

**AGENDA**  
**Finance & Facilities Committee**  
**April 22, 2021**

- I. Approval of Minutes – February 11, 2021 Action
- II. Review of Operational Metrics
- III. Campus Safety and Security Presentation
- IV. Site and Exterior Elevation for Multi-Sport Strength Center Action
- V. Leases Action
- VI. Information Items
  - A. HEERF Funding
  - B. Refunding of 2014A Bonds
  - C. Comprehensive Budget Report
  - D. Report of Approved EHRA Employee Salary Adjustments
  - E. Pension Report
  - F. Annual HR Compliance Report for FY19-20
  - G. Annual HR Related Persons Report for FY19-20
  - H. Annual Diversity and Inclusion Report for FY19-20
  - I. Deferred Maintenance
  - J. Designer Selections since Last Board Meeting
  - K. Capital Projects Update
- VII. Other



## **Finance and Facilities Committee**

April 22, 2021

Agenda Item:	I. Approval of Minutes February 11, 2021
Committee Chair:	Bob Plybon
Action Requested:	Approval
Notes:	N/A



**East Carolina University | Board of Trustees  
Finance & Facilities | In Person & Virtual | February 11, 2021  
Minutes**

The Finance & Facilities Committee of the ECU Board of Trustees met in person and virtually on February 11, 2021 at 1:30 pm. Committee members in attendance included Bob Plybon, Jason Poole, Van Isley, Max Joyner, Jr., and Angela Moss.

**I. APPROVAL OF MINUTES**

- A. The Committee approved the minutes from the November 5, 2020 meeting.

**II. REVIEW OF OPERATIONAL METRICS & FINANCIAL AUDIT RESULTS**

- A. Stephanie Coleman, Interim VC for Administration & Finance, reviewed the operational metrics. Ms. Coleman mentioned that state spending was at a higher rate than projected based on CARES funds that are available and running through state funds as well as early implementation of year end reallocations. Change in unrestricted fund balance is primarily due to impact of housing and dining refunds due to COVID and early implementation of reallocation of expenses. Admin and Finance auxiliaries are managing with decreased spending and furloughs. Student Affairs impact is primarily Housing, Dining and student fee areas. In the operational metrics, tuition shows \$1.3M decrease of December 2019, this is primarily due to timing of students paying due to Spring term starting later than usual.
- B. Stephanie Coleman, Interim VC for Administration & Finance presented the financial audit results. The University received an unqualified opinion for fiscal year 2019-20 and no issues were reported.

**III. INFORMATIONAL ITEMS**

- A. Stephanie Coleman, Interim VC for Administration & Finance, provided the Comprehensive Budget Report.
- B. Stephanie Coleman, Interim VC for Administration & Finance, provided the Report of Approved EHRA Employee Salary Adjustments.
- C. Stephanie Coleman, Interim VC for Administration & Finance, provided the Pension Report.
- D. Bill Bagnell, Associate VC for Campus Operations, provided information on the Designer Selections since the last Board Meeting. Information provided for informal projects: Main Campus- Rivers Building Restroom Alterations for ADA Code Compliance was awarded to MHAworks and Science & Technology Classroom Building Roof Replacement was awarded to Raymond Engineering. Information provided for formal projects: MC Steam and Condensate South and West of Building 43 was awarded to Affiliated Engineers, Inc.
- E. Bill Bagnell, Associate VC for Campus Operations, updated the Committee on Delegated Capital Project Approvals since the Board Meeting. These projects included: Brewster Building-Upgrade and Optimize HVAC Controls & Equipment- Phase III (D Wing), Main Campus Chiller Plants 1 & 2- Upgrade and Optimize Controls & Equipment and Retro-Commission. Both projects will be funded with energy carryforward funds.
- F. Bill Bagnell, Associate VC for Campus Operations, updated the Committee on Capital Projects since the Board Meeting. Information was provided on the Life Sciences and Biotechnology Center, Mendenhall

Renovation Phase I, Isley Innovation Hub, Main Campus Steam Plant Fuel Tank Farm, Clement and White Elevator Modernization, Bate Building- Fire Alarm System and Smoke Containment Repairs, and Brody- High Rise Code Compliance Stair Addition. The Major Capital Projects Schedule was also provided.

- G. Bill Bagnell, Associate VC for Campus Operations, provided to the Committee a project that was submitted to BOG for Capital Authorization. The Health Sciences Campus Heat Plant Deaerator Tank was submitted to BOG for approval for the February 17-18, 2021 meeting.



**Finance and Facilities Committee**

April 22, 2021

Agenda Item:	II. Review of Operational Metrics
Responsible Person:	Stephanie Coleman Interim VC Admin & Finance
Action Requested:	Information
Notes:	N/A





## **Finance and Facilities Committee**

April 22, 2021

Agenda Item:	III. Campus Safety and Security Presentation
Responsible Person:	Chief Jon Barnwell ECU Chief of Police  Bill Koch Assoc VC of Campus Safety & Auxiliaries
Action Requested:	Information
Notes:	N/A

# CAMPUS SAFETY

Annual Safety and Security Report  
For Calendar Year 2020





# COVID Impact

- Pivot to online classes
  - Empty Campus
    - Concentration on protection of assets
    - Maintaining building lockdown and checks
    - Assisting Student Health, Prospective Health, Med School and Emergency Management
  - Neighborhood Patrols
    - Assisting GPD in patrolling neighborhoods surrounding campus





# Traffic Safety Taskforce



# Greenville Police Crime Trends

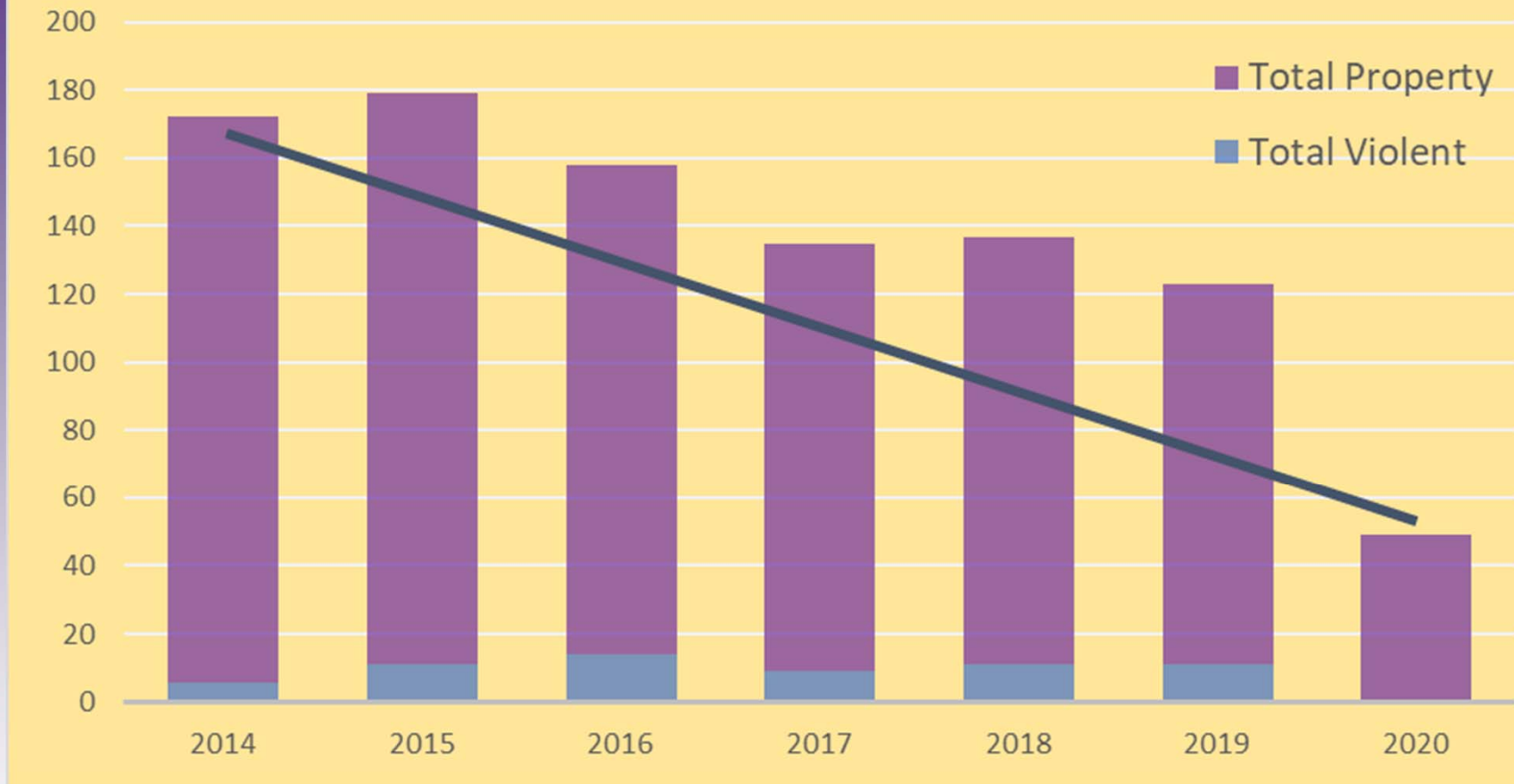
## Part 1 Crime Comparison 2020

Offense	2019	5 Yr Avg	2020	19-20 %Change	5 Yr Avg %Change
Homicide	5	6	<b>11</b>	120%	96%
Rape	17	23	<b>27</b>	59%	Up 4
Robbery	94	130	<b>73</b>	-22%	-44%
Ag Assault	324	344	<b>287</b>	-11%	-17%
<i>Violent Crime</i>	440	503	<b>398</b>	-10%	-21%
Burglary	422	646	<b>377</b>	-11%	-42%
Larceny	2315	2442	<b>2100</b>	-9%	-14%
Auto Larceny	109	104	<b>127</b>	17%	22%
<i>Property Crime</i>	2846	3193	<b>2604</b>	-9%	-18%
<b>Total</b>	<b>3286</b>	<b>3695</b>	<b>3002</b>	<b>-9%</b>	<b>-19%</b>

# ECUPD Crime Trends

Part 1 Crime Comparison 2020					
Offense	2019	5 Year Avg	2020	18-19% Change	5 Yr Average
Homicide	0	0	<b>0</b>	0%	0%
Rape	4	4	<b>1</b>	-75%	-76%
Robbery	4	2	<b>0</b>	-100%	-100%
Ag Assault	3	3	<b>0</b>	-100%	-100%
Violent Crime	11	9	<b>1</b>	-91%	-89%
Burglary	9	9	<b>2</b>	-78%	-77%
Larceny	101	102	<b>46</b>	-54%	-55%
Auto Larceny	2	0	<b>0</b>	-100%	-100%
Property Crime	112	111	<b>48</b>	-57%	-57%
<b>Total</b>	<b>123</b>	<b>120</b>	<b>49</b>	<b>-60%</b>	<b>-59%</b>

## ECUPD UCR Part 1 Trends

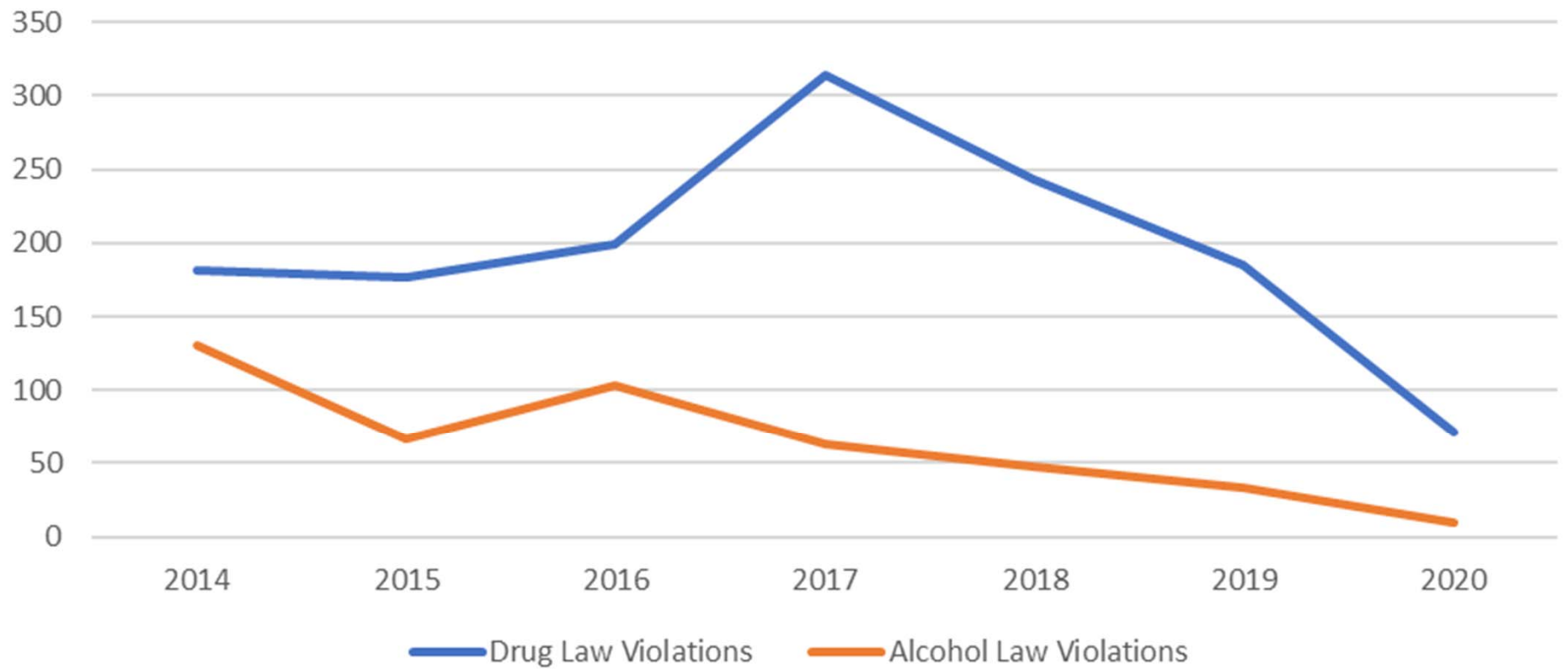


### Over the last seven years:

- 47% less UCR1 crimes (and 51% less property crimes)
- the number of larceny's reported decreased 55%

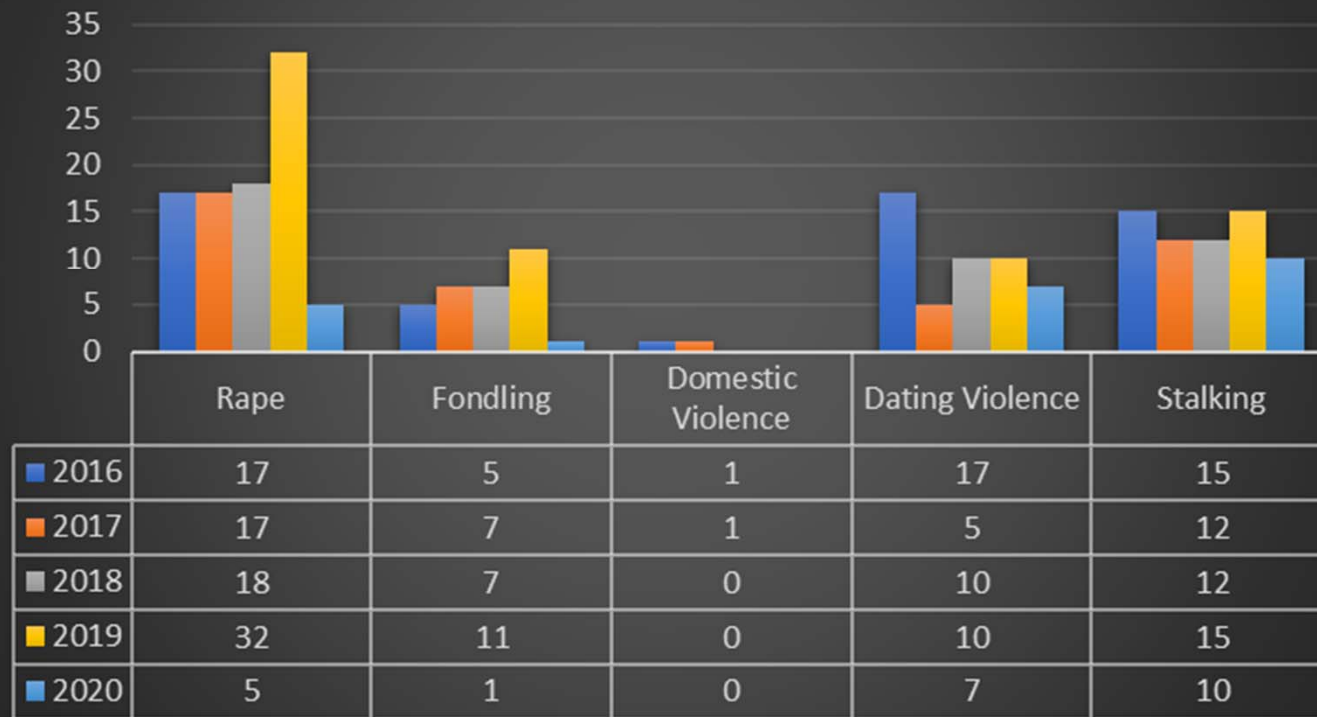


## ECUPD Arrests Drug and Alcohol Law Violations





## Selected Crimes on Clery Geography, Reported to CSAs, 2016-2020



While there are some ebbs and flows, here are the average number of cases reported to ECU's CSAs (on ECU's Clery Geography):

18 rapes, 6 fondling, less than 1 domestic violence, 10 dating violence, and 13 stalking.



# Accreditation



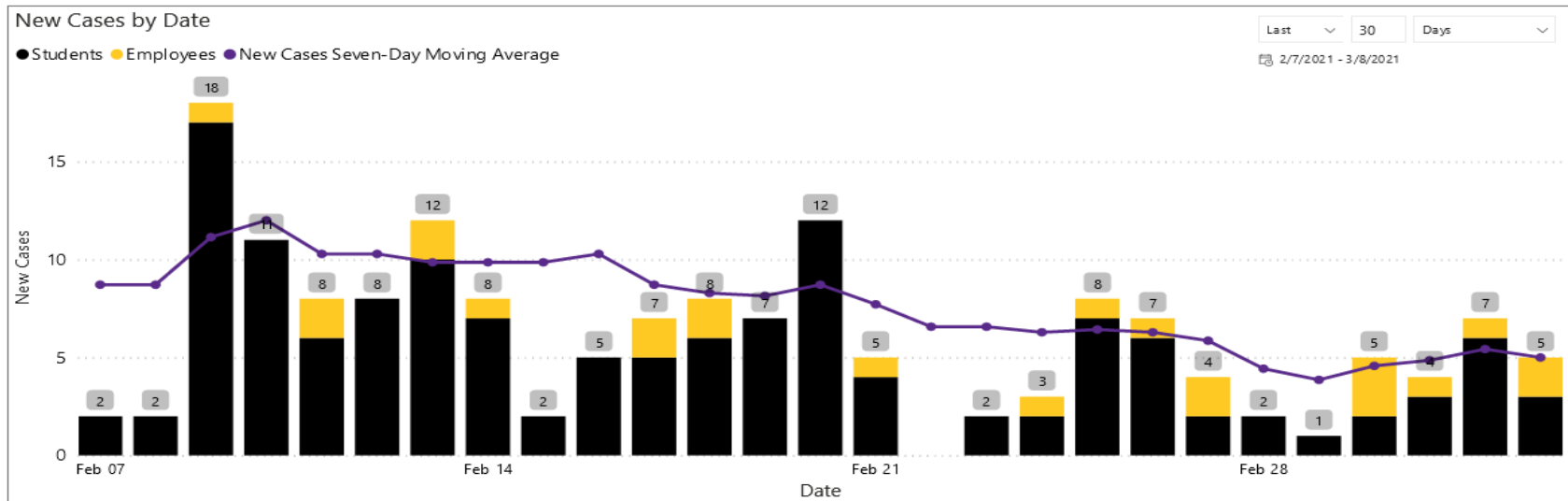
International Association of Campus  
Law Enforcement Administrators

- Dual Accreditation
- During 2020, we converted to the new CALEA manual (6<sup>th</sup> Edition).
- 5<sup>th</sup> Reaccreditation



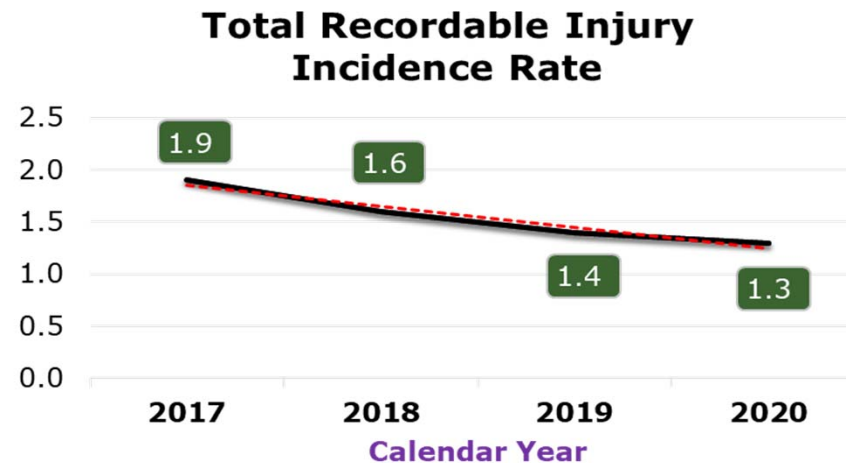


# Emergency Management



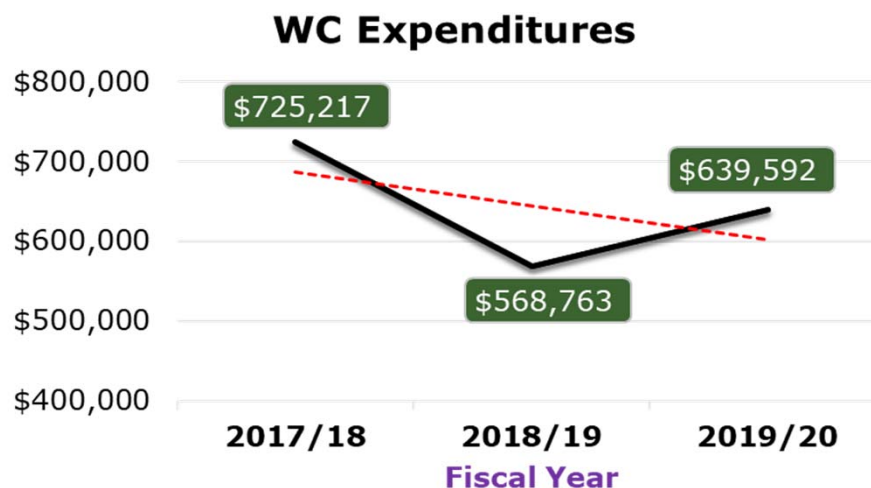
- The EH&S Emergency Manager compiles COVID-19 data from Student Health and Prospective Health to provide daily data report to UNC System Office and campus leadership. Data is also used to update the campus cases on the ECU Coronavirus dashboard located at <https://returnofpiratenation.ecu.edu/public-covid-dashboard/>.
- EH&S has been integral in other COVID coordination activities including interpretation of executive orders to determine impacts on Return to Pirate Nation guidance, collaboration with Student Health Services to stand up an on-site vaccination clinic and administration of virtual emergency operations program (VEOCI) used to document contact tracing, isolation/quarantine and other incident communication.
- Conducted test of the ECU Alert emergency notification system on 3/10/21 in conjunction with the statewide tornado drill during Severe Weather Awareness Week. The test assessed multiple communication systems including the ECU homepage, email, indoor and outdoor loudspeakers, VOIP phone text and voice, SMS text messages, desktop pop-up boxes, and messages on digital signs.

# Employee Injury Data



- Incidence rate per 100 full-time employees (Number of injuries and illnesses X 200,00)/Employee hours worked.
- Most recent industry average for Colleges, Universities and Professional Schools is **1.7**.
- OSHA recordable cases include any work-related fatality; any work-related injury or illness that results in loss of consciousness, days away from work, restricted work, or transfer to another job; any work-related injury or illness requiring medical treatment beyond first aid; and special recording criteria for work-related cases involving: needlesticks and sharps injuries; medical removal; hearing loss; and tuberculosis. **(NOTE: No fatalities occurred during these data periods.)**
- Annual trend analysis is utilized to develop and implement focused prevention initiatives to help reduce incidents and associated costs.
- New University Safety and Security Committee will review and evaluate effectiveness of current safety and security practices and make recommendations for improvement.

# Workers' Compensation Expenditures



- Completed transition of Workers' Compensation third-party administrator (TPA) from Corvel to CCMSI including implementation of new data management system and processes.
- Implemented enhanced Return-to-Work program to decrease lost day cases and associated costs.
- Downward trend continues with increase for 2019/20 associated with closing out outstanding cases from previous TPA and escalating medical costs.
- Expenditures are projected to decline for 2020/21 (Telework and reduced number of employees on campus due to COVID-19).



Questions



BOARD OF TRUSTEES  
Finance and Facilities Committee  
April 22, 2021

## Annual Safety and Security Report for 2020

### ECU Police

The ECU Police Department’s mission is to cultivate a safe learning environment through quality professional law enforcement, emergency response readiness, crime reduction initiatives, and community outreach/education. For more information regarding safety and security at ECU, please feel free to read our Annual Security and Fire Safety Report at <https://www.ecu.edu/cs-admin/police/upload/Annual-Security-Report.pdf>.

### Traffic Safety Taskforce

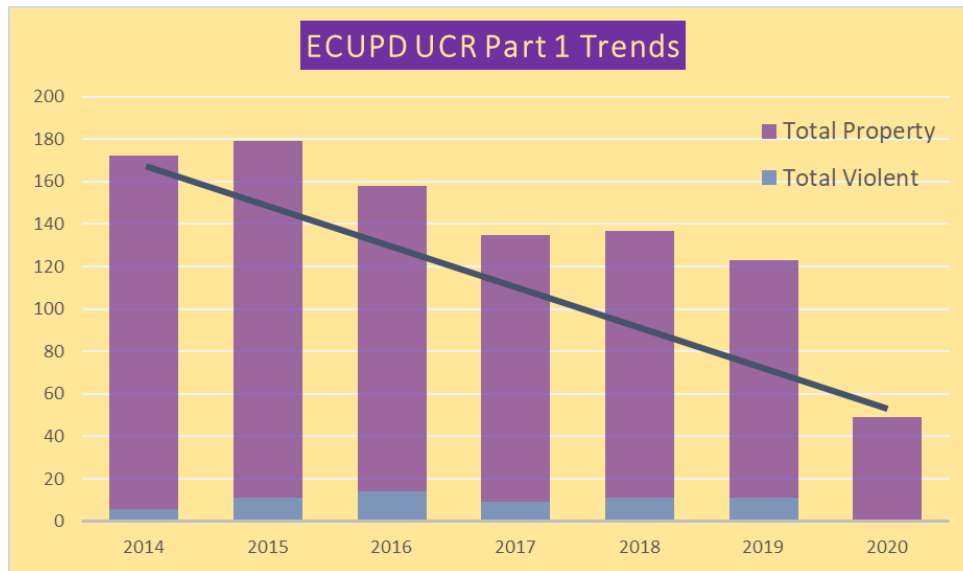
ECU is concerned about pedestrian safety, especially as it relates to crossing the street in some key locations adjacent to campus. The Traffic Safety Taskforce is working on some projects to address these concerns. Some of these projects include the crosswalk on 14<sup>th</sup> Street at Berkley Drive, 10th Street at Umstead Hall and 5<sup>th</sup> Street (Highway 43) at Treybrooke Apts. Many of these projects include rapid flashing beacons to alert drivers to pedestrians in the crosswalk.



### Accreditation

ECUPD maintained dual accreditation (CALEA and IACLEA). During 2020, the department transitioned to the new CALEA manual (6<sup>th</sup> Edition).

## ECUPD 7 Year Trend<sup>1</sup>



There were 72% less UCR1 crimes (and 71% less UCR1 property crimes) reported to ECUPD in 2020 compared to 2014.

During this same period, violent crime reports decreased 83%.

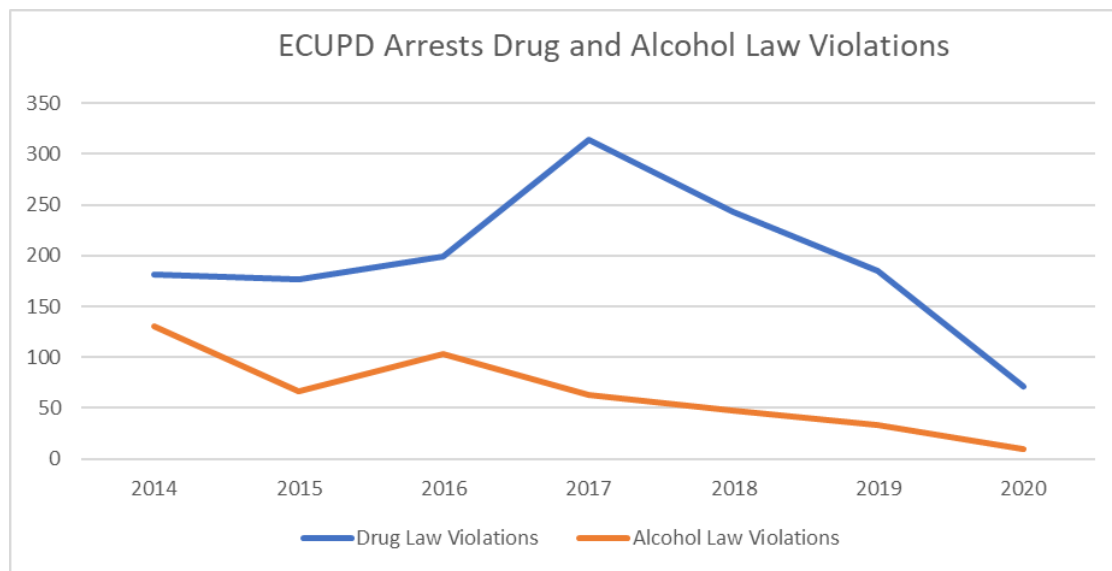
While reductions in 2020 relate mostly to the pandemic, steady decreases occurred in the last 5-10 years.

## ECUPD Drug and Alcohol Law Violations

Although the decrease in drug and alcohol arrests has been consistent in the last few years, the decrease in 2020 is clearly a result of the pandemic.

Drug law arrests have decreased 61% from 2014 to 2020 and there has been a 77% decrease in number of drug arrests since 2017.

Alcohol related incidents have declined 92% since 2014 and decreased 84% since 2017.

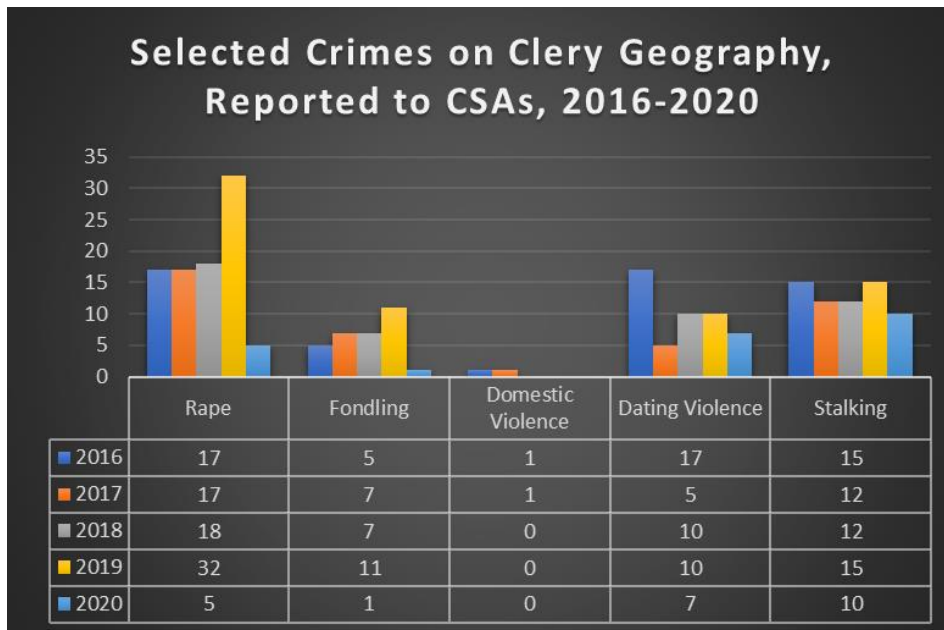


Between 2019 and 2020, both drug and liquor law violations decreased: drug law violations decreased 62% and liquor law violations decreased 70%. For more information on crime reporting, outreach activities and prevention programs, please refer to the Annual Security Report (ASR) at <https://www.ecu.edu/cs-admin/police/upload/Annual-Security-Report.pdf>.

<sup>1</sup> These are incidents reported to ECUPD. UCR1 refers to the Part 1 (serious violent and property) crimes in the FBI Uniform Crime Report. Violent crimes involve assault, rape, murder and robbery. Property crime is arson, burglary, larceny-theft and vehicle theft.



## Data Related to Title IX<sup>2</sup>



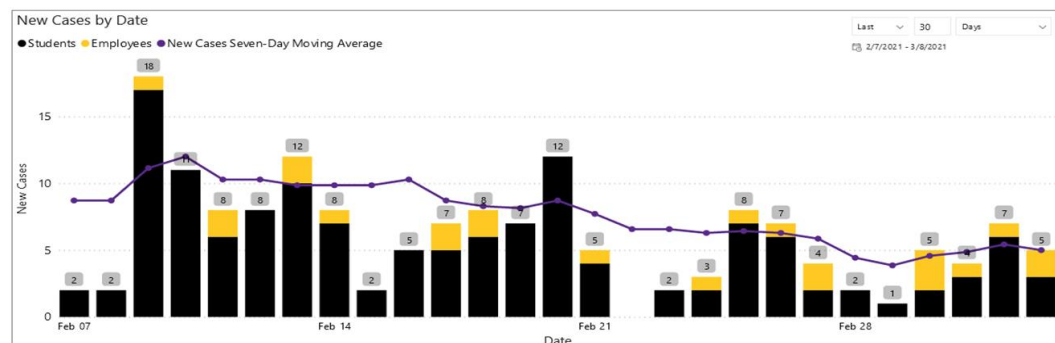
While there are some ebbs and flows, below are the **average** number of cases reported to ECUPD (occurring on ECU property):

- 18 rapes,
- 6 fondling,
- Less than 1 domestic violence,
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## Emergency Management 2021 Updates

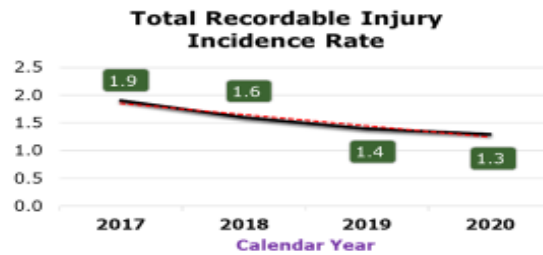
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<sup>2</sup> These are preliminary statistics.

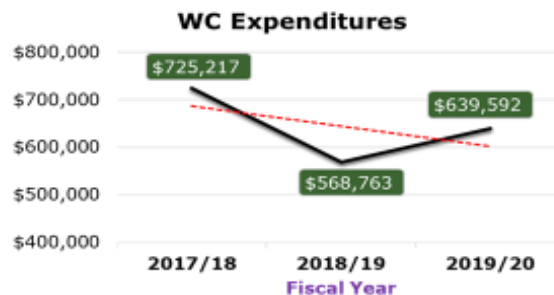
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## **Finance and Facilities Committee**

April 22, 2021

Agenda Item:	IV. Site and Exterior Elevation for Multi-Sport Strength Center
Responsible Person:	Bill Bagnell Associate VC for Campus Operations
Action Requested:	Approval
Notes:	N/A

# Finance and Facilities Committee

## Facilities Engineering and Architectural Services

**Multi-Sport Strength Training Facility  
Site and Exterior Elevations Approval Request**

**April 22, 2021**

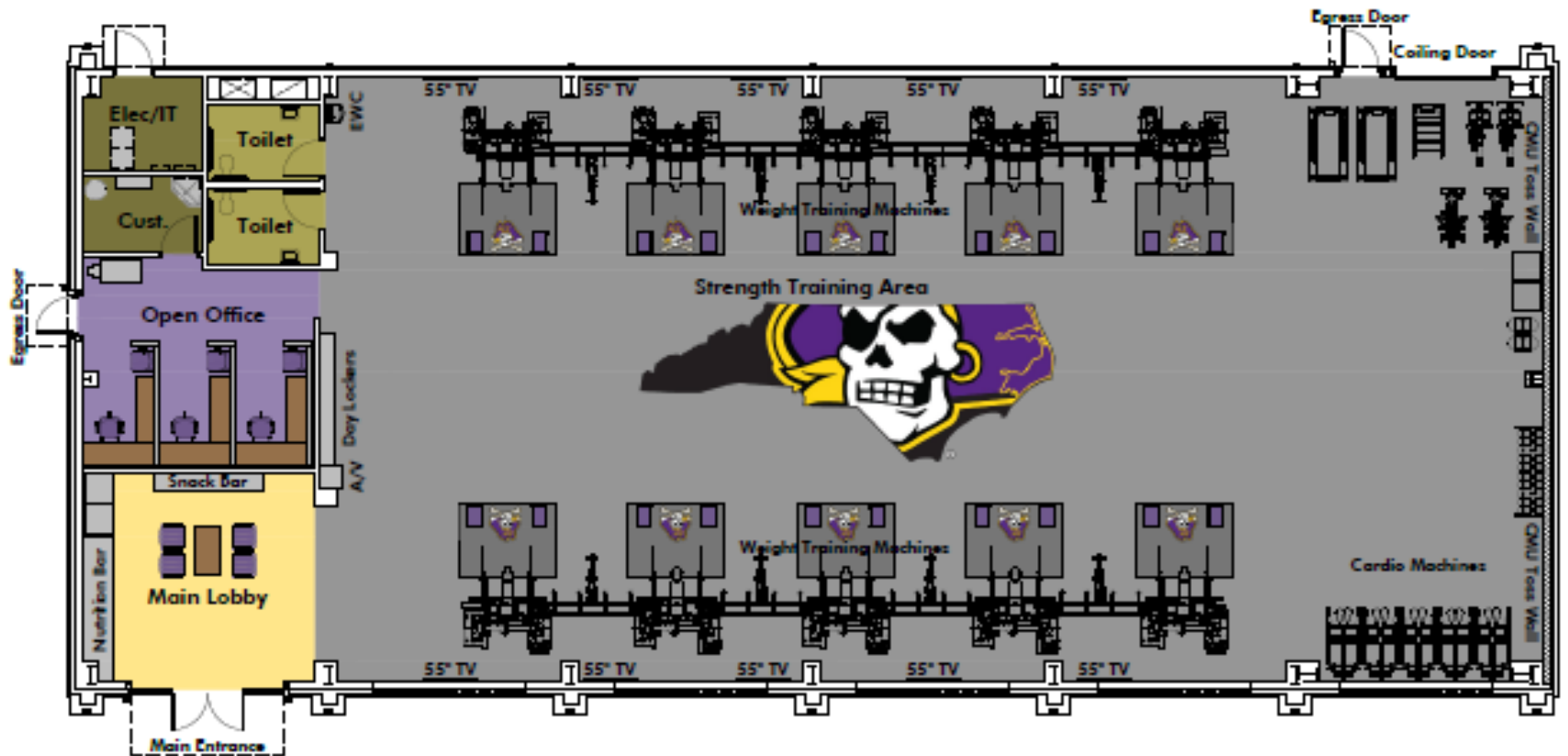




**MULTI-SPORT STRENGTH TRAINING FACILITY**  
East Carolina University

Site Plan (with Alternate Building Extension)  
03.26.21



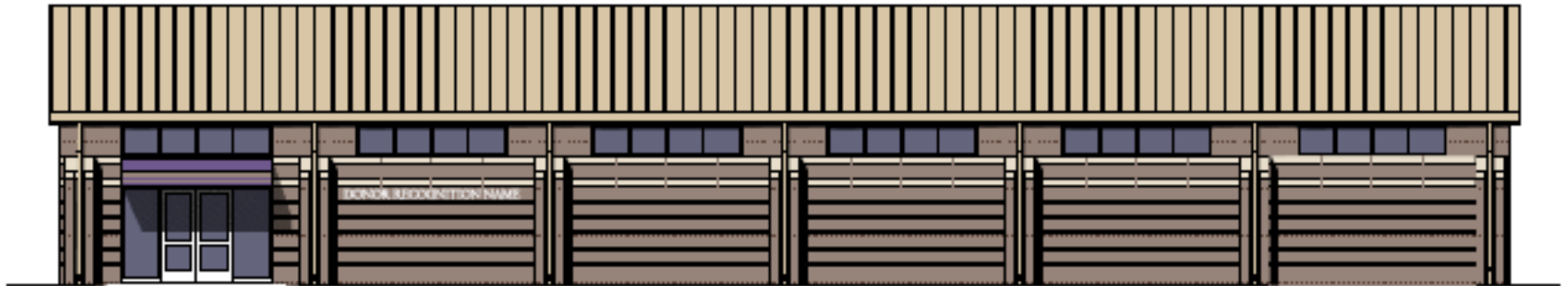


**MULTI-SPORT STRENGTH TRAINING FACILITY**  
 East Carolina University

Floor Plan  
 03.26.21

SCALE: 1/8" = 1'-0"





West Elevation (facing Clark-LeClair Stadium)



North Elevation (facing Dowdy-Ficklen Stadium)

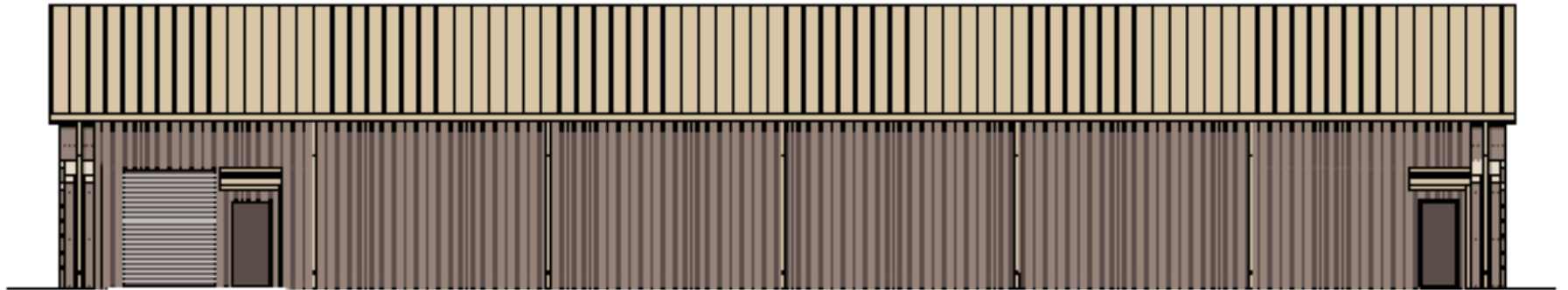


**MULTI-SPORT STRENGTH TRAINING FACILITY**  
East Carolina University

**West and North Elevations**  
03.26.21

SCALE: 1/8" = 1'-0"





East Elevation (facing Athletic Maintenance)



South Elevation (facing Johnson Stadium)



NEW MULTI-SPORT STRENGTH TRAINING FACILITY  
East Carolina University

East and South Elevations  
03.26.21

SCALE: 1/8" = 1'-0"







**MULTI-SPORT STRENGTH TRAINING FACILITY**  
East Carolina University

**Strength Training Area Interior Rendering**  
03.16.21





**Finance and Facilities Committee**

April 22, 2021

Agenda Item:	V. Leases
Responsible Person:	Stephanie Coleman Interim VC Admin & Finance
Action Requested:	Approval
Notes:	N/A





MEMORANDUM

TO: Stephanie Coleman

FROM: Kevin Carraway

DATE: April 9, 2021

SUBJECT: Request ECU Board of Trustees Approval to Lease by Acquisition ±110,000 SF of Office and Warehouse Space Located at 220 Industrial Blvd.

The Division of Administration and Finance requests ECU Board of Trustees approval to enter into a lease agreement for ± 110,000 square feet of office and warehouse space located at 220 Industrial Blvd from Elliott Sidewalk LLC. This lease will allow ECU to relocate the warehouses currently on the millennial campus being developed and historically renovated.

The annual lease rate shall be \$275,000 (\$2.50/SF) excluding janitorial and utilities. Rent shall increase annually by two and one-half percent (2.5%). The lease term shall be for ten (10) years, with no renewal options.

The proposal was publicly advertised in The Daily Reflector. We only received one bid response. The bid was received from the current Intersect East developer Elliott Sidewalk LLC.

This request was approved by the ECU Property Review Committee and performed in accordance with ECU's Real Property by Lease Delegated Flexibility Policy.

Please contact me if questions.



**Finance and Facilities Committee**

April 22, 2021

Agenda Item:	VI. A. HEERF Funding
Responsible Person:	Stephanie Coleman Interim VC Admin & Finance
Action Requested:	Information
Notes:	N/A

## **HEERF I (CARES) \$19.4M**

Student Aid \$9.7M

- All funds were distributed before June 30, 2020

Institutional Aid \$9.7M

- All funds have been used
- Majority of funds used for Spring 2020 housing and dining refunds \$9.08M
- Remaining \$700K used for Fall 2020 housing and dining refunds (total housing and dining refunds for Fall 2020 was \$17M)

## **HEERF II \$30.5M**

Student Aid \$9.7M (total disbursed as of April 7 \$6.5M)

- Funding Categories
  - Completion grants \$500 each
  - Technology grants \$750 each
  - Emergency grants \$1,200 each
- \$4.6M will be distributed on Tuesday, March 30
  - Completion 77 awards
  - Technology 215 awards
  - Emergency 3,639 awards
- \$1.9M will be distributed on Wednesday, April 7
  - Completion 70 awards
  - Technology 130 awards
  - Emergency 1,473 awards
- Another disbursement will be processed week of April 12th

Institutional Aid \$20.8M

- Testing through June 30, 2021
- Remaining funds will cover loss of revenues in our auxiliary units (estimated loss over \$75 million)

## **HEERF III \$55.6 M**

Student Aid \$29M (50% to UNC System Priorities)

Institutional Aid \$26.6M

- UNC System Priorities
  - Public Health: Continued COVID Mitigation
  - Affordability: Minimizing Increases to the Cost of Attendance
  - Student Success: Summer Enrollment to Accelerate Degree Completion
  - IT Security: Strengthening Campus Cybersecurity
  - Access: Enrolling and Retaining Low-income, Rural, and Underrepresented Students



**Finance and Facilities Committee**

April 22, 2021

Agenda Item:	VI. B. Refunding of 2014A Bonds
Responsible Person:	Stephanie Coleman Interim VC Admin & Finance
Action Requested:	Information
Notes:	N/A



**MICHAEL JUBY**, Managing Director

1355 Greenwood Cliff, Suite 400

Charlotte, NC 28204

*Phone:* (704) 831-5202

*Email:* [mjuby@firsttryon.com](mailto:mjuby@firsttryon.com)

REFUNDING TRANSACTION UPDATE

East Carolina University

April 8, 2021

# Refunding Opportunity – 2014A Bonds

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## Overview of the 2014A Bonds

- To take advantage of favorable market conditions and reduce interest rate risk, ECU is proposing to refinance \$44,730,000 of its 2014A Bonds for debt service savings.
- ECU issued the 2014A Bonds to finance the demolition of Belk Hall and the construction of Ballard Hall.
- ECU may redeem the 2014A Bonds without penalty beginning on October 1, 2023.

## Refunding Opportunity

- ECU may issue taxable bonds now to fund a defeasance escrow that would pay principal and interest on the 2014A Bonds until the October 1, 2023 call date, when the 2014A Bonds would be redeemed in full.
- From ECU’s perspective, the refunded 2014A Bonds would cease to be outstanding immediately following the issuance of the proposed refunding bonds (the “**2021 Bonds**”).
- ECU selected Wells Fargo Securities to serve as the underwriter for the 2021 Bonds through a competitive RFP process that generated underwriting proposals from 12 investment banks.
- The transaction is expected to generate more than **\$4.5 million in net present value savings** for ECU, representing roughly 10% of the par amount of the 2014A Bonds refunded.
- The transaction is expected to produce roughly **\$6 million in gross cash flow savings through FY2044**, or more than \$250,000 in cash flow savings each year.
- The Board of Governors will consider ECU’s request to refinance the 2014A Bonds at its April meeting.
- ECU expects to issue the 2021 Bonds in late May or early June.
- The transaction is expected to have no impact on ECU’s credit ratings (“Aa3” from Moody’s and “AA-” from S&P).

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**Finance and Facilities Committee**

April 22, 2021

Agenda Item:	VI. C. Comprehensive Budget Report
Responsible Person:	Stephanie Coleman Interim VC Admin & Finance
Action Requested:	Information
Notes:	N/A



Comprehensive University Operating Budget  
 \*\*FYM810\*\*  
 For MARCH FY 2021

06:49 Wednesday, April 7, 2021 1

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
State Funds						
Tuition Annual Revenues 16065						
On Campus	122,194,711	135,000	122,329,711	102,713,450	120,591,018	(17,877,568)
Distance Education	31,539,149	0	31,539,149	40,272,359	23,072,793	17,199,566
Summer Face-to-Face	2,007,087	0	2,007,087	73,711	1,524,027	(1,450,316)
**Total Tuition Annual Revenues 16065	155,740,947	135,000	155,875,947	143,059,520	145,187,838	(2,128,318)
Tuition Annual Revenues 16066						
School of Dental Medicine	5,738,279	0	5,738,279	6,236,337	5,684,828	551,509
Brody School of Medicine	6,541,667	0	6,541,667	6,954,031	6,592,026	362,005
**Total Tuition Annual Revenues 16066	12,279,946	0	12,279,946	13,190,368	12,276,854	913,514
Continuing Education Revenues	794,857	5,158,505	5,953,362	3,645,216	4,884,372	(1,239,156)
Appropriations 16065	237,017,730	(5,539,988)	231,477,742	145,209,798	150,134,872	(4,925,074)
Appropriations 16066	78,885,988	158,446	79,044,434	61,798,942	52,749,120	9,049,822
Other Miscellaneous Revenues	10,718,192	28,135,611	38,853,803	33,867,032	19,306,766	14,560,266
**Total State Funded Revenues	495,437,660	28,047,574	523,485,234	400,770,876	384,539,822	16,231,054
Total 16065 Operating Expenses	403,960,983	11,712,112	415,673,095	272,735,483	285,177,290	(12,441,807)
Total 16066 Operating Expenses	91,476,677	16,335,462	107,812,139	84,978,761	58,733,555	26,245,206
**Total State Funded Expenses	495,437,660	28,047,574	523,485,234	357,714,244	343,910,845	13,803,399

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Non-State Funds</b>						
<b>Academic Affairs</b>						
<b>College of Engineering Fee</b>						
Beginning Fund Balance				517,306	818,442	(301,136)
Total Annual Revenues	800,000	0	800,000	764,900	779,771	(14,871)
Total Annual Expenses	1,239,048	0	1,239,048	228,557	578,291	(349,734)
Annual Operating Results	(439,048)	0	(439,048)	536,343	201,480	334,863
Net Transfers	(15,811)	0	(15,811)	(21,489)	(12,072)	(9,417)
Annual Operating Results Net Transfers	(454,859)	0	(454,859)	514,854	189,408	325,446
Ending Fund Balance				1,032,160	1,007,850	24,310
<b>College of Business Professional Program</b>						
Beginning Fund Balance				532,877	521,542	11,335
Total Annual Revenues	60,000	0	60,000	26,900	15,000	11,900
Total Annual Expenses	154,871	0	154,871	22,789	8,188	14,601
Annual Operating Results	(94,871)	0	(94,871)	4,111	6,812	(2,701)
Net Transfers	(461)	0	(461)	(643)	(498)	(145)
Annual Operating Results Net Transfers	(95,332)	0	(95,332)	3,468	6,314	(2,846)
Ending Fund Balance				536,345	527,856	8,489
<b>Admissions</b>						
Beginning Fund Balance				1,730,476	1,599,961	130,515
Total Annual Revenues	1,100,000	0	1,100,000	1,065,026	1,114,770	(49,744)
Total Annual Expenses	2,021,022	0	2,021,022	1,514,469	1,478,025	36,444
Annual Operating Results	(921,022)	0	(921,022)	(449,443)	(363,255)	(86,188)
Net Transfers	(19,118)	0	(19,118)	(21,971)	(5,065)	(16,906)
Annual Operating Results Net Transfers	(940,140)	0	(940,140)	(471,414)	(368,320)	(103,094)
Ending Fund Balance				1,259,062	1,231,641	27,421

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Performing Arts</b>						
Beginning Fund Balance				353,708	378,072	(24,364)
Total Annual Revenues	170,300	0	170,300	(2,815)	170,129	(172,944)
Total Annual Expenses	235,195	0	235,195	5,838	215,269	(209,431)
Annual Operating Results	(64,895)	0	(64,895)	(8,653)	(45,140)	36,487
Net Transfers	44,967	0	44,967	(42)	44,996	(45,038)
Annual Operating Results Net Transfers	(19,928)	0	(19,928)	(8,695)	(144)	(8,551)
Ending Fund Balance				345,013	377,928	(32,915)
<b>Administration and Finance</b>						
1Card						
Beginning Fund Balance				579,593	568,918	10,675
Total Annual Revenues	154,000	0	154,000	81,687	92,193	(10,506)
Total Annual Expenses	153,133	0	153,133	131,825	57,146	74,679
Annual Operating Results	867	0	867	(50,138)	35,047	(85,185)
Net Transfers	(800)	0	(800)	(1,072)	(1,838)	766
Annual Operating Results Net Transfers	67	0	67	(51,210)	33,209	(84,419)
Ending Fund Balance				528,383	602,127	(73,744)
<b>Campus Safety &amp; Police</b>						
Beginning Fund Balance				1,731,382	1,645,561	85,821
Total Annual Revenues	673,500	0	673,500	611,161	618,435	(7,274)
Total Annual Expenses	1,614,638	43,120	1,657,758	1,119,023	1,098,513	20,510
Annual Operating Results	(941,138)	(43,120)	(984,258)	(507,862)	(480,078)	(27,784)
Net Transfers	930,202	43,120	973,322	407,070	870,030	(462,960)
Annual Operating Results Net Transfers	(10,936)	0	(10,936)	(100,792)	389,952	(490,744)
Ending Fund Balance				1,630,590	2,035,513	(404,923)

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>ECU Purchasing Card</b>						
Beginning Fund Balance				774,238	462,648	311,590
Total Annual Revenues	400,000	0	400,000	336,658	411,481	(74,823)
Total Annual Expenses	76,178	0	76,178	45,152	54,435	(9,283)
Annual Operating Results	323,822	0	323,822	291,506	357,046	(65,540)
Net Transfers	(1,405)	0	(1,405)	(1,407)	(666)	(741)
Annual Operating Results Net Transfers	322,417	0	322,417	290,099	356,380	(66,281)
Ending Fund Balance				1,064,337	819,028	245,309
<b>Ed &amp; Tech</b>						
Beginning Fund Balance				4,579,462	3,569,311	1,010,151
Total Annual Revenues	9,996,819	0	9,996,819	9,517,325	9,489,077	28,248
Total Annual Expenses	9,771,790	0	9,771,790	5,361,907	7,823,384	(2,461,477)
Annual Operating Results	225,029	0	225,029	4,155,418	1,665,693	2,489,725
Net Transfers	(189,223)	0	(189,223)	(167,712)	(181,899)	14,187
Annual Operating Results Net Transfers	35,806	0	35,806	3,987,706	1,483,794	2,503,912
Ending Fund Balance				8,567,168	5,053,105	3,514,063
<b>Minges</b>						
Beginning Fund Balance				140,710	126,043	14,667
Total Annual Revenues	123,000	0	123,000	103,676	120,425	(16,749)
Total Annual Expenses	122,940	0	122,940	94,628	79,616	15,012
Annual Operating Results	60	0	60	9,048	40,809	(31,761)
Net Transfers	(60)	0	(60)	(79)	(59)	(20)
Annual Operating Results Net Transfers	0	0	0	8,969	40,750	(31,781)
Ending Fund Balance				149,679	166,793	(17,114)

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Parking and Transportation</b>						
Beginning Fund Balance				11,008,859	9,889,715	1,119,144
Total Annual Revenues	4,332,384	0	4,332,384	1,826,288	4,120,173	(2,293,885)
Total Annual Expenses	2,713,496	0	2,713,496	977,211	1,667,128	(689,917)
Annual Operating Results	1,618,888	0	1,618,888	849,077	2,453,045	(1,603,968)
Net Transfers	(639,018)	0	(639,018)	(277,007)	(554,947)	277,940
Annual Operating Results Net Transfers	979,870	0	979,870	572,070	1,898,098	(1,326,028)
Ending Fund Balance				11,580,929	11,787,813	(206,884)
<b>Printing and Graphics</b>						
Beginning Fund Balance				1,300,252	1,635,847	(335,595)
Total Annual Revenues	2,643,188	0	2,643,188	977,063	1,834,627	(857,564)
Total Annual Expenses	2,687,841	0	2,687,841	1,023,546	1,854,272	(830,726)
Annual Operating Results	(44,653)	0	(44,653)	(46,483)	(19,645)	(26,838)
Net Transfers	(33,222)	0	(33,222)	(32,036)	(32,933)	897
Annual Operating Results Net Transfers	(77,875)	0	(77,875)	(78,519)	(52,578)	(25,941)
Ending Fund Balance				1,221,733	1,583,269	(361,536)
<b>Student Stores</b>						
Beginning Fund Balance				5,344,615	6,097,822	(753,207)
Total Annual Revenues	7,734,967	0	7,734,967	5,315,735	8,411,789	(3,096,054)
Total Annual Expenses	7,494,968	0	7,494,968	4,870,854	8,526,615	(3,655,761)
Annual Operating Results	239,999	0	239,999	444,881	(114,826)	559,707
Net Transfers	(240,000)	0	(240,000)	(218,255)	(136,478)	(81,777)
Annual Operating Results Net Transfers	(1)	0	(1)	226,626	(251,304)	477,930
Ending Fund Balance				5,571,241	5,846,518	(275,277)

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Vending</b>						
Beginning Fund Balance				434,748	158,895	275,853
Total Annual Revenues	197,500	0	197,500	286,059	485,976	(199,917)
Total Annual Expenses	40,000	0	40,000	0	18,962	(18,962)
Annual Operating Results	157,500	0	157,500	286,059	467,014	(180,955)
Net Transfers	(365,000)	0	(365,000)	(65,000)	(56)	(64,944)
Annual Operating Results Net Transfers	(207,500)	0	(207,500)	221,059	466,958	(245,899)
Ending Fund Balance				655,807	625,853	29,954
<b>Warehouse &amp; Storerooms</b>						
Beginning Fund Balance				932,517	1,627,953	(695,436)
Total Annual Revenues	1,185,696	0	1,185,696	1,247,338	1,032,984	214,354
Total Annual Expenses	1,201,526	0	1,201,526	1,180,058	940,523	239,535
Annual Operating Results	(15,830)	0	(15,830)	67,280	92,461	(25,181)
Net Transfers	(14,064)	0	(14,064)	(14,392)	(42,048)	27,656
Annual Operating Results Net Transfers	(29,894)	0	(29,894)	52,888	50,413	2,475
Ending Fund Balance				985,405	1,678,366	(692,961)
<b>IT Maintenance and Infrastructure</b>						
Beginning Fund Balance				3,993,547	4,555,303	(561,756)
Total Annual Revenues	560,417	0	560,417	154,933	245,588	(90,655)
Total Annual Expenses	1,397,092	0	1,397,092	932,234	1,009,622	(77,388)
Annual Operating Results	(836,675)	0	(836,675)	(777,301)	(764,034)	(13,267)
Net Transfers	198,477	0	198,477	197,972	191,703	6,269
Annual Operating Results Net Transfers	(638,198)	0	(638,198)	(579,329)	(572,331)	(6,998)
Ending Fund Balance				3,414,218	3,982,972	(568,754)

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Storm Damage</b>						
Beginning Fund Balance				607,326	523,139	84,187
Total Annual Revenues	0	0	0	0	0	0
Total Annual Expenses	0	0	0	(24,573)	(84,187)	59,614
Annual Operating Results	0	0	0	24,573	84,187	(59,614)
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	0	0	0	24,573	84,187	(59,614)
Ending Fund Balance				631,899	607,326	24,573
<b>Millennial Campus</b>						
Beginning Fund Balance				862,895	919,730	(56,835)
Total Annual Revenues	0	0	0	5,344	5,344	0
Total Annual Expenses	0	0	0	14,295	36,828	(22,533)
Annual Operating Results	0	0	0	(8,951)	(31,484)	22,533
Net Transfers	0	0	0	(799)	(57)	(742)
Annual Operating Results Net Transfers	0	0	0	(9,750)	(31,541)	21,791
Ending Fund Balance				853,145	888,189	(35,044)
<b>Athletics</b>						
Athletics Operating				0	0	0
Beginning Fund Balance						
Total Annual Revenues	31,334,143	0	31,334,143	14,274,589	23,337,163	(9,062,574)
Total Annual Expenses	42,638,735	0	42,638,735	25,485,354	35,816,062	(10,330,708)
Annual Operating Results	(11,304,592)	0	(11,304,592)	(11,210,765)	(12,478,899)	1,268,134
Net Transfers	11,304,592	0	11,304,592	(35,317)	(26,679)	(8,638)
Annual Operating Results Net Transfers	0	0	0	(11,246,082)	(12,505,578)	1,259,496
Ending Fund Balance				(11,246,082)	(12,505,578)	1,259,496

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Marching Pirates</b>						
Beginning Fund Balance				210,501	212,139	(1,638)
Total Annual Revenues	82,000	0	82,000	69,117	80,283	(11,166)
Total Annual Expenses	82,000	0	82,000	24,656	66,165	(41,509)
Annual Operating Results	0	0	0	44,461	14,118	30,343
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	0	0	0	44,461	14,118	30,343
Ending Fund Balance				254,962	226,257	28,705
<b>Southside Stadium</b>						
Beginning Fund Balance				0	79,800	(79,800)
Total Annual Revenues	3,362,460	0	3,362,460	652,287	2,944,449	(2,292,162)
Total Annual Expenses	3,362,460	0	3,362,460	3,208,524	3,071,003	137,521
Annual Operating Results	0	0	0	(2,556,237)	(126,554)	(2,429,683)
Net Transfers	0	0	0	(1)	0	(1)
Annual Operating Results Net Transfers	0	0	0	(2,556,238)	(126,554)	(2,429,684)
Ending Fund Balance				(2,556,238)	(46,754)	(2,509,484)
<b>ESPN Media Rights</b>						
Beginning Fund Balance				615,206	0	615,206
Total Annual Revenues	0	0	0	904,545	909,090	(4,545)
Total Annual Expenses	0	0	0	237,794	0	237,794
Annual Operating Results	0	0	0	666,751	909,090	(242,339)
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	0	0	0	666,751	909,090	(242,339)
Ending Fund Balance				1,281,957	909,090	372,867



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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Chancellor</b>						
Chancellors Discretionary						
Beginning Fund Balance				833,091	949,688	(116,597)
Total Annual Revenues	0	0	0	0	150	(150)
Total Annual Expenses	247,683	0	247,683	38,456	108,196	(69,740)
Annual Operating Results	(247,683)	0	(247,683)	(38,456)	(108,046)	69,590
Net Transfers	(2,317)	0	(2,317)	(3,413)	(7,307)	3,894
Annual Operating Results Net Transfers	(250,000)	0	(250,000)	(41,869)	(115,353)	73,484
Ending Fund Balance				791,222	834,335	(43,113)
<b>Health Sciences</b>						
ECU Physicians						
Beginning Fund Balance				83,213,650	87,835,625	(4,621,975)
Total Annual Revenues	230,352,578	0	230,352,578	157,723,653	162,586,897	(4,863,244)
Total Annual Expenses	225,989,728	0	225,989,728	149,089,295	161,259,863	(12,170,568)
Annual Operating Results	4,362,850	0	4,362,850	8,634,358	1,327,034	7,307,324
Net Transfers	(6,938,931)	0	(6,938,931)	(16,603,977)	(3,258,995)	(13,344,982)
Annual Operating Results Net Transfers	(2,576,081)	0	(2,576,081)	(7,969,619)	(1,931,961)	(6,037,658)
Ending Fund Balance				75,244,031	85,903,664	(10,659,633)
<b>School of Dental Medicine</b>						
Beginning Fund Balance				8,480,664	8,688,876	(208,212)
Total Annual Revenues	18,800,342	0	18,800,342	14,759,842	13,084,378	1,675,464
Total Annual Expenses	21,463,786	0	21,463,786	14,052,568	14,839,437	(786,869)
Annual Operating Results	(2,663,444)	0	(2,663,444)	707,274	(1,755,059)	2,462,333
Net Transfers	(190,480)	0	(190,480)	(212,989)	(206,528)	(6,461)
Annual Operating Results Net Transfers	(2,853,924)	0	(2,853,924)	494,285	(1,961,587)	2,455,872
Ending Fund Balance				8,974,949	6,727,289	2,247,660

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Comparative Medicine</b>						
Beginning Fund Balance				351,520	755,138	(403,618)
Total Annual Revenues	900,000	71	900,071	559,668	639,077	(79,409)
Total Annual Expenses	890,321	71	890,392	575,385	799,892	(224,507)
Annual Operating Results	9,679	0	9,679	(15,717)	(160,815)	145,098
Net Transfers	(16,073)	0	(16,073)	(21,343)	(17,591)	(3,752)
Annual Operating Results Net Transfers	(6,394)	0	(6,394)	(37,060)	(178,406)	141,346
Ending Fund Balance				314,460	576,732	(262,272)
<b>Research</b>						
F&A						
Beginning Fund Balance				3,390,643	5,763,670	(2,373,027)
Total Annual Revenues	5,905,460	0	5,905,460	4,601,794	4,162,515	439,279
Total Annual Expenses	8,350,050	0	8,350,050	3,579,306	4,999,944	(1,420,638)
Annual Operating Results	(2,444,590)	0	(2,444,590)	1,022,488	(837,429)	1,859,917
Net Transfers	(904,006)	0	(904,006)	(565,401)	(326,125)	(239,276)
Annual Operating Results Net Transfers	(3,348,596)	0	(3,348,596)	457,087	(1,163,554)	1,620,641
Ending Fund Balance				3,847,730	4,600,116	(752,386)
<b>Student Affairs</b>						
Campus Recreation						
Beginning Fund Balance				6,198,921	6,749,843	(550,922)
Total Annual Revenues	6,182,250	0	6,182,250	4,849,445	5,978,710	(1,129,265)
Total Annual Expenses	6,387,173	0	6,387,173	3,155,825	5,220,373	(2,064,548)
Annual Operating Results	(204,923)	0	(204,923)	1,693,620	758,337	935,283
Net Transfers	(409,847)	0	(409,847)	(372,004)	(347,980)	(24,024)
Annual Operating Results Net Transfers	(614,770)	0	(614,770)	1,321,616	410,357	911,259
Ending Fund Balance				7,520,537	7,160,200	360,337

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Dining</b>						
Beginning Fund Balance				1,616,193	987,353	628,840
Total Annual Revenues	30,463,417	0	30,463,417	10,461,801	29,733,008	(19,271,207)
Total Annual Expenses	28,877,370	0	28,877,370	11,389,370	23,506,726	(12,117,356)
Annual Operating Results	1,586,047	0	1,586,047	(927,569)	6,226,282	(7,153,851)
Net Transfers	(566,200)	0	(566,200)	(458,458)	(405,633)	(52,825)
Annual Operating Results Net Transfers	1,019,847	0	1,019,847	(1,386,027)	5,820,649	(7,206,676)
Ending Fund Balance				230,166	6,808,002	(6,577,836)
<b>Housing</b>						
Beginning Fund Balance				13,846,977	17,667,983	(3,821,006)
Total Annual Revenues	32,573,729	0	32,573,729	12,315,278	32,771,134	(20,455,856)
Total Annual Expenses	31,409,705	0	31,409,705	20,656,691	24,715,060	(4,058,369)
Annual Operating Results	1,164,024	0	1,164,024	(8,341,413)	8,056,074	(16,397,487)
Net Transfers	(3,195,219)	0	(3,195,219)	(2,346,048)	(2,077,260)	(268,788)
Annual Operating Results Net Transfers	(2,031,195)	0	(2,031,195)	(10,687,461)	5,978,814	(16,666,275)
Ending Fund Balance				3,159,516	23,646,797	(20,487,281)
<b>Student Health</b>						
Beginning Fund Balance				5,118,184	5,485,520	(367,336)
Total Annual Revenues	7,110,957	0	7,110,957	6,401,005	6,578,084	(177,079)
Total Annual Expenses	7,182,092	0	7,182,092	5,944,587	5,289,508	655,079
Annual Operating Results	(71,135)	0	(71,135)	456,418	1,288,576	(832,158)
Net Transfers	(373,054)	0	(373,054)	(380,399)	(368,697)	(11,702)
Annual Operating Results Net Transfers	(444,189)	0	(444,189)	76,019	919,879	(843,860)
Ending Fund Balance				5,194,203	6,405,399	(1,211,196)

Comprehensive University Operating Budget  
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 For MARCH FY 2021

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Student Unions</b>						
Beginning Fund Balance				6,175,977	6,249,171	(73,194)
Total Annual Revenues	6,033,706	0	6,033,706	4,995,277	5,893,057	(897,780)
Total Annual Expenses	5,984,033	0	5,984,033	3,642,107	4,756,221	(1,114,114)
Annual Operating Results	49,673	0	49,673	1,353,170	1,136,836	216,334
Net Transfers	(408,271)	0	(408,271)	(375,606)	(25,562)	(350,044)
Annual Operating Results Net Transfers	(358,598)	0	(358,598)	977,564	1,111,274	(133,710)
Ending Fund Balance				7,153,541	7,360,445	(206,904)
<b>Transit</b>						
Beginning Fund Balance				957,473	1,042,918	(85,445)
Total Annual Revenues	4,815,400	0	4,815,400	3,287,653	4,615,368	(1,327,715)
Total Annual Expenses	5,211,545	0	5,211,545	3,173,101	3,892,614	(719,513)
Annual Operating Results	(396,145)	0	(396,145)	114,552	722,754	(608,202)
Net Transfers	390,098	0	390,098	39,616	279,237	(239,621)
Annual Operating Results Net Transfers	(6,047)	0	(6,047)	154,168	1,001,991	(847,823)
Ending Fund Balance				1,111,641	2,044,909	(933,268)
<b>Student Activities Board</b>						
Beginning Fund Balance				1,060,654	1,005,213	55,441
Total Annual Revenues	517,250	0	517,250	423,343	506,734	(83,391)
Total Annual Expenses	516,992	0	516,992	203,817	381,945	(178,128)
Annual Operating Results	258	0	258	219,526	124,789	94,737
Net Transfers	(258)	0	(258)	(313)	(98)	(215)
Annual Operating Results Net Transfers	0	0	0	219,213	124,691	94,522
Ending Fund Balance				1,279,867	1,129,904	149,963

Comprehensive University Operating Budget  
 \*\*FYMG810\*\*  
 For MARCH FY 2021

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Student Government Association</b>						
Beginning Fund Balance				975,776	798,440	177,336
Total Annual Revenues	564,750	0	564,750	475,181	558,628	(83,447)
Total Annual Expenses	516,477	0	516,477	171,501	317,637	(146,136)
Annual Operating Results	48,273	0	48,273	303,680	240,991	62,689
Net Transfers	(48,273)	0	(48,273)	(59,879)	(283)	(59,596)
Annual Operating Results Net Transfers	0	0	0	243,801	240,708	3,093
Ending Fund Balance				1,219,577	1,039,148	180,429
<b>Fine Arts Funding Board</b>						
Beginning Fund Balance				269,468	265,459	4,009
Total Annual Revenues	164,000	0	164,000	138,284	160,596	(22,312)
Total Annual Expenses	164,000	0	164,000	42,752	88,219	(45,467)
Annual Operating Results	0	0	0	95,532	72,377	23,155
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	0	0	0	95,532	72,377	23,155
Ending Fund Balance				365,000	337,836	27,164
<b>Career Programs</b>						
Beginning Fund Balance				627,552	635,266	(7,714)
Total Annual Revenues	250,000	0	250,000	121,045	315,825	(194,780)
Total Annual Expenses	244,163	0	244,163	94,744	269,927	(175,183)
Annual Operating Results	5,837	0	5,837	26,301	45,898	(19,597)
Net Transfers	(5,837)	0	(5,837)	(5,717)	(5,531)	(186)
Annual Operating Results Net Transfers	0	0	0	20,584	40,367	(19,783)
Ending Fund Balance				648,136	675,633	(27,497)

Comprehensive University Operating Budget  
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 For MARCH FY 2021

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Orientation</b>						
Beginning Fund Balance				560,002	653,236	(93,234)
Total Annual Revenues	510,250	0	510,250	15,360	455,225	(439,865)
Total Annual Expenses	475,054	0	475,054	215,619	818,720	(603,101)
Annual Operating Results	35,196	0	35,196	(200,259)	(363,495)	163,236
Net Transfers	(500)	0	(500)	(504)	(18,301)	17,797
Annual Operating Results Net Transfers	34,696	0	34,696	(200,763)	(381,796)	181,033
Ending Fund Balance				359,239	271,440	87,799
<b>Student Engagement</b>						
Beginning Fund Balance				1,205,581	1,003,423	202,158
Total Annual Revenues	671,580	0	671,580	566,070	669,679	(103,609)
Total Annual Expenses	626,419	0	626,419	385,027	386,776	(1,749)
Annual Operating Results	45,161	0	45,161	181,043	282,903	(101,860)
Net Transfers	(45,161)	0	(45,161)	(225)	(45,152)	44,927
Annual Operating Results Net Transfers	0	0	0	180,818	237,751	(56,933)
Ending Fund Balance				1,386,399	1,241,174	145,225
<b>Mendenhall Student Center Renovations</b>						
Beginning Fund Balance				7,500,000	7,500,000	0
Total Annual Revenues	0	0	0	0	0	0
Total Annual Expenses	0	0	0	0	0	0
Annual Operating Results	0	0	0	0	0	0
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	0	0	0	0	0	0
Ending Fund Balance				7,500,000	7,500,000	0

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
<b>Student Unions Construction</b>						
Beginning Fund Balance				3,066,530	8,692,624	(5,626,094)
Total Annual Revenues	0	0	0	0	0	0
Total Annual Expenses	0	0	0	0	0	0
Annual Operating Results	0	0	0	0	0	0
Net Transfers	(490,000)	0	(490,000)	(220,521)	(4,855,634)	4,635,113
Annual Operating Results Net Transfers	(490,000)	0	(490,000)	(220,521)	(4,855,634)	4,635,113
Ending Fund Balance				2,846,009	3,836,990	(990,981)
<b>Student Media</b>						
Beginning Fund Balance				1,024,819	1,092,523	(67,704)
Total Annual Revenues	704,500	0	704,500	519,064	610,985	(91,921)
Total Annual Expenses	751,349	0	751,349	436,680	524,309	(87,629)
Annual Operating Results	(46,849)	0	(46,849)	82,384	86,676	(4,292)
Net Transfers	(1,145)	0	(1,145)	(1,052)	(838)	(214)
Annual Operating Results Net Transfers	(47,994)	0	(47,994)	81,332	85,838	(4,506)
Ending Fund Balance				1,106,151	1,178,361	(72,210)
<b>University</b>						
<b>Auxiliary Overhead</b>						
Beginning Fund Balance				35,401,918	6,973,520	28,428,398
Total Annual Revenues	2,090,000	0	2,090,000	682,619	2,222,405	(1,539,786)
Total Annual Expenses	6,235,408	0	6,235,408	995,814	927,262	68,552
Annual Operating Results	(4,145,408)	0	(4,145,408)	(313,195)	1,295,143	(1,608,338)
Net Transfers	(4,270,521)	0	(4,270,521)	18,418,990	3,528,423	14,890,567
Annual Operating Results Net Transfers	(8,415,929)	0	(8,415,929)	18,105,795	4,823,566	13,282,229
Ending Fund Balance				53,507,713	11,797,086	41,710,627

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	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Debt Service						
Beginning Fund Balance				15,872,103	14,959,654	912,449
Total Annual Revenues	9,406,000	0	9,406,000	7,749,949	9,143,537	(1,393,588)
Total Annual Expenses	8,366,719	0	8,366,719	8,278,609	8,473,384	(194,775)
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Annual Operating Results	1,039,281	0	1,039,281	(528,660)	670,153	(1,198,813)
=====	=====	=====	=====	=====	=====	=====
Net Transfers	0	0	0	0	0	0
-----	-----	-----	-----	-----	-----	-----
Annual Operating Results Net Transfers	1,039,281	0	1,039,281	(528,660)	670,153	(1,198,813)
=====	=====	=====	=====	=====	=====	=====
Ending Fund Balance				15,343,443	15,629,807	(286,364)
				=====	=====	=====





**Finance and Facilities Committee**

April 22, 2021

Agenda Item:	VI. D. Report of Approved EHRA Employee Salary Adjustments
Responsible Person:	Stephanie Coleman Interim VC Admin & Finance
Action Requested:	Information
Notes:	N/A



**MEMORANDUM**

**TO:** ECU Board of Trustees

**FROM:** Ms. Kitty H. Wetherington *Kitty H. Wetherington*  
Associate Vice Chancellor for Human Resources and  
Chief Human Resources Officer

**DATE:** March 19, 2021

**RE:** Report of Approved EHRA Employee Salary Adjustments  
Pursuant to 9/30/16 Expanded Authority (January 1, 2021 –  
February 28, 2021)

The attached informational report is provided to you in accordance with the *Resolution to Delegate Expanded Authority to the Chancellor of East Carolina University for Certain Salary Actions for Employees Exempt from the State Human Resources Act*, as approved by the Board of Trustees on September 30, 2016. Please note that the attached spreadsheet contains confidential personnel information in accordance with N.C. GEN. STAT. §126-22, *et seq.*

Attachments

cc: Dr. Philip Rogers  
Chancellor

Ms. Stephanie Coleman  
Interim Vice Chancellor for Administration and Finance

Dr. B. Grant Hayes  
Acting Provost and Senior Vice Chancellor for Academic Affairs

Dr. Michael Van Scott  
Interim Vice Chancellor for Research, Economic Development  
and Engagement

**Department of  
Human Resources**

210 East First Street  
Mail Stop 205  
East Carolina University®  
Greenville, NC 27858-4353

**252-328-9847** main  
**252-328-9918** fax

**Administration**  
328-9884  
328-9918 fax

**ADA Coordinator**  
737-1018  
328-9918 fax

**Benefits**  
328-9887  
328-9918 fax

**Classification and  
Compensation**  
328-9847  
328-9917 fax

**Employee Relations**  
328-9819  
328-9917 fax

**Employment**  
328-9847  
328-9918 fax

**HR Information Systems**  
328-9847  
737-5818 fax

**Learning and Organizational  
Development**  
737-5824  
328-9917 fax

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**Finance and Facilities Committee**

April 22, 2021

Agenda Item:	VI. E. Pension Report
Responsible Person:	Stephanie Coleman Interim VC Admin & Finance
Action Requested:	Information
Notes:	N/A



**Finance and Facilities Committee**

April 22, 2021

Agenda Item:	VI. F. Annual HR Compliance Report for FY19-20 Approval
Responsible Person:	Stephanie Coleman Interim VC Admin & Finance
Action Requested:	Information
Notes:	N/A



**MEMORANDUM**

**TO:** ECU Board of Trustees

**FROM:** Ms. Kitty H. Wetherington *Kitty H. Wetherington*  
Associate Vice Chancellor for Human Resources and  
Chief Human Resources Officer

**DATE:** April 7, 2021

**RE:** Annual HR Compliance Report – FY 19-20

The attached informational report is provided to you in accordance with instructions from the University of North Carolina System Office for the Annual HR Compliance Report for Fiscal Year 2019-2020. Please note that some of the attached information contains confidential personnel information in accordance with N.C. GEN. STAT. §126-22, *et seq.*

Attachments

cc: Dr. Philip Rogers  
Chancellor

Ms. Stephanie Coleman  
Interim Vice Chancellor for Administration and Finance

**Department of  
Human Resources**

210 East First Street  
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**Administration**  
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**Benefits**  
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**Classification and  
Compensation**  
328-9847  
328-9917 fax

**Employee Relations**  
328-9848  
328-9917 fax

**Employment**  
328-9847  
328-9918 fax

**HR Information Systems**  
328-9847  
737-5818 fax

**Learning and Organizational  
Development**  
328-9848  
328-9917 fax

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**PART 1 (con't): SAAO Tier II Salary Ranges (check one)**

<input checked="" type="checkbox"/>	Our institution used the UNC System Office published Senior Academic and Administrative Officer (SAAO) Tier II salary ranges in FY 19-20.
<input type="checkbox"/>	Our institution's SAAO Tier II salary ranges and methodology for FY 19-20 are attached.

**EHRA IRIT Salary Ranges (check one)**

<input checked="" type="checkbox"/>	Our institution used the UNC System Office published, recommended Institutional, Research and Information Technology (IRIT) salary ranges in FY 19-20.
<input type="checkbox"/>	In lieu of providing IRIT salary ranges, a disclosure on how individual ranges are derived is attached.

**Faculty Salary Ranges (check one)**

<input type="checkbox"/>	Our institution's faculty salary ranges and methodology for FY 19-20 are attached.
<input checked="" type="checkbox"/>	In lieu of providing faculty salary ranges, a disclosure on how individual ranges are derived is attached.

Attach your institution's faculty salary ranges and methodology or your institution's disclosure on how individual ranges are derived below (Cell B23). Please pay particular attention to the quality of your submission. We expect to see clear details on your methodology (including target market rate, and the size of the range spread) and primary/secondary data sources.

**PART 2: Conferral of Tenure**

33	Number of faculty reviewed for tenure
33	Number of faculty granted tenure
3	Number of new faculty hired with tenure

**PART 3: Institution Policies**

**Does your institution have a supplemental pay, interim appointments, and/or secondary appointments policy?**

We understand that campus practices differ, and that, at times, we even see difference in the interpretation of what constitutes "base pay" and "supplemental salary." We further understand that many of your HRIS systems are calibrated to gather information differently than other campuses, and that you may even have variances in policy amongst different college or business units. These questions represent an initial foray into gathering information on this subject, and you're welcome to provide whatever context you'd like. Please operate under basic definitions – such as base pay being all pay for the primary role; while everything else falls into the "supplemental" category, including long-term stipends, interim appointments, and other supplements. (It's okay to exclude things we've always excluded, including task-based compensation such as summer course payments and course overloads.) Please contact Keith Dupuis (kedupuis@northcarolina.edu) with any specific follow-up questions.

<input checked="" type="checkbox"/>	<b>YES</b>	Our institution's supplemental pay, interim appointments, and/or secondary appointments policy and/or procedures is attached.  Date last reviewed: 7/18/2013
<input type="checkbox"/>	<b>NO</b>	Our institution does not have a supplemental pay, interim appointments, and/or secondary appointments policy or procedures. Attached is the methodology used at our institution to review supplemental pay, interim appointments, and/or secondary appointments. Please be aware that an answer of "NO" should also be accompanied by an action plan for permanently establishing procedures over the coming fiscal year.

Attach your institution's policy or procedures on supplemental pay, interim appointments, and/or secondary appointments OR attach your institution's methodology for reviewing supplemental pay, interim appointment and/or secondary appointments (Cell B41).

**In your HRIS system, do you distinguish between base pay and supplemental pay?**

<input checked="" type="checkbox"/>	YES	<input type="checkbox"/>	NO
-------------------------------------	-----	--------------------------	----

If "NO", please briefly explain how you do distinguish between base pay and supplemental pay. Please be aware that an answer of "NO" should also be accompanied by an action plan for permanently establishing those procedures over the coming fiscal year.

**PART 4: EHRA IRIT Position Actions**

**Does your institution have delegated authority for IRIT position actions?**

<input checked="" type="checkbox"/>	YES	My institution has independent IRIT authority to create and reclassify IRIT positions (excepting those that may require special review under periodic legislation), with the exception of RADA/CADA position actions which are submitted to UNC System Office for review and approval. Our institution's Annual IRIT Report for FY 19-20 is completed in the Tab Titled "IRIT Annual Report"
<input type="checkbox"/>	NO	My institution does not have delegated authority to create and revise IRIT positions. We submit all requests for new or reclassified IRIT positions to UNC System Office for review and approval.

**PART 5: Harassment Complaints**

Please affirm that your institution has measures in place to track harassment complaints and can provide this information to the System Office upon request. Internal tracking mechanisms should include the following data elements (which we are only confirming you have prepared, and are not asking that you provide as part of this report):

1. Name of Accused and Employee Type/Student Status (SHRA, EHRA Non-faculty, Faculty, Temp Employee, Student, Other)
2. Name of Complainant and Employee Type/Student Status (use above categories)
3. Date of Complaint
4. Date of Resolution
5. Identify protected basis(es) for complaint: race, religion, color, national origin, sex, age, disability, genetic information, political affiliation.
6. How Complaint was filed: EEOC Complaint, EEO complaint, complaint part of SHRA grievance process
7. Findings? Yes or No
8. If findings, list type of disciplinary action: Dismissal or Other disciplinary action

<input checked="" type="checkbox"/>	YES	My institution tracks harassment complaints and, if requested by the System Office, can provide the above listed data in a report form.
<input type="checkbox"/>	NO	My institution does NOT track harassment complaints or does not collect all of the above listed data. Please be prepared to send a separate email to System Office HR, to the attention of Keith Dupuis, about this issue.

**PART 6: Report of Hiring Activity**

Report of Hiring Activity for Fiscal Year 2019-2020. Hiring activity should include competitive events and waivers of recruitment for **permanent positions only** (exclude temporary employees/appointments). **Please note that waivers are considered hires as well.**

Employee Category	External Hire Count from Outside the UNC System	External Hire Count from Within the UNC System	Internal Hire Count
EHRA Faculty	152	1	28
EHRA Senior Academic and Administrative Officer Tier I	0	0	1
EHRA Senior Academic and Administrative Officer Tier II	8	0	3
EHRA IRIT	82	0	32
All Other EHRA Non-Faculty Not Otherwise Categorized	119	0	52
SHRA Staff	118	5	100
<b>Grand Totals</b>	<b>479</b>	<b>6</b>	<b>216</b>

**NOTE:** Starting with fiscal year 2020-2021, this chart will have five columns: External Hires from Outside State Employment (non-higher ed); External Hires from Higher Education Institutions (outside UNC System); External Hires from within UNC System; External Hires from NC state agencies; and Internal Hires.

**PART 7: Training & Professional Development**

Compliance Training		Do you offer mandatory supervisor training program(s)? If Yes, include # of supervisors who completed that training in FY19-20.	
Total # of Supervisors (Faculty and Staff)	1383		
# of Supervisors who have completed EEO/DF Training	357	YES - Number who completed training this year	
# of Supervisors who have started EEO/DF Training	126	NO	X

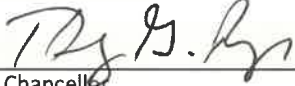
*Use course completion information as of June 30, 2020*

Central Staff Professional Development Expenditures	
Total FTE in Work Unit	3
Total Personnel Expenditures in Work Unit	\$182,382.00
Total Non-Personnel Expenditures in Work Unit	\$84,858 (Cornerstone FY20 contract, perm staff = 47% of users)
Total Expenditures Per Capita (Perm Staff Only)	\$68.28
Total Expenditures as % of Payroll (Perm Staff Only)	0.12%

*Report information only for development programs offered through Human Resources (or through other institution-wide organization if not housed within Human Resources) Under Non-Personnel Expenditures, include any institution-wide contracts with content providers (eg, Skillsoft, LinkedIn Learning, Covey, etc.) even if not paid by HR*

**PART 8: Certification of Approval**

*During the Pandemic, we understand there may be logistical issues in obtaining a physical signature. Electronic signature communicated by secure email accounts are acceptable.*

INSTITUTIONS WITH MANAGEMENT FLEXIBILITY		
I certify that I reviewed and approved <span style="margin-left: 100px;">East Carolina University</span> <span style="margin-left: 100px;">Annual Human Resources Compliance</span> Report for the Fiscal Year ending June 30, 2020 and this report was presented to the Board of Trustees for information on		
Name:		4-8-21
	Chancellor	Date

INSTITUTIONS WITHOUT MANAGEMENT FLEXIBILITY		
I certify that I reviewed and approved <span style="margin-left: 100px;">[INSTITUTION NAME]'s</span> <span style="margin-left: 100px;">Annual Human Resources Compliance</span> Report for the Fiscal Year ending June 30, 2020.		
Name:		
	Chancellor	Date



# East Carolina University

## Disclosure on Faculty Salary Ranges for FY 19-20

ECU's Division of Academic Affairs uses CUPA data to create salary ranges. The UNC System Office established list of peer institutions is used to determine the 80th percentile median and the range from 40% below to 40% above the 80th percentile except when such comparisons are not available. In these cases, the 80th percentile of the public research and doctorate institutions are customarily used.

ECU's Division of Health Sciences uses salary survey results for each specialty when establishing faculty salaries. For example, the American Association of Medical Colleges and Schools (AAMC) is what the Division of Health Sciences uses for the Brody School of Medicine, and the American Dental Education Association (ADEA) is what the Division uses for faculty salaries in the School of Dental Medicine. When using AAMC data, the 25th percentile is typically used as the target market rate, divided by 1.50 to obtain the minimum of the salary range and the minimum is multiplied by 2 to obtain the maximum of the salary range. However, if the 75th percentile exceeds this calculation, then the 75th percentile is used as the maximum. When using ADEA data, the mean and median are used along with internal comparisons based on specialty area.

<b>Policy</b>	POL06.20.01
<b>Title</b>	Supplemental Pay for EHRA Employees
<b>Category</b>	Human Resources
<b>Sub-category</b>	Compensation
<b>Authority</b>	Board of Trustees
<b>History</b>	Original BOT approval May 5, 2006; Revised, BOT approved and effective July 18, 2013.
<b>Contact</b>	Associate Provost for Personnel and Resource Administration, 252-328-2679 Associate Vice Chancellor for Health Sciences Administration and Director, BSOM Faculty Employment, 252-744-1910 Assistant Vice Chancellor for Human Resources, 252-328-9882
<b>Related Policies</b>	<a href="#">UNC Policy Manual VA7 300.1.1, Senior Academic and Administrative Officers</a> <a href="#">UNC Policy Manual VA7 300.2.13, Supplemental Pay Policy for Employees Exempt from the State Personnel Act (EPA)</a> <a href="#">ECU Regulation, Faculty Workload</a> <a href="#">ECU Faculty Manual, Part XI, General Faculty Employment Guidelines and Benefits</a> <a href="#">ECU Policy for Employees Exempt from the State Personnel Act</a> <a href="#">NC Office of State Human Resources Policy on Dual Employment</a>
<b>Additional References</b>	<a href="#">EPA Plan for Management Flexibility to Appoint and Fix Compensation</a> <a href="#">Dual Employment Form CP-30</a> <a href="#">ECU Supplemental Payment and Stipend Codes</a> <a href="#">EPA Supplemental Pay and Stipend Form</a>

## 1. Purpose

This Policy outlines practices for additional compensation paid to East Carolina University EHRA employees: 1) faculty, 2) non-faculty (EHRA-NF instructional and research), and 3) Senior Academic and Administrative Officers (SAAO) Tier I and Tier II. This Policy is not intended to modify any of the existing policies or procedures governing the administration of University salaries nor to address compensation practices for Clinical Support Services (CSS) or employees subject to the State Human Resources Act (SHRA). [Note: see the ECU Policy for Employees Exempt from the State Human Resources Act for more information on the non-faculty classification of EHRA employees]

## 2. Definitions

2.1. Base Salary – Base salary is the annual permanent salary of the employee approved by the Chancellor, Board of Trustees, or Board of Governors as it appears in the employment contract or subsequent salary increase/decrease letters. The base salary does not include any supplemental payments, although such payments may be addressed in a contract letter as part of the compensation package for the contract period.

2.1.1. For the purpose of defining the Base Salary, faculty in the Brody School of Medicine subject to the ECU Physicians' Clinical Faculty Compensation plan, an EHRA employee's Base Salary will be the sum of the academic base and the supplement, as defined by the Clinical Faculty Compensation Plan.

2.2. Supplemental Payments – Supplemental Payments are compensation in excess of an EHRA employee's Base Salary for temporary increases in responsibility and/or for extra duties beyond the scope of the primary appointment. Prior approval of the supervisor, department chair or school director, dean and vice chancellor(s) are required. See Section 5, below, for a non-exclusive list of Supplemental Payment types. [Note: see the ECU Supplemental Pay Codes matrix for additional descriptors and budget coding]

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

2.4. Outside the Contract Period – The specific dates of the time outside the employee's contract period is based on the actual employment contract. There is no Outside the Contract Period for 12-month employees.

2.5. External Funds – Grant or other non-state appropriated funding sources.

2.6. Dual Employment – Dual employment occurs when a university employee agrees to perform services for another state agency on a part-time or contractual basis. Approval must be obtained from the supervisor, department chair or school director, dean and vice chancellor before the service is provided in order to ascertain whether the obligation will interfere with job duties and commitments of the primary position. Dual employment must be in accordance with the State of North Carolina Policy on Dual Employment.

### 3. General Provisions

3.1. No Supplemental Payments, above the Base Salary, may be paid for university duties that are generally related to the position to which the individual is appointed during the Contract Period. See Section 2.2 for a definition of Supplemental Payments and the Supplemental Pay Codes matrix for additional descriptors and budget coding.

3.2. Assignment of additional responsibilities for which supplemental payments may be considered must comply with university established Affirmative Action and Equal Employment Opportunity policies and procedures, up to and including a formal search process when required.

3.3. This Policy complies with applicable federal and state restrictions on level of effort for external sponsored projects, grants, or contracts. Federal restrictions permit up to 3/9ths effort for

a 9-month employee outside the Contract Period and no more than 100% of total compensated effort during the Contract Period (133% Rule). In the case of these projects, the rate of pay for any Supplemental Payment must be the same as the base rate of pay for the employee's primary contracted assignment.

3.3.1. Supplemental Payments, excluding approved summer research and instruction, and administrative supplements cannot be charged to a sponsored project.

3.4. All Supplemental Payments require the appropriate pre-approvals by the supervisor, department chair or school director, dean and vice chancellor. If the employee is in a different department/unit/division from the unit requesting service, approval of the supervisor, department chair or school director, dean and vice chancellor of the home department/unit/division is required, each time any vice chancellor approval is required under this policy.

3.5. Per the applicable hiring guidelines, less than full-time appointments during an academic or fiscal year can be increased up to full-time (1.0 FTE) with the appropriate additional compensation becoming part of their Base Salary upon approval by the supervisor, department chair or school director, dean and vice chancellor of the home department/unit/division.

3.6. Process for Approvals. Prior approval may be granted upon receipt and analysis of the following:

3.6.1. A written request from the appropriate unit administrator, including a rationale for recommending the employee, an explanation of the activities contemplated, a clear justification as to why the activity warrants Supplemental Payments, the relationships of the activities to the primary appointment, basis for the determination of the compensation rates, duration of assignment, and, if applicable, statements relative to any conflict with the primary appointment.

3.6.2. The request must be made to the supervisor, department chair or school director, dean and vice chancellor for their approval by affixing dated signatures on the request.

3.6.3. In the review, the total time commitments of the individual (workload, approved supplemental activities and external activities for pay) will be considered.

3.6.4. The approved request must be submitted to the Academic Affairs Personnel Administration, Health Sciences Personnel Administration, or EHRA Human Resources Administration for final review and processing.

3.6.5. Documentation related to Supplemental Payments must be maintained in the employee's personnel file.

3.7. No assignment that results in a supplemental payment may exceed one year, unless specifically approved by the appropriate vice chancellor(s).

3.8. No SAAO may be paid, in addition to his or her salary, for any services rendered to any institution-related foundation, endowment, or other entity that: 1) was established by officers of

the university, 2) is controlled by the university, or 3) is tax-exempt based on being a support organization for the university.

3.9. All Supplemental Payments will be processed as compensation through ECU Payroll, and subject to all applicable taxes and withholdings.

3.10. Individual fund sources may have specific restrictions on compensation or may have more restrictive practices than this policy. When there is conflict between this policy and the sponsor or activity requirements, the most restrictive practice will normally be applied.

4. The Chancellor may approve supplemental pay in any exceptional situation that makes it unduly burdensome or otherwise contrary to the best interest of the university to fulfill one or more requirements of this policy by signing a memorandum that states the reason(s) for the exception. The memorandum is to be retained in the employee's personnel file and a copy provided to the Academic Affairs Personnel Administration, Health Sciences Personnel Administration, or EHRA Human Resources Administration.

#### 5. Types of Supplemental Payments

The following is a non-exclusive list of types of Supplemental Payments:

5.1. Conducting Seminars, Workshops, Continuing Education Programs, and Training Approval may be granted for Supplemental Payments during the Contract Period for conducting non-credit short courses or presenting special lectures, seminars, workshops, creative activity, teaching in non-credit programs sponsored by the Office of Continuing Studies, or conferences for continuing professional education.

5.2. Administrative Assignments EHRA employees occasionally assume administrative duties for which Supplemental Payments are appropriate. Examples include, but are not limited to: (1) assignments of one year or less as coordinators of undergraduate, graduate or special programs; (2) interim appointments to a higher level of administrative responsibility, such as interim department chair, dean, or director.

5.3. One-Time Special Payments EHRA employees sometimes perform work unrelated to their primary appointment, such a special project related to the person's expertise for which they may receive a payment

5.4. Overload Instruction Faculty should generally not be paid for teaching credit courses in addition to their normal course load. Instead, other arrangements should be made, such as a corresponding course reduction in the following semester. Under extraordinary circumstances, overloads may be approved consistent with the process outlined in this policy, for faculty to teach additional for credit courses. This is only allowable if this does not cause a conflict of commitment with other assigned duties, and the faculty member has an appropriate workload.

5.5. Summer Research and Instruction Due to government restrictions on the level of effort, a 9-month faculty member who participates in government-sponsored research outside the Contract Period can teach summer sessions as long as the combination of teaching and research effort

and compensation does not exceed 3/9ths of the Base Salary. The summer teaching rate of pay is determined by the academic unit. The summer research rate of pay is based on the previous year's academic contract Base Salary and the 3/9ths requirements.

5.6. Instruction by EHRA-NF and SAAO Employees (Tier II) EHRA-NF and SAAO Employees (Tier II) may be allowed, subject to advance approval as described herein, to receive a supplemental payment for additional instructional responsibilities provided the additional responsibilities do not conflict with the duties of their primary appointment. Generally the instructional responsibilities must be carried out at times other than during the normal working hours associated with the primary appointment. However, in extraordinary circumstances, the instruction may occur during normal working hours with the approval of the supervisor, department chair or school director, dean and vice chancellor(s). Paid leave may not be used to account for the time associated with the additional instructional assignment, but leave without pay is an option. If leave without pay is not used to account for the time away from the primary appointment, an alternate work schedule must be approved. All such arrangements must be reviewed annually and approved by the supervisor, department chair or school director, dean and vice chancellor(s).

#### 5.7. External Funds

5.7.1. For 9-month faculty, Supplemental Payments can be earned outside the Contract Period for university-sponsored research that is externally funded by a government agency as approved by the department chair or school director, dean and vice chancellor and Office of Grants and Contracts. The maximum payment is 3/9ths of the Base Salary or 100% of time.

5.7.2. Government sponsors do not permit compensation beyond the base rate of pay during the Contract Period. As a general rule, faculty (9-month and 12-month) involved in sponsored research during the Contract Period should have their other assigned responsibilities reduced. All compensation rates and periods of appointment must be approved by the Office of Grants and Contracts. Individual sponsors may have more restrictive requirements than applicable university policies. The most restrictive policy will be applied for sponsored project compensation.

#### 6. Effective Date

This Policy is effective July 18, 2013 and shall supersede any previous supplemental pay policies at East Carolina University.

# For Institutions with the Special Authority to Create or Modify IRIT Positions

Those campuses with special IRIT authority should use this template to report all new or modified positions that happened during FY2019-2020.

Institution	EHRA Title	EHRA Position Number	Previous Designation	Previous SHRA Position (if applicable)		IRIT Code	Effective Date
			(SHRA, EHRA or New Position)	Classification (Plus Competency)	Position Number		
ECU	Coordinator for Greek Life	000751	EHRA			IRIT 18	2/18/2020
ECU	Geospatial Analysis Research Associate	000983	EHRA			IRIT 17	9/16/2019
ECU	IT Inst/Class Support Prof I	000983	EHRA			IRIT 22	8/16/2019
ECU	Equal Opportunity and Title IX Compliance Consultant	002088	EHRA			IRIT 10	12/6/2019
ECU	Assistant Director for Hospitality	002510	EHRA			IRIT 18	3/17/2020
ECU	IT Bus Intel/Data Analyst II	002695	EHRA			IRIT 22	8/15/2019
ECU	IT Security Professional I	002696	EHRA			IRIT 22	8/15/2019
ECU	IT Security Professional I	500013	EHRA			IRIT 22	8/15/2019
ECU	IT Web Designer/Developer III	500016	EHRA			IRIT 22	8/16/2019
ECU	IT Bus Intel/Data Analyst I	500021	EHRA			IRIT 22	8/29/2019
ECU	IT Client Support Manager I	500027	EHRA			IRIT 22	8/15/2019
ECU	IT Manager II	500029	EHRA			IRIT 22	8/15/2019
ECU	IT Architect/Engineer I	500030	EHRA			IRIT 22	8/15/2019
ECU	IT Network Administrator III	500034	EHRA			IRIT 22	11/5/2019
ECU	IT Network Administrator III	500034	EHRA			IRIT 22	8/15/2019
ECU	IT Analyst/Programmer III	500036	EHRA			IRIT 22	8/15/2019
ECU	IT Analyst/Programmer II	500037	EHRA			IRIT 22	8/15/2019
ECU	IT Security Professional I	500039	EHRA			IRIT 22	8/15/2019
ECU	Compliance Monitoring Officer	500044	EHRA			IRIT 16	10/18/2019
ECU	IT Analyst/Programmer I	500045	EHRA			IRIT 22	8/15/2019
ECU	IT System Administrator III	500046	EHRA			IRIT 22	8/15/2019
ECU	IT Analyst/Programmer III	500048	EHRA			IRIT 22	8/15/2019
ECU	IT Database Administrator II	500055	EHRA			IRIT 22	8/16/2019
ECU	IT Project Manager I	500061	EHRA			IRIT 22	8/16/2019
ECU	IT Project Manager I	500063	EHRA			IRIT 22	8/16/2019
ECU	IT Security Professional III	500065	EHRA			IRIT 22	8/16/2019
ECU	IT Analyst/Programmer III	500066	EHRA			IRIT 22	8/15/2019
ECU	IT Analyst/Programmer III	500067	EHRA			IRIT 22	8/15/2019
ECU	IT System Administrator II	500074	EHRA			IRIT 22	12/6/2019
ECU	IT System Administrator II	500074	EHRA			IRIT 22	8/15/2019
ECU	IT Network Administrator I	500078	EHRA			IRIT 22	8/15/2019

ECU	IT Network Administrator II	500080	EHRA			IRIT 22	8/16/2019
ECU	IT Client Support Manager II	500081	EHRA			IRIT 22	8/15/2019
ECU	IT Network Administrator I	500082	EHRA			IRIT 22	8/15/2019
ECU	Director of Pre-Award Services Research Admin	500086	EHRA			IRIT 16	1/29/2020
ECU	IT Inst/Class Support Prof II	500089	EHRA			IRIT 22	8/15/2019
ECU	IT Network Administrator I	500091	EHRA			IRIT 22	8/15/2019
ECU	IT Analyst/Programmer II	500099	EHRA			IRIT 22	8/29/2019
ECU	IT Analyst/Programmer II	500100	EHRA			IRIT 22	8/15/2019
ECU	IT Analyst/Programmer II	500105	EHRA			IRIT 22	8/15/2019
ECU	IT Analyst/Programmer III	500107	EHRA			IRIT 22	8/16/2019
ECU	IT Bus Intel/Data Analyst III	500122	EHRA			IRIT 22	8/15/2019
ECU	IT Network Administrator I	500125	EHRA			IRIT 22	8/16/2019
ECU	IT Analyst/Programmer III	500127	EHRA			IRIT 22	8/15/2019
ECU	IT Analyst/Programmer III	500128	EHRA			IRIT 22	8/15/2019
ECU	IT Analyst/Programmer III	500129	EHRA			IRIT 22	8/19/2019
ECU	IT Bus Intel/Data Analyst II	500131	EHRA			IRIT 22	8/16/2019
ECU	IT Web Designer/Developer II	500133	EHRA			IRIT 22	8/16/2019
ECU	IT Analyst/Programmer III	500138	EHRA			IRIT 22	8/29/2019
ECU	IT System Administrator III	500139	EHRA			IRIT 22	8/19/2019
ECU	IT Bus Intel/Data Analyst II	500141	EHRA			IRIT 22	8/29/2019
ECU	IT Bus Systems Analyst II	500147	EHRA			IRIT 22	8/15/2019
ECU	IT Analyst/Programmer III	500149	EHRA			IRIT 22	8/16/2019
ECU	IT Web Designer/Developer II	500157	EHRA			IRIT 22	8/29/2019
ECU	IT Analyst/Programmer III	500158	EHRA			IRIT 22	8/29/2019
ECU	IT Security Professional I	500159	EHRA			IRIT 22	8/29/2019
ECU	IT Analyst/Programmer III	500160	EHRA			IRIT 22	8/29/2019
ECU	IT Bus Systems Analyst II	500165	EHRA			IRIT 22	8/29/2019
ECU	Academic Advisor College of Health and Human Performance	500166	New Position			IRIT 01	7/1/2019
ECU	Statistical Geneticist, Research Scientist	500167	New Position			IRIT 17	7/16/2019
ECU	IT Inst/Class Support Prof II	500168	EHRA			IRIT 22	8/29/2019
ECU	IT Inst/Class Support Prof II	500168	SHRA	Tech Support Specialist - Journey	001592	IRIT 22	8/15/2019
ECU	IT Web Designer/Developer III	500169	SHRA	Tech Support Specialist - Journey	270	IRIT 22	8/19/2019
ECU	IT Network Administrator II	500170	SHRA	Networking Analyst - Journey	908366	IRIT 22	8/19/2019
ECU	IT Network Administrator II	500171	SHRA	Networking Analyst - Journey	908579	IRIT 22	8/19/2019
ECU	IT Network Administrator III	500172	SHRA	Networking Analyst - Advanced	908614	IRIT 22	8/19/2019
ECU	IT Client Support Manager II	500173	SHRA	Tech Support Specialist - Journey	962228	IRIT 22	8/21/2019



ECU	Quality Improvement Consultant Eastern Area Health Education Center	500174	New Position			IRIT 12	9/3/2019
ECU	Quality Improvement Consultant Eastern Area Health Education Center	500175	New Position			IRIT 12	9/3/2019
ECU	Director of Alumni Affairs College of Allied Health Sciences	500176	New Position			IRIT 15	9/4/2019
ECU	Director of Behavioral Health Sciences	500177	New Position			IRIT 17	9/18/2019
ECU	Assistant Director for Programming Student Affairs	500178	SHRA	Student Services Special - Journey	920416	IRIT 18	10/22/2019
ECU	University Community School Counselor	500179	New Position			IRIT 09	10/28/2019
ECU	University Community School Social Worker	500180	New Position			IRIT 09	10/28/2019
ECU	IT Security Professional I	500181	SHRA	Networking Analyst - Contributing	951944	IRIT 22	11/5/2019
ECU	IT Security Professional I	500182	SHRA	Tech Support Analyst - Journey	951573	IRIT 22	11/5/2019
ECU	Clinical Research Study Coordinator	500183	New Position			IRIT 17	11/19/2019
ECU	Admissions Counselor	500184	New Position			IRIT 09	12/9/2019
ECU	Pre-Award Research Manager	500185	New Position			IRIT 16	12/12/2019
ECU	IT Database Administrator III	500186	SHRA	Bus Tech Applic Special - Advanced	000221	IRIT 22	1/27/2020
ECU	IT System Administrator I	500187	SHRA	Sys Programmer/Analyst - Advanced	908549	IRIT 22	1/27/2020
ECU	University Community School Curriculum Director	500188	New Position			IRIT 07	1/30/2020
ECU	IT System Administrator III	500189	SHRA	Sys Programmer/Analyst - Advanced	952778	IRIT 22	2/3/2020
ECU	Clinical Academic Department Administrator Physical Med and Rehab	500190	CSS	Clinical Department Admi	000858	IRIT 06	2/6/2020
ECU	IT Analyst/Programmer II	500191	SHRA	Bus Tech Applic Analyst - Journey	002182	IRIT 22	2/13/2020
ECU	IT Network Administrator I	500192	SHRA	Info Technology Manager - Journey	002153	IRIT 22	2/14/2020
ECU	IT Web Designer/Developer III	500193	SHRA	Tech Support Analyst - Advanced	950553	IRIT 22	2/20/2020
ECU	Director of Financial Wellness Hub	500194	New Position			IRIT 18	3/5/2020
ECU	Assistant Director for Graduate & Professional Student Programming	500195	SHRA	Student Services Special - Journey	921350	IRIT 18	3/6/2020
ECU	Medical Research Scientist and Lab Manager	500197	SHRA	Research Technician - Advanced	957799	IRIT 13	4/13/2020

ECU	Program Coordinator PIRATE Leadership Academy	500198	New Position			IRIT 09	6/10/2020
ECU	IT Network Administrator III	908332	EHRA			IRIT 22	8/15/2019
ECU	IT Analyst/Programmer III	908911	EHRA			IRIT 22	8/15/2019
ECU	Americans with Disabilities Act Coordinator	920604	EHRA			IRIT 18	2/26/2020
ECU	Clinical Nutritionist & Counselor	921461	EHRA			IRIT 18	3/4/2020
ECU	Assistant Director Advising Center College of Business	929909	EHRA			IRIT 01	1/13/2020
ECU	Affirmative Action Program Specialist	929941	EHRA			IRIT 10	1/3/2020
ECU	IT Web Designer/Developer I	931565	EHRA			IRIT 22	8/16/2019
ECU	Director of Technology and Distance Education Services, College of Health and Human Performance	932085	EHRA			IRIT 22	12/16/2019
ECU	Manager of Global Technologies	932818	EHRA			IRIT 12	3/10/2020
ECU	IT Inst/Class Support Prof II	937734	EHRA			IRIT 22	12/10/2019
ECU	Admissions Counselor	944604	EHRA			IRIT 09	10/23/2019
ECU	Director of On-Campus Recruiting Football	982404	EHRA			IRIT 05	1/15/2020
ECU	Academic Coordinator Athletic Student Development	986003	EHRA			IRIT 01	11/5/2019



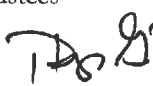
## **Finance and Facilities Committee**

April 22, 2021

Agenda Item:	VI. G. Annual HR Related Persons Report for FY19-20 Approval
Responsible Person:	Stephanie Coleman Interim VC Admin & Finance
Action Requested:	Information
Notes:	N/A



**MEMORANDUM**

**TO:** ECU Board of Trustees  
**FROM:** Dr. Philip Rogers   
Chancellor  
**DATE:** March 30, 2021  
**RE:** Employment of Related Persons

Annually, I am required to report to you, in accordance with applicable University of North Carolina and East Carolina University Anti-Nepotism Policies and Guidelines, concerning specific cases during the preceding year in which the terms of the Policies were applied.<sup>1</sup> Specifically, the Guidelines require that my written report to you set forth the circumstances for those cases in which the nepotism question arose during the preceding year:

- 1) All cases in which an individual making written application for employment was denied employment because of the requirements of the Policies and Guidelines (e.g., the employment would have resulted in one relative supervising another, or an unrelated candidate had demonstrably superior qualifications); and
- 2) All cases in which concurrent employment of related persons was allowed (e.g., the supervisory relationship was not “direct,” or there were no other candidates for the available position whose professional qualifications were demonstrably superior to those of the relative). In instances in which the concurrent employment of related persons was permitted, ECU ensured there was no direct supervisory relationship between the related persons (e.g., through the development of management plans).

We have sought and received information from each division for this report, and this memorandum is to report to you that East Carolina University is in compliance with the Policies and Guidelines. In addition, more specific information as noted, above, can be found on the attached spreadsheet.<sup>2</sup> Please note that the attached spreadsheet contains confidential personnel information in accordance with N.C. GEN. STAT. §126-22, *et seq.*

Attachment

cc: Ms. Stephanie Coleman, Interim Vice Chancellor for Administration and Finance  
Ms. Kitty Wetherington, Associate Vice Chancellor for Human Resources

<sup>1</sup> See The UNC Policy Manual 300.4.2, *Employment of Related Persons (Anti-Nepotism Policy)* and the East Carolina University *Employment of Related Persons (Anti-Nepotism) Policy* (POL06.05.02) (the “Policies”); and, The UNC Policy Manual 300.4.2.1[G], *Guidelines on Implementing Anti-Nepotism Policy* (the “Guidelines”).

<sup>2</sup> This year’s report includes specific information regarding all cases of concurrent employment, not only those identified since the prior year’s report.



**Finance and Facilities Committee**

April 22, 2021

Agenda Item:	VI. H. Annual Diversity and Inclusion Report FY 19-20
Responsible Person:	Stephanie Coleman Interim VC Admin & Finance
Action Requested:	Information
Notes:	N/A



**Associate Provost for Equity and Diversity  
Office for Equity and Diversity**


Old Cafeteria Complex, Suite G-406 | Mail Stop 104  
East Carolina University | Greenville, NC 27858-4353  
252-328-6804 office | 252-328-0110 fax | [www.ecu.edu/oed](http://www.ecu.edu/oed)

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**MEMORANDUM**

April 23, 2021

TO: ECU Board of Trustees

FROM: LaKesha Alston Forbes   
Associate Provost for Equity and Diversity

RE: Diversity and Inclusion Annual Report to the Board of Trustees  
Fiscal Year 2019-2020

In accordance with the UNC Policy Manual Sections 300.8.5 and 300.8.5[R], “Regulation on Diversity and Inclusion,” I am pleased to provide you with the 2021 Annual Report on the institution’s diversity and inclusion (D&I) operations and activities.

As outlined in the enclosed report, a commitment to equity, diversity and inclusion is a mission critical imperative for ECU as we endeavor to prepare “students with the knowledge, skills, and values to succeed in a global, multicultural society”. ECU is a diverse campus of faculty, staff, and students with a community of almost 33% minoritized\* populations, about 60% women, as well as individuals with differing abilities, gender identities, orientations, religions, and national origins.

The enclosed report outlines programs and activities designed to support priorities in three areas:

- ECU will attract, recruit, and retain a diverse faculty, staff, and student body that reflects the service region and state;
- ECU will promote an equitable and inclusive campus climate where all members – particularly underrepresented, minoritized, and marginalized communities – feel a sense of belonging; and
- ECU will advance diversity, equity, and inclusion in student learning and employee professional development.

Having the appropriate resources committed to achieving these goals is critical to supporting units across campus in fulfilling the university’s mission of maximizing student success and honoring our commitments in our strategic plan to “embrace an inclusive university community”, “[recruit and retain] faculty and staff with diverse backgrounds”, and “foster a positive campus environment and culture that encourages a diverse, living-learning community to maximize student success”.

To support institutional priorities, ECU has just over 15 full-time equivalent positions with D&I responsibilities which have, in most cases, an institutional focus. Most positions reside in the Office for Equity and Diversity within the Division of Academic Affairs, Intercultural Affairs within the Division of Student Affairs, and the Brody School of Medicine Diversity Office within the Division of Health Sciences. Total personnel and non-personnel 2019 – 2020 budget expenditures dedicated to support efforts across campus were just over 1.3 million, representing approximately 0.14% (less than a quarter of one percent) of all university expenditures.

Should you have any questions or wish to further discuss, please reach out and let me know. I can be reached at (252) 328-6804 or [alstonl@ecu.edu](mailto:alstonl@ecu.edu).

Enclosure

\*Minoritized groups are defined as American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino of any race, Native Hawaiian or Other Pacific Islander, Two or more races, and Non-Resident Alien.



**THE UNIVERSITY OF  
NORTH CAROLINA SYSTEM**

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## **Diversity and Inclusion Annual Report to Board of Trustees**

**Institution: EAST CAROLINA UNIVERSITY**

**Report Cycle: Fiscal Year 2019 – 2020  
July 1, 2019 – June 30, 2020**

**Submission Date: APRIL 2021**

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In accordance with the UNC Policy Manual Sections 300.8.5 and 300.8.5[R], “Regulation on Diversity and Inclusion,” the constituent institutions of the UNC System are required to present to their Board of Trustees (BOT) an annual report on the institution’s diversity and inclusion (D&I) operations and activities.



**PART 1: The impact of the institution's diversity and inclusion (D&I) programs and activities with respect to System-wide D&I metrics and institutional D&I goals**

*Describe institutional D&I goals and provide relevant available data on outcomes. If institutional D&I goals have not yet been developed or implemented, then describe the institution's plan to collect this data and expected date of implementation. The System-wide D&I metrics are in development and not required to be reported for FY 2019-20.*

**EQUITY, DIVERSITY AND INCLUSION: A MISSION CRITICAL IMPERATIVE**

Being “a national model for student success, public service, and regional transformation”<sup>1</sup> requires a commitment to equity, diversity, and inclusion. Our mission clearly states that we are to prepare “students with the knowledge, skills, and values to succeed in a global, multicultural society”. Doing so requires that we reflect a diverse faculty, staff, and student population that can be engaged to facilitate critical thinking and problem solving, introduce new teaching paradigms, create novel opportunities for research and scholarship, and advance economic growth for all in our region. ECU serves a diverse region with 39% of the population identifying as historically underrepresented racial/ethnic groups (Black/African American, Hispanic, and American Indian/Alaskan Native) and 51% women; an increasingly diverse student population of 25% historically underrepresented races/ethnicities and 59% women; and a workforce of 10% historically underrepresented racial/ethnic faculty, 49% women faculty, and 25% underrepresented racial/ethnic and 70% women staff.

To become a national model and realize the benefits of diversity, we must work intentionally toward building an equitable and inclusive learning, living and working community. Despite the increasing diversity of the ECU community, we still have much work to do to further diversify our faculty, staff, and students to reflect the region we serve (see Table 1). There are glaring gaps between Black or African American students and faculty and especially compared with the eastern North Carolina region and state we serve. Similar gaps, but to a lesser degree, exist among the Hispanic populations. This contrasts sharply with the White populations. Though much less glaring by sheer numbers, gaps also exist among the American Indian or Alaskan Native population – particularly notable given the indigenous populations in our state.

Lack of diversity in faculty (see Tables 1 and 2), which can have a significant impact on student success, negative perceptions with respect to a supportive environment in climate surveys (see Chart 1), and notable access gaps in admissions for Black or African American student applicants (about 20 percentage points lower than each of Whites, Asians, and Native Hawaiian/Pacific Islanders) are examples of clear indicators to guide strategic priorities in equity, diversity and inclusion goal-setting. Research has shown that students who are educated by a more diverse faculty have higher levels of complex thinking<sup>2</sup> and, in general, greater educational outcomes<sup>3</sup>. Additionally, a diversity of perspectives in problem-solving leads to more innovative solutions<sup>4</sup>. An inclusive climate increases employees' sense of belonging, which is associated with positive outcomes in the workplace including but not limited to increased job satisfaction<sup>5</sup> and increased retention<sup>6</sup>. Therefore, we must seek to develop a fully engaged diverse faculty and staff, enhance the university climate, and close access and graduation equity gaps among racial/ethnic and gender groups.

	Am. Indian/ Alaskan Native	Asian	Black/ African American	Hispanic	Nat. Hawaiian/ Other Pacific Islander	Two+ Races	White
<b>NC</b>	<b>1%</b>	<b>3%</b>	<b>21%</b>	<b>10%</b>	<b>0%</b>	<b>2%</b>	<b>63%</b>
<b>Students</b>	1%	3%	17%	7%	0%	4%	69%
<b>Faculty</b>	0%	10%	6%	4%	0%	1%	78%
<b>Staff</b>	1%	4%	18%	6%	0%	1%	71%
<b>Eastern NC</b>	<b>3%</b>	<b>1%</b>	<b>27%</b>	<b>9%</b>	<b>0%</b>	<b>2%</b>	<b>58%</b>
<b>Students</b>	1%	3%	17%	7%	0%	4%	69%
<b>Faculty</b>	0%	10%	6%	4%	0%	1%	78%
<b>Staff</b>	1%	4%	18%	6%	0%	1%	71%

NOTE: Differences between the ECU population and the state of NC or eastern NC (comparison groups) are denoted with shades of green (representing values greater than the comparison group) and shades of red (representing values less than the comparison group). Darker shades represent values higher than the comparison group with differences at 5% intervals (e.g., difference of 20% or more darkest shade, differences between 15-19% lighter shade, etc.). Differences of less than 5% are not shaded.

	American Indian/Alaskan Native	Asian	Black/ African American	Hispanic	White	Overall
<b>Fall 2020</b>	31:1	4:1	38:1	25:1	14:1	15:1
<b>Fall 2019</b>	23:1	4:1	39:1	27:1	13:1	14:1

	Female	Male	Overall
<b>Fall 2020</b>	17:1	12:1	15:1
<b>Fall 2019</b>	16:1	11:1	14:1

**NOTE: Goals below reflect institutional strategic priorities. Institutional equity, diversity and inclusion goals will be developed in alignment with the institutional strategic planning cycle.<sup>7</sup>**

**Goal 1 – ECU will attract, recruit, and retain a diverse faculty, staff, and student body that reflects the service region and state.**

***Program/Activity: Emerging Scholars Symposium for Faculty Diversity***

The Emerging Scholars Symposium, sponsored by the Office for Equity and Diversity, is a 3-day program for recent graduates, candidates nearing the end of terminal degree studies and postdocs underrepresented in their field designed to diversify faculty pipelines.

**Notable Data/Outcomes:**

- Launched March 2019 with a pilot; hosted second event November 2019
- 25 participants (total for both events) from across the country representing disciplines campus-wide
- At least 2 selected for teaching or research fellow positions in the following year.
- Participants had this to say:
  - *“It was a great opportunity to be in such close proximity to university leadership at the chancellor, provost and dean levels. I was very intrigued by the research opportunities within the [college] as it pertains to serving the rural populations ....”*
  - *“... I learned a lot about the students, faculty and what the university is doing in the community. Every interaction was valuable and gave me insight into ECU.”*
  - *“I was impressed by the opportunity ... to build a strong foundation to enhance diversity and student excellence while meeting the mission of ECU. I was equally impressed by the commitment of university leaders and ECU staff to faculty excellence.”*

***Program/Activity: The Southern Regional Educational Board’s Institute on Teaching and Mentoring***

The Office for Equity and Diversity sponsored faculty recruiters at the Southern Regional Educational Board’s (SREB) Institute on Teaching and Mentoring. The Institute is known as the largest gathering of underrepresented minority PhD scholars in the country and includes workshops and recruitment and networking opportunities for doctoral scholars to support their development as future faculty members (or other professions).

**Notable Data/Outcomes:**

- Sponsored 2 faculty recruiters (fall 2019)
- Faculty recruiters connected with at least 50 PhD scholar conference attendees.
- Faculty recruiters found the conference well worth the effort and quite successful.

***Program/Activity: Multicultural Appreciation Day Experience (MADE) at ECU***

Multicultural Appreciation Day Experience (MADE) at ECU, sponsored by the Office of Undergraduate Admissions, gives current high school students an opportunity to see how they can benefit from an exceptional education and wonderful social experience at East Carolina University. MADE at ECU offers the chance to meet with current students and faculty, learn how to apply and pay for their education, explore ECU's scholarship opportunities, and learn about the many different majors offered at ECU.

Notable Data/Outcomes:

- November 2019 MADE event welcomed 72 diverse high school and community college students. 66 of those students were part of NC community partners Upward BOUND and Talent Search.
- February 2020 MADE event welcomed 52 diverse students, with students attending from community partnerships with Brody RISE and 100 Black Men of Coastal NC Success Academy.

***Program/Activity: Brody School of Medicine Diversity Outreach and Pipeline Programs***

The Summer Program for Future Doctors (SPFD) and the Summer Biomedical Research Program (SBRP) provide academic enrichment, and research opportunities for underrepresented and disadvantaged undergraduates. The Brody RISE pre-college pipeline program is our newest program; it provides academic enrichment and health care exposure to underrepresented and disadvantaged learners in middle and high school through STEM-focused (science, technology, engineering and math) activities with a health care emphasis.

Notable Data/Outcomes:

- Long term outcome data for SPFD indicates that 90% of program participants who applied to medical school gained admission.
- Similarly, 69% of SBRP participants gained admission to graduate or professional school programs.
- Brody RISE started in 2018 and long term outcome data are not yet available, as the average participant is currently in the 8<sup>th</sup> grade. However, 94% of current Brody RISE participants are underrepresented in medicine.
- Participant feedback from all three programs has been consistently very positive over the years.
- The Brody School of Medicine has had good success from their pipeline program matriculating into med school. In their last two classes, they have had 13 SPFD participants (15%) in the class of 2023, and 11(13%) in the class of 2024.

***Program/Activity: Partnerships for Diverse Graduate School Pathways***

Partnerships for Diverse Graduate School Pathways have been developed with Fayetteville State University (FSU) and Howard University (HU). OED provided leadership in the development of memoranda of understanding (MOU) with FSU and HU to provide undergraduate students at partnering institutions with informal and formal pathways to ECU's graduate programs.

Notable Data/Outcomes:

- Launched with signing the Howard University MOU in fall 2017
- Fayetteville State University MOU signed in fall 2020
- About 10 HU students visited the ECU campus in March 2019 through a collaborative research project, followed by an ECU cohort of students visiting Howard University.

***Program/Activity: Faculty Academy***

The Office for Faculty Excellence's, in partnership with the Office for Equity and Diversity, new faculty mentoring program, launched in fall 2019. Among the expected outcomes for the new program are increased knowledge and skills for faculty success, fostering collaborations across campus, increased faculty work productivity, and recruitment and retention of diverse faculty.

Notable Data/Outcomes:

- Fall 2019: 9 mentors and 9 mentees from 8 colleges/schools participated in one-on-one mentorship
- Spring 2020: 19 mentors and 20 mentees (one mentor had 2 mentees; 2 mentors participated in both fall 2019 and spring 2020) participated, representing 10 colleges/schools
- During the initial Fall 2019 pilot of the OFE Faculty Academy, participants reported the following themes regarding their experiences in the program: sense of community, increased knowledge, and collegiality.
- The 2020-21 academic year plan includes an expanded pilot of the Faculty Academy Mentoring Program, with the goal of increasing collaboration and networking for faculty professional development and support. This expanded pilot follows a group network mentorship model and focuses on 3 colleges.

**Goal 2 – ECU will promote an equitable and inclusive campus climate where all members – particularly underrepresented, minoritized, and marginalized communities – feel a sense of belonging.**

***Program/Activity: Institutional Climate Assessments***

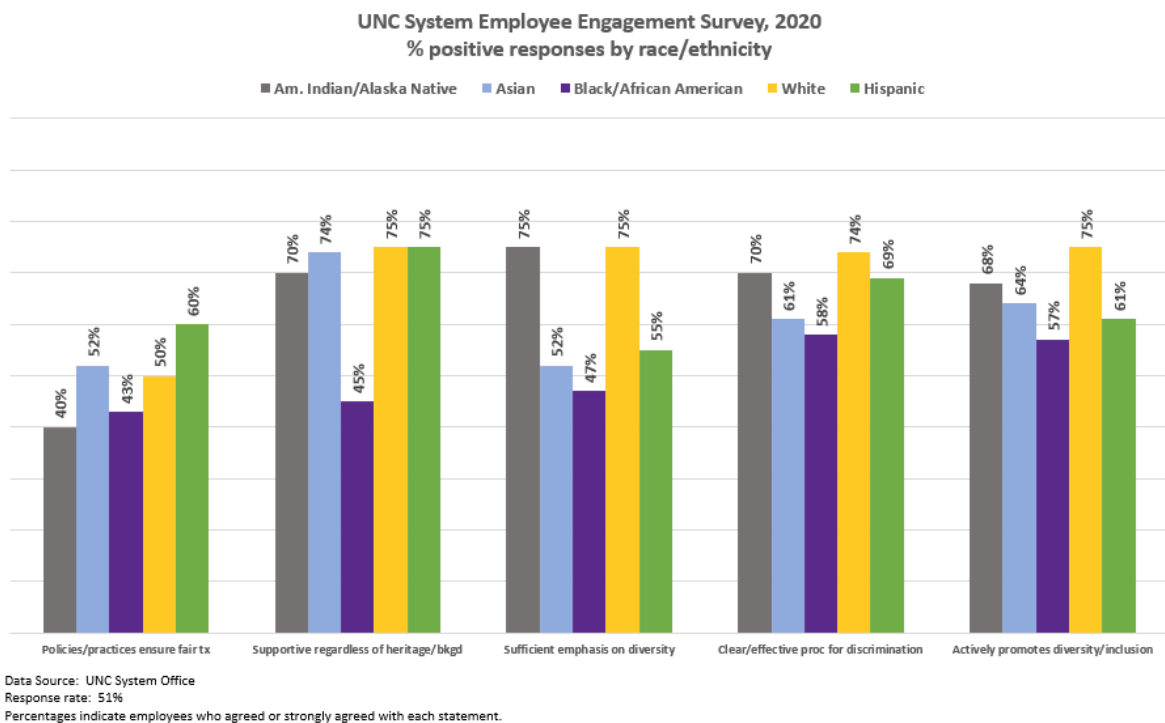
ECU has participated in various surveys to assess campus climate and engagement, including: the UNC System Employee Engagement Survey (EES) of faculty/staff in February 2020, the UNC System Racial Equity Task Force (RETF) Survey of students/faculty/staff in September 2020, and the Higher Education Data Sharing Consortium (HEDS) Diversity and Equity Campus Climate Survey of students/faculty/staff (sponsored by the ECU Office for Equity and Diversity and the Office of the Chancellor) in March 2021. These three surveys will provide us with information about, including but not limited to: ECU's climate and perceptions of ECU's commitment to diversity and inclusion, broadly, as well as with a focus on racial equity.

ECU HR is currently conducting focus groups with divisions across campus to further examine patterns in the findings from the Employee Engagement Survey. Data are currently being cleaned by the HEDS Consortium, and data findings are not yet available.

**Notable Data/Outcomes:**

- ECU community members of color are significantly more likely to experience discrimination and violence at ECU than white community members.
  - 58% of Black faculty and staff and 45% of Black students reported experiencing an act of racial discrimination or harassment by another member of ECU. (RETF)
  - a third of both Asian and Hispanic faculty/staff and nearly a quarter of Asian and Hispanic students reported experiencing racial discrimination or harassment. (RETF)
- ECU Employees were asked questions regarding institutional leadership in both the Employee Engagement Survey and the Racial Equity Task Force Survey. In both surveys, employees expressed dissatisfaction, particularly with senior leadership.
  - Only 43% of employees agree that senior leadership provides a clear direction for the institution's future. (EES)
  - 42% agreed that senior leadership communicates openly about important matters. (EES)
  - Black (62%), Hispanic (70%) and Asian (62%) employees never or rarely feel that their racial or ethnic background is represented in leadership roles. (RETF)
- With respect to perceptions of employee experience, as shown in Chart 1 below, Black or African American respondents had a significantly lower percentage of positive responses to whether their environment was supportive regardless of their heritage or background compared to all other racial or ethnic categories reported. (EES)
- Nearly 90% of all faculty/staff respondents agreed that creating a racially and ethnically diverse campus was important to them. (RETF)
- Over 90% of faculty/staff respondents agreed that working with people from different races/ethnicities than themselves is valuable. (RETF)
- 70% of the ESS respondents (faculty/staff) reported being committed to building a culture that actively promotes diversity and inclusion. (ESS)

**Chart 1: UNC System Employee Engagement Survey 2020, % positive responses by race/ethnicity**



***Program/Activity: Fostering a Diverse and Inclusive Campus Climate Educational Programming Provided by the Office for Equity and Diversity***

The Office for Equity and Diversity provides a variety of educational offerings designed to foster a diverse and inclusive climate for the ECU community, including ad hoc and open-session educational offerings and programming. Open sessions are announced through email and on our website, and departments may request a training for their department, as well.

**Notable Data/Outcomes:**

- All educational sessions related to fostering a diverse and inclusive campus climate were conducted based on a request from an individual or department.
- Most evaluations reflected feedback from participants was either excellent or good. Evaluations consistently asked participants to rate their agreement with these statements:
  - The presentation enhanced my ability to work in a diverse and equitable university environment.
  - I plan on using the information I learned from this presentation on my team.
  - The presentation has increased my understanding of the value of diversity.
- Examples of topics covered and feedback received include:
  - Creating a welcoming environment: 100% of participants said they strongly agreed or agreed with the evaluation statements above.

- Microaggressions (4 sessions): 61% or more of participants said they strongly agreed or agreed with the evaluation statements above.
- Antiracism series (4 sessions): 89% or more of participants said they strongly agreed or agreed with the evaluation statements above.

***Program/Activity: Culture Fest***

Culture Fest, sponsored by the Office of Intercultural Affairs, is an annual open-air festival featuring culturally diverse musicians and activities. Designed to highlight the unique and diverse communities that exist within the ECU community, the annual tradition demonstrates that we are truly #ECUnited. Started in 2007, the program features performances and activities from campus organizations. Culture Fest was created to educate students about various cultures and highlight the different cultural organizations represented on campus.

**Notable Data/Outcomes:**

- More than 900 students participate in this celebration annually.
- Each year, program participants note that the program helps them understand the value of working, living, and participating cooperatively within our diverse, global society.
- Participant feedback:
  - *“I think it’s important (to learn about other cultures) because of the world we live in today, it’s very global... it’s important to know other people’s traditions, their cultures and be able to communicate with them better.”*
  - *“It is important for the student body to learn about other cultures to be able to effectively communicate and interact with individuals who are different from them.”*

**Goal 3 – ECU will advance diversity, equity, and inclusion in student learning and employee professional development.**

***Program/Activity: Diversity and Inclusion Research and Scholarship (DIRS) Program***

The Diversity and Inclusion Research and Scholarship (DIRS) Program is a faculty development and seed grant program that provides funding to departments who engage in research projects related to diversity, equity, inclusion and/or cultural competence.

**Notable Data/Outcomes:**

- The Office for Equity and Diversity supported 3 DIRS awards for 2019/20.
- Research projects supported by the DIRS program have had positive outcomes. For example:
  - A faculty member published a journal article on her research around building and sustaining inclusive graduate programs and presented preliminary findings to graduate directors and program coordinators. Her project has also inspired a collaborative research project with two alums from their PhD program.



- A faculty member was able to assist eastern North Carolina childcare providers with the skills to select and incorporate storybooks that support diversity, equity and inclusion. All participants who engaged in at least 3 sessions completed a review of their storybook library and selected books to supplement their library.

***Program/Activity: National Center for Faculty Development and Diversity (NCFDD) institutional sponsorship***

Supported by the Office of the Provost, all faculty have access to the programs, resources, and coaches through ECU's NCFDD institutional membership. The NCFDD is an independent faculty development center dedicated to supporting academics in making successful transitions throughout their careers. Institutional members have access to various member resources such as webinars, dissertation support, discussion forums, writing challenges and more.

Notable Data/Outcomes:

- ECU has an institutional sponsorship so that all faculty, postdocs, and graduate students at ECU can participate in the above member resources.
- Responses from participants have been overwhelmingly positive.
- Over 700 ECU users have created NCFDD subaccounts through our membership.

***Program/Activity: Faculty Success Program***

The Faculty Success Program is a 12-week online program provided by NCFDD designed to teach tenure-track and tenured faculty the skills to increase research and writing productivity while maintaining a healthy work-life balance.

Notable Data/Outcomes:

- Sponsored 10 faculty to participate in 2019/20
- Over half of evaluation respondents indicated they would consider recommending the program to another faculty member

***Program/Activity: Diversity and Inclusion Professional Development Provided by the Office for Equity and Diversity***

The Office for Equity and Diversity (OED) provides a variety of professional development offerings on diversity and inclusion for the ECU community, including ad hoc and open-session educational offerings and programming. Open sessions are announced through email and on our website and departments may request a training for their department, as well.

Notable Data/Outcomes:

- All but one of the 2019/20 OED professional development sessions were conducted based on a request from an individual or department; one was open enrollment.

- Most evaluations reflected feedback from participants was either excellent or good. Evaluations consistently asked participants to rate their agreement with these statements:
  - The presentation enhanced my ability to work in a diverse and equitable university environment.
  - I plan on using the information I learned from this presentation on my team.
  - The presentation has increased my understanding of the value of diversity.
- Examples of topics covered and feedback received include:
  - Disability awareness & support (1 session): 88% or more of participants said they strongly agreed or agreed with the evaluation statements above.
  - Unpacking bias in personnel decisions (1 session): 99% of participants said they strongly agreed or agreed with the evaluation statements above.
  - Implicit bias in engineering (1 session): between 33-50% of participants said they strongly agreed or agreed with the evaluation statements above.

***Program/Activity: Global Diversity and Domestic Diversity courses***

All undergraduate students are required to complete two three-hour diversity courses: one course with a domestic diversity (USA) focus and one with a global diversity focus. Courses that address diversity provide opportunities for students to learn about the beliefs, values and achievements of people other than those of their own age, ethnicity, culture, national origin, ability, religion, sexual orientation, and gender identity. These courses also provide opportunities to examine problems that may arise from differences and opportunities to learn how to deal constructively with these issues.

- ECU offers 120 domestic diversity courses.
- ECU offers over 200 global diversity courses.
- Enrollment data for the last 4 academic semesters is noted below and reflects increases in student enrollment when comparing same academic period (e.g., fall to fall):

<b>Table 4: Enrollment in Global Diversity and Domestic Diversity Courses by semester, fall 2019 – spring 2021</b>		
	<b>Global Diversity Course Enrollment</b>	<b>Domestic Diversity Course Enrollment</b>
<b>Spring 2021</b>	5,930	7,664
<b>Fall 2020</b>	6,323	9,124
<b>Spring 2020</b>	4,539	4,654
<b>Fall 2019</b>	5,061	5,546

**PART 2: The number of positions and FTEs with D&I responsibilities, indicating the percentage of each associated with D&I responsibilities**

*Indicate the staffing provided to support the institution’s D&I program. This includes positions that have designated D&I-related work duties, whether centrally administered or located in various schools, colleges, or divisions. This report is not intended to capture portions of positions less than half-time (0.50 FTE) unless the part-time position is fully dedicated to D&I functions. It is recognized that many faculty and staff throughout the institution may spend some degree of effort on or contribute to institutional D&I activities, even though these activities do not represent the primary focus of their position; however, these should not be included in this report.*

<b>Position Title</b>	<b>School/Division</b>	<b>Percent of Work Time Assigned to D&amp;I Activities</b>	<b>Brief Description of D&amp;I Related Activities</b>
Associate Provost for Equity and Diversity, Chief Diversity Officer	Office for Equity and Diversity	50%	Institution-wide
Affirmative Action Compliance Program Manager	Office for Equity and Diversity	50%	Institution-wide
Diversity and Inclusion Program Manager	Office for Equity and Diversity	80%	Institution-wide
Program Specialist for Diversity and Inclusion Education and Training	Office for Equity and Diversity	80%	Institution-wide
Equal Opportunity and Diversity Data Analyst	Office for Equity and Diversity	50%	Institution-wide
Instructional Training and Technology Consultant	Office for Equity and Diversity	50%	Institution-wide
Director of Intercultural Affairs	Intercultural Affairs	100%	Institution-wide
Coordinator in Intercultural Affairs	Intercultural Affairs	100%	Institution-wide
Associate Director of Intercultural Affairs	Intercultural Affairs	100%	Institution-wide
Administrative Support Associate-Journey	Intercultural Affairs	100%	Institution-wide
Sr. Associate Director for the LGBTQ Center	LGBTQ Center	100%	Institution-wide
Assistant Director for the LGBTQ Center	LGBTQ Center	100%	Institution-wide
Assistant Director of Ledonia Wright Cultural Center	Ledonia Wright Cultural Center	100%	Institution-wide

Copeland Director of Diversity & Inclusion	College of Business	50%	College-wide
Associate Dean of Diversity and Inclusion	BSOM Office of Diversity Affairs	100%	School-wide
Diversity Coordinator (University Program Associate)	BSOM Office of Diversity Affairs	100%	School-wide
Director of Pipeline Programs	BSOM Office of Diversity Affairs	100%	School-wide
Administrative Support Associate	BSOM Office of Diversity Affairs	100%	School-wide

**PART 3: An accounting of institutional budget expended on D&I operations and activities, broken out by personnel and non-personnel costs and by funding source**

*This section must include all staff included in Part 2 above. Personnel costs should reflect only the portion of the position's time associated with D&I activities over the fiscal year. Distinguish expenses by funding source.*

Type of Expense	State Funds	Non-State Funds	Total Expenditures
Personnel Expenditures	\$678,330.06	\$405,988.60	\$1,084,318.65
Non-Personnel Expenditures	\$111,522.92	\$141,970.11	\$253,493.03
<b>Total Expenditures</b>	<b>\$789,852.98</b>	<b>\$547,958.71</b>	<b>\$1,337,811.68</b>

**PART 4: A list of signature D&I programs that serve a critical role in helping the constituent institution accomplish its learning and D&I objectives, along with their purpose and any data on outcomes, including relevant participant feedback**

*This list is not intended to be exhaustive but should reflect the most significant D&I programming. If feedback or related data on outcomes is not available, indicate how this data may be captured in the future.*

***Program: Emerging Scholars Symposium***

Brief Description/Purpose of Program/Notable Data/Outcomes/Feedback for 2019-20

In keeping with ECU's strategic plan<sup>7</sup> and commitment to "[m]aximize [s]tudent [s]uccess" by "... reflect[ing] a global workplace and society by diversifying our faculty, staff, and students", and our responsibility to "...[recruit and retain] faculty and staff with diverse backgrounds", the Emerging Scholars Symposium signature program provides institutional support, outreach, and engagement for building a diverse future faculty. See information provided in Section 1 above for a detailed description of the program, with notable data and outcomes.

***Program: Multicultural Appreciation Day Experience (MADE) at ECU***

Brief Description/Purpose of Program and Notable Data/Outcomes/Feedback for 2019-20

In keeping with ECU's strategic plan<sup>7</sup> and commitment to "[m]aximize [s]tudent [s]uccess" by "... reflect[ing] a global workplace and society by diversifying our faculty, staff, and students", the MADE at ECU signature program provides institutional support, outreach, and engagement for building a diverse future undergraduate student body. See information provided in Section 1 above for a detailed description of the program, with notable data and outcomes.

***Program: Brody School of Medicine Diversity Outreach and Pipeline Programs***

Brief Description/Purpose of Program and Notable Data/Outcomes/Feedback for 2019-20

In keeping with ECU's strategic plan<sup>7</sup> and commitment to "[m]aximize [s]tudent [s]uccess" by "... reflect[ing] a global workplace and society by diversifying our faculty, staff, and students", and Brody School of Medicine's mission<sup>8</sup> to "...enhance access of minority and disadvantaged students to a medical education..." the Summer Program for Future Doctors, the Summer Biomedical Research Program, and the BRODY RISE program are critical to building a diverse future medical student body. See information provided in Section 1 above for a detailed description of the program, with notable data and outcomes.

**Program/Activity: Culture Fest**

Brief Description/Purpose of Program and Notable Data/Outcomes/Feedback for 2019-20

In keeping with ECU's strategic plan<sup>7</sup> and commitment to "foster a positive campus environment and culture that encourages a diverse, living-learning community to maximize student success. ...", this co-curricular signature program provides awareness of the unique and diverse communities that exist within the ECU community. See information provided in Section 1 above for a detailed description of the program, with notable data and outcomes.

**Program/Activity: Global Diversity and Domestic Diversity courses**

Brief Description/Purpose of Program and Notable Data/Outcomes/Feedback for 2019-20

This program is critical to preparing students to be successful in a global, multicultural society, in keeping with ECU's mission<sup>1</sup>. See information provided in Section 1 above.

<sup>1</sup> ECU Mission: <https://chancellor.ecu.edu/university-mission/>

<sup>2</sup> Antonio, A. L., Chang, M. J., Hakuta, K., Kenny, D. A., Levin, S., & Milem, J. F. (2004). Effects of racial diversity on complex thinking in college students. *Psychological Science*, 15(8), 507–510. Retrieved from <https://doi.org/10.1111/j.0956-7976.2004.00710.x>

<sup>3</sup> Collins, C., & Kritsonis, W. (2006). National viewpoint: The importance of hiring a diverse faculty. *National Journal for Publishing and Mentoring Doctoral Student Research*, 3(1), 1–7. Retrieved from <https://files.eric.ed.gov/fulltext/ED499556.pdf>

<sup>4</sup> Medlin, Douglas L. and Carol D. Lee. (May/June 2012). Diversity Makes Better Science. *Association for Psychological Science*. Retrieved from <https://www.psychologicalscience.org/observer/diversity-makes-better-science>

<sup>5</sup> Winter-Collins, A., & McDaniel, A. M. (2000). Sense of belonging and new graduate job satisfaction. *Journal for Nurses in Professional Development*, 16(3), 103-111.

<sup>6</sup> Samuel, Michael O., and Crispin Chipunza. "Employee retention and turnover: Using motivational variables as a panacea." *African journal of business management* 3.9 (2009): 410-415.

<sup>7</sup> ECU Strategic Plan: <https://strategicplan.ecu.edu>

<sup>8</sup> Brody School of Medicine: <https://medicine.ecu.edu/mission/>



## **Finance and Facilities Committee**

April 22, 2021

Agenda Item:	VI. I. Deferred Maintenance
Responsible Person:	Stephanie Coleman Interim VC Admin & Finance
	Bill Bagnell Associate VC Campus Operations
Action Requested:	Information
Notes:	N/A



# Finance and Facilities Committee

## Campus Operations

**Campus Deferred Maintenance Update**  
**April 22, 2021**



# 2015 FCAP COST SUMMARY BY FUNDING

Last Updated: Wednesday, November 09, 2016

<b>Funding</b>	<b>Campus</b>		<b>Total</b>
<b>ATHLETICS</b>			<b>\$68,778,980.00</b>
	EAST CAROLINA UNIVERSITY	\$68,778,980.00	
<b>CAMPUS LIVING</b>			<b>\$93,754,435.00</b>
	EAST CAROLINA UNIVERSITY	\$93,754,435.00	
<b>DINING</b>			<b>\$1,401,000.00</b>
	EAST CAROLINA UNIVERSITY	\$1,401,000.00	
<b>E&amp;G</b>			<b>\$641,444,980.00</b>
	EAST CAROLINA UNIVERSITY	\$462,027,437.00	
	ECU MEDICAL SCHOOL	\$174,413,943.00	
	ECU SCHOOL OF MEDICINE WEST RESEARCH CAMPUS	\$5,003,600.00	
<b>STUDENT HEALTH</b>			<b>\$202,200.00</b>
	EAST CAROLINA UNIVERSITY	\$202,200.00	
<b>STUDENT REC</b>			<b>\$1,160,900.00</b>
	EAST CAROLINA UNIVERSITY	\$1,160,900.00	
<b>Total</b>			<b>\$806,742,495.00</b>



# Repair and Renovation Appropriations by Year East Carolina University

1993	\$2,308,185
1994	\$2,788,500
1995	\$4,826,700
1996	\$4,968,000
1997	\$6,725,700
1998	\$5,277,700
1999	\$5,874,800
2000	\$3,679,100
2001	
2002	
2003	\$387,500
<b>COPS 2003</b>	<b>\$12,062,500</b>
2004	\$2,391,700
2005	\$6,112,400
2006	\$10,031,200
2007	\$6,555,400
2008	
<b>COPS 2009</b>	<b>\$2,692,984</b>
<b>COPS 2010</b>	
2011	\$3,124,900
2012	\$1,065,200
2013	\$6,223,834
2014	\$1,084,100
2015	\$4,826,500
2016	\$3,813,019
2017	\$4,044,303
2018	\$2,767,091
2019	
2020	\$1,898,382
<b>Total</b>	<b>\$105,529,698</b>
<b>Average annual allocation</b>	<b>\$3,638,955</b>



# ECU CAMPUS STATISTICS

- Campus Building – 220 Buildings
- Appropriated Buildings - ~120 Building
- Average Age of Appropriated Buildings – 50 Yrs.
- Current Replacement Value of Appropriated Buildings – Approx. \$1.4Billion
- Appropriated Building Estimated Deferred Maintenance Backlog – Approx. \$640Million per 2015 FCAP Report



# Recommended Funding vs. Actual Allocations

- Repair and Renovation Funding is recommended as 1.5 -3.0% of Current Replacement Value (CRV)
- Annual Investment in Repair and Renovation, Deferred Maintenance, & Capital Renewal for an ECU CRV of \$1.4Billion is \$21-42Million/Yr.
- Average Annual R&R Allocation over the past 28 yrs is \$3.6Million/Yr.





## **Finance and Facilities Committee**

April 22, 2021

Agenda Item:	VI. J. Designer Selections since Last Board Meeting
Responsible Person:	Stephanie Coleman Interim VC Admin & Finance  Bill Bagnell Associate VC Campus Operations
Action Requested:	Information
Notes:	N/A

**Finance and Facilities Committee**  
**Facilities Engineering and Architectural**  
**Services**

Designer Selection Approval Summary

April 22, 2021



# Informal Designer Selection Approval Summary

## FOR INFORMATION - INFORMAL PROJECTS

Below are designers selected for repair and renovation projects, with a cost less than than \$500,000.

### 1 Direct Select Approvals 02/22/21

Project

Coastal Studies Institute – Study for Outdoor Classroom Upgrades  
Main Campus System - Wide Wastewater Collection System Permit Renewal

Designer

The East Group  
Kimley-Horn and Associates, Inc.

### 2 Direct Select Approval 03/02/21

Project

School of Dental Medicine Faculty Practice Lab

Designer

Lord, Aeck, Sargent

### 3 Direct Select Approval 04/03/21

Project

College Hill Dr Steam and Condensate Ph 2 (Jones to Scott) - Construction Materials Testing and Special Inspections

Designer

Terracon





# Formal Designer Selection Approval Summary

None





## **Finance and Facilities Committee**

April 22, 2021

Agenda Item:	VI. K. Capital Projects Update
Responsible Person:	Stephanie Coleman Interim VC Admin & Finance  Bill Bagnell Associate VC Campus Operations
Action Requested:	Information
Notes:	N/A

# Finance and Facilities Committee

## Facilities Engineering and Architectural Services

**Capital Projects Update**

**April 22, 2021**



# Life Sciences and Biotechnology Center



- Status: In construction
- Budget: \$90,000,000
- Designer: Lord, Aeck & Sargent, Inc.
- Estimated Construction: 07/15/19 - 09/30/21
- Next 90 days: Site work beginning. 9<sup>th</sup> street completed. Interior finishes continuing. Fixed casework and equipment install continuing.



# Mendenhall Renovation Phase I



- Status: Award
- Budget: \$6,700,000
- Designer: Davis Kane, Architects, P.A.
- Estimated Construction: 03/22/21 – 12/17/21
- Next 90 days: Continue Construction



# Isley Innovation Hub



- Status: Construction
- Budget: \$3,568,448
- Designer: Clark Nexsen
- Estimated Construction: 01/06/21 – 11/01/21
- Next 90 days: Construction Continuing



# Main Campus Steam Plant Fuel Tank Farm



- Status: Construction
- Budget: \$2,552,532
- Designer: RMF Engineers, Inc.
- Contractor: Garrett Construction Services, Inc.
- Estimated Construction: 11/21/2019 – 06/01/2021
- Next 90 days: Complete waterproofing tunnel, finish site work and landscaping





# Clement and White Elevator Modernization

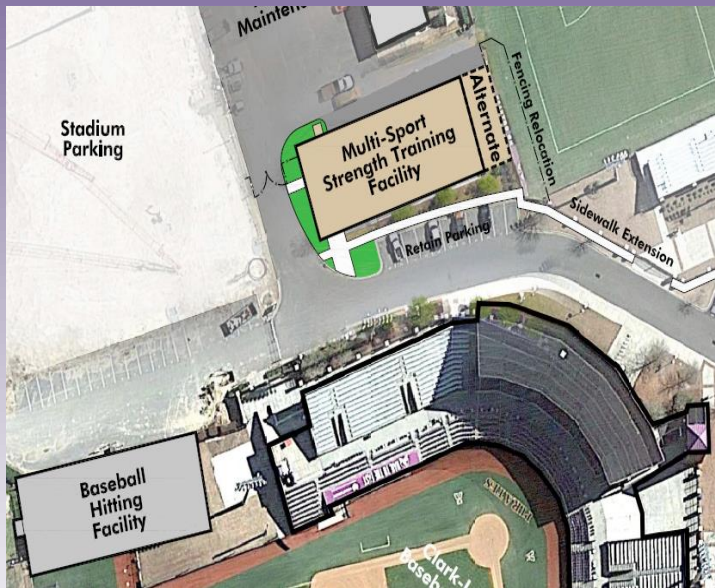


- Status: Contract Review
- Budget: \$2,550,000
- Designer: MHAworks
- Estimated Construction: 05/01/21 – 07/31/21
- Next 90 days: Begin Construction





# Multi-Sports Strength Training Facility



- Status: Construction Documents
- Budget: \$2,400,000
- Consultants: CRA
- Estimated Construction: 06/21/21 – 01/27/22
- Next 90 days: BOT Elevations Approval & Bidding



# Bate Building – Fire Alarm System Smoke Containment Repairs



- Status: Contract Review
- Budget: \$2,065,000
- Designer: The East Group
- Estimated Construction: 03/01/21 – 10/08/21
- Next 90 days: In construction



# Main Campus – College Hill Drive Replace Steam – Phase 2



- Status: Construction
- Budget: \$2,000,000
- Designer: Dewberry Engineers, Inc.
- Contractor: Mid-Atlantic Infrastructure Systems, Inc.
- Estimated Construction: 4/5/21 – 08/9/21
- Next 90 days: Mobilize Contractor, fencing and shop drawing reviews, water line installation







**Finance and Facilities Committee**

April 22, 2021

Agenda Item:	VII. Other
Responsible Person:	Stephanie Coleman Interim VC Admin & Finance
Action Requested:	Information
Notes:	N/A