest statement required by the State Government Ethics Act. No conflicts were identified.

Mr. Brody asked Vice Chair Robert Lucas to call the roll.

Members Present

Bill Bodenhamer
Robert Brinkley
David Brody
Joel Butler
Ken Chalk
Bob Greczyn
Steve Jones
Bob Lucas
Carol Mabe
Danny Scott
Tremayne Smith
Mark Tipton

Members Absent

David Redwine

APPROVAL OF MINUTES

Mr. Brody asked for a motion approving the minutes from the Board meeting on July 22, 2010 and the Conference Call Meeting on July 12, 2010. Mrs. Mabe moved approval of the minutes. Mr. Tipton seconded the motion. The motion passed with no negative votes and the minutes were approved.

CHANCELLOR'S REPORT

A text version of Chancellor Ballard's remarks to the Board is included as "Attachment A"

REPORT FROM THE BOARD OF GOVERNORS

Mr. Phil Dixon gave a report from the Board of Governors. He focused his remarks on revitalization efforts downtown to include ideas that are more university focused, such as student residence halls, Greek villages and parking decks. He also focused on the collaboration between UNC schools, specifically those in ECU's peer groups, during tough budget times. He also encouraged the Board of Trustees to visit other campuses across the state to have a better relationship with those campuses. Mr. Dixon concluded his remarks by commenting on the new UNC President, Tom Ross. He said that a Dr. Ross visit to ECU is already being planned and that he and Craig Souza would like to be included.

REPORT FROM THE CHAIR OF THE FACULTY

A text version of Dr. Walker's remarks to the Board is included as "Attachment B."

REPORT FROM THE SGA

SGA President Tremayne Smith gave remarks to the board. He outlined the platform for the current SGA Executive Board:

- Communication – weekly presidential radio address on PirateRadio on Fridays at noon; upgrading the SGA website; monthly radio spots on Talk of the Town with Henry Hinton.
- Student Involvement – Alternative Downtown venue; four town hall meetings with students; Blockbuster kiosks; 2010 Senior Gift.
- Administration / Student Relations – continue to nurture the positive relationship between the Executive Council and the SGA Executive Board; open communication between SGA and Faculty Senate and Staff Senate.

REPORT OF THE BOARD OF VISITORS

Mr. Reid Overcash, Chair of the Board of Visitors, said the first BOV meeting / orientation for the year was held on August 20, 2010. Mr. Overcash thanked the Board for increasing the membership to 60 members and for allowing outgoing members an opportunity to be appointed to a second term. Mr. Overcash noted that Gerald Arnold, a current BOV member, has been appointed Interim Director of the SBI Crime Lab. He was one of the seven reappointed members of the BOV. In addition, there are eleven newly appointed members, nine of whom attended orientation. The new class is much more geographically, racially and gender diverse.

To date, the Board of Visitors supports three Access Scholarships, however, the goal is to increase that to four scholarships this year. The BOV is off to a great start, having contributed over \$4,000 at the August 20 meeting.

COMMITTEE REPORTS

AUDIT COMMITTEE

Mr. Joel Butler, chair of the Audit Committee gave the Audit Report. A summary of his report is included as Attachment C. There were no action items.

FACILITIES & RESOURCES COMMITTEE

Mr. Mark Tipton gave the report from the Facilities and Resources committee in Mr. David Redwine's absence. A summary of his report is included as Attachment D.

Mr. Tipton moved approval of four naming proposals:

- Room 3100 College of Nursing –NICU/Midwifery Laboratory – Dr. Lowdermilk has irrevocably left 15% of her estate to the college of Nursing to establish a nursing scholars program and name the laboratory.
- Resident/Student Lounge (Upper Level of the New Family Medicine Center) – \$10,000 Brody SOM faculty and student gift in memory of Family Medicine resident Dr. Katherine Bray-Strickland.
- Office in the East Carolina Heart Institute - \$5,000 gift from Henry William Stubbs IV to honor Sen. Henry William Stubbs
- The ECU Child Development Laboratory’s Little Tykes Commercial Playground – Donation of playground equipment from Little Tikes.

The motion was approved with no negative votes.

Mr. Tipton moved approval of the request to grant a water line easement to the Greenville Utilities Commission to service its recently constructed power substation located off Dickinson Avenue in accordance with the terms and conditions provided in the Board materials with the stipulation that the easement may be revoked or moved if usage of the lot changes. Supporting documentation is included as Attachment E.

The motion was approved with no negative votes.

Mr. Tipton moved approval of the request to purchase 1.4 acres of land for the Dental Clinic in Ahoskie, N.C., in accordance with the terms and conditions provided in the materials presented to the Board. This information is also included as Attachment F.

The motion was approved with no negative votes.

Mr. Tipton moved that the Board approve the site proposal, Option D, for the Athletics practice gym in accordance with the terms and conditions provided in the Board materials and included as Attachment G.

The motion was approved with no negative votes.

HEALTH SCIENCES COMMITTEE

Mr. Steve Jones, Chair of the Health Sciences Committee, gave the report. A summary of the report is included as Attachment H.

UNIVERSITY AFFAIRS COMMITTEE

Mr. Robert Lucas, Chair of the University Affairs Committee, gave the report. A summary of the report is included as Attachment I.

EXECUTIVE COMMITTEE

Mr. Robert Lucas read the motions that came from the Executive Committee.

Mr. Lucas moved that the Board approve the conferral of tenure for Dr. David Rodeberg, professor and chief of the Division of Pediatric Surgery in the Department of Surgery in the Brody School of Medicine.

The motion was approved with no negative votes.

Mr. Lucas moved that the Board approve the Policy on Administrative Separation and/or Return to a Faculty Position, as presented in Board materials and included as Attachment J.

The motion was approved with no negative votes.

UNFINISHED BUSINESS

Mr. Brody thanked Josh Humphries, a reporter from the Daily Reflector, for his positive coverage at the last Board meeting in July regarding the TRUNA and Chancellor's Residence issue. In addition, Mr. Brody praised the Athletics Department, including the Pirate Club, on

how the Athletic program has grown at ECU. Mr. Brody suggested that one of lunch discussions in the near future should be Athletics, specifically the oversight of the Pirate Club.

NEW BUSINESS

Mr. Brody said that the Board needs to elect one person to the Endowment Fund Board because Mr. Brinkley's term on the Board has expired. Mr. Brody asked Danny Scott to serve. A motion was made by Mr. Lucas and seconded by Mr. Tipton. The motion passed with no negative votes. The Endowment Fund Board now consists of three ex-officio members, Mr. Brody, Mr. Greczyn and Dr. Ballard, as well as Mr. Redwine who has one year remaining on the Board, Mr. Steve Showfety who has two years remaining, and Mr. Danny Scott.

Mr. John Durham announced that flu shots will be available in Great Room 3 after Closed Session of the Board.

Ms. Clarice Goodyear addressed the Board. She thanked several people for their hard work and hospitality during her stay in Greenville. She complimented the Board on its engagement and open dialogue. She also complimented the staff for their diligence in making her visit a success.

Mr. Lucas read a motion to go into closed session. The motion was seconded by Mr. Butler. The Board of Trustees moved to the Trustee Suite for closed session. Following closed session, the board adjourned at 12:00 p.m.

Respectfully Submitted,

John Durham
Assistant Secretary to the Board

ATTACHMENT A

Dr. Ballard's Remarks

Board of Trustees
September 17, 2010

Thank you, Chairman Brody. What an exciting time of year and a Great Time to be a Pirate. We have welcomed nearly 28,000 students, we have exciting new athletic facilities, we lead the UNC System in Enrollment Growth funding again this year... 21% of new moneys went to ECU, and two new vital colleges are being implemented. Wow.

As you all know, next week we will receive the Freedom Award from Secretary of Defense Robert Gates in Washington, DC. In 14 years, we will be only the second university to receive this award and it is evidence that we take seriously our five core values, in this case authenticity. I won't belabor my pride in this award, but I do want to publicly thank:

- Our Army ROTC Program under the leadership of Lt. Col. Steve Delvaux
- Our Air Force ROTC Program under the leadership of Lt. Col. Patti Sergey (SIR gee).
- Steve Duncan.
- Professors Cistola and Russoniello who have meant so much to our work with the Wounded Warriors; and
- Professor Cistola, who has successfully acquired federal funding for Operation Re-Entry.
- *Col. P J Schenarts for nominating ECU for this award and Clint Bailey and his marketing team for their work in assembling the nomination package.*

Budget

We will have a reasonable budget year this year, in large part because of the Enrollment Growth money that we have received, but also in part because of Kevin Seitz, who won't let us spend a dime without approval from the Vatican.

Unfortunately, this year appears to be the calm before the storm as we prepare for a miserable year next year and perhaps even into the fiscal year 2012-13. We are getting ready. Here are my perspectives on this crisis:

- It will be the largest base budget cut in recent memory; most likely between 10% and 17%;
- Students will have to pay for a majority of what the state takes away because we have made so many reductions across all areas of the university. We are virtually out of other choices.
- Your policy, passed in March of 2009, remains an excellent guideline for how we accomplish this and one of the very best in the nation; and

- We have other important needs that would require student fees – especially a new student union.

Agenda for the Year

In addition to preparing for the next biennium, these items will be very important to ECU's agenda this year:

We will continue aggressive efforts to fund the bio-sciences building. We came very close last year and if any university capital project across the UNC system had been funded, I believe we would have received planning money for this vital building. It won't be easy this coming year... there simply isn't enough money. But the need and the urgency for this new building are recognized and we had strong support last year in the Senate. We won't stop until it is funded.

We must work together and with our friends in the UNC Faculty Assembly to have a System-wide salary plan that allows us to retain excellent faculty and staff, and to build strong programs that make a difference for our state. Currently, we can only increase salaries under very restricted conditions or with non-state dollars... which to me misses the whole point of what we are trying to do ... bring in excellent faculty, support their success, and keep them here. I think it is a grave mistake to view salary increases as a valid device for balancing the budget... we must have enough flexibility to support the quality of our faculty. We exist in a very competitive national market.

A long-neglected need is to finally come to grips with the full reality of being a comprehensive doctoral university with a significant research mission. That mission means that we must adequately fund graduate education and ensure our scarce dollars are allocated to their highest use. Among our most pressing needs are to:

- a. Be competitive for the best graduate students;
- b. Strengthen graduate programs that are clearly achieving intended results;
- c. Provide incentives for collaboration across disciplines...this could help us in such areas as teacher preparation, metabolic research, and many others.

Another priority is to achieve our goals related to student success. This is not only the first strategic priority of the university, it is also a system mandate and requirement. Because of the great collaboration across the university, we are making dramatic improvements in student retention, financial support, tutoring and counseling. Because of the great work in the Provost's Office, we exceeded our retention goals this year (above 81%). In addition, we opened the Collaborative Learning Center in the Library and have begun a year-long "Chancellor's Roundtable" to improve communication with student representatives.

The newest initiative is the Foundations of Excellence... a proven best practice related to student success and retention, and part of a nation-wide consortium. The project will include 9

University-wide task forces, chaired by faculty members, to address all aspects of the first-year experience.

And, finally, we will re-energize our commitment to service with a project we are calling, OUR SHARED DIRECTION: BUILDING PARTNERSHIPS FOR THE EAST. In other words, we will review and strengthen our service to North Carolina. Among our biggest priorities will be:

- What workforce preparation will make the most difference for our students and for our employers?
- How can we strengthen our commitment to economic development and to community engagement, especially through our Outreach Scholars?
- What special expertise do we have that can make a bigger difference in the east... In such areas as coastal resources, medical family therapy, sustainable tourism, distance education, rural health, teacher training, and military partnerships.

I appreciate all you do for East Carolina University. Despite of fiscal challenges, this is a special university. Great things will continue to happen here.

Thank you and I will be happy to address any questions.

ATTACHMENT B

BOT Remarks - 9/17/2010

Marianna Walker, Ph.D., Chair of the Faculty

Good Morning.

Bring greetings from the faculty – at the beginning of the 2010-2011 academic year.

I am honored to serve the university again in my second term as Chair of the Faculty. I bring you greetings on behalf of the Faculty Officers (Mark Sprague, Vice Chair - Physics; Hunt McKinnon, Secretary - Interior Design and Merchandising; and Brenda Killingsworth, Parliamentarian - Business) who are also in their second year of service to the university.

Our theme for this year is “Come Together”, as you may have heard or seen in East Magazine or Pieces of Eight. We want to promote a sense of camaraderie and collaboration in our endeavors this year. We experienced a productive year rich with successful shared governance and communication with faculty, administration, and students. We will continue our stance and will work to lead the faculty toward common university goals and will continue to report our progress to the BOT this year.

A now a brief update on current issues -

Last year at this time, I began my term in outlining to the BOT, the Chancellor, senior administration, and the faculty how we would accomplish the major review and revision of the Faculty Manual. At the end of the year, I reported to you that we had completed approximately ½ of this monumental undertaking. Our work continues this year, with not only editorial changes, but with contemporary additions and needed clarification of many issues including updates to tenure and promotion and issues affecting the curriculum. We are not simply reviewing and making minor changes to the faculty manual, but are considering a complete reorganization, which will result in a more concise and user friendly guide for both faculty and administration.

Projected date for recommendations of the Faculty Manual, from specific committees and faculty groups to the Faculty Senate is December, although there may be additions that occur after this point. At the

beginning of Spring Semester, I intend to focus our efforts in the reorganization of the entire faculty, where appendices will become major sections of the faculty manual.

We still have many sections to review and update, but plan to have it reorganized by May 2011. I know David Brody would be pleased to have it completed by then.

- Other important issues include policies involving online teaching standards, which are needed for SACS reaffirmation (2013), an updated academic integrity policy and disruptive student behavior, retention and graduation, including a university self-study of first year and transfer student issues, copyright and intellectual property rights the university relating to such issues as Open Access databases, on-line education, and access to course syllabi.
- Budget – Of course this continues to be a concern to faculty, and of course to the university as a whole- In the past, ECU, under the leadership of the Chancellor, Vice Chancellor Seitz and of course the BOT, the academic core has been spared. Our leaders have advocated for the maintenance of quality education for our undergraduate, graduate, and doctoral students.
- As always, the Faculty Senate plays an important advisory role to the Chancellor regarding the budget and its effects on the mission of the university, and particularly relating to the faculty and its students.
- Faculty continue to work hard in teaching, conducting and mentoring research/creative activities and other forms of scholarship (engagement and innovation), engaging in university and community service and outreach, and providing patient care. Even in the face of these daily responsibilities, faculty continue to volunteer for many committees to undertake the vast number of initiatives that are currently being considered and discussed.
- We should be grateful for these faculty who unselfishly devote their time and expertise in the name of shared governance and excellence at East Carolina University.

The faculty officers and I will continue to represent all faculty by communicating, advocating, negotiating, and mediating with the senior administration. It is our responsibility to ensure that the faculty voice is communicated to the administration and that the voice of the administration is communicated with the faculty.

**East Carolina University
Report of Audit Committee Meeting
09/16/10**

Action Items

- Approval of April 15, 2010 minutes.
- Approval of 2010/11 Annual Audit Plan.

BSOM Compliance Office Report

- Dr. Cunningham made opening remarks regarding Compliance in general.
- Dr. Benson introduced the new Chief Compliance Officer, Micki Jernigan
- Ms. Jernigan remarked on the planned direction of the BSOM Compliance Program to include more monitoring and auditing.
- Dr. Benson updated the committee on the current state of the billing errors.

Internal Audit Report

- Dashboard/Metrics: Summary of Observations by Categories was presented; appears ECU is doing better with regard to the number of audit findings; Internal Audit met its benchmarks this fiscal year; 80% of audit plan was completed and productivity ratio was 72%; Management met its benchmark of 90% with regard to the implementation of management's corrective actions.

ERM Report

- Handout on Holistic View of Risk was presented.
- Update on ERM Committee themes was presented.
- Update on allocation of time regarding ERM was presented.

Research Compliance Office Report

- Update on conflict of interest was given; 1% of EPA employees did not respond; 6% have disclosed a conflict.
- Currently performing a screening of export control issues.

**ECU Board of Trustees
Facilities and Resources Committee
September 17, 2010**

Highlights

The Facilities and Resources Committee met on September 16, 2010.

University Advancement

Naming Proposals

Action

- At its September 16, 2010 meeting, the Facilities and Resources Committee approved four (4) naming proposals listed below for submission to the full Board at its next meeting, which follows the policy's minimum 30-days delay between committee action and consideration by the full Board.
- ✓ Room 3100 College of Nursing –NICU/Midwifery Laboratory – Dr. Lowdermilk has irrevocably left 15% of her estate to the college of Nursing to establish a nursing scholars program and name the laboratory.
- ✓ Resident/Student Lounge (Upper Level of the New Family Medicine Center) – \$10,000 Brody SOM faculty and student gift in memory of Family Medicine resident Dr. Katherine Bray-Strickland.
- ✓ Office in the East Carolina Heart Institute - \$5,000 gift from Henry William Stubbs, IV to honor Senator Henry William Stubbs
- ✓ The ECU Child Development Laboratory's Little Tykes Commercial Playground – Donation of playground equipment from little tikes.

Second Century Campaign Update

Discussion

- Campaign total is \$180,588.00 which is 90% of goal and to date 70% of the calendar has been used. Campaign efforts continue even during these challenging economic times. Thirty percent of funds raised in the campaign have been added to the endowment.

Student Philanthropy Initiatives and Planned Giving

Discussion

- "Quarters", the purple pig was introduced and explained the concept of student philanthropy. More than 3600 pigs were distributed to incoming freshman. All revenue received from the Purple pig Campaign will be credited to the class of 2014.
- Planned giving update indicated that there are 82 new members in the Leo Jenkins Society since 2007 which brings the total member count to 240. Since July of 2007 39 million has been added to future support which signifies an increase of 199% over the last three years.

Other Advancement Highlights

Discussion

- The Alumni Association board met last Friday. Their revenue and membership are both vigorous and productive.
- ECU Women's Roundtable is preparing for an October 14th event featuring Jean Chatzky and Jeanne Robertson. Presently the Roundtable supports Access scholarships.

Administration and Finance

Property

The Committee reviewed a request to grant Greenville Utilities Commission a water line easement to service the recently constructed power substation located off Dickinson Avenue. Mr. Buck was available for questions. A recommendation was made to include a statement in the agreement that could revoke or move the easement if usage of the lot changes. The Committee approved a motion to recommend that the full Board approve the request.

Ahoskie Dental Site

The Committee reviewed the memo from Scott Buck dated 9/14/10 outlining the current understanding between PCMH/UHS and ECU regarding the Dental School's Service Learning Center in Ahoskie. Ms. Payne and Mr. Buck were available to answer questions.

Site Proposal for Athletics Practice Gym

The committee reviewed several site proposals for the athletics practice gym. Mr. Bagnell, Nick Floyd and Terry Holland were present for questions. The Committee approved a motion to recommend that the full Board approve site proposal option D.

Master Plan Update

Mr. Seitz and Mr. Bagnell presented an update of the ECU Master Plan process.

Major Capital Projects Update

Mr. Seitz and Mr. Bagnell presented an update of the current major capital projects. The current information for the major capital projects is available on the ECU website at <http://www.ecu.edu/cs-admin/bot/majorcapitalprojects.cfm>.

Designer Selection Since Last Meeting

The designer selections for the following projects were reviewed as information items: construction materials testing services for ECU School of Dental Medicine, Greene-White Residence Hall masonry repairs, construction materials testing services for athletics additions and improvements phases 2, 3 and 4, and the student recreation center membrane roof replacement.

Other

Mr. Seitz presented updates on the CIO search and fall start-up activities.



Associate Vice Chancellor for
Administration and Finance - Business Services
East Carolina University
224 Ragsdale Building • Greenville, NC 27858-4353
252-328-6910 office • 252-328-1558 fax

MEMORANDUM

TO: Kevin Seitz

FROM: Scott Buck *Scott*

DATE: August 16, 2010

SUBJECT: Request ECU Board of Trustees Approval to Grant
Greenville Utilities Commission a Water Line Easement

Request ECU Board of Trustees approval to grant a water line easement to Greenville Utilities Commission (GUC) to service their recently constructed power substation located off Dickinson Avenue. The five (5) foot water line easement will run from Dickinson Avenue North west along the current ingress/egress road to the GUC power substation on the ECU side of the property line, which bisects the ingress/egress road per the attached survey map and legal description.

Granting of the easement is contingent on subsequent approvals from UNC General Administration, Joint Commission of Governmental Operations and Council of State. Disposition of the easement shall be for consideration of one (1) dollar.

Attachments

cc: Bill Bagnell
Bill Koch



**Greenville
Utilities**

June 11, 2010

Mr. Scott Buck
East Carolina University
Associate Vice Chancellor of Business Services
1001 E Fourth St
Greenville, NC 27858

RE: Utility Easement

Dear Mr. Buck:

Greenville Utilities' requests a five foot (5') water utility easement from Dickinson Avenue northwest along the current ingress/egress road to our recently constructed Dickinson Avenue Substation. The water utility easement would be located on the State of NC property side of the property line which bisects the ingress/egress road.

Greenville Utilities' also requests a temporary right of entry to install the water service line within this area while the easement documents are being processed.

Sincerely,

A handwritten signature in cursive script that reads "J. Todd Rouse".

J. Todd Rouse, PE
Substations and Controls Engineer

CC: Roger Jones, PE
Kirby Boyd

PO Box 1847
Greenville, NC
27835-1847
252-752-7166
www.guc.com

Your Local
Advantage

GRANT OF WATER EASEMENT

DATE _____

KNOW ALL MEN BY THESE PRESENTS, that the undersigned "GRANTOR" (whether one or more), for and in consideration of the sum of ONE DOLLAR (\$1.00) and other good and valuable consideration to it in hand paid by GREENVILLE UTILITIES COMMISSION of the City of Greenville, Pitt County, North Carolina, hereinafter referred to as the "COMMISSION", the receipt of which is hereby acknowledged, does hereby grant the City of Greenville, a body politic and corporate in Pitt County, North Carolina, for use of the "COMMISSION", its licensees, successors and assigns, the right, privilege and easement to go in, through, under, and upon lands of the GRANTOR located in Greenville Township, Pitt County, North Carolina, and

Being a small portion of the Grantor's property acquired by Grantor by deed recorded in Deed Book 844, Page 246 of the Pitt County Registry, said small portion containing 5,092 square feet, and being located south of the Norfolk Southern Railroad, west of Memorial Drive and north of Dickinson Avenue, and hereinafter being referred to as the water easement.

(Reference is hereby made to Deed Book 844, at Page 246, in the Office of the Register of Deeds of Pitt County, North Carolina) and to construct, install, operate and maintain in a manner suitable to the Commission upon, across, under and through said premises within a right of way strip of the width, location and approximate length hereinafter defined, one of more water lines for the distribution of water service to Greenville Utilities' facilities with the right to do all things necessary or convenient thereto, including the following:

- (a) the right of officers, agents, and workmen of the Commission and its contractors to go to and from said water utility easement at all times over the above described land by such route or routes as shall occasion the least practicable inconvenience to Grantor, including private roads and ways then existing thereon, on foot or by conveyance, with materials, machinery, supplies and equipment as may be desirable; provided that except in emergencies, existing roads and ways thereon shall be used to the extent that they afford ingress and egress to and from the right of way strip; and to construct, reconstruct, work upon, repair, alter, inspect and in general do any other thing necessary or convenient to maintain and operate said lines for the purpose aforesaid;
- (b) the right to install, operate, and maintain thereon underground water lines or other equipment for distributing water service thereto, for use in conducting the Commission's business.

Description: The five foot (5') water utility easement is located within an existing roadway easement and on State of North Carolina property (for use by East Carolina University). The roadway easement and the State of North Carolina property are recorded in Deed Book 844, Page 246 of the Pitt County Registry. The water utility easement begins at the southeastern property corner of the State of North Carolina and Hemby, Robert C. DBA Hemby's Radiator Service. The five foot (5') easement continues S 58-24-45 W, 5.10 feet, thence N 44-12-48 W, 1,019.86 feet, thence N 83-08-38 E, 6.27 feet, thence S 45-47-12 E, 1,016.49 feet to the beginning point, and containing 5,092 square feet.

SEE ATTACHED EASEMENT MAP FOR A MORE ACCURATE DESCRIPTION OF THE EASEMENT..

The cabinet, piping and appurtenant facilities installed by the Commission shall be and remain the property of the Commission and may be removed by it at any time and from time to time. The Commission's facilities shall in no way be interfered with or endangered by the Grantor or Grantor's licensees, successors or assigns, without the express written permission of the Commission.

Grantor reserves the right to use the lands in and over which the right of way and easement rights are hereby granted for all purposes not inconsistent with said right of way and easement rights or with the National Electrical Safety Code, (1) no buildings or permanent structures, wells, septic tanks, absorption pits, underground or overhead storage tanks, burial plots, or any other obstruction which might interfere with the construction, maintenance and operation of said utility facilities shall be placed on said strip without the express written permission of the Commission; and (3) the Commission's facilities shall in no way be interfered with or endangered by the Grantor or Grantor's licensees, successors or assigns, without the express written permission of the Commission.

The Commission agrees that it will repair, rebuild, replace or pay the actual damages for construction, operation, maintenance, inspection, rebuilding and removal of said lines, and in going to and from said water utility easement, and will repair any extraordinary damage to any bridge or to any road due to heavy hauling to and from the said right of way strip if claim is made within a period of thirty (30) days after such damages are sustained by Grantor.

Any notice to be given by one party to the other party hereunder may be delivered or deposited postage prepaid addressed to the following:

GRANTOR NAME: State of North Carolina

ADDRESS: _____

CITY/STATE/ZIP CODE: Raleigh, NC

COMMISSION: Greenville Utilities Commission
P. O. Box 1847
Greenville, North Carolina 27835-1847

TO HAVE AND TO HOLD the aforesaid rights, privileges and easements unto the Commission, its licensees, successors and assigns, forever.

And Grantor, for the Grantor and for the Grantor's heirs, executors, administrators, licensees, successors and assigns, covenants to and with the Commission, its licensees, successors and assigns, that Grantor is lawfully seized of the above described land in fee and has the right to convey the said rights, easements and privileges herein described; that the same is free and clear from any and all encumbrances not satisfactory to the Commission; that the Commission shall have quiet and peaceful possession, use and enjoyment of the aforescribed easement of right of way, rights and privileges; that the Grantor shall execute such further assurances thereof as may be reasonably required by the Commission; and Grantor will forever warrant and defend the title to the said easement of right of way, rights and privileges against the lawful claims of all persons whomsoever.

The singular shall include the plural and reference to gender shall include masculine, feminine and neuter.

IN WITNESS WHEREOF, the Grantor has adopted the word "SEAL" as his seal and has hereunto set his hand and seal, or if Grantor be a corporation, Grantor has caused these presents to be signed in its corporate name by its corporate officers, duly attested and its corporate seal hereunto affixed, all by authority of its Board of Directors duly given, this the day and year first above written.

_____(SEAL) _____(SEAL)

STATE OF NORTH CAROLINA

COUNTY OF PITT

I, _____, a Notary Public of the aforesaid County and State, hereby certify that _____ personally appeared before me this day and acknowledged the due execution of the foregoing and annexed instrument for the purposes therein expressed.

Witness my hand and Notarial Seal, this the ____ day of _____, 2010.

NOTARY PUBLIC

My commission expires:

STATE OF NORTH CAROLINA

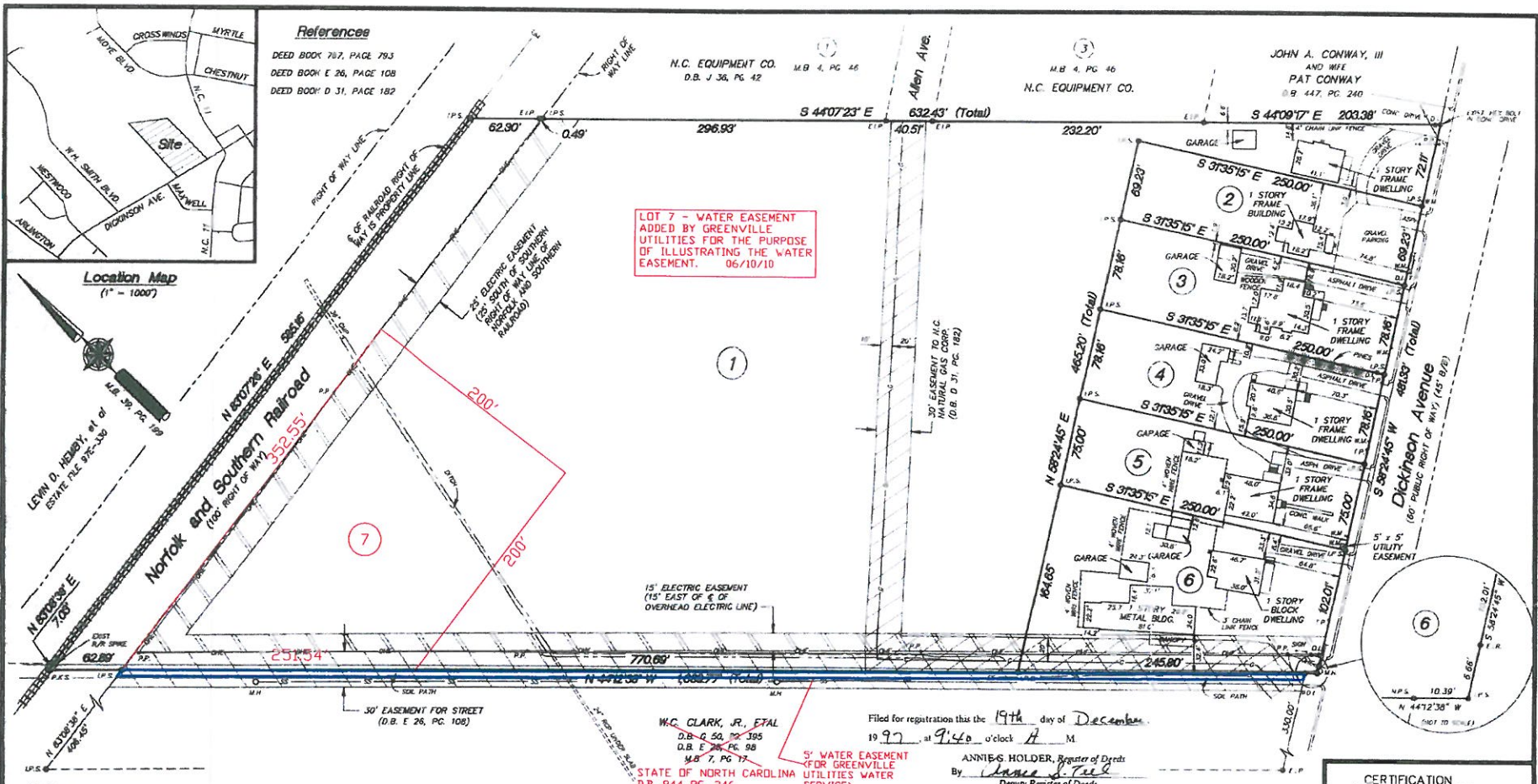
COUNTY OF PITT

I, _____, a Notary Public of the aforesaid County and State, hereby certify that _____ personally appeared before me this day and acknowledged the due execution of the foregoing and annexed instrument for the purposes therein expressed.

Witness my hand and Notarial Seal, this the ____ day of _____, 2010.

NOTARY PUBLIC

My commission expires:



LOT 7 - WATER EASEMENT
 ADDED BY GREENVILLE UTILITIES FOR THE PURPOSE OF ILLUSTRATING THE WATER EASEMENT. 06/10/10

Filed for registration this the 19th day of December 1997 at 9:40 o'clock A.M.
 ANNIE-G. HOLDER, Register of Deeds
 By James C. Fife, Deputy Register of Deeds



CERTIFICATION
 NORTH CAROLINA PITT COUNTY
 I, JAMES M. WALKER, CERTIFY THAT THIS MAP WAS DRAWN UNDER MY DIRECTION AND SUPERVISION FROM AN ACTUAL SURVEY MADE BY CURTIS LEGGETT (DEED DESCRIPTION RECORDED IN BOOK SEE PAGE REF.) THAT THE ERROR OF CLOSURE AS CALCULATED BY LATITUDES AND DEPARTURES IS 1:10,000+. THAT BOUNDARIES NOT SURVEYED ARE SHOWN AS BROKEN LINES PLOTTED FROM INFORMATION FOUND IN BOOKS REFERENCED HEREON; THAT THIS MAP WAS PREPARED IN ACCORDANCE WITH G.S. 47-50 AS AMENDED, WITH MY ORIGINAL SIGNATURE, REGISTRATION NUMBER, AND SEAL THIS 12th DAY OF NOVEMBER, 1997.

Signed *James M. Walker*
 LAND SURVEYOR
 REGISTRATION NUMBER L-1556

Division of Property of
Myrtice N. Hemby Estate
 Greenville, Greenville Township, Pitt County, N. Carolina

OWNER MYRTICE N. HEMBY ESTATE
ADDRESS MADONNA TRUST DEPARTMENT, GREENVILLE, N.C. 27858
PHONE (919) 757-7293

RIVERS and ASSOCIATES, INC.
 ENGINEERS PLANNERS SURVEYORS
 SURVEYED C.E.L.
 DRAWN C.M.W.
 CHECKED J.M.W.
 APPROVED J.M.W.

SOURCE OF TITLE
 TO THE BEST OF MY KNOWLEDGE THE LATEST INSTRUMENT(S) IN THE CHAIN OF TITLE OF THIS PROPERTY AS RECORDED IN THE PITT COUNTY REGISTRY AT GREENVILLE, NORTH CAROLINA IS:
 DEED BOOK 787 - PAGE 793
 DEED BOOK 787 - PAGE 793
 DEED BOOK 787 - PAGE 793
 DEED BOOK 787 - PAGE 793

OWNERS STATEMENT
 I HEREBY STATE AND WARRANT THAT THIS SUBDIVISION IS MADE AT THE REQUEST OF PUBLIC USE.
 I HAVE READ AND SUBSCRIBED BEFORE ME THE LEGAL ADVICE OF _____

APPROVAL
 THIS FINAL PLAT NO. 97-64 WAS APPROVED BY THE SUBDIVISION REVIEW BOARD IN ACCORDANCE WITH TITLE 9, CHAPTER 5 OF THE GREENVILLE CITY CODE THE 22nd DAY OF SEPTEMBER, 1997

DEDICATION
 THE UNDERSIGNED HEREBY ACKNOWLEDGE(S) THIS PLAT AND ALLOTMENT TO BE THEIR FREE ACT AND DEED, AND HEREBY DEDICATE TO PUBLIC USE AS STREETS, PARKS, PLAY-GROUNDS, OPEN SPACES, AND EASEMENTS FOREVER ALL AREAS SHOWN OR SO INDICATED ON SAID PLAT.

STATE OF NORTH CAROLINA COUNTY OF PITT
 I, Andrew Thomas, Jr., a REVIEW OFFICER OF PITT COUNTY, CERTIFY THAT THE MAP OR PLAT TO WHICH THIS CERTIFICATION IS AFFIXED MEETS ALL STATUTORY REQUIREMENTS FOR RECORDING.
 Andrew Thomas, Jr.
 DATE 12-19-97



Associate Vice Chancellor for
Administration and Finance - Business Services
East Carolina University
224 Ragsdale Building • Greenville, NC 27858-4353
252-328-6910 office • 252-328-1558 fax

MEMORANDUM

TO: Kevin Seitz

FROM: Scott Buck *Scott*

DATE: September 14, 2010

SUBJECT: Request ECU Board of Trustees Approval to Purchase for \$1.00 +/-
1.4 Acres of Land for the Dental Clinic in Ahoskie, N.C.

Request ECU Board of Trustees (ECUBOT) approval to purchase +/- 1.4 acres of land for the proposed +/- 7,500 SF Dental Clinic to be sited on the Roanoke Chowan Hospital (RCH) campus in Ahoskie, N.C.

The land shall be purchased from the Roanoke Chowan Alliance, Inc. (RCA) for the sum of \$1.00 subject to the approvals indicated below. As previously requested by the ECUBOT, the deed shall be nonrestrictive with a separate noncompete agreement limited to provision of public, nonprofit health services or teaching purposes that are not in competition with certain services offered by RCH, its subsidiaries, successors, or assigns in Hertford County, exclusive of dental clinical services and dental education. Failure to adhere to the noncompete agreement will entitle RCA/UHS/PCMH to seek enforcement of the noncompete obligation through civil court proceedings. Specifics of the noncompete agreement shall be worked out by the University Attorney in consultation with the ECUBOT and in compliance with its directives. Additionally, RCA/UHS/PCMH will require a "right of first refusal" that entitles it to be given the opportunity to purchase the property at appraised fair market value less the value of the unimproved land prior to ECU otherwise disposing of the property to any other party.

The proposed purchase has received expressions of support and tentative endorsement by the East Carolina Health, Inc. (ECH) board. If the proposal is approved by the Pitt County Memorial Hospital Building Committee, which will meet on September 20, 2010, then ECH is prepared to take formal action on the proposal without a meeting. In addition, the transaction is contingent on approval of the board of directors of RCA.

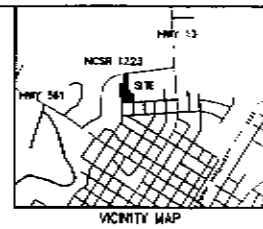
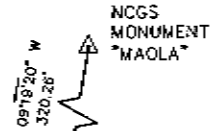
Subsequent to ECUBOT approval, purchase is contingent on approvals from the UNC-General Administration, Joint Commission on Governmental Operations and the Council of State.

cc: James Hupp, DMD, MD
Terrance Feravich
Joy Wayman
Gary Vanderpool

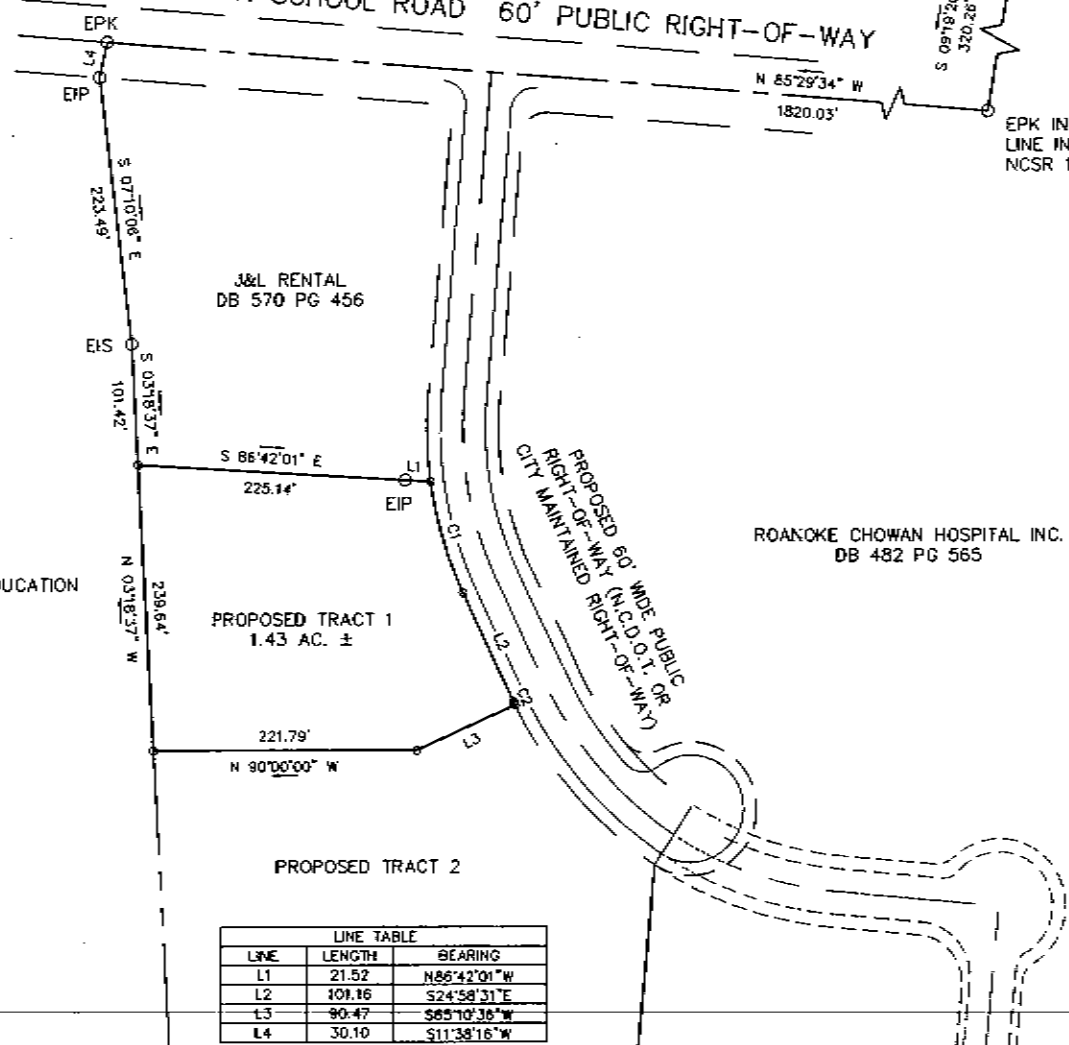
Greg Chadwick, DDS
Bill Bagnell
Donna Gooden Payne

Attachment (Survey)

NCSR 1223 HERTFORD HIGH SCHOOL ROAD 60' PUBLIC RIGHT-OF-WAY



EPK IN THE CENTER-LINE INTERSECTION OF NCSR 1223 & US 13



- NOTES:
- 1) THIS MAP IS A PRELIMINARY SKETCH OF PROPERTY TO BE CONVEYED TO EAST CAROLINA UNIVERSITY.
 - 2) MAGNETIC NORTH AND PROPERTY TIE DOWN TAKEN FROM AN UNRECORDED MAP PREPARED BY ROANOKE LAND SURVEYING ENTITLED "SURVEY FOR UNIVERSITY HEALTH SYSTEMS OF EASTERN NORTH CAROLINA" DATED MARCH 10, 1999.

HERTFORD COUNTY BOARD OF EDUCATION
DB 416 PG 586

J&L RENTAL
DB 570 PG 456

ROANOKE CHOWAN HOSPITAL INC.
DB 482 PG 565

PROPOSED TRACT 1
1.43 AC. ±

PROPOSED TRACT 2

LINE TABLE		
LINE	LENGTH	BEARING
L1	21.52	N86°42'01"W
L2	101.16	S24°58'31"E
L3	90.47	S65°10'36"W
L4	30.10	S11°38'16"W

CURVE TABLE						
CURVE	LENGTH	RADIUS	CHORD BEARING	CHORD	TANGENT	DELTA
C1	97.13	330.00	S16°32'36"E	96.78	48.92	16°51'49"
C2	2.86	330.00	S25°13'24"E	2.86	1.43	0°29'46"

SURVEY FOR
EAST CAROLINA UNIVERSITY
TOWN OF AHSOSKE HERTFORD COUNTY DATE NORTH CAROLINA

DRAWN BY: WSH	PROJECT NO.: 20090124
SURVEYED BY: GDF	DATE: DATE
SCALE: 1" = 100'	DRAWING NAME: ecc-1002

THE EAST GROUP
324 S. EYMS ST.
GREENVILLE, NC 27634
(252) 759-3746
• Engineering • Architecture • Surveying • Technology

PRELIMINARY
NOT FOR RECORDATION
CONVEYANCE OR SALES

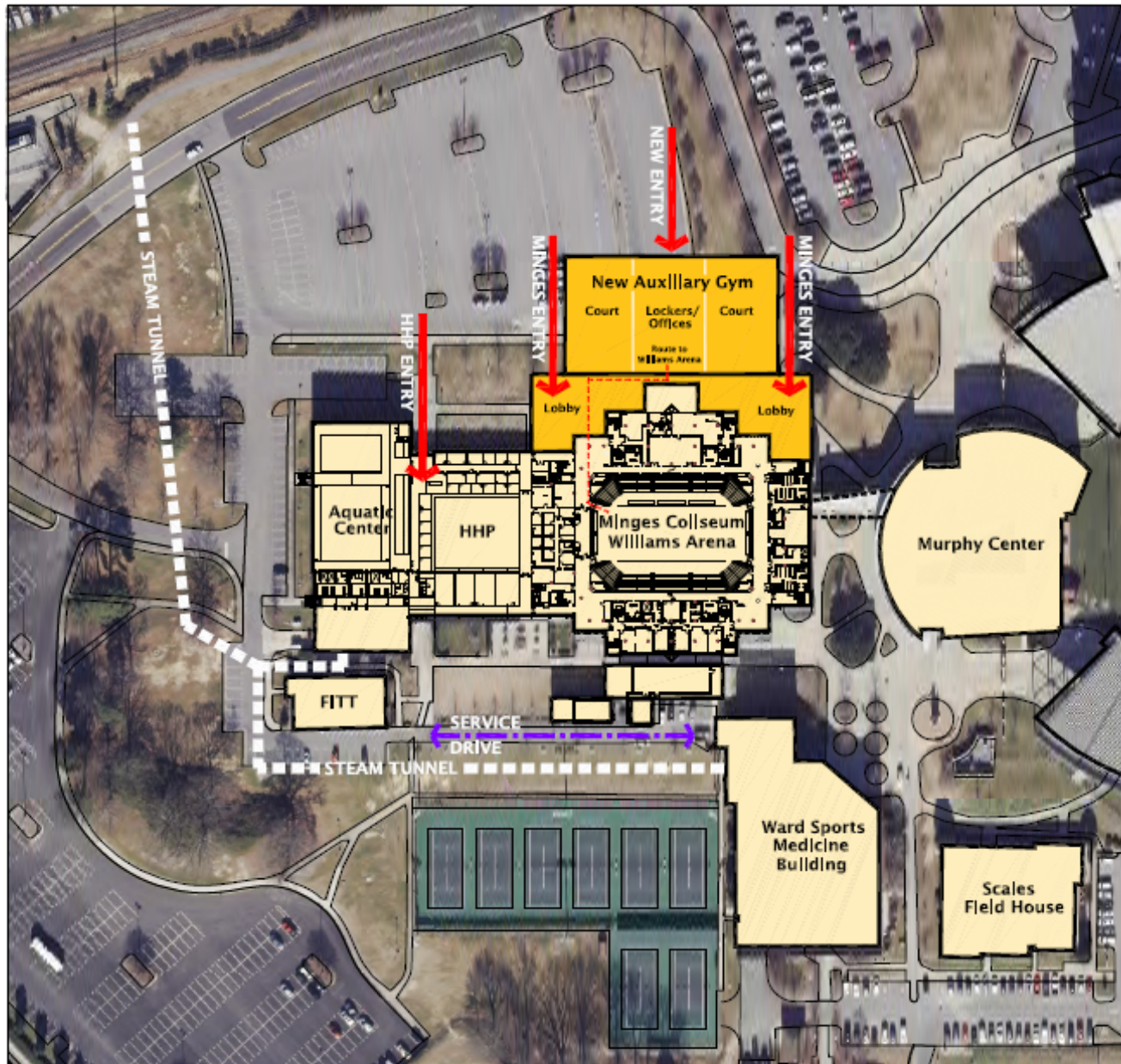
OPTION D

Pros:

- No impact to HHP
- Opportunity to **improve entry and circulation** at Minges
- Gives basketball programs a **dramatic new identity**
- Best opportunity to **enhance Minges facade**
- Puts lockers close to **Williams Arena court**
- Lockers are on same level as Williams Arena court

Cons:

- Has the **most impact on existing parking**
- **Utility relocations required**



Auxiliary Gymnasium Addition

East Carolina University

Greenville, NC



Site Plan

Scale: 1" = 40'-0"

08/20/10



CORLEY REDFOOT ZACK INC.
ARCHITECTS-ENGINEERS-PLANNERS
PERMITS/REGULATORY/ENVIRONMENTAL/LEED/DESIGN

**Health Sciences Committee
September 16, 2010**

Ms. Diane Poole, Executive Vice President of PCMH, gave an update to the Committee:

- PCMH& BSOM are continuing to partner on several initiatives.
- Physicians Recruitment with the BSOM: Two Transplant Surgeons, Pediatric Surgeon, Chief of Pediatric Nephrology, Thoracic Surgeon, and a Gastroenterologist.
- Additional partnerships with the Health Sciences Division include the College of Nursing, College of Allied Health Sciences, and the Masters in Public Health program.
- Great 100 Nurses in NC – 5 were selected from PCMH and 4 are ECU College of Nursing graduates.
- Children's Hospital Certificate of Need has received approval and they expect to break ground sometime next summer.
- Organizational changes that will be occurring October 1st - Steve Lawler will have some expanded duties as the Chief Hospital Operations Officer for UHS in addition to his role as President of PCMH. Brian Floyd will assume Ms. Poole's role as the Executive Vice President. Diane Poole will be the new Chief Clinical Officer for UHS which her duties will include Health Care Reform and clinical integration across UHS. A new position, President of UHS, will be created and this position will report directly to Dave McRae, CEO of UHS.
- UHS Relationships – Next 30 days will complete the legal process for acquiring Duplin General; Albermarle hospital remains under a management contract with UHS; and Beaufort County hospital – PCMH did respond to their RFP.

Dr. Paul Cunningham, Dr. Nicholas Benson, and Mr. Brian Jowers gave an update:

- ECU Physicians financial performance - the financial performance and cash reserves will improve with additional contract revenues that are expected to be received.
- Cancer Center Update – Working with PCMH to create a new system for outpatient services. Chemotherapy and Cyberknife will be sold to PCMH. New corporation will pay BSOM for physician clinical time. Research and educational funding from PCMH to BSOM to cover research and education work in oncology. Projected to eliminate \$2M deficit per year, plus profit sharing to BSOM.
- BSOM Class of 2014 had 78 entering students (39 men; 39 women). GPA of the new M-1 class is 3.6 while the average GPA is 3.9.
- Rapid Access now provides a location on Main Campus. This is a health care service that provides all ECU employees and immediate families same day doctor's appointments for urgent general care needs.
- Medical School expansion is still a BSOM priority for this upcoming year. Our plan will need to be modified and paced depending on resource availability.

Dr. Horns shared from the Division:

- Wayfinding/Signage for the Health Sciences Complex – moving forward with the primary and directional signs in concert with PCMH. The Cornerstone signs are currently on hold for further options from the Wayfinding consultant.
- School of Dental Medicine tuition/fees - There is a campus committee that is comparing tuition/fee rates with other dental schools across the state. ECU's proposed tuition for NC Residents is still under review. Range is between \$21,000 – \$22,500 which is slightly below that of UNC-CH (\$22,400-\$23,000).

- HealthCare Reform - The Health Sciences Division will be hosting a forum on Healthcare Legislation Reform on October 18, 2010 at 4:00 p.m., in the ECHI Auditorium. Dr. Pam Silberman from the NC Institute of Medicine will be the presenter. The presentation will be streamed lived and the Board of Trustees will be provided with the web link if they would like to participate.

University Affairs Committee

Academic Affairs –

- College of Fine Arts and Communication – Two great reports
 - John Shearin, Director of ECU School of Theatre and Dance shared information about the Roanoke Island Festival Park Outdoor Theatre in Manteo and some of the productions. The shows are completely composed, produced and directed by ECU faculty, staff and students. We saw video clips of each of the three productions and they were very impressive.
 - Linda Darty, the director of ECU's Metal Design Program shared a great program ECU offers to its students. She organized a pair of 21-student, three-week trips to Italy in the summer. ECU is also beginning a program for the spring semester where they will spend a semester living and learning together in Italy. Linda showed some of the great sights and sounds from the summer trip. Their initial cost paid covers lodging, in-country transportation, museum entrances and tours, and two meals a day. The semester cost will be about \$9,000.

- Enrollment Services – Dr. John Fletcher shared some of the preliminary figures.
 - Total enrollment is 27,813, which is up a bit from last year. The goal for incoming freshmen enrolled for was 4,122 and we enrolled 4,193. Our in-state numbers were about 86% and 14% out-of-state. Transfer student numbers are down, but ECU is working with the NC Community College System on this for the future.
 - **BIG NEWS!!** ECU hit the GA goal for 2009 retention. The goal was 81% and ECU's rate was 81.3%. He pointed out that as freshmen retention increases, the number of graduating students are increasing too.

Athletics – Terry Holland

- Tim Metcalf and Rosie Thompson from ECU's Athletic Compliance Office talked about the history of the unit and also some of the do's and don'ts associated with compliance. ECU does education for students, faculty, staff, alumni, boosters and parents. This is a very important unit for ECU.
- **GREAT NEWS** - Terry said 189 (47%) student athletes made the Conference USA Commissioner's Honor Roll and 41 made a grade point average of 3.75 or higher. Two sports won the grade point average conference championship. It was agreed by all in the committee that we need to showcase these accomplishments more in the community.
- Nick Floyd discussed the report related to financials for athletics. We broke another record for ticket sales with the stadium expansion and 23,000 season tickets sold. The budget is over \$27 million and this is on track to where we wanted to be when Terry Holland joined ECU.

Research and Graduate Studies – Deirdre Mageean

- Dr. Paul Gemperline, the new Dean of the Graduate School, spoke about ECU's intention to become more competitive for graduate assistantships for ECU. He talked about the four requirements of a successful graduate education enterprise

including passionate faculty, student and market for programs offered, a sustainable financial plan and the ability to review on a regular basis. He showed comparison data of our UNC and peer schools and where ECU compares. Several pay higher and pay part or all of the tuition, where ECU pays less and doesn't offer any tuition relief. He added that the consequences impact recruiting of qualified students, a high level of grad student debt and high incidence of secondary employment. He concluded by the fact the ECU senior administration has supported the mission to increase the investment in GA's over the next couple years.

- Dr. Mageean said we are just a few dollars shy of reaching \$50 million in grants this year, which is a great sign of progress for ECU. This is an increase of about 15-17 million dollars since Dr. Mageean joined the university.

Student Affairs – Virginia Hardy

- Virginia introduced the new Director of Assessment, Research and Retention, Kathy Hill and Bill McCartney, the new Director of Housing and Dining. She also mentioned Dr. Bobby Woodard as the new Executive Director Student Involvement and Leadership.

Administrative Separation and/or Return to a Faculty Position

POL # (To be done by Legal)

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

Authority: Board of Trustees

History: First Issued: March 26, 2004; Revised: September XX, 2010

Related Policies: East Carolina University Policy on Administrative Separation and/or Retreat to a Faculty Position, dated March 26, 2004; UNC Policy 300.1.1 – Senior Academic and Administrative Officers; UNC Policy 300.1.6 – Policy on Administrative Separation and/or Retreat to a Faculty Position; UNC Policy 300.1.6 [R] – Regulation on Administrative Separation; Tenure and Promotion Policies and Procedures of East Carolina University (Faculty Manual, Appendix D)

Additional References: East Carolina University's Plan for Management Flexibility to Appoint and Fix Compensation

Contact for Info: Academic Affairs Personnel Administration 328-1888; Health Sciences Personnel Administration 744-1910; Director EPA Administration 328-9884.

1. Purpose

- 1.1. All voluntary and involuntary separations from Senior Academic and Administrative Officer positions, as defined by UNC Policy 300.1.1, are governed by the following terms.
- 1.2. Senior Academic and Administrative Officers appointed on or after May 2, 2010 are subject to the terms and conditions of Section 2 below.
- 1.3. Senior Academic and Administrative Officers appointed prior to May 2, 2010 will be governed by the terms and conditions of Section 3 below, which were approved by the ECU Board of Trustees in March 2004, unless set forth by written agreement subsequent to November 8, 2002 and appropriately approved in accordance with East Carolina University's Plan for Management Flexibility to Appoint and Fix Compensation.

2. Administrative Separation and/or Return to a Faculty Position (appointed on or after May 2, 2010)

- 2.1. Administrative Separation and Return to a Tenured Faculty Position (UNC Policy 300.1.6 [R], 5/02/10)
 - 2.1.1. Return to a Tenured Faculty Position: An administrator who holds a concurrent tenured faculty appointment may return to that appointment with all the rights and responsibilities of faculty in the home academic department, unless an institutional due process or termination proceeding is initiated to discharge or demote the administrator from the tenured faculty position.

- 2.1.2. Removal of Administrative Stipend: If there has been an administrative stipend associated with the related administrative duties during the appointment, that stipend shall be removed upon the termination of administrative duties and before any salary adjustments are made (i.e., from a 12-month appointment to a 9-month appointment).
- 2.1.3. Salary: The salary shall be adjusted from a 12 month administrative salary to a 9-month or 12-month faculty salary that is commensurate with the salaries of comparable faculty members in the department and prevailing market conditions.
- 2.1.4. Research Leave (Preparation for Return to Faculty Position): At the Chancellor's discretion, the Chancellor may provide for up to the equivalent of a one semester research leave for any tenured faculty member who has served in one or more consecutive Senior Academic and Administrative Officer positions subject to UNC Policy 300.1.1, I.A for at least five years in order to provide an opportunity for the faculty member to prepare for teaching and research responsibilities. Prior to the beginning of the research leave, the administrator shall submit a written work plan for the leave period to include expected outcomes. **The plan should reflect activities reasonably calculated to prepare the faculty member to resume teaching and research responsibilities at ECU.** The plan will be reviewed by the Unit Administrator and approved by the Chancellor, and incorporated into the faculty member's contract. The leave will be paid at a salary commensurate with the salaries of comparable faculty members.
- 2.1.5. Exception Provision: Exceptions may be made to recognize extraordinary circumstances, including, but not limited to, extended or superior service in administrative roles. Any exception to these provisions must be approved by the Board of Trustees and by the President.
- 2.1.6. Failure to Return to Faculty Role: In the event that the faculty member does not assume faculty responsibilities for at least a semester after the research leave in accordance with this policy, the Chancellor is authorized, in his or her discretion, to require repayment of compensation paid during the leave period from the non-returning faculty member. Requirement for repayment in accordance with this provision will be included in the written contract.
- 2.2. Reappointment of an Administrator without Faculty Return Rights
An administrator leaving a position that is categorized as "at will" has no claim to a position at the University; however, there may be circumstances in which the Chancellor, or Chancellor's designee, determines that an assignment to another administrative or teaching position would be beneficial for both the University and the employee. In these cases, the new salary should be appropriate to the assignment. Any exception must be approved by the Board of Trustees and by the President. This regulation does not supersede any notice or severance pay required by Board of Governors policy.
- 2.3. Separation from the University
 - 2.3.1. In some cases, it may be in the best interests of the University to negotiate a severance agreement with an administrator. UNC policy addresses timely notice for termination of Senior Academic and Administrative Officers hired pursuant to UNC Policy 300.1.1, I.B. In accordance with UNC Policy 300.1.1, III.B.1, these employees

are entitled to notice of the discontinuation of their employment with full pay for up to 90 days or severance pay, depending on their length of service.

- 2.3.2. The Chancellor may, at his or her discretion, determine that the circumstances justify continuing full pay for employees subject to UNC Policy 300.1.1.I.A for up to 90 days. Any agreement that results in a longer period of compensation must be approved by the Board of Trustees.

2.4. Retirement

Nothing in these Regulations shall prevent a tenured faculty member from immediately participating in phased retirement, consistent with existing University of North Carolina and East Carolina University policies.

2.5. Coverage

The regulations in Section 2 apply to Senior Academic and Administrative Officers appointed on or after May 2, 2010. Employees serving as Senior Academic and Administrative Officers prior to May 2, 2010 remain covered under the Policy on Administrative Separation and/or Retreat to a Faculty Position (Section 3, below), dated March 26, 2004.

3. Administrative Separation and/or Retreat to a Faculty Position (appointed prior to May 2, 2010)

3.1. Retreat to a Faculty Position

3.1.1. An administrator who holds a concurrent tenured faculty appointment may return to that appointment with all the rights and responsibilities of faculty in the home academic department, unless an institutional due process or termination proceeding is initiated to discharge or demote the administrator from the faculty position.

3.1.2. Removal of Administrative Stipend: If there has been an administrative stipend associated with the related administrative duties during the appointment, that stipend will be removed upon the termination of administrative duties and before any salary conversions are made (i.e., from a 12-month appointment to a 9-month appointment).

3.1.3. Salary: The salary will be determined based on either a 9-month or 12-month appointment, as appropriate for the department, commensurate with the salaries of similarly situated faculty members in the department and prevailing market conditions.

3.1.4. Preparation for Return to Faculty Position: At the Chancellor's discretion, the Chancellor may approve a reasonable period of time to provide an opportunity for the employee to prepare for teaching and research responsibilities. Such preparation time may be with full or partial pay. The period of time should be directly related to the time spent in administrative duties, but may not continue for longer than one year without approval of the Board of Trustees.

3.2. Reappointment of an Administrator without Faculty Retreat Rights

An administrator leaving a position that is categorized as "at will" has no claim to a position at the University; however, there may be circumstances in which the Chancellor determines that assignment to another administrative or teaching position would be beneficial for both

the University and the employee. In these cases, the new salary should be appropriate to the assignment. If the supervisor proposes to pay the administrator his or her full administrative salary after moving the administrator to a position that would normally be lower paying, or if paid leave is to be granted, the agreement with the administrator must be approved by the Board of Trustees. This guideline does not supersede any notice or severance pay required by Board of Governors' policy.

3.3. Separation from the University

3.3.1. In some cases, it may be in the best interests of the University to negotiate a severance agreement with an administrator. UNC policy addresses timely notice for termination of Senior Academic and Administrative Officers hired pursuant to UNC Policy 300.1.1, I.B. In accordance with The University of North Carolina UNC Policy 300.1.1, III.B, in certain circumstances these employees are entitled to notice of the discontinuation of their employment with full pay for up to 90 days or severance pay, depending on their length of service.

3.3.2. The Chancellor may, at his or her discretion, determine that the circumstances justify continuing full pay for employees subject to UNC Policy 300.1.1,I.A for up to 90 days. Any agreement that results in a longer period of compensation must be approved by the Board of Trustees.

3.4. Retirement

Nothing in these guidelines shall prevent an administrator from retiring or an administrator who holds a faculty appointment from participating in phased retirement consistent with existing University of North Carolina policies.