

AGENDA Budget, Finance, & Infrastructure Committee February 2, 2023

Ι.	Appro	oval of Minutes November 4, 2022	Action
II.	Metri	CS	Information
III.	FY22	Financial Performance	Information
IV.	Inforr	nation Items	
	A.	Comprehensive Budget Report	
	В.	EHRA Employee Salary Adjustments	
	C.	Pension Spiking	
	D.		
	E.	Delegated Authority for Project Approval	
	F.	Designer Selection approval since last meeting	

- G. Diversity & Inclusion Annual Report
- V. Other



AGENDA ITEM

I. Approval of Min	utes Van Isley Chair – Budget, Finance, and Infrastructure Committee
Situation:	Approval of the minutes from the most recent committee meetingFinancial metrics for university.
Background:	N/A
Assessment:	N/A
Action:	This item requires a vote by the committee, with a vote by the full Board of Trustees through the consent agenda.



East Carolina University | Board of Trustees Budget, Finance & Infrastructure | In Person & Virtual /Main Campus Student Center | November 4, 2022 | Minutes

The Finance & Facilities Committee of the ECU Board of Trustees met in person and virtually on November 3, 2022, at 2:15 pm. Committee members in attendance/virtual included Cassie Burt, Jason Poole, Van Isley, Fielding Miller, and Angela Moss.

I. Approval of Minutes

The Committee approved the minutes from the September 15, 2022, meeting.

- **II.** Metrics Stephanie Coleman, VC for Administration & Finance, provided the metrics for fiscal year 22 and 23.
- III. Tuition and Fee Proposals Stephanie Coleman, VC for Administration & Finance, shared the System Office guidance allows tuition increases for all categories except undergraduate resident and fees are limited by statute to 3% increase. Fee increases are only allowed for inflationary costs increases. There were four professional tuition increases proposed- Medicine, Dental Medicine, Nursing and Physician Assistant Studies and four fees proposed- Campus Recreation and Wellness, Transit, Dining, and Dental Materials. Motion was approved and included in the consent agenda.
- IV. Site Selection for BSOM New Medical Education Building Bill Bagnell, Associate VC for Facilities Services and Mr. Derek West with BSA Life Structures presented the site selection. Motion was approved and included on the consent agenda.
- V. Construction Manager at Risk Selection Bill Bagnell, Associate VC for Facilities Services provided detailed updates on the projects were for Howell Science Building South Renovation, Mendenhall Comprehensive Renovation Phase 2, and Brody School of Medicine (New Medical Education Building). Motion was approved and included on the consent agenda.
- VI. **Resolution Amending and Restarting BOT Delegations -** Stephanie Coleman, VC for Administration & Finance, request to amend and restate BOT Delegations for the Chancellor to approve bonuses such as sign-on bonuses, retention bonuses, and performance-based bonuses for employees exempt from the State Human Resources Act with the exclusion of Tier I Senior Academic and Administrative Officers. Motion was approved and included in the consent agenda.
- VII. **Psychiatric Medicine Lease Agreement -** Stephanie Coleman, VC for Administration & Finance, request ECU BOT approval for extension at 905 Johns Hopkins Drive, Greenville, NC. Motion was approved and included in the consent agenda.

Action Items

Stephanie Coleman, VC for Administration & Finance, requested approval of:

- Minutes
- Metrics
- Tuition and Fee Proposals
- Site Selection for BSOM New Medical Education Building
- Construction Manager at Risk Selection

VIII. Informational Items

- A. Stephanie Coleman, VC for Administration & Finance, provided the Employee Engagement Survey.
- B. Stephanie Coleman, VC for Administration & Finance provided the 6-yr Capital Plan submission to System Office for next biennium.
- C. Stephanie Coleman, VC for Administration & Finance, provided the Comprehensive Budget Report.
- D. Stephanie Coleman, VC for Administration & Finance, provided the Report of Approved EHRA Employee Salary Adjustments.
- E. Stephanie Coleman, VC for Administration & Finance, provided the Pension Spiking Report.
- F. Bill Bagnell, Associate VC for Campus Operations, provided update on Major Capital Projects.
- G. Bill Bagnell, Associate VC for Campus Operations, provided update on Designer Approvals.

IX. Other - NA

Meeting adjourned at 3:10 pm.



AGENDA ITEM

II.	Metrics	
		Vice Chancellor Administration & Finance
Situa	tion:	Financial metrics for university.
Back	ground:	State expenditures, tuition receipts and change in unrestricted fund balances are key performance indicators.
Asse	ssment:	As of second quarter of fiscal year 2023, there are not any concerns. We will need to make a minor adjustment to our budget plan.
Actic	on:	This item is for information only.



CEO Tracking Sheet Fiscal Year - 2022-2023 Budget, Facilities and Infrastructure Committee

KPI	Measurement	Prior Year	Target	Variance	July	August	September	October	November	December	January	February	March	April	May	June	Total
				Plan	7.8%	8.7%	7.5%	7.3%	6.8%	6.4%	9.2%	7.6%	7.3%	7.2%	11.2%	13.0%	100.09
State Funded Expenditures	% of State Budgeted	98.4%	100.0%	Actual	7.1%	10.0%	6.7%	7.2%	5.6%	6.0%							42.6
State Funded Expenditures	Expenses Incurred			+/-	-0.7%	1.3%	-0.8%	-0.1%	-1.2%	-0.4%							
				YTD +/-	-0.7%	0.6%	-0.2%	-0.3%	-1.5%	-1.9%							
				Plan	31,133,843	(3,438,128)	(13,550,657)	(10,826,440)	22,681,210	3,376,986	(16,025,556)	(9,812,136)	(13,634,467)	(14,165,304)	(11,316,801)	18,107,926	(17,469,52)
Change in Unrestricted Fund Balances	Change Unrestricted	\$ 34,418,518 \$	(17,469,522)	Actual	45,359,726	(103,684)	(10,890,705)	(19,091,564)	30,542,061	4,657,279							50,473,113
change in onrestricted Fund Balances	Fund Balances			+/-	14,225,883	3,334,444	2,659,952	(8,265,124)	7,860,851	1,280,293							
				YTD +/-	14,225,883	17,560,327	20,220,278	11,955,154	19,816,005	21,096,297							
Change in Major Auxiliary Balances - Admin &				Plan	5,838,476	(767,118)	(764,454)	(1,402,373)	3,624,916	(860,531)	(717,265)	(1,088,354)	(1,597,447)	857,547	(2,385,429)	(143,238)	594,73
Finance (1Card, Police, Ed&Tech, Minges, Parking,	Change in Cash Modified	\$ 6,307,911 \$	593,731	Actual	4,829,210	132,058	(914,137)	(770,126)	3,671,120	(624,097)							6,324,02
Printing, Stores, Vending, Warehouses, Procard,	Fund/Cash Balances in			+/-	(1,009,266)	899,176	(149,683)	632,247	46,204	236,434							
ITCS, Storm Damage, Millenial Campus)	A&F Auxiliaries																
				YTD +/-	(1,009,266)	(110,090)	(259,773)	372,474	418,679	655,113							-
Change in Major Auxiliary Balances - Student				Plan	29,816,465	357,424	(12,079,831)	(7,468,120)	24,743,583	(1,460,182)	(6,039,185)	(1,909,651)	(10,428,147)	(10,932,012)	(3,628,779)	(237,195)	734,37
Affairs (Housing, Dining, Transit, Student Unions,	Change in Cash Modified	\$ 10.548.896 \$	734,370	Actual	30,542,838	4,925,426	(19,061,070)	(6,317,889)	25,187,163	(840,275)	(0,035,185)	(1,909,031)	(10,428,147)	(10,952,012)	(3,020,779)	(237,193)	34,436,19
Student Health, Campus Rec, Media, Orientation,	Fund/Cash Balances in	\$ 10,346,650 \$	/34,370	+/-	726,373	4,568.002	(6.981.239)	1,150,231	443.580	619.907							34,430,19
SAB. SGA)	Student Affairs			YTD +/-	726,373	5,294,375	(1,686,864)	(536.633)	(93,053)	526.854							-
	1				,	0,20 1,010	(2)222(2)	(,,	(,)								
				Plan	(214,060)	(1,517,828)	1,709,704	(1,284)	11,737	95,809	42,286	(2,089)	(32,115)	(44,821)	43,345	2,031	92,71
Change in Tuition Revenues Compared to Last	Tuition Billed, Net	\$ 1,807,161 \$	92.714	Actual	(207,813)	(1.517.828)	1,709,704	(96.217)	(1.205.419)	(495.875)							(1,813,44)
Year	Waivers vs. Last Year			+/-	6,247	-		(94,933)	(1,217,156)	(591,684)							
				YTD +/-	6,247	6,247	6,247	(88,686)	(1,305,842)	(1,897,526)							
				Plan	(59,166)	(1,519,504)	1,706,924	(1,371)	129,740	102,910	45,467	(2,416)	(30,582)	(26,853)	42,954	1,938	390,04
Change in Tuition Revenues Compared to Budget	Tuition Billed, Net	\$ 1,311,596 \$	390,041	Actual	(52,918)	(1,519,504)	1,706,924	(96,304)	(1,087,415)	(488,774)							(1,537,99
change in fution Revenues compared to Budget	Waivers vs. Budget			+/-	6,248			(94,933)	(1,217,155)	(591,684)							
				YTD +/-	6,248	6,248	6,248	(88,685)	(1,305,840)	(1,897,524)							
	1																
			-	Plan	29,328,315	188,887	(305,198)	(64,127)	24,482,230	1,377,576	803,695	(554,888)	37,400	1,375,847	579,606	31,934	57,281,27
Mandatory Fees	Mandatory Fee Billed,	\$ 56,834,933 \$	57,281,278	Actual	29,104,367	(152,333)	110,296	(93,424)	24,036,676	1,275,194							54,280,77
	Net Waivers		-	+/-	(223,948)	(341,220)	415,494	(29,297)	(445,554)	(102,382)							
				YTD +/-	(223,948)	(565,168)	(149,674)	(178,971)	(624,526)	(726,907)							
-				Plan	(1.966.628)	1.180.476	(2.464.876)	(1.368.494)	(2.406.263)	3.801.653	(6.418.277)	(2.810.680)	(3.260.129)	(1.342.556)	(1,641,198)	9.818.375	(8,878,59)
		\$ (6.666.718) \$	(8,878,597)	Plan Actual	(1,966,628)	2,982,205	(2,464,876) 914,710	(2,235,116)	(2,406,263) (3,015,370)	3,801,653	(0,418,277)	(2,810,080)	(3,200,129)	(1,542,556)	(1,041,198)	9,818,375	(8,878,59
Athletics Financial Performance to Budget	Budgeted Profit(Loss)	\$ (0,000,/18) \$	(8,8/8,59/)	+ / -	754,636	1,801,729	3,379,586	(2,235,116)	(609,107)	3,223,184							657,62
			-	+/- YTD+/-	754,636	2,556,366	5.935.952	5.069.330	4,460,223	3.881.754							
	1			10+/-	/54,030	2,550,366	5,955,952	5,009,330	4,400,223	3,881,754							



AGENDA ITEM

III.	FY22 Financial Performance	Stephanie Coleman
		Vice Chancellor for Administration and Finance

Situation:	Provide highlights from FY22 Audited Financial Statements
Background:	A financial statement audit is conducted annually by the NC State Auditor.
Assessment:	FY22 financial statement audit received an unqualified opinion from the NC State Auditor.
Action:	This item is for information only.

Board of Trustees FY 2022 Financial Peformance



Audit Results FY 2022

state of north carolina Office of the State Auditor



2 S. Salisbury Street 20601 Mail Service Center Raleigh, NC 27699 Telephone: (919) 807-7500 Fax: (919) 807-7647 www.auditor.nc.gov

INDEPENDENT AUDITOR'S REPORT

Board of Trustees East Carolina University Greenville, North Carolina

Report on the Audit of the Financial Statements

Opinions

We have audited the financial statements of the business-type activities and fiduciary activities of East Carolina University (University), a constituent institution of the multi-campus University of North Carolina System, which is a component unit of the State of North Carolina, and its discretely presented component unit, as of and for the year ended June 30, 2022, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

In our opinion, based on our audit and the report of the other auditors, the accompanying financial statements present fairly, in all material respects, the respective financial position of the business-type activities and fiduciary activities of East Carolina University, and its discretely presented component unit, as of June 30, 2022, and the respective changes in financial position and, where applicable, cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

We did not audit the financial statements of East Carolina University Foundation, Inc. and Consolidated Affiliates, the University's discretely presented component unit. Those financial statements were audited by other auditors whose report thereon has been furnished to us, and our opinions, insofar as they relate to the amounts included for East Carolina University Foundation, Inc. and Consolidated Affiliates, are based solely on the report of the other auditors.

Basis for Opinions

We conducted our audit in accordance with auditing standardsgenerally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards* (GAGAS), issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required

- NC State Auditor issued unqualified opinion
- No management letter comments or findings
- No material weaknesses in internal control over financial reporting



Net Position

(Dollars in Thousands)

	2022	2021	Change	Percent Change
Net Position				
Net Investment in Capital	871,449	859,404	12,045	1%
Restricted	140,926	144,559	(3,633)	-3%
Unrestricted	(617,135)	(777,944)	160,809	-21%
Total Net Position	\$ 395,240	\$ 226,019	\$ 169,221	75%
Net Position Adjusted				
Net Investment in Capital	871,449	859,404	12,045	1%
Restricted*	139,126	142,298	(3,172)	-2%
Unrestricted*	320,477	253,397	67,080	26%
Total Net Position	\$ 1,331,052	\$ 1,255,099	\$ 75,953	6%

*(Adjusted for Pensions and Post Retirement Benefits Accounting Entry)



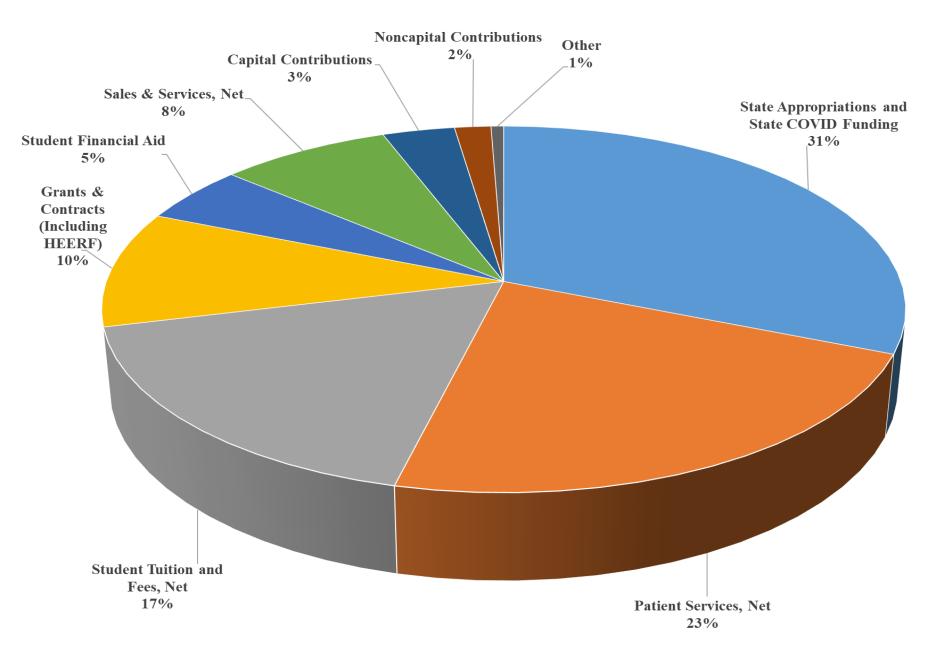
Change in Net Position

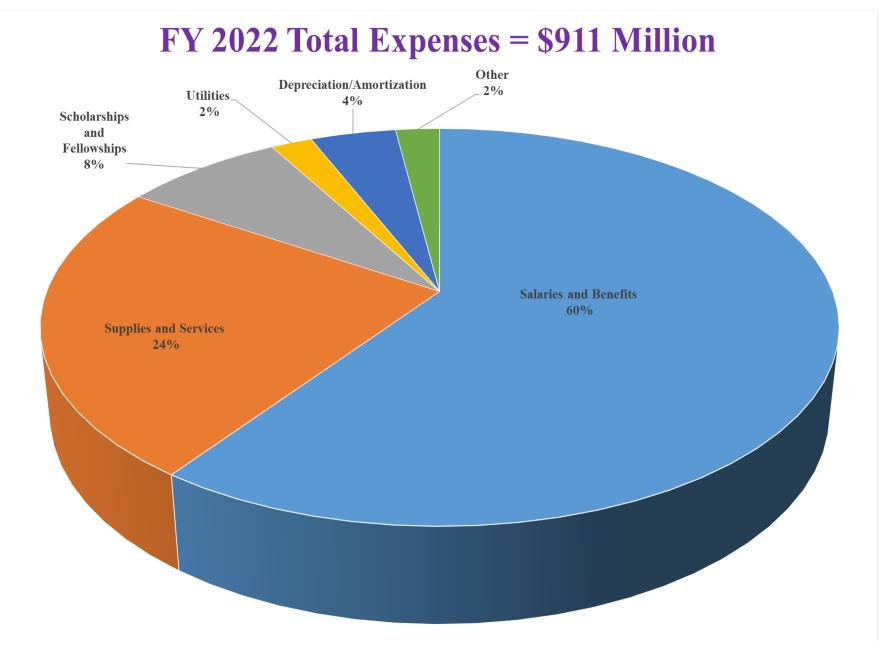
(Dollars in Thousands)

	FY 2022	FY2021	FY2020
Operating Loss			
Operating Revenues	\$ 583,746	\$ 521,230	\$ 550,713
Operating Expense	891,772	864,623	914,039
Total Operating Loss	(308,026)	(343,393)	(363,326)
Nonoperating Revenues (Expenses)	437,831	439,594	386,526
Income (Loss) Before Other Revenues	129,805	96,201	23,200
Other Revenues	39,416	62,916	23,051
Change in Net Position	\$ 169,221	<u>\$ 159,117</u>	\$ 46,251
Net Position July 1	226,019	66,902	20,651
Change in Net Position (above)	169,221	159,117	46,251
Net Position June 30	\$ 395,240	\$ 226,019	\$ 66,902
Change in Net Position (%)	75%	238%	224%

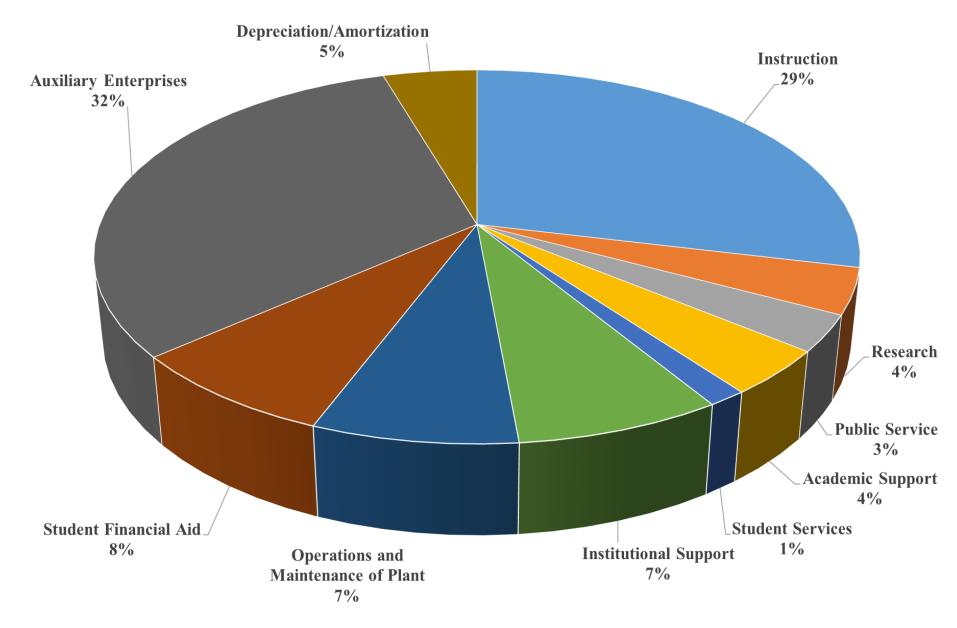


FY 2022 Total Revenues = \$1.08 Billion

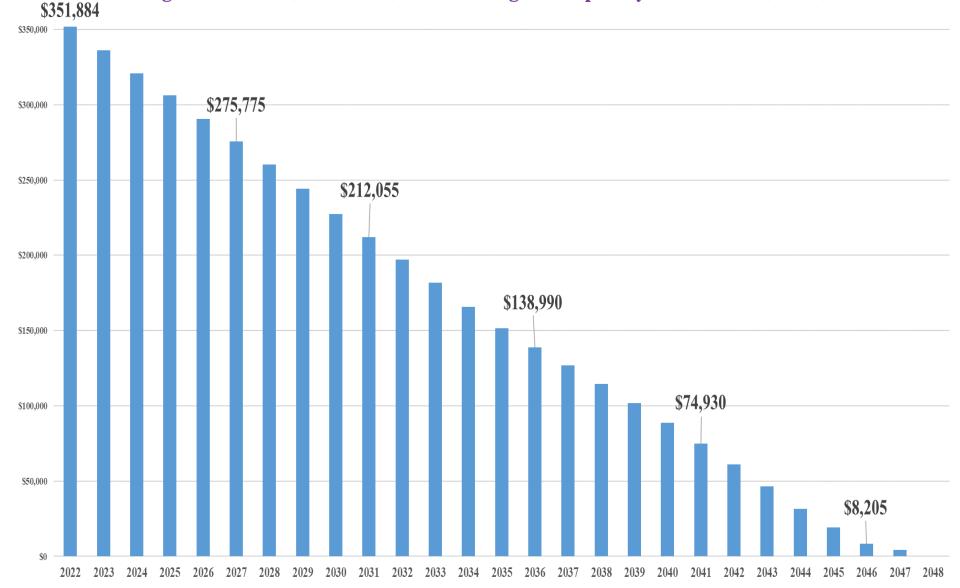




FY 2022 Operating Expenses By Function = \$892 Million



Long-Term Debt (Bonds+Notes) Outstanding Principal By Fiscal Year (in \$000)



Annual Metrics

	FY20	FY21	FY22	Recommended
Composite Financial Index (CFI)	1.7	3.9	3.7	3.0-6.0
Primary Reserve Ratio	0.3	0.5	0.5	0.4
Unrestricted Fund Balance/Monthly Operating				
Revenue	3.3	4.0	4.6	2.0
Current Ratio	3.9	3.8	4.8	



Composite Financial Index – combination of four core ratios to produce a single measurement of financial performance Primary Reserve Ratio - measures the financial strength of the institution by comparing expendable net assets to total expenses

Monitoring Fiscal Health in Two Ways

All Funds Budget

- <u>Modified cash-basis</u> plan of operating activities of proposed income and expenses for the upcoming year
- Focuses on selected operating funds
- No adjustments for accrued liabilities, deferred revenue, etc.
- Uses recent trends and input from departments
- Inter-departmental activity included between units to reflect full transaction activity
- Internal sales and transfers are eliminated in the institution-wide all funds budget
- Budget targets set and monitored at campus departmental level

Comprehensive Annual Financial Report

- Accrual basis
- Comprehensive review of financial activity in the previous year and includes additional items such as agency funds, associated entities, and long-term liabilities.
- Follows the generally accepted accounting principles set by Governmental Accounting Standards Board (GASB) used by all state and local governments.
- Includes all fund types, including capital activities and donated funds within the ECU Foundation and its subsidiaries.
- Asset, liabilities, revenue, expenses and net position
- Used to benchmark to financial peers and industry.

All Funds Budget Development FY24

FY2023 All-Funds Budget Guidance from System Office issued
Meetings with financial leaders in each division
Provided campus guidelines, templates, and historical data trends to divisions
Budgets due to University Budget Office
Review and discussion of budgets with Chancellor
Final Budget Decisions
Final Budget Documents Completed
BOT Reviews Budget at meeting
BOG Reviews Budget at meeting



All Funds Budget

Source	Description	Projections
General Fund	State appropriations, tuition, miscellaneous revenues	FY23 budget plus anticipated salary and
	Supports instruction, academic support, institutional support, student services, financial aid, etc.	benefit increases, FY24 enrollment funding change
Auxiliary & Other Trust Funds	Self-supporting operations (housing, dining, parking, athletics, student health, campus recreation, ECU Physicians, Dental School Clinics, etc.) Student fees with minimal alternative revenues (SGA, Student Media, Ed Tech, Campus Safety, student programming, etc.)	Department/Division budget officers projected budgets
	Other revenue generating activities- Child Development Lab, Study Abroad Programs, etc.	
Overhead Receipts	Federal Facilities and Administrative cost (F&A) receipts	Department/Division budget officers projected budgets
Restricted Trust Funds	Contracts and Grants	Department/Division budget officers projected
	Expendable resources from university endowments and professorships	budgets



All Funds Budget Template

		F		rolina Univ 24 All-Funds				
		General	General Fund		y & Other Funds	Overhead/F&A Receipts	Restricted Trust Funds	Total
Revenues	State Appropriations	\$	-	\$	-	\$-	\$-	\$ -
	Tuition & Fees	\$	-	\$	-	\$ -	\$-	\$ -
	Less Discounts and Allowances	\$	-	\$	-	\$-	\$ -	\$ -
	Sales & Services	\$	-	\$	-	\$-	\$-	\$ -
	Patient Services	\$	-	\$	-	\$ -	\$ -	\$ -
	Contracts & Grants	\$	-	\$	-	\$-	\$-	\$ -
	Gifts & Investments	\$	-	\$	-	\$-	\$-	\$ -
	Other Revenues	\$	-	\$	-	\$-	\$-	\$ -
levenues Tota	al	\$	-	\$	-	\$-	\$ -	\$ -
xpenses	Salaries and Wages	\$	-	\$	-	\$-	\$ -	\$ -
	Staff Benefits	\$	-	\$	-	\$-	\$-	\$ -
	Services, Supplies, Materials, & Equip.	\$	-	\$	-	\$-	\$-	\$ -
	Scholarships & Fellowships	\$	-	\$	-	\$-	\$-	\$ -
	Less Discounts and Allowances	\$	-	\$	-	\$-	\$ -	\$ -
	Debt Service	\$	-	\$	-	\$-	\$-	\$ -
	Utilities	\$	-	\$	-	\$-	\$-	\$ -
	Other Expenses	\$	-	\$	-	\$-	\$-	\$ -
xpenses Tota		\$	-	\$	-	\$ -	\$-	\$ -
let Transfers		\$	-	\$	-	\$-	\$ -	\$ -
hange in Fun	d Balance	\$	-	\$	-	\$ -	\$	\$ -



All Funds Budget

Colleges and Academics	Administrative Units	Auxiliaries
Academic Affairs	Advancement	Athletics
Each College	Business Affairs	Dining
School of Dental Medicine	Facilities	Housing
School of Medicine	Financial Aid	Parking
Library	Human Resources	Student Health
	Information Technology	Other
	Public Safety	
	Sponsored Research	
	Student Affairs	
	University Administration	





Meeting of the Board of Trustees Budget, Finance, & Infrastructure Committee February 2, 2023

AGENDA ITEM

IV-A. Comprehensive Budget Report

Stephanie Coleman Vice Chancellor of Administration and Finance

- **Situation:** Selective operating budgets compared to actuals.
- **Background:** A financial report comparing budget to actual and prior year comparisons.
- **Assessment:** There are no concerns identified at this time for fiscal year 2023.
- Action: This item is for information only.

	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	117,414,574	(3,984,489)	113,430,085	111,874,968	111,605,715	269,253
Distance Education	33,960,611	3,984,489	37,945,100	28,355,094	30,424,097	(2,069,003)
Summer Face-to-Face	2,007,087	0	2,007,087	504,971	470,115	34,856
**Total Tuition Annual Revenues 16065	153,382,272	0	153,382,272	140,735,033	142,499,927	(1,764,894)
	============	=============				=======
Tuition Annual Revenues 16066						
School of Dental Medicine	5,695,863	0	5,695,863	4,697,215	4,700,210	(2,995)
Brody School of Medicine	6,845,447	0	6,845,447	6,743,916	6,789,483	(45,567)
**Total Tuition Annual Revenues 16066	12,541,310	0	12,541,310	11,441,131	11,489,693	(48,562)
	============					=============
Continuing Education Revenues	3,126,857	2,284,815	5,411,672	3,940,594	3,576,594	364,000
Appropriations 16065	264,592,778	2,831,528	267,424,306	124,000,000	98,450,000	25,550,000
Appropriations 16066	90,389,856	343,660	90,733,516	42,500,000	33,000,000	9,500,000
Other Miscellaneous Revenues	11,655,482	24,514,483	36,169,965	31,619,955	27,598,209	4,021,746
**Total State Funded Revenues	535,688,555	29,974,486	565,663,041	354,236,713	316,614,423	37,622,290
	============					==============
Total 16065 Operating Expenses	432,403,929	26,431,135	458,835,064	195,800,147	184,444,827	11,355,320
Total 16066 Operating Expenses	103,284,626	3,543,351	106,827,977	39,425,169	41,317,767	(1,892,598)
**Total State Funded Expenses	535,688,555	29,974,486	565,663,041	235,225,316	225,762,594	9,462,722
_						

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Non-State Funds Academic Affairs						
College of Engineering Fee						
Beginning Fund Balance				1,224,675	855,359	369,316
Total Annual Revenues	800,000	0	800,000	767,744	721,588	46,156
Total Annual Expenses	781,218	6,964	788,182	471,802	364,650	107,152
Annual Operating Results	18,782	(6,964)	11,818	295,942	356,938	(60,996)
Net Transfers	(14,499)	0	(14,499)	(30,515)	(8,744)	(21,771)
Annual Operating Results Net Transfers	4,283	(6,964)	(2,681)	265,427	348,194	(82,767)
Ending Fund Balance	============			========== 1,490,102	========== 1,203,553	============ 286,549
				=======		=======
College of Business Professional Program						
Beginning Fund Balance	==	2	75 000	519,348	536,568	(17,220)
Total Annual Revenues	75,000 154,153	0	75,000 154,153	0	5,000 4,995	(5,000)
Total Annual Expenses	154,153	U 	154,153	U 	4,995	(4,995)
Annual Operating Results	(79,153)	0	(79,153)	0	5	(5)
Net Transfers	(1,114)	0	(1,114)	(375)	(477)	102
Annual Operating Results Net Transfers	(80,267)	0	(80,267)	(375)	(472)	97
Ending Fund Balance				518,973	====== 536,096	(17,123)
Admissions Beginning Fund Balance				1,733,588	1,734,345	(757)
Total Annual Revenues	1,067,224	0	1,067,224	770,478	746,737	23,741
Total Annual Expenses	2,418,658	65,915	2,484,573	1,353,262	1,227,636	125,626
Total Annual Expenses						
Annual Operating Results	(1,351,434)	(65,915)	(1,417,349)	(582,784)	(480,899)	(101,885)
Net Transfers	(49,613)	0	(49,613)	(22,490)	(22,732)	242
Annual Operating Results Net Transfers	(1,401,047)	(65,915)	(1,466,962)	(605,274)	(503,631)	(101,643)
Ending Fund Balance		2	Z	1,128,314	1,230,714	(102,400)

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Performing Arts Beginning Fund Balance Total Annual Revenues Total Annual Expenses	57,582 57,982	0	57,582 57,982	348,902 46,385 67,873	348,955 39,580 54,241	(53) 6,805 13,632
-						
Annual Operating Results	(400)	0	(400)	(21,488)	(14,661) ========	(6,827)
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	(400)	0	(400)	(21,488)	(14,661)	(6,827)
Ending Fund Balance				327,414	334,294 ======	(6,880)
Administration and Finance 1Card						
Beginning Fund Balance				711,031	625,835	85,196
Total Annual Revenues Total Annual Expenses	128,600 125,620	0	128,600 125,620	46,639 112,226	43,871 17,694	2,768 94,532
*						
Annual Operating Results	2,980	0	2,980	(65,587) ========	26,177	(91,764)
Net Transfers	(1,834)	0	(1,834)	(317)	(1,711)	1,394
Annual Operating Results Net Transfers	1,146	0	1,146	(65,904)	24,466	(90,370)
Ending Fund Balance				645,127 	650,301	(5,174)
Campus Safety & Police Beginning Fund Balance Total Annual Revenues Total Annual Expenses		0 14,397	1,456,000 2,373,944	2,882,769 1,364,336 889,140	1,339,846 1,151,055 705,292	1,542,923 213,281 183,848
Annual Operating Results	(903,547)	(14,397)	(917,944)	475,196	445,763	29,433
Net Transfers	903,547	 0	========= 903,547	(135)	======================================	======================================
Annual Operating Results Net Transfers	0	(14,397)	(14,397)	475,061	1,336,676	(861,615)
Ending Fund Balance				3,357,830 ========	2,676,522	======================================

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
ECU Purchasing Card Beginning Fund Balance				376,495	1,101,299	(724,804)
Total Annual Revenues	400,000	0	400,000	0	1,101,200	(721,001)
Total Annual Expenses	85,056	0	85,056	0	38,017	(38,017)
Annual Operating Results	314,944	0	314,944	0	(38,017)	38,017
Net Transfers	(432,819)	0	(432,819)	(171)	(1,000,158)	999,987
Annual Operating Results Net Transfers	(117,875)	0	(117,875)	(171)	(1,038,175)	1,038,004
Ending Fund Balance				376,324	63,124	313,200
Ed & Tech Beginning Fund Balance				8,893,317	7,203,499	1,689,818
Total Annual Revenues	10,478,000	0	10,478,000	9,051,807	9,356,655	(304,848)
Total Annual Expenses	10,304,457	197,805	10,502,262	5,600,210	5,147,826	452,384
Annual Operating Results	173,543	(197,805)	(24,262)	3,451,597	4,208,829	(757,232)
Net Transfers	======================================	 0	======================================	======================================	======================================	(37,704)
Annual Operating Results Net Transfers	(5,457)	(197,805)	(203,262)	3,273,801	4,068,737	(794,936)
Ending Fund Balance				======= 12,167,118 =========	======= 11,272,236	======================================
Manage						
Minges Beginning Fund Balance				147,558	139,946	7,612
Total Annual Revenues	114,000	0	114,000	103,909	104,153	(244)
Total Annual Expenses	64,186	0	64,186	62,143	61,055	1,088
Annual Operating Results	49,814	0	49,814	41,766	43,098	(1,332)
Net Transfers	(49,814)	0	(49,814)	0	(47,621)	47,621
Annual Operating Results Net Transfers	0	0	0	41,766	(4,523)	46,289
Ending Fund Balance				======================================	135,423	======================================

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Parking and Transportation Beginning Fund Balance				12,373,277	11,170,278	1,202,999
Total Annual Revenues	4,037,448	0	4,037,448	2,910,962	3,037,724	(126,762)
Total Annual Expenses	2,752,807	5,498	2,758,305	795,356	1,115,300	(319,944)
Annual Operating Results	1,284,641	(5,498)	1,279,143	2,115,606	1,922,424	193,182
Net Transfers	(661,442)	0	(661,442)	(23,245)	(248,223)	224,978
Annual Operating Results Net Transfers	623,199	(5,498)	617,701	2,092,361	1,674,201	418,160
Ending Fund Balance				14,465,638 =========	12,844,479	1,621,159
Printing and Graphics						
Beginning Fund Balance		_		1,062,784	1,168,343	(105,559)
Total Annual Revenues	2,123,954	0	2,123,954	1,092,412	964,449	127,963
Total Annual Expenses	2,064,465	0	2,064,465	1,016,318	1,037,003	(20,685)
Annual Operating Results	59,489	0	59,489	76,094	(72,554)	148,648
Net Transfers	(36,812)	0	(36,812)	(29,987)	(42,805)	12,818
Annual Operating Results Net Transfers	22,677	0	22,677	46,107	(115,359)	161,466
Ending Fund Balance				1,108,891	1,052,984	55,907
Student Stores Beginning Fund Balance				5,109,770	4,364,794	744,976
Total Annual Revenues	1,060,000	0	1,060,000	43,367	847,141	(803,774)
Total Annual Expenses	305,670	0	305,670	140,257	154,199	(13,942)
Annual Operating Results	754,330	0	754,330	(96,890)	692,942	(789,832)
Net Transfers	======================================	=========== 0	(751,254)	(1,262)	(77,456)	====== 76,194
Annual Operating Results Net Transfers	3,076	0	3,076	(98,152)	615,486	(713,638)
Ending Fund Balance		=======	=======	======================================	======================================	=========== 31,338
				=============	=============	=============

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Vending Beginning Fund Balance				214,015	294,424	(80,409)
Total Annual Revenues	172,500	0	172,500	92,320	49,424	42,830
Total Annual Expenses	0	0	0	0	54	(54)
Annual Operating Results	172,500	0	172,500	92,320	49,436	42,884
Net Transfers	(215,000)	0	(215,000)	0	(250,000)	=========== 250,000
Annual Operating Results Net Transfers	(42,500)	0	(42,500)	92,320	(200,564)	292,884
Ending Fund Balance				======================================	======== 93,860	=========== 212,475
						=======
Warehouse & Storerooms				962,284	1,060,526	(00.040)
Beginning Fund Balance Total Annual Revenues	997,000	0	997,000	962,284 564,952	701,026	(98,242) (136,074)
Total Annual Expenses	1,038,782	0	1,038,782	483,216	666,975	(183,759)
-						
Annual Operating Results	(41,782)	0	(41,782)	81,736	34,051	47,685
Net Transfers	(19,331)	0	(19,331)	(21,010)	(18,716)	(2,294)
Annual Operating Results Net Transfers	(61,113)	0	(61,113)	60,726	15,335	45,391
Ending Fund Balance				1,023,010	1,075,861	(52,851)
IT Maintenance and Infrastructure				3,432,999	3,334,770	08 220
Beginning Fund Balance Total Annual Revenues	61,768	0	61,768	3,432,999	3,334,770 31,538	98,229 11,033
Total Annual Expenses	264,102	12,746	276,848	137,269	79,903	57,366
Annual Operating Results	(202,334)	(12,746)	(215,080)	(94,698)	(48,365)	(46,333)
Net Transfers	203,247	 0	203,247	======================================	======================================	======= 97,018
Annual Operating Results Net Transfers	913	(12,746)	(11,833)	107,468	56,783	50,685
Ending Fund Balance				=========== 3,540,467 ==========	======= 3,391,553 ========	======= 148,914 ========

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Storm Damage Beginning Fund Balance				631,900	631,900	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				631,900	631,900	0
Millennial Campus						
Beginning Fund Balance				2,764,793	853,747	1,911,046
Total Annual Revenues	39,722	0	39,722	42,274	16,384	25,890
Total Annual Expenses	3,000	0	3,000	0	2,911	(2,911)
Annual Operating Results	36,722	0	36,722	42,274	13,473	28,801
Net Transfers	(200)	0	(200)	(44)	(193)	149
Annual Operating Results Net Transfers	36,522	0	36,522	42,230	13,280	28,950
Ending Fund Balance				2,807,023	867,027	1,939,996 =======
Athletics Athletics Operating						
Beginning Fund Balance				0	0	0
Total Annual Revenues	36,686,000	275,871	36,961,871	23,038,517	19,934,761	3,103,756
Total Annual Expenses	45,032,431	693,297	45,725,728	22,380,896	20,263,779	2,117,117
Annual Operating Results	(8,346,431)	(417,426)	(8,763,857)	657,621	(329,018)	986,639
Net Transfers	======================================	142,744	================= 8,667,109	0 	(243,541)	243,541
Annual Operating Results Net Transfers	177,934	(274,682)	(96,748)	657,621	(572,559)	1,230,180
Ending Fund Balance				657,621	======================================	1,230,180

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Marching Pirates Beginning Fund Balance Total Annual Revenues Total Annual Expenses	76,000 76,000	0 0	76,000 76,000	158,537 69,273 65,843	237,001 69,435 113,375	(78,464) (162) (47,532)
Annual Operating Results	0	0	0	3,430	(43,940)	47,370
Net Transfers	================= 0	============== 0	=============== 0	============= 0	============= 0	========= 0
Annual Operating Results Net Transfers	0	0	0	3,430	(43,940)	47,370
Ending Fund Balance				====== 161,967 =======	193,061	(31,094)
Southside Stadium Beginning Fund Balance Total Annual Revenues Total Annual Expenses	3,629,050 3,629,050	0 0	3,629,050 3,629,050	2,610,860	0 3,141,656 2,534,127	77,786 205,872 76,733
Annual Operating Results	0	0	0	736,668	607,529	129,139
Net Transfers	============ 0	 0	================= 0	================= 0	================= 0	======== 0
Annual Operating Results Net Transfers	0	0	0	736,668	607,529	129,139
Ending Fund Balance				======================================	607,529	========= 206,925 =========
ESPN Media Rights Beginning Fund Balance Total Annual Revenues Total Annual Expenses	0 0	0 0	0 0	559,511 0 0	575,929 0 6,740	(16,418) 0 (6,740)
Annual Operating Results	0	0	0	0	(6,740)	6,740
Net Transfers	================= 0	 0	============== 0	 0	============== 0	========= 0
Annual Operating Results Net Transfers	0	0	0	0	(6,740)	6,740
Ending Fund Balance				======559,511 =========	======569,189 =========	======================================

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Chancellor Chancellors Discretionary						
Beginning Fund Balance				534,776	775,473	(240,697)
Total Annual Revenues	0	0	0	830	0	830
Total Annual Expenses	239,515	0	239,515	140,982	52,127	88,855
Annual Operating Results	(239,515)	0	(239,515)	(140,152)	(52,127)	(88,025)
Net Transfers	(10,485)	0	(10,485)	(4,727)	(956)	(3,771)
Annual Operating Results Net Transfers	(250,000)	0	(250,000)	(144,879)	(53,083)	(91,796)
Ending Fund Balance		=======		======================================	======================================	(332,493)
				============	============	===============
Health Sciences						
ECU Physicians						
Beginning Fund Balance	0.41 0.52 0.00	0	0.41 052 000	78,845,524	76,994,294	1,851,230
Total Annual Revenues Total Annual Expenses	241,873,892 242,466,296	0 3,844,585	241,873,892 246,310,881	111,198,416 118,628,807	112,272,160 101,934,158	(1,073,744) 16,694,649
-						
Annual Operating Results	(592,404)	(3,844,585)	(4,436,989)	(7,430,391)	10,338,002	(17,768,393)
Net Transfers	(9,038,680)	0	(9,038,680)	(3,587,951)	(12,483,492)	8,895,541
Annual Operating Results Net Transfers	(9,631,084)	(3,844,585)	(13,475,669)	(11,018,342)	(2,145,490)	(8,872,852)
Ending Fund Balance				======================================	======================================	======================================
School of Dental Medicine						
Beginning Fund Balance		0	01 640 027	17,395,329	13,293,002	4,102,327
Total Annual Revenues Total Annual Expenses	21,640,937 22,804,088	0 206,418	21,640,937 23,010,506	11,267,411 10,211,872	12,364,488 10,225,640	(1,097,077) (13,768)
Iotal Annual Expenses		200,410				
Annual Operating Results	(1,163,151)	(206,418)	(1,369,569)	1,055,539	2,138,848	(1,083,309)
Net Transfers	(305,850)	(1,064)	(306,914)	(302,391)	(216,729)	(85,662)
Annual Operating Results Net Transfers	(1,469,001)	(207,482)	(1,676,483)	753,148	1,922,119	(1,168,971)
Ending Fund Balance				18,148,477	15,215,121	2,933,356

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Comparative Medicine Beginning Fund Balance	Dudgee	changes	Dudget	371,978	263,144	108,834
Total Annual Revenues Total Annual Expenses	500,000 772,428	0 2,142	500,000 774,570	345,356 314,580	340,904 280,309	4,452 34,271
-						
Annual Operating Results	(272,428)	(2,142)	(274,570)	30,776	60,595 =======	(29,819)
Net Transfers	(18,470)	0	(18,470)	(11,363)	(14,721)	3,358
Annual Operating Results Net Transfers	(290,898)	(2,142)	(293,040)	19,413	45,874	(26,461)
Ending Fund Balance				391,391	309,018	82,373 =========
Research						
F&A Beginning Fund Balance				9,522,708	6,004,867	3,517,841
Total Annual Revenues Total Annual Expenses	7,000,176 6,209,606	0 198,231	7,000,176 6,407,837	3,884,259 2,107,608	3,377,679 1,757,058	506,580 350,550
-						
Annual Operating Results	790,570 ========	(198,231)	592,339 ======	1,776,651 ========	1,620,621 ========	156,030 =======
Net Transfers	(199,998)	0	(199,998)	(500,194)	(265,348)	(234,846)
Annual Operating Results Net Transfers	590,572	(198,231)	392,341	1,276,457	1,355,273	(78,816)
Ending Fund Balance				10,799,165	7,360,140	3,439,025 ====================================
Student Affairs						
Campus Recreation Beginning Fund Balance				6,511,643	6,544,841	(33,198)
Total Annual Revenues Total Annual Expenses	5,626,144 4,484,623	0 18,342	5,626,144 4,502,965	4,933,553 2,449,750	5,009,523 2,251,895	(75,970) 197,855
-						
Annual Operating Results	1,141,521	(18,342)	1,123,179 =======	2,483,803	2,757,628 =======	(273,825)
Net Transfers	(3,412,818)	0	(3,412,818)	(526,979)	(1,022,832)	495,853
Annual Operating Results Net Transfers	(2,271,297)	(18,342)	(2,289,639)	1,956,824	1,734,796	222,028
Ending Fund Balance	=			8,468,467	8,279,637	188,830

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Dining Beginning Fund Balance Total Annual Revenues Total Annual Expenses	31,724,603 30,762,923	0 2,767	31,724,603 30,765,690	1,128,485 26,830,351 16,396,191	(46,186) 24,713,429 15,220,680	1,174,671 2,116,922 1,175,511
Annual Operating Results	961,680	(2,767)	958,913	10,434,160	9,492,749	941,411
Net Transfers	======================================	0	(461,680)	(442,218)	(439,219)	=========== (2,999)
Annual Operating Results Net Transfers	500,000	(2,767)	497,233	9,991,942	9,053,530	938,412
Ending Fund Balance				11,120,427	9,007,344	2,113,083
Housing Beginning Fund Balance Total Annual Revenues Total Annual Expenses	34,190,926 26,655,883	0 10,556	34,190,926 26,666,439	8,528,144 31,203,970 14,070,890	1,226,566 29,546,026 14,824,247	7,301,578 1,657,944 (753,357)
Annual Operating Results	7,535,043	(10,556)	7,524,487	17,133,080	14,721,779	2,411,301
Net Transfers	(5,397,888)	0	======================================	(901,330)	======================================	========== 4,228,645
Annual Operating Results Net Transfers	2,137,155	(10,556)	2,126,599	16,231,750	9,591,804	6,639,946
Ending Fund Balance				=========== 24,759,894 ===========	=========== 10,818,370 ===========	======== 13,941,524 =========
Student Health Beginning Fund Balance Total Annual Revenues Total Annual Expenses	8,057,832 7,595,378	0 70,457	8,057,832 7,665,835	6,615,476 6,405,736 3,769,932	6,080,823 5,606,323 3,335,610	534,653 799,413 434,322
Annual Operating Results	462,454	(70,457)	391,997	2,635,804	2,270,713	365,091
Net Transfers	(462,454)	 0	(462,454)	(439,905)	======================================	=========== 63,625
Annual Operating Results Net Transfers	0	(70,457)	(70,457)	2,195,899	1,767,183	428,716
Ending Fund Balance				8,811,375	========== 7,848,006 =========	======= 963,369 =======

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Student Unions Beginning Fund Balance				6,162,775	6,131,102	31,673
Total Annual Revenues	5,596,400	0	5,596,400	5,048,207	5,039,180	9,027
Total Annual Expenses	4,223,739	25,694	4,249,433	2,109,437	2,127,548	(18,111)
Annual Operating Results	1,372,661	(25,694)	1,346,967	2,938,770	2,911,632	27,138
Net Transfers	(1,372,661)	0	(1,372,661)	(409,524)	(1,229,018)	819,494
Annual Operating Results Net Transfers	0	(25,694)	(25,694)	2,529,246	1,682,614	846,632
Ending Fund Balance				8,692,021	7,813,716	878,305
						======
Transit Beginning Fund Balance				567,981	648,414	(80,433)
Total Annual Revenues	4,158,050	0	4,158,050	3,387,154	3,254,832	132,322
Total Annual Expenses	4,102,920	21,087	4,124,007	2,221,905	2,111,312	110,593
Annual Operating Results	55,130	(21,087)	34,043	1,165,249	1,143,520	21,729
	============	===========				=============
Net Transfers	373,055	0	373,055	(15,585)	(43,119)	27,534
Annual Operating Results Net Transfers	428,185	(21,087)	407,098	1,149,664	1,100,401	49,263
Ending Fund Balance				1,717,645	1,748,815	(31,170)
Student Activities Board				1 1 4 0 4 0 0	1 105 225	01 005
Beginning Fund Balance Total Annual Revenues	480,500	0	480,500	1,148,432 424,295	1,127,337 425,292	21,095 (997)
Total Annual Expenses	480,500	0	480,169	91,245	156,236	(64,991)
Annual Operating Results	331	0	331	333,050	269,056	63,994
_			======			
Net Transfers	(331)	0	(331)	0	(317)	317
Annual Operating Results Net Transfers	0	0	0	333,050	268,739	64,311
Ending Fund Balance				1,481,482	1,396,076	85,406
					=============	=============

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Student Government Association						
Beginning Fund Balance				1,159,324	1,099,874	59,450
Total Annual Revenues	522,500	0	522,500	476,250	477,368	(1,118)
Total Annual Expenses	455,552	25,000	480,552	177,285	187,568	(10,283)
Annual Operating Results	66,948	(25,000)	41,948	298,965	289,800	9,165
Net Transfers	(66,948)	0	(66,948)	0	(384)	384
Annual Operating Results Net Transfers	0	(25,000)	(25,000)	298,965	289,416	9,549
Ending Fund Balance				======== 1,458,289	======================================	================== 68,999
Fine Arts Funding Board						
Beginning Fund Balance				341,178	327,521	13,657
Total Annual Revenues			152,000		138,871	(326)
Total Annual Expenses	152,000	0	152,000	45,533	39,400	6,133
Annual Operating Results	0	0	0	93,012	99,471	(6,459)
Net Transfers	 0	 0	0	0	0	 0
Annual Operating Results Net Transfers	0	0	0	93,012	99,471 =======	(6,459) ========
Ending Fund Balance				434,190	426,992	7,198
Career Programs				710 210	600 717	00 (00
Beginning Fund Balance Total Annual Revenues	202 000	0	302,000	719,319 212,335	620,717 75,283	98,602 137,052
	302,000	544	298,986		75,283 58,007	52,530
Total Annual Expenses	298,442	544	298,980	110,537	58,007	52,530
Annual Operating Results	3,558	(544)	3,014	101,798	17,276	84,522
Net Transfers	(3,558)	0	(3,558)	(3,349)	(2,367)	(982)
Annual Operating Results Net Transfers	0	(544)	(544)	98,449	14,909	83,540
Ending Fund Balance				======================================	======================================	=========== 182,142
				================	==============	=============

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Orientation Beginning Fund Balance				764,300	581,763	182,537
Total Annual Revenues	1,047,212	0	1,047,212	19,014	39,398	(20,384)
Total Annual Expenses	957,763	2,592	960,355	505,757	148,875	356,882
Annual Operating Results	89,449	(2,592)	86,857 ==========	(486,743)	(109,477)	(377,266)
Net Transfers	(636)	0	(636)	0	(490)	490
Annual Operating Results Net Transfers	88,813	(2,592)	86,221	(486,743)	(109,967)	(376,776)
Ending Fund Balance				277,557	471,796	(194,239)
Student Engagement						
Beginning Fund Balance				1,351,736	1,200,752	150,984
Total Annual Revenues	628,880	0	628,880	567,344	572,001	(4,657)
Total Annual Expenses	628,721	0	628,721	245,892	164,347	81,545
Annual Operating Results	159	0	159	321,452	407,654	(86,202)
Net Transfers	======================================	============== 0	======================================	0	========================(99)	======= 99
Annual Operating Results Net Transfers	0	0	0	321,452	407,555	(86,103)
Ending Fund Balance			=======	======================================	======================================	========== 64,881
					=======	======
Mendenhall Student Center Renovations Beginning Fund Balance				7,500,000	7,500,000	0
Total Annual Revenues	0	0	0	7,500,000	7,500,000	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

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Student Unions Construction	Daagee	changeb	Dudgee			
Beginning Fund Balance				2,548,813	2,557,214	(8,401)
Total Annual Revenues	0	0	0	0	0	0
Total Annual Expenses	U 	U 	U 	U 	U 	0
Annual Operating Results	0	0	0	0	0	0
Net Transfers	0	0	0	(457,627)	(4,188)	(453,439)
Annual Operating Results Net Transfers	0	0	0	(457,627)	(4,188)	(453,439)
Ending Fund Balance				2,091,186	======2,553,026 ========	======================================
Student Media				1 070 700	007 400	02 272
Beginning Fund Balance Total Annual Revenues	604,500	0	604,500	1,070,792 516,171	987,420 561,622	83,372 (45,451)
Total Annual Expenses	726,701	1,462	728,163	335,863	263,064	72,799
Iotal Allidal Expenses		1,102			205,004	
Annual Operating Results	(122,201)	(1,462)	(123,663)	180,308	298,558 ========	(118,250)
Net Transfers	(1,285)	0	(1,285)	0	(955)	955
Annual Operating Results Net Transfers	(123,486)	(1,462)	(124,948)	180,308	297,603	(117,295)
Ending Fund Balance				1,251,100	1,285,023	(33,923)
University Auxiliary Overhead						
Beginning Fund Balance				83,562,796	72,658,983	10,903,813
Total Annual Revenues	182,000	0	182,000	1,528,743	2,058,985	1,326,787
Total Annual Expenses	910,636	2,404	913,040	(531,553)	64,876	(596,429)
iotai Ainuai Expenses		2,101		(331,333)		
Annual Operating Results	(728,636)	(2,404)	(731,040)	2,060,296	137,080	1,923,216
Net Transfers	(4,165,567)	 0	(4,165,567)	7,376,576	15,365,115	(7,988,539)
Annual Operating Results Net Transfers	(4,894,203)	(2,404)	(4,896,607)	9,436,872	15,502,195	(6,065,323)
Ending Fund Balance				======================================	======================================	======================================
-						

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Debt Service Beginning Fund Balance				15,695,291	15,469,014	226,277
Total Annual Revenues Total Annual Expenses	8,515,000 8,193,237	0 0	8,515,000 8,193,237		7,732,859 5,894,192	60,527 89,724
Annual Operating Results	321,763	0	321,763	1,809,470	1,838,667	(29,197)
Net Transfers	============== 0	0	============= 0	0	0	0
Annual Operating Results Net Transfers	321,763	0	321,763	1,809,470	1,838,667	(29,197)
Ending Fund Balance				17,504,761	17,307,681	197,080
Campus Operations Aux Funded Positions						
Beginning Fund Balance Total Annual Revenues	1,311,258	952	1,312,210		(5,537) 733,758	2,231,701 103,528
Total Annual Expenses	7,699,882	57,656		3,413,066	3,012,375	400,691
Annual Operating Results	(6,388,624)	(56,704)	(6,445,328)	(2,575,780)	(2,278,617)	(297,163)
Net Transfers	======================================	========= 13,319	======================================	0	======================================	=======================================
Annual Operating Results Net Transfers	0	(43,385)	(43,385)	(2,575,780)	3,675,315	(6,251,095)
Ending Fund Balance				======================================	======================================	======================================



Meeting of the Board of Trustees Budget, Finance, & Infrastructure Committee February 2, 2023

AGENDA ITEM

Situation: This is an informational report of all EHRA salary increases approved during the reporting period pursuant to authority provided in the University of North Carolina Policy Manual 200.6 and the University of North Carolina Policy Manual 600.3.4.

- **Background:** The Board of Trustees has been delegated authority over certain personnel actions, and the Board of Trustees has delegated that authority to the Chancellor to the fullest extent allowed by the delegations and in accordance with applicable UNC Policy Manual provisions and/or Board of Governors directives, including in the June 14, 2022 *Resolution to Amend and Restate Delegated Authority from the Board of Trustees of East Carolina University.* The Chancellor further delegated this approval to the Vice Chancellors, Chief of Staff, Dean of BSOM and Director of Athletics. This report is to provide a summary of all salary actions approved using this delegated authority during the reporting period. Please note that the report contains confidential personnel information in accordance with N.C. Gen. Stat. §126-22, *et seq.*
- Assessment: This report covers October 1, 2022 through December 31, 2022, and includes the following:
 - 71 permanent salary increases
 - 29 temporary salary increases

Action: This item is for information only.



Meeting of the Board of Trustees Budget, Finance, & Infrastructure Committee February 2, 2023

AGENDA ITEM

IV-C. State Retirement Pension Spiking Monthly Report

Stephanie Coleman Vice Chancellor for Administration & Finance

- **Situation:** In order to assist employing agencies with planning and budgeting to comply with the Contribution-Based Benefit Cap (CBBC), the State Treasurer's Office provides a monthly report of members who may require additional employer contributions should they elect to retire in the following 13 months from the date on the report. The Chief Financial Officer is required to provide a copy of the report to the Board of Trustees.
- **Background:** During the 2014 General Assembly session, CBCC legislation was enacted effective January 1, 2015. This legislation was created to control the practice of "pension spiking" in which a member's compensation substantially increases resulting in a monthly retirement benefit that is significantly greater than the member and employer contributions would fund. The CBBC was created to protect each system from absorbing the additional liabilities caused by compensation decisions made by other employers. This legislation applies to members who retire on or after January 1, 2015, with an average final compensation of \$100,000 or higher (adjusted annually for inflation) and requires the member's last employer to pay the additional contribution required to fund the member's benefit in excess of the cap.
- Assessment: The report provides a list of potential employees, including those whose compensation average may approach the threshold. It includes employees who may be eligible to retire in the next 13 months (at a reduced or unreduced benefit), whose salary is \$100,000 or greater, and whose estimated monthly retirement benefit exceeds the CBBC based on information in the employee's most recent annual benefits statement. The list is not exhaustive, and members included on the lists may or may not exceed the CBBC upon retirement. This is merely a notification of a potential cost that ECU may be required to pay, in the form of a lump-sum payment, due after the member retires. When a member submits their intent to retire, the State Treasurer's Office completes a Pension Spiking calculation using the CBBC and provides a statement to ECU if it is determined that additional contributions are due. Employers are not required to pay the additional contributions for employees hired on or after January 1, 2015.

Action: This item is for information only.



North Carolina Total Retirement Plans



12/15/2022

20300 - EAST CAROLINA UNIVERSITY ATTN: CHIEF FINANCIAL OFFICER OR BUDGET ADMINISTRATOR 210 EAST FIRST STREET GREENVILLE, NC 27858

Dear 20300 - EAST CAROLINA UNIVERSITY:

During the 2014 General Assembly session, contribution-based benefit cap legislation was enacted effective January 1, 2015. This legislation was created to control the practice of "pension spiking," in which a member's compensation substantially increases, resulting in a monthly retirement benefit that is significantly greater than the member and employer contributions would fund. The Contribution-Based Benefit Cap (CBBC) approach was created to protect each system for current and future retirees and to prevent all employers in the Retirement Systems from absorbing the additional liabilities caused by compensation decisions made by other employers. This legislation applies to members who retire on and after January 1, 2015, with an average final compensation of \$100,000 or higher (adjusted annually for inflation), and will directly impact only a small number of those individuals. It requires the member's last employer to pay the additional contribution required to fund the member's benefit in excess of the cap. [G.S. 135-5(a3); 135-4(jj); 128-27(a3); and 128-26(y)]

In order to assist employing agencies with planning and budgeting to comply with the CBBC provisions, we are required to report monthly to each employer a list of those members for whom the employer made a contribution to the Retirement System in the preceding month that are most likely to require an additional employer contribution should they elect to retire in the following 12 months. This letter and the attached report serve as our required monthly notification to your agency under this provision. [G.S. 135-8(f)(2)(f) and G.S.128-30(g)(2)(b)]

The chief financial officer of your agency is required to provide a copy of the attached report to the chief executive of your agency, as well as to the governing body, including any board which exercises financial oversight. Additionally, the chief financial officer of a public school system is required to provide a copy of the report to the local board of education and notify the board of county commissioners of the county in which the local administrative unit is located that the report was received and how many employees were listed in the report. [G.S. 115C-436(c); 135-8(j); and 128-30(j)]

For the purpose of determining the employees of your agency that are likely to require an additional employer contribution should they elect to retire in the following 12 months, the Retirement System modified the criteria used in the CBBC calculation. This allows for a broad list of potential employees, including those whose compensation average may approach the threshold and attempts to provide your agency with prior notification of a potential cost. The attached report

lists employees of your agency who may be eligible to retire in the next 13 months (at either a reduced or unreduced benefit), whose salary is \$115,000.00 or greater, and whose estimated monthly retirement benefit exceeds the CBBC based on information in the employee's most recent annual benefits statement. In addition, a lower CBBC Factor (i.e., TSERS is 4.2 and LGERS is 4.4) is applied.

This list is not exhaustive, and members included on this list may or may not exceed the CBBC upon retirement, depending on a number of factors such as the member's average final compensation, the member's age at retirement, and membership service. This is merely a notification of a potential cost that your agency may be required to pay, in the form of a lump-sum payment, due after the member retires.

For those employees hired on or after January 1, 2015, the employer is not required to pay the additional contribution to fund the member's benefit in excess of the Contribution-Based Benefit Cap. The employer has the option to pay all or part of the contribution required in excess of the CBBC; the employee also has the option to pay all or part of the contribution. However, should neither of you choose to pay this additional contribution, the employee's retirement benefit will be capped.

You can calculate the likelihood of whether the retirement benefit of a member listed on the attached report will exceed the CBBC with information available on our website at https://www.myncretirement.com/employers/employer-training/pension-spiking.

If you have any questions or need assistance in calculating the likelihood of a potential CBBC liability, please contact us at the address or telephone number listed below.

Sincerely,

Retirement Systems Division N.C. Department of State Treasurer

623_PENSPK



AGENDA ITEM

IV-D. Major Capital Project Updates	William Bagnell
	Associate Vice Chancellor for Campus Operations

- Situation: Review status of major Capital Projects
- Background: Review of project status, budget, and next steps for major Capital Projects
- Assessment: Assessment is on a per-project basis.
- Action: This item is for information only.

Major Capital Project Updates

Facilities Engineering and Architectural Services February 2, 2023



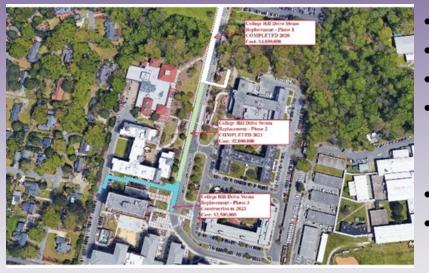
Health Science Campus School of Dental Medicine Faculty Practice Renovations



- Status: Construction
- Budget: \$495,000
- Designer: Lord Aeck Sargent
- Contractor: Berry Building Group
- Estimated Construction: 08/15/2022 03/02/2023
- Next quarter: Construction to be completed



Main Campus – College Hill Drive Replace Steam - Phase 3



- Status: Construction Contract Award
 Budget: \$2,500,000
- Designer: Dowberry Engineer
- Designer: Dewberry Engineers, Inc.
- Contractor: Awarded to Primoris Energy Services, Inc. (PES) – Completing contracts currently
- Estimated Construction: 02/27/23 07/28/23
- Next quarter: Construction phase begins



Fleming HVAC & Bathrooms Renovation



- Status: Construction Documents
- Budget: \$5,650,000
- Designer: Davis Kane, Architects, P.A.
- Contractor: TBD
- Estimated Construction: 05/08/23 11/01/23
- Next Quarter: Rescoping project to fit budget



Main Campus – Relocate Steam and Condensate – Phase 1



- Status: Design Development Complete
- Budget: \$5,000,000
- Designer: RMF Engineering, Inc.
- Estimated Construction: 07/17/2023 05/31/2024
- Next quarter: Construction Documents complete and submitted for review



Health Sciences Building Envelope Infiltration Repairs



- Status: Design
- Budget: \$5,000,000
- Designer: Atlas Engineering
- Contractor: TBD
- Estimated Construction: 04/17/2023 06/12/2024
- Next Quarter: CD Approval-Bids-Award



Mendenhall Renovation Phase 2



- Status: Schematic design
- Budget: \$10,544,304
- Designer: Davis Kane, Architects, P.A.
- Contractor: TBD
- Estimated Construction: 11/01/23 11/01/24
- Next Quarter: Design development



Brody Medical Sciences Building High Rise Code Compliance – Phase 2



- Status: Design
- Budget: \$6,000,000
- Designer: MHAworks
- Estimated Construction: 10/30/2023-12/20/2024
- Next Quarter: Complete Schematic Design phase



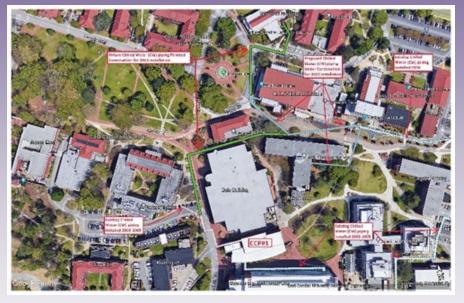
Speight Building Roof, Window and Envelope Replacement



- Status: Advance Planning
- Budget: \$4,000,000
- Designer: Intrepid Architecture
- Estimated Construction: 12/01/2023 12/31/2024
- Next Quarter: Completion of Advance Planning and start on Schematic Design drawings



Main Campus – Chilled Water Extension to Graham and Whichard



- Status: Design
- Budget: \$6,475,000
- Designer: Dewberry Engineers, Inc.
- Contractor: Single Prime Mechanical -TBD
- Estimated Construction: 07/17/23 03/28/25
- Next quarter: Obtain Bidding Approval from SCO



Whichard Building Comprehensive Renovation



- Status: Schematic Design
- Budget: \$15,000,000
- Designer: HH Architecture
- Contractor: Construction Manager TBD
- Estimated Construction: 11/18/24-12/12/25
- Next Quarter: Schematic Design



Howell Science Building South Renovation



- Status: Schematic Design
- Budget: \$35,000,000
- Designer: BSA Life Structures
- Construction Manager: Muter Construction
- Estimated Construction: 05/06/24 -02/06/26
- Next Quarter: Schematic Design



Brody School of Medicine (New Medical Education Building)



- Status: Designer Selection
- Budget: \$215,000,000
- Designer: BSA Life Structures
- Estimated Construction: 10/16/24 03/31/27
- Next Quarter: Obtain Advanced Planning
 Document approval from SCO. Execute
 CM@Risk preconstruction contract and
 designer contracts to begin the project's
 schematic design phase



Major Capital Projects Schedule



FINANCE AND FACILITIES COMMITTEE Major Capital Projects Schedule

		-					2022					-			2	023					—					2024	1				_	
PROJECT	BOT MEMBER	NAL	8	R	¥	Σ			<u>e</u> ,	Ħ	2 9	2 Z	E S	¥			Ø	<u>e.</u>	Ħ	<u>> 0</u>	z	8	R	¥				<u>e</u> .	F.	2	0 2	2025-27
	member	٩L	E	M/	AP	≧	nur	AU	SE	8	N I		W/	AP	N I	3	AU	SE	8	N B	٩ſ	H	M	AP	ž.	3		SE	8	N	D	
Health Science Campus School of Dental Medicine Faculty Practice Renovations																																
MC College Hill Drive Steam Replacemement Phase 3																																
Fleming HVAC & Bathrooms Renovation																																
MC Relocate Steam & Condensate Ph 1																																
Health Sciences Building Envelope Infiltration Repair																																
Mendenhall Renovation Ph 2	Burt																															
Brody High Rise Code Compliance Ph 2																																
Speight Building Roof, Window and Envelope Replacement																																Jan-25
MC Chilled Water Extension to Graham and Whichard																																Mar-25
Whichard Building Comprehensive Renovation																																Dec-25
Howell Science Building South - Comprehensive Renovation	Fanning																															Feb-26
Brody School of Medicine (New Medical Education Building)	Isley																															Jun-27
KEY:		Pro	gram	ming	9			De	sign					Adve	ertise,	Bid &	Awar	rd		Co	nstru	ction	1				Oo	ccupa	ancy			



AGENDA ITEM

IV-E. Delegated Authority for Project Approval	William Bagnell
	Associate Vice Chancellor for Campus Operations

Situation:	Project Approval for Campus HVAC and Electrical Improvements project.
Background:	 The scope of this project includes replacing various pieces of failing electrical and HVAC equipment as well as replacing obsolete building automation controls. This will include: Replace sectionalizing switch at Science and Technology Building Replace obsolete DMS controls in Ward Sports Medicine Building and Ragsdale Annex Install new BAS for critical alarms and building controls for Irons, Howell Science, Spilman, and Willis Buildings Replace VFD at Science & Technology and Steam Plant Boiler #4 Replace Compressors (Phase 1) for Brody compressed air system
Assessment:	Project was approved via Chancellor delegation to the Vice Chancellor for Administration and Finance and the Budget, Finance, & Infrastructure Committee Chair for this project on 1/18/23. This approval will expedite the capitalization of 2021-22 Energy Savings Carry Forward funding (\$620,000) for the project detailed above.
Action:	This item is for information only.

Delegated Authority for Project Approval Campus HVAC and Electrical Improvements

The scope of this project includes replacing various pieces of failing electrical and HVAC equipment as well as replacing obsolete building automation controls. This will include:

- Replace Sectionalizing Switch at Science and Technology Building
- Replace obsolete DMS controls in Ward Sports Medicine
 Building and Ragsdale Annex
- Install new BAS for critical alarms and building controls for Irons, Howell Science, Spilman, and Willis Buildings
- Replace VFD at Science & Technology and Steam Plant Boiler #4
- Replace Compressors (Phase 1) for Brody compressed air system

<u>Total Project Budget</u>	Funding Source
\$662,000	2021-22 Energy Savings Carry Forward

The Board of Governors, on May 22, 2019, approved changes to the dollar value of projects requiring Board of Governors approval of non-appropriated capital improvement projects, delegating authority for projects where the projected cost is less than \$750,000 to the institutions' Boards of Trustees, effective July 1, 2019, (UNC Policy Manual Section 600.1.1).

The Board of Trustees (BOT) of East Carolina University per their delegation to the Chancellor in consultation with the Chair of the Finance and Facilities Committee authorized the above capital improvement project on January 18, 2023.





AGENDA ITEM IV-F. Designer Approv	al SummaryWilliam Bagnell Associate Vice Chancellor for Campus Operations
Situation:	Summary of all approvals of formal and informal project designer selections.
Background:	Summary includes Direct Select Designer Approval Summary and Formal Designer Approval Summary
Assessment:	All Designers reported have Vice Chancellor of Administration and Finance approval.
Action:	This item is for information only.

Direct Select Approvals - 10-26-22

Project	Funding Source	Service Provided	<u>Consultant</u>
Howell Greenhouse	22-23 Non-recurring Year End	Conditions Assessment	BSA Life Structures
BSOM Medical Education Building	Appropriated SCIF	Environmental Assessment	Terracon
Wright Auditorium Men's Restroom ADA Upgrades	ADA NRYE	Design	MHAworks
Rivers Building Men's and Women's Restroom ADA UPgrades	ADA NRYE	Design	MHAworks
Rivers Child Development Lab Playground Upgrades	Academic - Health and Human Performance	Design	The East Group
BSOM Medical Education Building	Appropriated SCIF	Geotechnical	Terracon
Mendenhall Phase 2	Carry Forward 15-16, 16-17, 20- 21 and Student Affairs	Commissioning	System WorCx

Direct Select Approvals - 11-14-22

<u>Project</u>	Funding Source	Service Provided	<u>Consultant</u>
Science and Lechnology Lab 583/593 Alterations	Academic (Chemistry) 120022- 591300	Design	The East Group
Bate Dean's Suite Renovation	College of Business	Design	MHAworks
ECHI Cardiology Study	Health Science Dean	Study	Steve Hall Architecture



Project	Funding Source	Service Provided	<u>Consultant</u>
Speight ADA Restroom Upgrades (6)	A&F NRYE ADA Projects	Design	Intrepid
Todd Dining Outdoor Seating	Dining	Design	Benesch
Brewster ADA Upgrades Sidewalk/ Entrance (A Wing, South/Main)	A&F NRYE ADA Projects	Design	Intrepid
Brewster ADA Restrooms Renovations (All Wings)	A&F NRYE ADA Projects	Design	Intrepid
Austin PBL Classroom (2) Alterations	A&F NRYE R&R Projects (Facilities)	Design	Intrepid
Rawl PBL Classroom (1) Alterations	A&F NRYE R&R Projects (Facilities)	Design	Intrepid
Wright Auditorium Lobby Elevator (A) Access/Stop	A&F NRYE ADA Projects	Design	MHAworks
Building ADA Survey Report Updates	A&F NRYE ADA Projects	Design	MHAworks
Minges North ADA Upgrades Sidewalk/Entrance	A&F NRYE ADA Projects	Design	Benesch
Uptown ADA Upgrades Sidewalks/Entrances (5 Buildings)	A&F NRYE ADA Projects	Design	Benesch
Rivers ADA Sidewalk/Entrance (CDC Playground)	A&F NRYE ADA Projects	Design	The East Group
Austin Building Replace Main Electrical Distribution Panel	A&F NRYE ADA Projects	Design	Engineering Source of NC
Campuswide GIS Updates	Campus Operations/Facilities Services Operating	Design	Rochester
College Hill Drive Steam - Phase 3	Appropriated SCIF	Construction Materials Testing	Terracon
Eakin Student Recreation HVAC Repairs & Gym Floor Replacement Phase 1	Campus Recreation and Wellness	Commissioning	RMF Engineering
Howell Science Building South Comprehensive Renovation- Phase 1	Appropriated SCIF	Commissioning	Facility Dynamics



Direct Select Approvals - 12-22-22

Project	Funding Source	Service Provided	Consultant
Willis Building Structural Evaluation	A&F 22/23 Non-recurring	Structural Evaluation	RPA Engineering
Willis Building Sub-grade Soil Testing	A&F 22/23 Non-recurring	Soil Testing	Terracon
Minges Coliseum Athletics Office Upfits (Relocate Staff from Scales)	A&F 22/23 Non-recurring	Study	Intrepid
Fleming HVAC & Bathrooms	Housing Receipts	Air Monitoring	Affinity Envronmental Consulting, LLC
Health Science Campus Deaerator	2018-19 and 2020-21 R&R, Energy CF 2019-20 and CF 2020-21	Welding Tests	Terracon
Health Science Campus Air Permit Renewal and SPCC Plan Five Year Review	HSC Facilities Operating	Environmental Compliance Assistance	Kleinfelder

Direct Select Approvals - 01-18-23

Project	Funding Source	Service Provided	<u>Consultant</u>	
Ragsdale Annex Roof	22-23 R&R	Design	Atlas Engineering	
McGinnis Scene Shop Roof	22-23 R&R	Design	REI	
McGinnis Auditorium Upgrade/Replace Elevator	22-23 R&R	Design	Intrepid	
Messick Upgrade/Replace Elevator	22-23 R&R	Design	Intrepid	
Warren Life Science Sprinkler	22-23 R&R	Design	The East Group	
Steam Decentralization - Minges, Ward, Murphy	(arry Forward - 17-18 and 20-21	Asbestos Removal Design Services and Air Monitoring	Affinity Environmental	
Building 127 Elevator	22-23 R&R	Design	Intrepid	
Main Campus Air Permit Renewal	Facilities Operating	Environmental Compliance Assistance	Kleinfelder	
Whichard (Crawl Space) Asbestos Abatement	A&F 22/23 Non-recurring	Asbestos Abatement	Affinity Environmental	



Direct Select Approvals - 01-19-23

Project	Funding Source	Service Provided	<u>Consultant</u>
Transit Electric Bus Charging Stations	Transit Funding	Design	The East Group
Student Health Roof Replacement (EPDM)	Student Health Funding	Design	REI Engineering
Jenkins Art Gray Gallery AHU-4 Replacement	22-23 R&R	Design	DSA (Davis Sims and Associates)
Old Cafeteria Cashier's Office HVAC System Replacement	22-23 R&R	Design	EDI
Joyner Library AHU-1 Replacement (Legal Records)	22-23 Facilities Non- Recurring Year-end	Design	EDI
Bate Building Office Suite 1200 Renovations	College of Business Funding	Design	MHAworks
Croatan Upfit for (ARAMARK) Offices (former Chili's Seating)	Dining Funding	Design	Intrepid
Todd Dining Hall Interior Finishes Upgrades (Floor, Walls, Ceiling)	Dining Funding	Design	MHAworks
Science and Tech Building 583/593 Lab Renovations	Chemistry Funding	Design	Intrepid
Ragsdale Roof Annex	22-23 R&R	Design	REI Engineering (to replace Atlas)



None





AGENDA ITEM

IV-G. Diversity and Inclusion Annual Report for Fiscal Year 2021-22 LaKesha Alston Forbes Chief Diversity Officer, and Associate Provost for Equity and Diversity/Title IX Coordinator

- **Situation:** The Diversity and Inclusion Annual Report to the Board of Trustees outlines the institution's diversity and inclusion operations for Fiscal Year 2021-22.
- **Background:** The UNC Policy Manual Section 300.8.5, "Policy on Diversity and Inclusion Within the University of North Carolina" (approved by the UNC Board of Governors on September 20, 2019), and UNC Policy Manual Section 300.8.5[R], "Regulation on Diversity and Inclusion Within the University of North Carolina" (approved by the UNC System President on September 25, 2019), requires the constituent institutions of the UNC System to provide an annual report to their Board of Trustees.
- Assessment: With our mission "to be a national model for student success, public service, and regional transformation" including to prepare "students with the knowledge, skills, and values to succeed in a global, multicultural society"¹, ECU serves a diverse group of over 27,000 students and 5600 employees. As further outlined in the enclosed fiscal year 2021-22 Report, to support diversity and inclusion efforts across campus, total personnel expenditures were \$1,037,506 and total non-personnel expenditures were \$174,857. This represents less than a quarter of one percent of all university expenditures (or approximately 0.1%).
- Action: This item is for information only.

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



Diversity and Inclusion Annual Report to Board of Trustees

Institution: EAST CAROLINA UNIVERSITY

Report Cycle: Fiscal Year 2021 – 2022 July 1, 2021 – June 30, 2022

Submission Date: February 2023

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.

Rev. 02-15-2022

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 2020-21.

EQUITY, DIVERSITY AND INCLUSION: A MISSION CRITICAL IMPERATIVE

Being "a national model for student success, public service, and regional transformation"¹ 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 37% of the population identifying as historically underrepresented racial/ethnic groups (Black/African American, Hispanic, and American Indian/Alaskan Native) and 51% female; an increasingly diverse student population of 26% historically underrepresented races/ethnicities and 60% female; and a workforce of 13% historically underrepresented racial/ethnic faculty, 53% female faculty, and 34% underrepresented racial/ethnic and 68% female staff (as of fall 2022).

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 success gaps in 4-year graduation rates for Black, Hispanic, Pacific Islander and international students (between 8-36% lower than American Indian/Alaskan Native, White and Asian students for the entering class of 2018) for example, are 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 thinking² and, in general, greater educational outcomes³. Additionally, a diversity of perspectives in problem-solving leads to more innovative solutions⁴. An inclusive climate increases employees' sense of belonging, which is associated with positive outcomes in the workplace including but not limited to increased job satisfaction⁵ and increased retention⁶. 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.

Table 1: US Census Bureau 2020 Population Estimates & ECU Fall 2022 Demographics						
	Am. Indian/ Alaska Nat.	Asian & Pacific Islander	Black/ African American	Hispanic	All Others, including Two or More Races	White
North Carolina	1%	3%	20%	11%	4%	60%
Students	1%	3%	16%	8%	3%	63%
Faculty	0%	8%	7%	6%	13%	66%
Staff	1%	1%	22%	11%	6%	59%
Eastern North Carolina	2%	1%	25%	10%	5%	56%
Students	1%	3%	16%	8%	3%	63%
Faculty	0%	8%	7%	6%	13%	66%
Staff	1%	1%	22%	11%	6%	59%

NOTES: Asian & Pacific Islander includes Asian and Native Hawaiian/Other Pacific Islander. All Others include Nonresident alien, Unknown, & Two or More Races. Eastern NC includes all counties that lie east of or touch Interstate 95. Self-reported race/ethnicity used. Faculty are those who are EHRA-Faculty; staff are all other active employees.

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.

Table 2: Student-Faculty Ratios by Race/Ethnicity						
	Am. Indian/ Alaska Nat.	Asian	Black/ African American	Hispanic	White	Overall
Fall 2022	28:1	4:1	31:1	18:1	13:1	14:1
Fall 2021	31:1	4:1	36:1	22:1	13:1	15:1
Fall 2020	31:1	4:1	38:1	24:1	14:1	14:1
Fall 2019	22:1	4:1	38:1	26:1	13:1	14:1

Table 3: Student-Faculty Ratios by Sex				
	Female	Male	Overall	
Fall 2022	16:1	11:1	14:1	
Fall 2021	17:1	12:1	15:1	
Fall 2020	17:1	12:1	14:1	
Fall 2019	16:1	12:1	14:1	

NOTES: Tables 2 and 3 compare individual group faculty to student ratios to the overall faculty to student ratio. Shades of green represent ratios greater than the overall ratio, and shades of red represent ratios less than the overall ratio. Darker shades represent differences higher than the comparison group to a greater or lesser degree with differences at 5% intervals. Differences of less than 5% are not shaded.

Regarding table 3, these data are based on state-recognized legal sex categories, in which NC only recognizes two. These data may not reflect the lived realities of students' and faculty's gender on campus.

In keeping with ECU's commitment to diversity, equity, and inclusion, in spring 2021 and during an address to the ECU Board of Trustees, Chancellor Phillip Rogers announced plans to establish the Chancellor's Commission on Diversity, Equity, and Inclusion ("the Commission") to engage a broad set of constituencies across the university community in a collaborative and comprehensive effort in addressing issues of race, diversity, equity, inclusion, and social justice at ECU. Led by a Steering Committee, the Commission began its work in fall 2021. The charges of the Commission and Steering Committee are as follows:

- Commission Charge: Guide a dialogue with campus and community constituencies about the historical and contemporary landscape of diversity, equity, and inclusion (DEI) at ECU resulting in recommendations to address disparities, adjust policies and practices, and establish DEI priorities.
- Steering Committee Charge: Provide advice regarding the formation of subcommittees, lead the process for engaging campus and local communities in critical conversations, and ensure the delivery of outcomes for the Commission.

In addition to the Steering Committee, the Commission is comprised of three subcommittees focused on (1) student access and success; (2) campus culture, climate, and communication; and (3) employee recruitment, success and retention. Work of subcommittees involves review of national and institutional data, information on best practices, listening sessions among the campus community, and culminating with a report of findings and recommendations. Subcommittees are launched on a rolling schedule, starting with the Student Access and Success Subcommittee which began its work in spring 2022.

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

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 that is designed to diversify faculty pipelines.

Notable Data/Outcomes:

- Hosted our fourth Symposium in fall 2021; while we maintained a virtual delivery as in 2020 due to ongoing pandemic and public health concerns, we returned to a 3-day event
- 10 participants from across the country representing disciplines campus-wide
- At least 1 selected for teaching or research fellow position in the following year
- Participants had this to say:
 - "I felt fortunate to talk to so many faculty in the department and learn more about ECU and all the resources available.",

- "I have been to other conferences but never one like this. I knew a little about ECU's College of ____, but now I know a ton. ... I liked the small group setting to get to know the school.",
- "I have never been involved in something like this, and ... I feel lucky to be part of it. Right now, I might know more about ECU than my own institution!", and
- "[The Symposium] covered a vast amount of information in a short time. The campus, community, departments, research, students, and the list goes on. This has been a great program with it being virtual."

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 (October 2022)
- Faculty recruiters connected with over 58 PhD scholar conference attendees
- Faculty recruiters found the conference well worth the effort and quite successful

Program/Activity: Multicultural and Diversity Experience (MADE) Day at ECU

Multicultural and Diversity Experience (MADE) Day* 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 Day 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:

 In November 2021, ECU's MADE Day event returned to an in-person experience and welcomed a total of 65 students who attended - a notable increase from the spring event.

* Note that, in March 2021, the MADE event's name was changed from Multicultural Appreciation Day Experience to Multicultural and Diversity Experience Day.

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 learners from diverse backgrounds in middle and high school through STEM-focused (science, technology, engineering and math) activities with a health care emphasis.

Notable Data/Outcomes:

- SPFD was paused since summer 2020. Instead, we are working with the Medical Education Development (MED) program at UNC Chapel Hill School of Medicine to jointly enroll students with a BSOM designation as an alternative to SPFD. We hope to enroll possibly 5-8 students this summer.
- SBRP was paused from 2020 until 2022 when it resumed with a cohort of 12 and looks to enroll again this summer of 2023.
- The Brody School of Medicine has had good success from their pipeline program matriculating into medical school. Eight (8) SPFD participants graduated in the class of 2022. 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. As a result of the program pause for SPFD due to COVID, matriculation numbers decreased to just 2 in the class of 2025.
- Brody RISE started in 2018 and long-term outcome data are not yet available, as the participants are currently in public school. However, 95% of Brody RISE participants are underrepresented in medicine.
- Participant feedback from Brody RISE participants suggest that 100% of students rate the Summer Program experience as "good to excellent". Similarly, 94% of students "agreed or strongly agreed" that the Brody RISE Program influenced their perception of ECU and the Brody School of Medicine. Additionally, 89% of students noted that they would be likely to recommend this program to a classmate.
- All three programs have been consistently very positive over the years.

Program/Activity: Partnerships for Diverse Graduate School Pathways

Partnerships for Diverse Graduate School Pathways have been further developed with Fayetteville State University (FSU) and the University of North Carolina at Pembroke (UNC-P). OED provided leadership in the development of memoranda of understanding (MOU) and memoranda of agreement (MOA) with both FSU and UNC-P to provide undergraduate students at partnering institutions with informal and formal pathways to ECU's graduate programs. Next steps involve, in part, exploration of early assurance agreements (EAA). EAAs have been signed and are now in effect and/or are under development for several ECU graduate programs.

Notable Data/Outcomes:

• A new EAA was finalized between FSU and ECU in summer 2022 in the computer science program and is scheduled to be implemented in spring 2023.

- FSU undergraduate students visited ECU in summer 2022 to participate in a summer research experience as part of the ongoing effort to develop partnerships and pathways between FSU and ECU. FSU undergraduate students engaged with ECU faculty and graduate and undergraduate students during the three-day visit.
- UNC-P and ECU finalized an MOA in summer 2022, which was implemented in fall 2022.

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 and in 2022, 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.

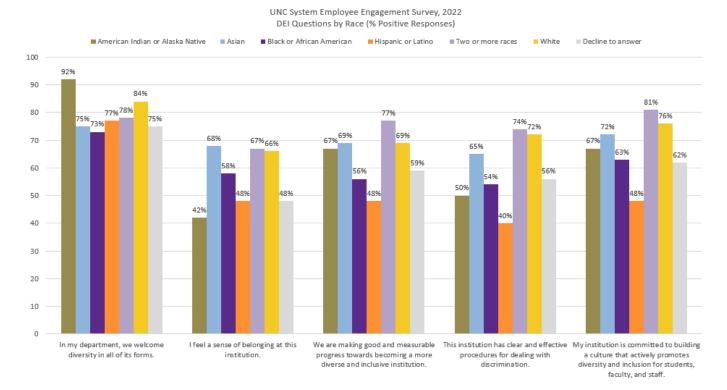
Limited information is currently available from the 2022 UNC System Employee Engagement Survey results, with a few highlights noted below. An analysis of HEDS data is in the process of being finalized, and reports will be shared with the Chancellor's Commission on Diversity, Equity and Inclusion.

Notable preliminary findings include:

- While the majority of all respondents are generally satisfied with the campus climate, satisfaction significantly decreases amongst historically marginalized communities on campus.
 - 73% of all respondents reported that they were generally or very satisfied with the campus climate. (HEDS)
 - This satisfaction drops to 66% of non-binary respondents, compared to 73% of male and 74% of female respondents; and 68% of Black respondents and 63% of Asian respondents compared to 76% of white respondents. (HEDS)
- Despite increased compositional diversity at ECU, historically marginalized communities are less likely to feel like they belong on campus.
 - One in three Black respondents (students, faculty, and staff) and one in four firstgeneration students reported that they do not feel like they belong at ECU. (HEDS)
 - Nearly 25% of student respondents have considered leaving ECU before graduation, with "not feeling welcome on campus" being the third most commonly reported reason (26% of those who considered leaving). (HEDS)

- There is a vested commitment to community amongst respondents, but they note that there is increased tension, discrimination, and a negative perception of ECU's prioritization on campus regarding DEI.
 - Nearly all respondents reported that diversity improves campus experiences (89%) and that being part of a diverse and inclusive ECU is important to them (90%). (HEDS)
 - 37% of all respondents reported that the campus is not free from tensions related to individual or group differences. (HEDS)
 - 23% of all respondents (18% of students, 30% of faculty, and 23% of staff) have experienced discrimination or harassment at ECU. Multiracial, non-binary, LGBQ, and students with disabilities are 2 times more likely to experience harassment or discrimination compared to their peers. (HEDS)
 - One third of students do not know how to report an incident of discrimination or harassment and, of those who experienced these incidents, 72% did not report them to campus officials. (HEDS)
- 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 2020 and 2022 Employee Engagement Surveys and the 2020 Racial Equity Task Force Survey. In these 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 2020 and 2022)
 - 42% agreed that senior leadership communicates openly about important matters. (EES 2020)
 - 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 and Hispanic respondents had a significantly lower percentage of positive responses to a range of DEI-related questions, especially sense of belonging, progress towards becoming more diverse and inclusive, and clear and effective procedures for dealing with discrimination. (EES 2022)
- 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 EES respondents (faculty/staff) reported being committed to building a culture that actively promotes diversity and inclusion. (EES 2020 and 2022)

Chart 1: UNC System Employee Engagement Survey 2022, % 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, social media and on our website, and departments may request a training for their department as well.

- Most educational sessions (85%) related to fostering a diverse and inclusive campus climate were conducted based on a request from an individual, committee, or department.
- Most evaluations reflected feedback from participants was either excellent or good. Evaluations consistently asked participants to rate their agreement with these statements:
 - After this educational offering, I feel more confident in my ability to cultivate appropriate workplace interactions that will build inclusive environments.
 - I understand how this knowledge from this educational offering can be applied to create an inclusive work environment.
 - The presentation enhanced my ability to work in a diverse and equitable university environment.

- Examples of topics covered and feedback received include:
 - Creating Inclusive Environments: 100% of participants said they strongly agreed or agreed with the evaluation statements above.
 - Bias and Belonging (11 sessions): 80% or more of participants said they strongly agreed or agreed with the evaluation statements above.

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.

- The Office for Equity and Diversity supported 2 DIRS awards for 2021/22.
- Research projects supported by the DIRS program have had positive outcomes. For example:
 - An interdisciplinary faculty and student research team was able to recruit a diverse group of medical resident providers to interview in order to address inequity in the healthcare system. They have plans to continue this work by submitting a letter of intent (LOI) to the National Science Foundation (NSF) and one to Pitt County to support a pipeline of medical residents from diverse social locations.
 - The team had great participation from diverse respondents to the survey and qualitative interview. Most of the respondents were women, residents of color, and LGBTQ+ residents. This will be the first study (at least that they could find through an extensive systematic review) with medical residents who represent more than one social location in a publication (specifically residents of color and LGBTQ+ residents). Intersectionality is completely absent in the medical residency literature with no known publications of LGBTQ+ residents of color.
 - One manuscript has been accepted. The team has three others that are currently under review and two other manuscripts that are in progress with teams of PhD, MS, and undergraduate students.
 - Based on the research findings, a fact sheet was created to support residency programs. First, the fact sheet will be used to provide BSOM residencies, ECU Health (formerly Vidant) residencies, as well as residencies from across the country aggregate data on experiences of burnout, compassion fatigue, and discrimination/harassment for minoritized residents. Additionally, the aim is to promote potential training and policy opportunities, including implications related to what residencies can do to better support their residents who identify as underrepresented in the medical workforce. Lastly, the fact sheet is intended

to help influence curriculum, inclusion of the Accreditation Council for Graduate Medical Education (ACGME) milestones in their programs, and/or strategic plans.

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.
- Interaction with the NCFDD site continues to increase, and responses from participants continue to be overwhelmingly positive. People report that it is an informative resource and most wish they had more time to interact with it. Regarding the 14-day writing challenge, some of the feedback includes:
 - "As a department chair, it's easy to let the research and writing side of my job fall to the wayside. The 14-day writing challenge is an opportunity to remind myself how much I love that part of my work and how much I can accomplish in short, consistent writing sessions."
 - "This will be my fourth 14-day writing challenge. I have come to depend on these challenges to complete specific writing tasks and goals."
 - "The writing challenge is awesome."
- Over 1,000 ECU users have created NCFDD subaccounts through our membership.

Program/Activity: Faculty Success Program

The Faculty Success Program (FSP) 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.

- ECU sponsored 8 faculty in spring 2021, 3 in summer 2021, 6 in fall 2021, and 2 in spring 2022.
- 100% of respondents reported they would definitely (83.33%) or probably (16.67%) recommend FSP to another faculty member.

- Some of the feedback responses received include:
 - "I have to say that participating in the Faculty Success Program has been my favorite professional development to date. It has challenged me and equipped me with skills that will contribute to my work long-term."
 - "As a tenure-track faculty, I began to realize that large chunks of time are few and far between and it was impacting my productivity. SO, FSP helped me develop the discipline to write in short chunks on a daily basis and it has been extremely helpful!"
 - "I wanted to thank you for selecting me to participate in the Faculty Success Program this summer. While I am only six weeks into the program, I have already noticed increases in my work productivity and my work-life balance, particularly as I am teaching a few courses during the summer session."

Program/Activity: Faculty Development Workshops

The Office for Faculty Excellence (OFE) strives to infuse an intentional emphasis on diversity and inclusion in each workshop series when possible. Examples include the Reappointment, Promotion and Tenure series; data-series; new faculty orientation; orientation series for new department chairs; and teaching-related workshops.

Notable Data/Outcomes:

- Sessions advertised or facilitated through the OFE that intentionally addressed or included topics related to diversity and inclusion increased from 17 to 23 from the previous reporting year.
- These sessions reached over 235 faculty from all colleges and library faculty at ECU.

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.

- All but three of the 2021/22 OED professional development sessions were conducted based on a request from an individual, committee, or department; and three were open enrollment.
- Most evaluations reflected feedback from participants was either excellent or good. Evaluations consistently asked participants to rate their agreement with these statements:
 - After this educational offering, I feel more confident in my ability to cultivate appropriate workplace interactions that will build inclusive environments.

- I understand how this knowledge from this educational offering can be applied to create an inclusive work environment.
- The presentation enhanced my ability to work in a diverse and equitable university environment.
- Examples of topics covered and feedback received include:
 - How Bias Impacts Belonging (5 sessions): 80% or more 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 learn how to deal constructively with these issues.

- ECU offers over 120 domestic diversity courses.
- ECU offers over 200 global diversity courses.
- Enrollment data for the last 5 academic semesters is noted below and reflects fluctuations in domestic diversity course enrollment and decreases in enrollment in global diversity courses when comparing the same academic period (e.g., fall to fall).

Table 4: Enrollment in Global Diversity and DomesticDiversity Courses by semester, fall 2020 – fall 2022			
	Domestic Diversity	Global Diversity	
	Course Enrollment	Course Enrollment	
Fall 2022	9,109	5,559	
Spring 2022	8,565	5,289	
Fall 2021	9,529	5,613	
Spring 2021	7,664	5,930	
Fall 2020	9,124	6,323	

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. Service- or compliance-related activities should not be included (eg, ADA accommodations compliance would not be included, but programming and outreach about or for disabilities communities would be included).

Position Title	School/Division	Percent of Work Time Assigned to D&I Activities	Brief Description of D&I Related Activities
Associate Dean of Diversity and Inclusion	BSOM Office of Diversity Affairs	100%	School-wide
University Program Associate	BSOM Office of Diversity Affairs	100%	School-wide
Administrative Support Associate	Intercultural Affairs	100%	Institution-wide
Affirmative Action Compliance Program Manager and Special Projects Director	Office for Equity and Diversity	50%	Institution-wide
Program Coordinator	Ledonia Wright Cultural Center	100%	Institution-wide
Sr. Associate Director for the LGBTQ Center	LGBTQ Center	100%	Institution-wide
Associate Director of Intercultural Affairs	Intercultural Affairs	100%	Institution-wide
Chief Diversity Officer, Associate Provost for Equity and Diversity, Title IX Coordinator	Office for Equity and Diversity	50%	Institution-wide
Program Coordinator	LGBTQ Center	100%	Institution-wide
Diversity and Inclusion Program Manager	Office for Equity and Diversity	80%	Institution-wide

Equal Opportunity and Diversity Data Analyst	Office for Equity and Diversity	50%	Institution-wide
Diversity, Equity, and Inclusion Project Manager	Office for Equity and Diversity	50%	Institution-wide
Program Specialist for Diversity and Inclusion Education and Training	Office for Equity and Diversity	80%	Institution-wide
Professor and Associate Dean for Research and Faculty Development/Copeland Director of Diversity & Inclusion	College of Business	50%	College-wide
Director of Pipeline Programs	BSOM Office of Diversity Affairs	100%	School-wide
Administrative Support Associate	BSOM Office of Diversity Affairs	100%	School-wide
Director of Intercultural Affairs	Intercultural Affairs	100%	Institution-wide
Associate Director of the Women and Gender Office	Intercultural Affairs	100%	Institution-wide
Associate Dean for Diversity, Equity, and Inclusion	College of Nursing	100%	College-wide
Administrative Support Associate	College of Nursing	100%	College-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	\$708,107.13	\$329,398.48	\$1,037,505.61
Non-Personnel Expenditures	\$111,341.13	\$63,515.90	\$174,857.03
Total Expenditures	\$819,448.26	\$392,914.38	\$1,212,362.64

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 in 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 2021-22

In keeping with ECU's strategic plan⁷ 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 and Diversity Experience Day (MADE) at ECU

Brief Description/Purpose of Program and Notable Data/Outcomes/Feedback for 2021-22

In keeping with ECU's strategic plan⁷ 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 2021-22

In keeping with ECU's strategic plan⁷ 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 mission⁸ 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: Global Diversity and Domestic Diversity courses

Brief Description/Purpose of Program and Notable Data/Outcomes/Feedback for 2021-22

This program is critical to preparing students to be successful in a global, multicultural society, in keeping with ECU's mission¹. See information provided in Section 1 above.

² 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

³ 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

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

⁵ 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.

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

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

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

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



AGENDA ITEM

V.	Other	Stephanie Coleman
		Vice Chancellor Administration & Finance
Situa	tion	Reserved for any additional information to present to the committee.
Jitua		Reserved for any additional mormation to present to the committee.
Back	ground:	N/A
Asses	sment:	N/A
Actio	n:	This item is for information only.