

AGENDA
University Affairs Committee
February 2, 2023

- | | | |
|------|---|-------------|
| I. | Approval of Minutes – November 3, 2022 | Action |
| II. | Operational Metrics | Information |
| III. | Dental Medicine Support Services Policy | Action |
| IV. | Tenure Process Update | Information |
| V. | Intercollegiate Athletics Report | Information |
| VI. | Powered By Persistence | Discussion |
| | a. Overview | |
| | b. Student Panel | |
| | c. Rural Education Initiative | |
| VII. | Closed Session | |



AGENDA ITEM

- I. Approval of Minutes – November 3, 2022 Dave Fussell
Committee Chair

Situation: Approval of the minutes from the November 3, 2022 committee meeting is required.

Background:

Assessment:

Action: This item requires a vote by the committee.

East Carolina University Board of Trustees
University Affairs Committee
Thursday, November 3, 2022 - 2:1 p.m.
Main Campus Student Center 249

Members attending: Dave Fussell, Chair, Jeff Roberts, Vice Chair, Ryan Bonnett, Leigh Fanning, Jim Segrave, Vince Smith.

Conflict of Interest Statement

The meeting was opened by the reading of the COI statement by Chairperson Dave Fussell.

I. Minutes from September 15, 2022, were approved.

II. **Operational Metrics Review** - Information.
Refer to Board materials.

III. **Conferral of Degrees** - ACTION
Trustee Bonnett moved that the candidates for degrees, as approved by the Chancellor and the Faculty Senate, be authorized for conferral at the annual Winter Commencement on Friday, December 16, 2022, and recommended full Board approval. Motion was passed.

IV. **Student Success Within a Relationship-Rich Culture** - Discussion

a. Student Success Overview - Dr. Robin Coger

When we have new students coming in, their experience here at ECU is a blend of their academic, learning and achievement, and their belongingness and enjoyment of being here at ECU. All of that together is how they have learning and evidences of learning, degree persistence, degree progress, acquiring valued competencies, acquiring value professional skills so they can get a job they came here to get after they finish their degrees. Ultimately, that leads to them leaving and launching their careers with success as graduates and alum of ECU.

In today's higher ed climate, threats to students enrolling and succeeding are amplified. There are

- Different levels of preparedness
- Commitment to school and their degree

- Engagement - some students are not engaged in their college experience; they go through the motions while some are fully engaged
- Grit - what happens when you trip or fall? How do you ensure that you're staying with it and continuing on the path that you came here to do?

Examples of threats

- Decreases in number of high school graduates
- Wider learner demographic
- Increases in supports sought by varied learners

Refer to Provost's **First Monday** article

<https://express.adobe.com/page/l3GnO0jMfctx3/> relative to why some high school graduates aren't choosing to attend college and what universities could do to change their minds.

Gates Foundation Study, *Where Are the Students? New Research into College Enrollment Declines*, published September 28, 2022, focused on some of the reasons why 18-30-year-olds may not choose to go to four-year institutions. Potential learners want

- Degree program flexibility
- Help with financial aid and scholarships and managing personal finances
- Help with job search counseling among other supports
- "On-the-job training is the best path to career advancement"
- Guaranteed "good job after graduation"

ECU is doing many things right in a changing higher ed climate

- Experiential learning activities
- Project and team experiences
- Formal and informal engagement with discipline experts
- Teaching, learning, and lab assistants, tutoring
- University-facilitated work experiences
- Leadership training and practice
- Innovation spaces
- And so much more

b. Experiential Learning Panel - Dr. Sharon Paynter

Refer to board materials for high-impact practices - things that really make a difference in a student's life

- Active learning practices that promote deep learning by promoting student engagement
- Evidence shows that students who participate have higher degrees of success than their peers who do not

Dr. Paynter discussed five high-impact educational practices

1. Collaborative assignments and projects
2. Undergraduate research
3. Service Learning, Community-based learning
4. Internships
5. Capstone courses and projects

Mentors and interns on the panel provided a glimpse of an important part of student success through CUREs, Undergraduate Research Program, SECU Public Fellows Internship Program, and RISE29.

RISE29 represents a partnership between ECU and Beaufort, Hyde, Martin, and Pitt counties. The heart of RISE29 lies with student entrepreneurs responding to community-driven need. To pinpoint areas of greatest need, RISE29 partners gather community input to drive selection of projects across the region. Throughout the process, student teams receive mentoring from university, community, and industry leaders. Effective mentorship is a key element of RISE29 as it is imperative for students to connect with knowledgeable and experienced faculty, community members, and seasoned entrepreneurs.

ECU is continuing to add additional eastern North Carolina counties to the program that fall within ECU's 29 county service region. These 29 counties include Beaufort, Bertie, Camden, Carteret, Chowan, Craven, Currituck, Dare, Duplin, Edgecombe, Gates, Greene, Halifax, Hertford, Hyde, Jones, Lenoir, Martin, Nash, Northampton, Onslow, Pamlico, Pasquotank, Perquimans, Pitt, Tyrrell, Washington, Wayne, and Wilson are faced with greater economic, education and health disparities due to their local population and lack of resources.

- Samuel Olivares, originally from Wilson NC, is working towards his bachelor's in accounting ('23) with plans to enroll in the MSA program at ECU after graduation. During his time as a student, he has interned twice with the RISE29 program. His first project was a historic building restoration on Ocracoke Island, developing innovative fundraising tactics and developing more enhanced marketing strategies. This semester, he is working with the Greenville United Football Club assisting with measuring revenue projections and community impact, as the club is applying to a semi-

professional league. He is interning full-time this summer with FORVIS Accounting in Raleigh, NC, as an audit intern. He plans to pursue a career in public accounting upon completion of his MSA and CPA license.

- Tristyn Daughtry, a native of Greenville NC, earned her bachelor's in management ('19) and MBA with a certificate in development and environmental planning ('21) from ECU. During her time as a student, her primary focus and research areas were in small business development, rural entrepreneurship, and inclusive economies. Tristyn serves as the program manager of RISE29, the university's student entrepreneurship internship program that supports rural economic development initiatives throughout eastern North Carolina.

Public Fellows Internship Program at ECU connects the university and regional communities through projects that address community-identified priorities. Undergraduate student placements provide opportunities for fellows to develop leadership, analytical, problem-solving, communication, and project management skills, as well as allow them to network in professional settings.

- Kaylee Warren is a senior majoring in Mathematics and Economics. She is from Mooresville, NC, which is in Iredell County. Her internship for the SECU PFI was at Beaufort County Economic Development where she received experience doing projects of all sorts, from redesigning their website to interviewing local business owners in order to give a better look at the variety of opportunities that Beaufort County has to offer. After graduation, Kaylee has a job with SAS in Cary, NC, working on one of their product management teams as a Product Marketing Specialist.
- Cassie Keel, a native of eastern NC, earned her bachelor's in psychology and certificate in project management from ECU and is currently pursuing her MBA. Cassie is the university program associate for engaged research and has served in that role since 2019. In this role, she assists with the Engagement Outreach Scholars Academy (EOSA), plans and manages the Purple and Gold Bus Tour, and serves as the program manager for the State Employees Credit Union Public Fellows Internship Program, a grant-funded program that matches undergraduate students across campus with community partners for summer internships.

Undergraduate Research Program empowers students to contribute knowledge and innovation and promotes critical thinking skills that 90 percent of employers favor in new hires. Past ECU undergraduates have led projects that have studied the impact of social media sites on education, increased diabetes awareness and prevention in Greenville, and improved knowledge of the biomechanics of student athletes. ECU has a variety of programs and grants that support mentor-led undergraduate research, giving students a way to investigate possible career paths and learn new techniques that aren't found in a traditional classroom setting. Learn more about how you can benefit from conducting undergraduate research here on campus.

- Daisy Angelica Perez hails from Oak Island, NC, a fourth-year student in the Neuroscience program. She serves as an undergraduate research assistant in Dr. Karen Litwa's lab in the Department of Anatomy and Cell Biology. Her future research area of interest is investigate the neuroanatomy and neural mechanisms behind neurodevelopmental or neurodegenerative disorders on the cellular/molecular level.
- Dr. Tuan Tran is a behavioral neuroscientist in the Department of Psychology. He has an active research program that focuses on examining rodent models of dementia and Alzheimer's disease, particularly as it relates to better understanding cellular and neurochemical factors that contribute to learning and memory impairments. Since 2007, he has served as the director of the Multidisciplinary Neuroscience Program and also now serves as the director of Undergraduate Research at REDE. In his capacities as researcher and neuroscience program director, he has provided research mentoring to his own students and facilitated research mentoring experiences for students in facilities across both campuses.

Course-based Undergraduate Research Experiences (CURES) is a high-impact practice that's shown to support student learning and engagement, especially in historically underrepresented student populations. Because research is so impactful, we want as many of our students as possible to experience it! CURES brings research into the classroom, allowing students to experience being a part of a project during their time in class. CURES are curriculum based, so students can easily enroll in these courses with an emphasis on research as part of their regular course of study.

- Ben Brisard is from Wake Forest, NC, and completed his B.S. in Biology and Chemistry minor at ECU. Ben is a first-year

interdisciplinary Biology/Biochemistry PhD student and is developing empirical and computational approaches to better understand (and predict) mammalian fertility. Following completion of his doctoral training, he plans to pursue a postdoctoral training abroad.

- Dr. Joi Walker from Tallahassee, FL, is an associate professor in the Department of Chemistry. Her field is chemistry education and a principal investigator on an NSF-funded.

c. First Year Assessment (FYA) - Dr. Virginia Hardy

ECU is exemplary on how it assesses students in a non-cognitive manner. Dr. Hardy's office developed a home-grown assessment to answer:

- Who was coming into our campus?
- What were they bringing with them?
- What would we need to do to address them proactively?

Dr. Jeremy Tuchmayer, Student Affairs Assessment, Research, and Planning gave a presentation on Building Data-Informed Intervention Strategies for Student Success.

V. Closed Session

Mr. Fussell asked for a motion to move into closed session.

Mr. Ryan Bonnett motioned the board move into closed session to prevent the disclosure of confidential information under N.C. General Statutes §126-22 to §126-30; and the federal Family Education Rights and Privacy Act. The motion was seconded and passed unanimously. The committee moved into closed session.

The committee approved the nonsalary compensation from the College of Allied Health Sciences as presented in board materials, and referred this item to the full board for approval via the consent agenda.

With no further business, the meeting adjourned at 3:15pm.



Meeting of the Board of Trustees
University Affairs Committee
February 2, 2023

AGENDA ITEM

II. Academic Affairs Operational Metrics..... Dr. Robin Coger
Provost & Senior Vice Chancellor
for Academic Affairs

Situation: Presentation of the metrics monitored by the University Affairs Committee.

Background:

Assessment:

Action: This item is for information only.



CEO Tracking Sheet
Fiscal Year - 2023
University Affairs Committee

KPI	Measurement	Prior Year	Target	Variance	FY2023												Total				
					Target	July	August	September	October	November	December	January	February	March	April	May		June			
New Freshmen Applications	Number of new freshmen applications submitted.	21,981	22,310	Monthly Plan	22,310	0	0	844	10,932	4,029	2,103	1,916	1,349	916	137	61	23	22,310			
				Monthly Actual			312	967	11,944	5,001	1,575										
				Monthly +/-			312	123	1,012	972	-638										
				YTD Plan			0	844	11,776	15,805	17,908										
				YTD Actual				312	1,279	13,223	18,224	19,799									
				YTD +/-				312	435	1,447	2,419	1,891									
New Freshmen Enrollment Deposits	Number of enrollment deposits paid by new freshmen.	4,337	4,402	Monthly Plan	4,402	0	0	36	136	325	465	615	1,080	1,470	232	44	4,402				
				Monthly Actual				14	62	133	188										
				Monthly +/-				14	26	-3	-137										
				YTD Plan				0	36	172	496										
				YTD Actual				14	76	209	397										
				YTD +/-				14	40	37	-99										
New Transfer Applications	Number of new transfer applications submitted.	2,889	2,889	Monthly Plan	2,889	0	0	47	355	140	140	371	304	416	373	366	377	2,889			
				Monthly Actual				35	59	313	102	138									
				Monthly +/-				35	12	-42	-38	-2									
				YTD Plan				0	47	402	542	682									
				YTD Actual				35	94	407	509	647									
				YTD +/-				35	47	5	-33	-35									
New Transfer Enrollment Deposits	Number of enrollment deposits paid by new transfers.	1,346	1,346	Monthly Plan	1,346	0	0	6	28	18	97	141	223	261	572	0	1,346				
				Monthly Actual				2	14	53	42										
				Monthly +/-				2	8	25	24										
				YTD Plan				0	6	34	52										
				YTD Actual				2	16	69	111										
				YTD +/-				2	10	35	59										
New Graduate Admits	Number of new graduate admits.	1,865	1,865	Monthly Plan	1,865	20	28	27	68	113	66	148	324	355	283	252	181	1,865			
				Monthly Actual		1	18	22	53	44	145										
				Monthly +/-		-19	-10	-5	-15	-69	79										
				YTD Plan		20	48	75	143	256	322										
				YTD Actual		1	19	41	94	138	283										
				YTD +/-		-19	-29	-34	-49	-118	-39										
Fundable Student Credit Hours	Number of fundable student credit hours for the calendar year.	644,968	644,968	Monthly Plan	667,861	0	0	0	261,297	23,403	12,080	587	116,032	157,675	54,195	19,699	644,968				
				Monthly Actual					252,682	23,065											
				Monthly +/-					-8,615	-338											
				YTD Plan					261,297	284,700											
				YTD Actual					252,682	275,747											
				YTD +/-					-8,615	-8,953											
Total Enrollment	Number of registered students.	25,154	25,154	Plan	25,154	0	0	0	0	0	0	0	8,262	10,609	4,189	2,094	25,154				
				Actual																	
				+/-																	
				YTD +/-																	
Sponsored Awards	Sponsored awards, excluding ECUP and SoDM contracts	\$ 75,169,288	\$ 70,000,000	Plan	\$70,000,000	\$9,800,000	\$6,860,000	\$6,090,000	\$3,640,000	\$3,430,000	\$2,800,000	\$2,870,000	\$3,780,000	\$3,920,000	\$4,620,000	\$9,590,000	\$12,600,000	70,000,000			
				Actual		\$9,250,921	\$8,981,095	\$4,804,540	\$3,496,592	\$12,627,738	\$8,407,817										
				+/-		-\$549,079	\$2,121,095	-\$1,285,460	-\$143,408	\$9,197,738	\$5,607,817										
				YTD +/-		-\$549,079	\$1,572,016	-\$286,556	-\$143,148	\$9,340,886	\$14,948,703										
Research Awards	Research awards	\$ 36,016,541	\$ 35,000,000	Plan	\$35,000,000	\$4,900,000	\$3,430,000	\$3,045,000	\$1,820,000	\$1,715,000	\$1,400,000	\$1,435,000	\$1,890,000	\$1,960,000	\$2,310,000	\$4,795,000	\$6,300,000	35,000,000			
				Actual		\$3,652,861	\$6,977,360	\$2,102,630	\$884,313	\$6,615,995	\$2,781,237										
				+/-		-\$1,247,139	\$3,547,360	-\$942,370	-\$935,687	\$4,900,995	\$1,381,237										
				YTD +/-		-\$1,247,139	\$2,300,221	-\$1,357,851	-\$422,164	\$5,323,159	\$6,704,396										
F&A Awarded	Sum of indirect cost of sponsor awards awarded	\$ 10,796,529	\$ 15,100,000	Plan	\$15,100,000	\$2,114,000	\$1,479,800	\$1,313,700	\$785,200	\$739,900	\$604,000	\$619,100	\$815,400	\$845,600	\$996,600	\$2,068,700	\$2,718,000	15,100,000			
				Actual		\$1,587,182	\$1,936,679	\$640,476	\$556,994	\$1,507,739	\$479,343										
				+/-		-\$526,818	-\$456,879	-\$673,224	-\$228,206	-\$767,839	-\$124,657										
				YTD +/-		-\$526,818	-\$69,939	-\$743,163	-\$971,369	-\$203,530	-\$328,187										
Housing Contract Commitments 2023 First-Time First-Year Students	Fall On campus housing contract commitments (Jan-Jun)	3,624	3,625	Plan	3,625	0	0	0	0	0	300	375	900	1,500	400	150	3,625				
				Actual																	
				+/-																	
				YTD +/-																	
Counseling Center Visits	Annual Visits	9,265	8,500	Plan	8,500	250	550	1,075	1,100	1,000	700	1,000	1,000	850	325	250	8,500				
				Actual		254	431	836	763	676											
				+/-		4	119	239	337	324											
				YTD +/-		4	115	354	691	1,015	1,082										

AGENDA ITEM

III. Dental Medicine Support Services (DMSS) Policy Manual Dr. Robin N. Coger, Provost & Senior Vice Chancellor

Situation: Effective July 1, 2022, the North Carolina General Statute 116-40.6 excepted employees of the ECU Dental School Clinical Operations at East Carolina University (ECU), formerly designated as employees subject to the human resources act (SHRA), from Chapter 126 of the General Statutes; except Article 5-Political Activity, Article 6-EEO, Article 7-Privacy Act, and Article 14-“Whistleblower” Protection. NCGS 116-40.6 authorizes the ECU Board of Trustees (Board) to adopt policies and procedures governing the terms and conditions of employment for these employees. The Board is directed to establish procedures that effectively promote the hiring and retention of capable, diligent, and effective career state employees.

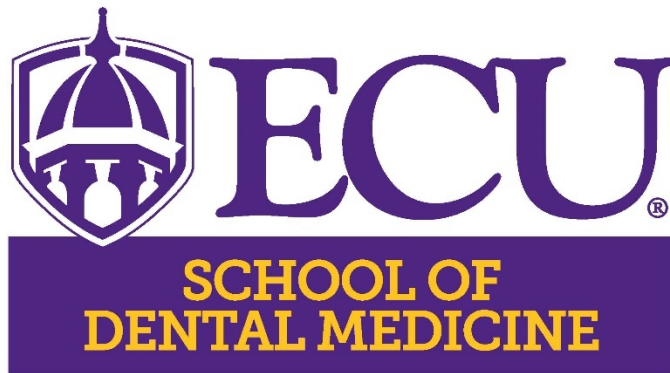
Background: The Board is authorized to establish a human resources system (to be named “Dental Medicine Support Services” – DMSS) that meets the needs of DMSS, so that it may remain competitive and responsive in the health care marketplace and to support the School’s mission to lead the nation in community-based oral health education, research patient care and service. The Dental Medicine Support Services (DMSS) Policy Manual has been developed to enhance the recruitment and retention efforts of the Dental Medicine Support Services system.

Assessment: Approval is being requested to establish the DMSS Policy Manual that currently covers the following policies:

- Introduction
- Delegation of Authority
- Dental Support Services (DMSS) Postings
- Dental Support Services (DMSS) Incentive Pay Policy
- Dental Support Services (DMSS) Probationary Appointment Policy
- Dental Support Services (DMSS) Time-Limited Permanent Appointment Policy
- Dental Support Services (DMSS) Performance Management Policy
- Dental Support Services (DMSS) Separation Policy

All other SHRA policies, except for the Mediation and Grievance Procedure for SHRA Employees, will remain in effect until such time as a new DMSS policy is developed to address the specific issue.

Action: This item requires a vote by the committee and a vote by the full Board of Trustees.



Dental Medicine Support Services (DMSS)
Policy Manual
(Updated **MONTH YEAR**)

Policy Statement XX: Dental Medicine Support Services (DMSS)

1. [Introduction](#)
 2. [Delegation of Authority](#)
 3. [Dental Support Services \(DMSS\) Postings](#)
 4. [Dental Support Services \(DMSS\) Incentive Pay Policy](#)
 5. [Dental Support Services \(DMSS\) Probationary Appointment Policy](#)
 6. [Dental Support Services \(DMSS\) Time-limited Permanent Appointment Policy](#)
 7. [Dental Support Services \(DMSS\) Performance Management Policy](#)
 8. [Dental Support Services \(DMSS\) Separation Policy](#)
-

1. Introduction (Approved XX/XX)

Effective July 1, 2022, the North Carolina General Statute 116-40.6 excepted employees of the ECU Dental School Clinical Operations at East Carolina University (ECU), formerly designated as employees subject to the human resources act (SHRA), from Chapter 126 of the General Statutes; except Article 5-Political Activity, Article 6-EEO, Article 7-Privacy Act, and Article 14-“Whistleblower” Protection. NCGS 116-40.6 authorizes the ECU Board of Trustees (Board) to adopt policies and procedures governing the terms and conditions of employment for these employees. The Board is directed to establish procedures that effectively promote the hiring and retention of capable, diligent, and effective career state employees. In broad terms, the Board is authorized to establish a human resources system (to be named “Dental Medicine Support Services” – DMSS) that meets the needs of DMSS, so that it may remain competitive and responsive in the health care marketplace and to support the School’s mission to lead the nation in community-based oral health education, research patient care and service. Support staff for Dental School Operations are usually designated as Dental Medicine Support Services (DMSS) staff in contrast to staff subject to the State Human Resources Act (SHRA). The application for and acceptance of a DMSS position, which is acknowledged in writing by every employee, confirms understanding of certain differences in policy between the two groups. DMSS employees, and the clinics they support, may be considered more similar to private dental practice clinics than to traditional state agency positions.

Various policy changes have been, and will continue to be, developed to enhance the recruitment and retention efforts of the Dental Medicine Support Services system as detailed in this document. All other SHRA policies, except for the Mediation and Grievance Procedure for SHRA Employees, will remain in effect until such time as a new DMSS policy is developed to address the specific issue.

2. Delegation of Authority (Approved XX/XX)

To expedite the development of the Dental Medicine Support Services (DMSS) Human Resource system, the East Carolina University (ECU) Board of Trustees grants delegation of authority to the ECU Department of Human Resources for approval of policies and procedures. The ECU Department of Human Resources will work closely with the Dean of the School of Dental Medicine and the Provost in the development of all DMSS proposals. “Final draft” policy and procedure proposals must be approved by the Dean of the School of Dental Medicine, the Provost, and the Department of Human Resources prior to implementation.

3. Dental Medicine Support Services (DMSS) Postings (Approved XX/XX)

I. Recruitment and Selection

- A. All vacant DMSS positions shall be publicized to permit open and fair competition for all interested employees and applicants.
- B. Each vacancy will be described in an announcement that includes at the minimum; the position number, title, salary range, essential functions, knowledge and skill requirements, minimum training and experience standard, and the application period (closing date).
- C. Each vacancy listing must include a closing date unless the classification has been determined as difficult to recruit.
- D. Each permanent DMSS position to be filled must be posted. There are two types of searches and minimum posting time.
 - 1. Internal to ECU; 3 workdays minimum posting
 - 2. Internal and External to State Government; 5 workdays minimum posting.

II. Continuous Postings

For DMSS Human Resources system purposes, those positions/classifications designated as difficult to recruit, may be advertised as **"Ongoing"**. (Factors used in determining difficult to recruit include; turnover, number of positions in class, geographic location, scarcity of qualified applicants, safety, quality of patient care, and educational requirements for students. Applications will be accepted on a continuous basis, allowing the hiring department to interview applicants as soon as a vacancy occurs. This will eliminate the usual recruitment period and allow for the filling of positions in a timely manner.

4. Dental Medicine Support Services (DMSS) Incentive Pay Policy (Approved XX/XX)

DMSS Incentive Pay Policy	
Cash bonuses may be awarded to eligible employees in addition to regular compensation for exemplary contributions by an individual or results achieved by the overall department. The administration of all compensation including bonus awards shall be made on a nondiscriminatory basis without regard to race/ethnicity, color, genetic information, national origin, religion, sexual orientation, gender identity, age, disability, political affiliation, or veteran status.	
Bonus Payments -Definition	As defined in this policy, a cash bonus is a one-time, lump sum monetary payment which does not increase the base salary of the employee. The lump sum bonus payment may be awarded as a flat dollar amount or may be a percentage of the employee's base pay. Cash bonus amounts will be reduced by both tax withholding and benefits deductions.

<p align="center">Types of Bonuses Payments</p>	<p>Eligible DMSS employees may receive two types of cash bonus payments: 1) individual contributor bonus commonly referred to as a “spot bonus”; 2) department/unit incentive bonus based on pre-set goals and measurable criteria.</p>
<p>Type 1 Individual Contributor (“Spot”) Bonus</p>	<p>An individual contributor bonus may be awarded to an employee for “above and beyond” contributions. These bonuses are after-the-fact payments for which there has been no promise or prior agreement. Individual contributor bonuses may be awarded at any time. The amount of the bonus is based on the significance of the results. The bonus should be a minimum of \$250, not to exceed \$2,500 per award and a maximum of \$5,000 during a 12-month period, subject to division and HR approval.</p> <p>Individual contributor bonuses must be based on current activities rather than performance evaluations. Additionally, bonuses must be based on definable, measurable criteria. Criteria may come from any of the categories of activities listed below. Please note that categories provided are not all-inclusive, nor do achievements in these categories automatically entitle an employee to a bonus payment:</p> <p>#1 – Quality Improvement/Reengineering Efforts #2 – Teamwork & Collaboration #3 – Professional Development Activities #4 – Customer Service</p>
<p>Individual Contributor Bonuses – Employee Eligibility</p>	<p>Employees with probationary, permanent, time-limited, or temporary appointments are eligible to receive individual contributor bonus awards. Employees <u>not eligible</u> for individual contributor bonuses include the following:</p> <ul style="list-style-type: none"> • Employees with “below expectations” rating on most recent performance evaluation • Employees with any type of “active” disciplinary action • Non-employees performing services as independent contractors
<p>Approval of Individual Contributor Bonuses</p>	<p>The School of Dental Medicine Dean or his/her designee will review all requests for bonuses. If approved, requests will be submitted to the division office for approval. After obtaining these approvals, the request will be submitted to Human Resources for final review and approval. Bonuses may also be contingent upon other approvals required by applicable policy and/or law.</p>

<p>Type 2 Unit-Based Incentive or Productivity Bonus</p>	<p>A Unit-Based Incentive or Productivity Bonus is a payment based on the achievement of a predetermined goal(s) or criteria as a group of eligible employees operating as a business unit or department. This type of bonus is contingent upon the successful completion of the predetermined goal(s), and contingent upon the availability of non-state funding.</p> <p>Unit-based incentive bonus plans should be based on achievement for a six-month or 12-month period, allowing for one annual award or a maximum of two awards per fiscal year.</p> <p>All Unit-based incentive bonus payments will be awarded to the individual employees in the applicable unit or department based upon the employee’s eligibility as outlined in this policy. Productivity bonus payments should be awarded based upon predetermined criteria and the employee’s eligibility as outlined in this policy.</p>
<p>Unit-Based Incentive Bonus Plan – Employee Eligibility</p>	<p>DMSS employees may be granted the right to participate in the unit-based incentive bonus plan. DMSS employees with a probationary, temporary, permanent appointment, including time-limited appointment status are eligible to participate in unit-based bonus plans. DMSS employees <u>not eligible</u> for unit-based bonuses include:</p> <ul style="list-style-type: none"> • Employees with “below expectations” rating on most recent performance evaluation • Employees with any type of “active” disciplinary action • Non-employees performing services as independent contractors. See “Other Policy Provisions” below
<p>Unit-Based Incentive Bonus Plan – Required Approval</p>	<p>Unit-based and productivity bonus plans must require completion of predetermined measures of achievement and are subject to this policy. Unit-based performance or productivity bonus plans must be approved by the Dean or his/her designee, the division office, Office of University Counsel, and Human Resources prior to implementation.</p>
<p>Other Policy Provisions And Considerations – All Types of Bonuses</p>	<p>Employees are not eligible for partial payment of any bonus paid after termination of their employment and/or reassignment to another position that is not classified as DMSS. All bonus payments are subject to funding availability.</p>

5. Dental Medicine Support Services (DMSS) Probationary Appointment Policy (Approved XX/XX)

The purpose of this policy is to extend the selection process and provide the time for effective training and adjustment of the new employee and determine if the employee’s performance

meets acceptable standards for their position. All new Dental Medicine Support Services (DMSS) employees, including rehires and transfers from SHRA\CSS positions (both internal ECU SHRA\CSS hires, as well as those from other State agencies), will serve a twelve (12) month probationary period.

A DMSS probationary employee who has more than three (3) months of extended leave of absence with or without pay, during the probationary period, will have their probationary period extended to a duration of fifteen (15) months from the DMSS appointment date. Months of extended leave of absence is defined as leave in excess of one-half of the regularly scheduled workdays and holidays within a given month.

During the probationary period, DMSS probationary employees will receive a DMSS Performance Evaluation upon completion of their first six (6) months of employment and after the completion of the probationary period.

The University retains the right to discharge new DMSS employees during the probationary period, without notice or without cause. Probationary dismissals are not subject to appeal.

Probationary employees are eligible to earn vacation and sick leave and holiday time as they accrue. Any vacation and sick leave time may only be used in accordance with applicable leave policies.

Employees who resign or are terminated during the probationary period are not eligible to be paid out vacation leave or bonus leave accrued during their probationary period, excluding leave transferred from state service prior to date of DMSS position appointment. Eligible unused vacation leave, not to exceed 240 hours, plus unused eligible bonus leave is paid in a lump sum. Payment shall not be made for unused sick leave, and it shall be reinstated if the employee returns within five years. Sick leave may be applied toward retirement if eligible to retire within five years dependent upon the retirement program the employee is enrolled in.

6. Dental Medicine Support Services (DMSS) Time-Limited Permanent Appointment Policy (Approved XX/XX)

A time-limited permanent appointment is an appointment that has a limited duration to:

1. a permanent position that is vacant due to the incumbent's leave of absence and when the replacement employee's services will be needed for a period of one year or less.
2. a time limited permanent position. If an employee is retained in a time-limited permanent position beyond five years, the employee shall be designated as having a permanent appointment.

This type of appointment is distinguished from a temporary appointment by the longer length of time, and from a regular permanent appointment by its limited duration.

Individuals receiving initial appointments in Dental Medicine Support Services (DMSS) positions will be subject to the DMSS probationary period as outlined in the DMSS Probationary Policy.

Employees with a time-limited permanent appointment receive leave, total state service credit, retirement and health benefits. They are not eligible for severance pay and priority reemployment.

7. Dental Medicine Support Services (DMSS) Performance Management Policy (Approved XX/XX)

Performance management includes the overall management of the employee, including the completion of performance evaluations. Performance management includes coaching, counseling, mentoring, as well as encouraging employee development. In the event that performance and/or conduct are not meeting expectations, the supervisor should review the appropriate Disciplinary Policy and contact the appropriate Employee Relations Consultant in Human Resources.

In order to ensure that employees are aware of job expectations for both performance and conduct, it is essential that a performance management policy is in place. DMSS employees will be evaluated on a Performance Plan that will include the East Carolina University Core Work Values, the employee's job duties from the position description, and an overall performance rating utilizing the 3-point rating scale of Exceeds Expectations, Meets Expectations, and Below Expectations.

Performance Evaluations

It is expected that the following evaluations will be completed on DMSS employees. Supervisors will be responsible for, and held accountable for, the fair and accurate completion of these evaluations.

- a) Probationary Evaluation – DMSS employees serving in their initial probationary period will receive probationary evaluations in accordance with the DMSS Probationary Appointment Policy.
- b) Annual Evaluation – DMSS employees who have completed their initial DMSS probationary period will be evaluated on an annual basis utilizing the approved evaluation form as denoted by the Employee Relations website. The evaluations will be conducted by the end of May of each year. The evaluation period shall run from April 1st to March 31st of the following year.
- c) Interim Evaluation – DMSS employees who are no longer on probation may receive an interim evaluation in between annual evaluations if the supervisor deems it necessary, the employee has active disciplinary actions, or the employee requests it. Interim evaluations will normally be completed halfway through the annual performance review period.
- d) Evaluations must be maintained for a period of three (3) years, at which time they can be destroyed unless those records are subject to an active litigation hold or other longer record retention requirement.

8. Dental Medicine Support Services (DMSS) Separation Policy (Approved XX/XX)

Separation from State service occurs when an employee is indefinitely removed from payroll due to one of the reasons listed below.

Resignation

Any DMSS employee expecting to terminate employment with the School of Dental Medicine is expected to give written “working” notice. (“Working” notice is defined as actual days worked after submitting a notice of resignation). Preapproved leave is not considered part of the working notice. The working notice period does not need to be continuous, but the total actual days worked must meet the minimum working notice period defined below. As is normally the case, any request for vacation or sick leave during this notice will be subject to management’s discretion but leave days will not count towards the working notice period, unless explicitly stated that they will count towards the working notice period by management.

All DMSS employees should give at least 4 weeks written “working” notice prior to their last expected workday.

Failure to provide adequate notice of resignation will be documented in the employee’s personnel file in the ECU Department of Human Resources and will place the employee on an ineligible for rehire list with the University, at management’s discretion. DMSS employees placed on an ineligible for rehire list for the failure to complete a proper working notice period, will remain on the list for at least 2 years from their date of separation. After 2 years from the date of separation, the former DMSS employee may request to be removed from the list. Requests for removal from the ineligible for rehire list must be submitted in writing to the Department of Human Resources Employee Relations Unit. Requests will be reviewed by the Department of Human Resources and the School of Dental Medicine, and a response will be provided in writing to the former DMSS employee within 30 calendar days. If the request for removal is denied, the former DMSS employee may re-request removal from the ineligible for rehire list after 365 days.

The requirement of completing the working notice period may be waived at department management and Department of Human Resources’ discretion, upon the employee’s request. Request for waiving the working notice period must be submitted in writing.

In the event a DMSS employee resigns to avoid serious disciplinary action, including suspension, demotion, or dismissal, the University has the discretion to make the employee’s resignation effective immediately.

Unused vacation leave, not to exceed 240 hours, plus unused eligible bonus leave is paid in a lump sum. If resignation is received from a probationary employee, payout of leave will follow the DMSS Probationary Appointment Policy. Payment shall not be made for unused sick leave. It shall be reinstated if the employee returns within five years, or it may be applied toward retirement if eligible to retire within five years.

Voluntary Resignation without Notice

An employee who is absent from work and does not contact the employer for three consecutive scheduled workdays may be separated from employment as a voluntary resignation. The employer should make a reasonable effort to contact the employee before separation. A factor to be considered when determining whether the employee should be deemed to have voluntarily resigned is the employee’s culpability in failing to contact his or her employer.

Such separations as described above are voluntary separations from State employment and create no right of grievance or appeal. Unused vacation leave, not to exceed 240 hours, plus unused eligible bonus leave is paid in a lump sum. If separation is from a probationary employee, payout of leave will follow the DMSS Probationary Appointment Policy. Payment shall not be made for unused sick leave. It shall be reinstated if the employee returns within five years, or it may be applied toward retirement if eligible to retire within five years.

Separation Due to Unavailability

An employee may be separated on the basis of unavailability when the employee becomes or remains unavailable for work after all applicable leave benefits (as defined below) have been exhausted. Such a separation is an involuntary separation and not a disciplinary dismissal, therefore may not be grieved or appealed.

Definitions:

- a) Unavailability – (1) the employee’s inability to return to all of the position’s essential duties and work schedule due to a medical condition or the vagueness of a medical prognosis; or (2) the employee and the department cannot reach agreement on a return to work arrangement that meets both the operating needs of the agency and the employee’s medical/health needs; (3) notwithstanding any unexhausted applicable leave credits and leave benefits, the employee is unable to return to all of the position’s essential duties as set forth in the employee’s job description or designated work schedule due to a court order, or due to other extenuating circumstances that renders the employee unable to perform the position’s essential duties as set forth in the employee’s job description or designated work schedule;
- b) Applicable leave credits – leave the employee chose to exhaust prior to going on leave without pay, including vacation, sick, bonus leave, and available compensatory leave.
- c) Applicable leave benefits – benefits approving employee to be on a leave status (whether paid or unpaid), including Family Medical Leave Act, accommodation under the Americans with Disabilities Act and the Americans with Disabilities Act Amendments Act, Short-term Disability, and Extended Short-term Disability.

Notification Required - To issue a Separation Due to Unavailability letter for a DMSS employee, management must contact the Department of Human Resources to initiate and complete this process.

1. “Pre-Separation Letter”

Prior to separation, the University shall notify the employee in writing of the proposed separation date, the efforts undertaken to avoid separation, and why the efforts were unsuccessful. This notice will be sent to the employee at least 7 calendar days prior to the department’s planned date of separation. The employee must respond in writing prior the proposed separation date to contest the separation. It is advisable for the University to send the employee the “Pre-Separation Letter” via certified mail or some other method of delivery that provides delivery confirmation.

2. “Letter of Separation”

The department must also give the employee a letter of separation if the University and employee are unable to agree on terms of the employee’s return to work or the employee does not respond to the Pre-Separation Letter prior to the separation date defined in the Pre-Separation Letter. The University should send the employee a Letter of Separation no later than 7 calendar days after the Pre-Separation letter is sent to the employee. The Separation Letter must include a. Actual date of separation, and b. Specific reasons for separation.

Retirement

An employee may retire when the employee is eligible, applies, and is approved for retirement benefits as outlined by the employee’s respective retirement program. Unused vacation, or any portion, may be exhausted and the remainder paid in a lump sum (up to 240 hours) along with eligible bonus leave. Unused sick leave may be applied toward retirement dependent upon the retirement program the employee is enrolled in.

Reduction in Force

An employee may be reduced in force in accordance with provisions of the appropriate Reduction in Force Policy. Employees may elect, subject to approval by management, to exhaust vacation leave after their last day of work and be paid in a lump sum for the balance not to exceed 240 hours (plus eligible bonus leave). If an employee had over 240 hours of vacation leave at the time of reduction in force, the excess leave shall be reinstated if reemployed within one year. Employees separated due to reduction-in-force shall be informed that their sick leave shall be reinstated if employed in any agency within five years.

Dismissal

Dismissal is involuntary separation for cause in accordance with the provisions of the appropriate Disciplinary Policy. Unused vacation leave, not to exceed 240 hours, plus unused eligible bonus leave is paid in a lump sum. Payment shall not be made for unused sick leave, and it shall be reinstated if the employee returns within five years. Sick leave may be applied toward retirement if eligible to retire within five years dependent upon the retirement program the employee is enrolled in. If dismissal is for a probationary employee, payout of leave will follow DMSS Probationary Appointment Policy.

Time-Limited Appointment Ended

A "Time-limited Appointment Ended" separation occurs when a time-limited employee is terminated without just cause prior to being designated as having a permanent appointment in accordance with the DMSS Time-limited Permanent Appointment Policy. DMSS time-limited employees are considered at-will and thus, there are no required disciplinary or dismissal procedures to end the employment of these employees. Employees will receive written notification of a separation from employment to the DMSS time-limited appointment. Unused vacation leave, not to exceed 240 hours, plus unused eligible bonus leave is paid in a lump sum. Payment shall not be made for unused sick leave, and it shall be reinstated if the employee returns within five years. Sick leave may be applied toward retirement if eligible to retire within five years dependent upon the retirement program the employee is enrolled in. If separation is for a probationary employee, payout of leave will follow the DMSS Probationary Appointment Policy.

Death

In the event of the death of an active University DMSS employee, payment for unpaid salary, unused vacation leave, not to exceed 240 hours, unused eligible bonus leave, and approved reimbursements, must be made upon establishment of a valid claim, to the deceased employee's administrator or executor. In the absence of an administrator or executor, payment must be made to the Clerk of Superior Court of the county of the deceased employee's residence. Payment shall not be made for unused sick leave. If separation is for a probationary employee, payout of leave will follow DMSS Probationary Appointment Policy.

Separation Date:

The last day of work or the day of death, shall be the date separated, except in the following cases, subject to the approval of Human Resources:

- (1) If an employee is exhausting vacation leave prior to retirement or reduction in force, the date separated shall be the ending date of leave.

(2) If an employee is exhausting approved sick/vacation leave for medical reasons and resigns or dies before returning to work, the date separated shall be the date the employee resigns or dies.

(3) If an employee gives notice of a resignation and becomes ill, the employee may exhaust sick/vacation leave up until the date of the resignation. The date separated will be the date of resignation.



AGENDA ITEM

IV. Tenure Process Update Dr. Robin Coger
Provost & Senior Vice Chancellor
for Academic Affairs

Situation: In April the Board of Trustees will consider the confer of tenure recommendations for a number of faculty in accordance with Chapter VI of the UNC Policy Manual and Part IX of the ECU Faculty Manual.

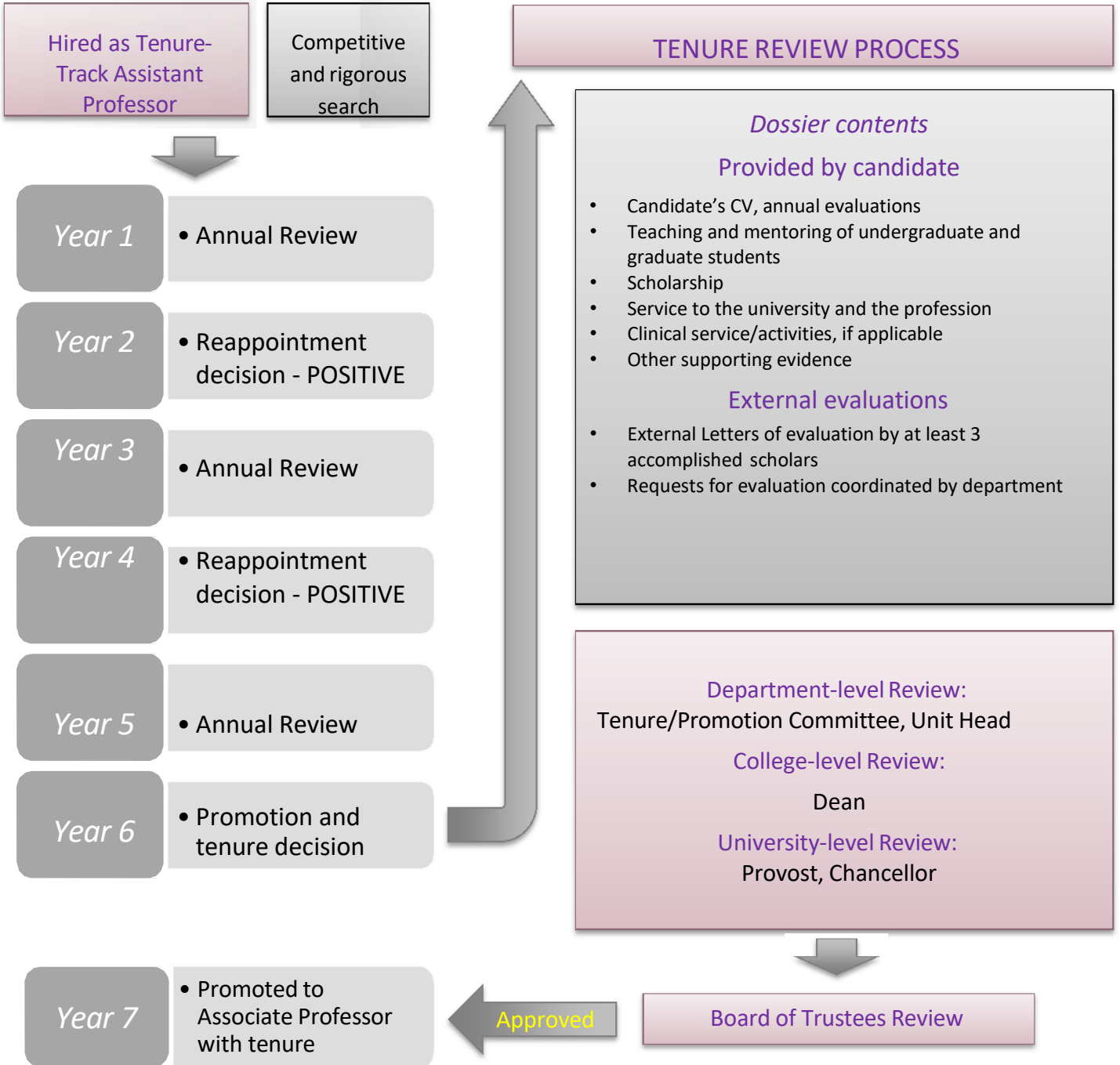
Background: The Board of Trustees will hear an educational update on the tenure process in order to apply appropriate knowledge to their decisions in April.

Assessment:

Action: This item is for information only.



Process for Probationary Term Faculty





AGENDA ITEM

- V. Intercollegiate Athletics Report..... Robin Coger
Provost

Situation: UNC Policy 1100.1 states that a report on student-athlete admissions, academic performance, and progress towards degree as well as financial reporting be provided each year to the institution’s Board of Trustees before submission to the UNC-System office to share with the UNC System President.

Background: Information this year’s report includes data for Academic Year 2021-2022. UNC policy 700.6.1[G] requires an annual review of course-clustering of student-athlete enrollment be completed. No irregularities were found in the review.

Assessment: This year’s assessment is comparable to prior years, without any significant findings.

Action: This item is for information only.

Thank you for your time and efforts on this survey. This is a summary page of all your entered data and the information **HAS NOT been formally submitted**.

After reviewing the data with institutional leaders, please return and indicate chancellor approval of the submission.

Once the data is complete and the chancellor has approved, return to this page and click the SUBMIT button at the bottom of the screen.

Below is a summary of your responses

[Download PDF](#)

Introduction

The UNC Intercollegiate Athletics Report to the Board of Governors fulfills the requirement to disclose the academic characteristics and performance of the UNC system's student-athletes and institutional athletics departments.

This data collection will ask data for the **2021-2022** academic year in order to fulfill all reporting requirements. There will be additional requests for information related to the impact of COVID-19 on each institution's athletics department and student-athletes.

A message was sent to all UNC chiefs of staff outlining this data collection on November 21, 2022.

The deadline for completing this survey is February 17, 2023

Survey Instructions

- You are receiving this survey invitation because you have been designated as the institutional contact for this data collection.
 - You may forward the email invitation you received to anyone at your institution who is authorized to enter data.
 - Doing so allows multiple users to access the survey and enter data.
- You may enter and exit the survey at any time, but in order for data to be saved on any screen, you **MUST** hit the arrow to go to the next screen--doing so records/saves your answers.
 - **Only ONE user can access and enter data at a time.**
 - If multiple survey windows are open simultaneously, the survey will not be able to combine responses and your institutional answers will not be automatically combined.

Completing the Survey

1. Upon completing your data entry, you will be able to receive a summary of your responses after clicking the "SUMMARY" button in section "12. Conclusion".
2. Upon clicking the "SUMMARY" button, you will receive a summary of your responses, which may be shared or coordinated with your chancellor and other institutional officials. At this point, the survey HAS NOT been submitted to the UNC System Office.
3. After your data is reviewed and approved by your chancellor, please go back to into the survey and indicate chancellor approval by selecting "yes".
4. **To officially submit your institution's data entries, click the "SUBMIT" button at the bottom of the summary page .**

If any questions arise during the survey process, please contact:

Rondall Rice, Ph.D.
Executive Director for Operations & Administration
Division of Academic Affairs
rrrice@northcarolina.edu

1. Contact Information

1.1 Please enter the primary point of contact for the data provided. This contact information will be used to communicate regarding any questions from your submission.

Name	<input type="text" value="Stephanie White"/>
Title	<input type="text" value="Senior Associate Athletics Director, Student-Athlete Academic Services"/>
Email Address	<input type="text" value="whitestep21@ecu.edu"/>
Telephone	<input type="text" value="2527374552"/>

2. Undergraduate Student-Athlete Admission Policy

2.1. Per [UNC Policy 1100.1](#) (section 13.b), all UNC institutions annually report to the UNC Board of Governors regarding their intercollegiate athletics programs and shall include information regarding their "admission policy for student-athletes, including the definitions utilized for exceptions to campus-based criteria."

- In the spaces below, please paste the URL that specifically points to your institutional policy (2.2) **OR** upload a file (2.3) with the policy language regarding this item.

2.2. Student-Athletes Admission Policy URL

- If providing a URL, please include the URL that points directly to your institution's admission policy below.

2.3. Student-Athletes Admission Policy Document(s)

- If uploading a file, please provide only the section that discusses your institution's admission policy for student-athletes.
 - Please name the uploaded file in the following manner: XXXX_Admission_Policy where XXXX=your institutional abbreviation.
 - If there are multiple documents you would like to submit, please combine them into one file before uploading (the survey software only allows for one document to be uploaded in this question).

ECU_Admission_Policy.pdf

0.2 MB

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2.4. Please use the space below if you wish to include any explanations about the policy above and your submission.

3. Recruited Freshmen Student-Athletes & UNC Minimum Eligibility Requirements (MERs)

3.1. Please enter 2021-2022 unduplicated enrollment totals for ***all recruited freshmen student-athletes (RFSAs)*** who did not meet Minimum Eligibility Requirements (MERs). Institutions should report:

1. The total number of recruited freshmen student-athletes
2. The total number of recruited freshmen student-athletes who did not meet MERs.

Please note:

1. For SAT/ACT reporting, only include information on the standardized test score used in the admission decision. If admission was based upon high school weighted GPA and not on standardized test scores, you still need to report submitted standardized test scores.

For the UNC policy and regulation on MERs, see [UNC Policy 700.1.1](#) and [Regulation 700.1.1.1\[R\]](#). **NOTE: UNC amended the Policy on 2/24/2022.**

All FERPA guidelines regarding protection of student identity will be followed. The UNC System follows the US Department of Justice standards for FERPA data protections: information is not disclosed when institutional data include four or fewer student-athletes and/or when the data combined with publicly-available information could result in the information being identifiable. Please submit all student information here and before making any student-level information public, the UNC System will remove all details that could result in student information being identifiable.

2021-22

1. Total number of recruited freshmen student-athletes	115
2. Total number of recruited freshmen student-athletes who did not meet MCRs .	2
3. Total number of recruited freshmen student-athletes who did not meet MERs (using the new "or" policy of weighted high school GPA OR minimum SAT of 1010 or ACT of 19) .	5
4. Total number of recruited freshmen student-athletes who did not meet MCRs and MERs .	0

3.2. Please use the space below if you wish to include any explanations about institutional data entered above.

4. Undergraduate Student-Athlete Academic Profile

4.1. Please enter the following academic information for 2021-2022 **recruited freshmen student-athletes (RFSAs)**. The information reported here should be averaged across ALL student-athletes (not just the three revenue sports).

Instructions

- Enter the number of RFSAs and the average HS NCAA Core Course GPA & average admission test scores.
 - **Only utilize the standardized test score used in the admission decision when calculating the average. If reporting ACT, use the composite ACT score** (highest score possible is 36).
 - If weighted HS GPA was used for admission, still provide the SAT/ACT submitted by the student
- Enter "NA" in a cell if there were no **RFSAs** in the sport or if there are no GPA or test scores to report.

All FERPA guidelines regarding protection of student identity will be followed. The UNC System follows the US Department of Justice standards for FERPA data protections: information is not disclosed when institutional data include four or fewer student-athletes and/or when the data combined with publicly-available information could result in the information being identifiable. Please submit all student information here and before making any student-level information public, the UNC System will remove all details that could result in student information being identifiable.

2021-2022

	Total Number of RFSAs	Average HS NCAA Core Course GPA	Average SAT composite score	Average ACT composite score (max 36)
All RFSAs	115	3.48	1068	84

4.2. Please use the space below if you wish to include any explanations about institutional data entered above.

5. Academic Integrity Regulations

5.1. Per UNC Academic Integrity Regulation ([700.6.1\[R\]](#)) and Guidelines ([700.6.1.1\[G\]](#)), please provide information for the following questions related to academic integrity. The review consists of three steps:

1. Flagging and reviewing all course sections with possible clustering of student-athletes.
 - Flagged courses are defined as student-athletes making up more than 25% or more of the section enrollment at time of census.
 - The review consists of examining the g grade distribution between student-athletes and non-student-athletes in flagged sections and the grade distribution between flagged sections and non-flagged sections of the same course.
2. Reviewing the transcripts of any student-athletes enrolled in three or more flagged courses.
3. If Steps #1 and #2 lead to identifying irregularities with regards to student-athletes and course clustering, then a document should be submitted (see 5.4) explaining these irregularities and steps taken to review and ameliorate the irregularities.

Please note:

- Student-athlete data for 5.2., 5.3., and 5.4. in this section should include data across all terms in the academic year 2021-22.
- Question 5.5. asks for Spring 2022 data only.

Review of Course Clustering

5.2. Please provide a summary of findings for the analyses of student-athlete clustering in course sections.

- See [UNC Policy 700.6.1.1\[G\]](#) Sections V.A.1 and V.A.2
- Please note that [UNC Policy 700.6.1.1\[G\]](#) states that all course sections flagged for possible course clustering will be reviewed using the following steps:
 1. Grade distribution between student-athletes and non-student-athletes in flagged sections.
 2. Grade distribution between flagged sections and non-flagged sections of the same course.
 3. Review of transcript of any student-athlete who enrolls in more than three flagged sections per academic year (including summers).

	2021- 2022
Number of sections flagged and reviewed due to possible clustering	<input type="text" value="100"/>
Number of flagged sections found to be irregular, requiring additional investigation by campus leadership	<input type="text" value="0"/>

Review of Course Clustering - Transcript reviews

5.3. Please provide summary data on findings of student-athlete transcript reviews for any student-athlete who enrolls in three or more flagged sections per academic year (including summers).

If there are no flagged sections or transcripts to review, please enter "N/A".

- See [UNC Policy 700.6.1.1\[G\]](#) Section V.A.3

2021-2022

Number of student-athletes' transcripts flagged for review

89

Number of student-athletes' transcripts found irregular

0

Review of Irregularities

5.4. Please attach a summary document outlining **the entire process** of the institutional review of the Academic Integrity Guidelines and how your institution determined "irregularities" (or no irregularities) pertaining to UNC Policy 700.6.1.1[G], sections V.A.1., V.A.2., and V.A.3. Even if no irregularities were found, please submit a document stating as such.

- *Please name the uploaded file in the following manner: XXXX_Irregularities where XXXX=your institutional abbreviation.*

ECU_Irregularities.pdf

0.1 MB

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Review of GPAs

5.5. Please provide the results of your institutional analysis of Average Cumulative Student-Athlete GPA and Average Cumulative Non-Student Athletes GPA (see [UNC Regulation 700.6.1\[R\]](#)).

This comparison is for **Spring 2022**.

- **Please exclude graduate student athletes in this comparison.**

Average Cumulative GPA for **Spring 2022**.

Student-Athlete GPA

3.24

Non-Student-Athlete GPA

3.03

6. Undergraduate Student-Athletes' Programs of Study

6.1. Please enter the following in the space below:

1. The number of majors for all undergraduate recruited student-athletes who are enrolled and achieved at least junior academic standing as of Fall 2021.

If any recruited student-athletes are double majors, please report both majors or programs.

Undergraduate Declared Majors

01 - agriculture, agriculture operations, & related sciences	0
03 - natural resources & conservation	2
04 - architecture & related services	5
05 - area, ethnic, cultural, gender, & group studies	0
09 - communication, journalism, & related programs	55
11 - computer and information sciences & support services	1
13 - education	9
14 - engineering	4
15 - engineering technologies & engineering-related fields	5
16 - foreign languages, literatures, & linguistics	0
19 - family and consumer sciences / human sciences	2
23 - English language and literature / letters	0
24 - liberal arts and sciences, general studies, & humanities	0
26 - biological & biomedical sciences	8
27 - mathematics and statistics	1
30 - multi/interdisciplinary studies	7
31 - parks, recreation, leisure, & fitness studies	41
38 - philosophy & religious studies	0
40 - physical sciences	1
41 - science technologies / technicians	0
42 - psychology	6
43 - homeland security, law enforcement, firefighting, & related protective services	18
44 - public administration & social service professions	28
45 - social sciences	4
49 - transportation & materials moving	0
50 - visual & performing arts	2
51 - health professions & related programs	12
52 - business, management, marketing, & related support services	56
54 - history	5
XX - undecided	0
Total	272

6.2. Please use the space below if you wish to include any explanations about institutional data entered above (including any student-athlete listed in more than one major above).

7. Financial Information Related to Intercollegiate Athletics

Per [UNC Regulation 1100.1.1\[R\]](#), each institution is required to report certain financial data pertaining to their intercollegiate athletics program as part of "the University of North Carolina's commitment to ensuring integrity and transparency in its financial and other operations".

As the NCAA has changed the way it makes this information available (no longer accessible from the NCAA Financial Dashboard), all institutions are asked to provide the following financial data from the Institutional Performance Program (IPP) Dashboard to comply with [UNC Regulation 1100.1.1\[R\]](#).

7.1. As with all data provided in this survey, these data will be securely handled and presented in the annual report to the UNC Board of Governors. Please provide the requested information in the spaces below.

Are you an NCAA Division I or Division II institution?

- Division I
 Division II

For Division I institutions:

Please provide the Single-Year APRs for your institution since 2016.

	APR
2016	<input type="text" value="977"/>
2017	<input type="text" value="981"/>
2018	<input type="text" value="977"/>
2019	<input type="text" value="975"/>
2020	<input type="text" value="984"/>
2021	<input type="text" value="993"/>

7.2. Please provide the following data from the Institutional Performance Program dashboard.

	2021-2022
Total Number of Student-Athletes (scholarship and non-scholarship) (#)	<input type="text" value="420"/>
Total Athletics Revenue (\$)	<input type="text" value="54,964,121"/>
Total Athletics Generated Revenue (\$)	<input type="text" value="30,748,755"/>

Total Athletics Net Revenue (\$)	2021-2022 831,100
Student Fees as a % of Revenue (%)	26.5%
Total Athletics Expenses (\$)	54,133,020
Total Institutional Expenses (\$)	891,771,647
Athletics as a % of Institutional Expenditures (%)	6.1%
Athletics Expenses per Student-Athlete (\$)	128,888
Total Athletics Grant-in-Aid (\$)	8,651,563
Total Compensation - Head Coaches (\$)	5,686,679
Total Compensation - Assistant Coaches (\$)	5,082,909
Total Compensation - Administrative Staff (\$)	9,091,270
Team Travel as a % of Expenditures (%)	6.8%

8. Other Athletics-Related Reporting Requirements

8.1. Reporting Structure Document

- Please upload an explanation of your institution's reporting structure for athletics compliance and whether and to whom the athletics compliance director reports outside of the department of athletics (see UNC Policy 1100.1.1[R]).
 - Please name the uploaded file in the following manner: XXXX_Reporting_Structure where XXXX=your institutional abbreviation.
 - If there are multiple documents you would like to submit, please combine them into one file before uploading (the survey software only allows for one document to be uploaded in this question).

ECU_Reporting_Structure.pdf

0.2 MB

application/pdf

If there has been no change to the reporting structure from what was reported previously, please enter "no change to reporting structure" in the box below.

8.2. Especially Effective Practices Document

- Please upload a document containing any especially effective practices employed at your institution that

• Please upload a document containing any especially effective practices employed at your institution that reinforce the integral connection between academics and athletics (see [UNC Policy 1100.1.1\[R\]](#)).

- Please name the uploaded file in the following manner: XXXX_Effective Practices where XXXX=your institutional abbreviation.
- If there are multiple documents you would like to submit, please combine them into one file before uploading (the survey software only allows for one document to be uploaded in this question).

ECU_Effective Practices.pdf

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9. "Booster" Club Related Reporting Requirements

The following items are related to "booster" club organizations and are required [UNC Regulation 1100.1.1\[R\]](#).

Booster Club Audit

9.1. Please upload a PDF copy of the most recent annual audit review of your "booster" club organization.

- Please name the uploaded file in the following manner: XXXX_Booster_Audit where XXXX=your institutional abbreviation.
- If there are multiple documents you would like to submit, please combine them into one file before uploading (the survey software only allows for one document to be uploaded in this question).

ECU_Booster_Audit.pdf

1 MB

application/pdf

Booster Club Operating Procedures

Please provide your "booster" club's operating procedures. These policies were required to be in place by January 1, 2015. You may report these operating procedures by pasting the URL or uploading a document.

9.2. Operating Procedures URL

- Please provide the URL for your "booster" club's operating procedures.

https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fecupirateclub.com%2Fsports%2F2016%2F10%2F5%2Ffoundation-governance.aspx&data=05%7C01%7Cwhitestep21%40ecu.edu%7C8097c99260374631104f08dad6e373f4%7C17143cbb385c4c45a36ac65b72e3eae8%7C0%7C0%7C638058570137818000%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCi6Mn0%3D%7C3000%7C%7C%7C&sdata=Uoq74TSsh2bZNDM%2BDoN4nM9F8iW7jz%2BV08j5ejYc94%3D&reserved=0

9.3. Operating Procedures Documents

- If uploading the booster club's operating procedures:
 - *Please name the uploaded file in the following manner: XXXX_Booster_Procedures where XXXX=your institutional abbreviation.*
 - If there are multiple documents you would like to submit, please combine them into one file before uploading (the survey software only allows for one document to be uploaded in this question).

Drop files or click here to
upload

10. Impact of COVID-19 on intercollegiate athletics

10.1. The impact of COVID-19 on individuals and institutions has lingered. We do not overlook the impact that the pandemic has had on the lives of all students in the University of North Carolina, including student-athletes. If you would like to share any information regarding how COVID-19 continued to impact your student-athletes and the athletics enterprise at your institution, please do so in the space below. **Please only include impacts from AY 2021-2022.**

In 2021-22, sports seasons and academic practices were pretty much back to normal with a normal competition schedule. Student-athletes had to transition back to taking classes in person again. Academic support was adjusted to make sure to aid in efforts to prepare students for in-person classes, time management, and study skills.

11. Chancellor's Approval

11.1. Please signify that the chancellor or chancellor's designee approves the institutional submission of all data in this survey by selecting "yes" below.

- **This serves as the official notification of the chancellor's approval.**
- No data submission will be considered complete by the UNC System Office until "yes" is selected below.
- This section should be completed only after the chancellor has reviewed all institutional data.
 - Please return to this page to indicate approval after downloading a summary of all your submitted data on the next screen.

- Yes, our Chancellor approves of all data submitted for the 2021-2022 Intercollegiate Athletics Survey
-

12. Conclusion

Completing the Survey

Thank you for taking the time to complete this survey. If all of your information is complete, please select SUMMARY below and you will be taken to a page with a summary of all your responses.

1. Upon clicking the "SUMMARY" button, you will receive a summary of your responses. This may be used to share with your chancellor and other institutional officials.
 - **At this point, the survey HAS NOT been submitted to the UNC System Office.**
2. After reviewing the summary data submission, please be sure to indicate that your chancellor approves your data submission by returning to Section 11 of the survey (on the previous screen) and selecting "yes".
3. **To officially submit your institution's data entries (after indicating your chancellor's approval), click the "SUMMARY" button below, where you will again see the summary page of your responses, and then click the "SUBMIT" button at the bottom of the summary page.**

Any technical questions about the survey should be sent to:

Rondall Rice, Ph.D.
Executive Director for Operations & Administration
Division of Academic Affairs
rrrice@northcarolina.edu




BACK

SUBMIT






Process for Admitting Student-Athletes with Special Talent Waivers

1. The need for a Special Talent Admission request will be determined through the Preliminary Evaluation Process completed by the Office of Compliance in conjunction with the Office of Admissions. A prospective student-athlete who does not meet ECU's regular admission standards will need to be reviewed by the Academic Success Committee's Special Talent Waiver Sub-Committee (ASCST) for admission consideration under the Special Talent "umbrella". The University's regular admission standards change annually and are determined by the Office of Admissions.
2. Once a prospective student-athlete (PSA) has been identified as a Special Talent candidate, the candidate's coach will initiate the process by submitting the "Special Talent Admissions Request Form" to the Office of Compliance which requires Sport Administrator approval.
3. The Office of Compliance will confirm the PSA has a complete admissions file (e.g. high school transcripts, test scores, application, application fee, etc.). A Special Talent Request will not move forward until a PSA has a complete admissions file.
4. The Office of Compliance will create the "Special Talent Admissions Request Packet." This packet will include the following:

Documents included for a FRESHMAN:

-  Copies of transcripts from ALL institutions attended;
-  Copies of ALL test scores; and
-  Copy of the Preliminary Evaluation.

Documents included for a TRANSFER:

-  Copies of transcripts from all institutions attended;
-  Copies of all test scores (if applicable);
-  Completed TRACER from all institutions attended;
-  Completed Transfer Assessment Form; and
-  Copy of the Preliminary Evaluation, which will include the transfer GPA.

5. The Office of Compliance will provide the Head Coach with the "Special Talent Admissions Packet." The Head Coach will review the Special Talent Admissions Packet with the Director of Athletics for review and approval via signature.
6. If approved by the Director of Athletics, the "Special Talent Admissions Packet" will be submitted back to the Office of Compliance. The Office of Compliance will then submit the packet to the Academic Success Committee Special Talent Sub-Committee (ASCST) for final approval for the PSA's admittance to the University.
7. The Faculty Athletics Representative (FAR) serves as chair of the ASC's "Special Talent Waiver Request Sub-Committee". The FAR will set a date for the Sub-Committee's review of the Special Talent Request.

8. If approved by the ASCST, the Office of Compliance will provide the form to the Office of Admissions for processing; they will notify the Office of Compliance of the formal decision in writing once processing is completed.

Guidelines for Review by the Academic Success Special Talent Waiver Sub-Committee

1. The Academic Success Committee (ASC), appointed by the Chancellor, is chaired by the Faculty Athletics Representative and meets as needed. The committee is comprised of four faculty members (one being the FAR), two athletic administrators, two academic administrators, The Director of Compliance and The Director of Student Development. The ASC has several tasks and one task is to serve as the committee to hear requests for admission waivers for student-athlete special talents. The ASC has appointed a special sub-committee (ASCST) to hear these requests. This sub-committee consists of all ASC members, except the two athletic administrators and the Director of Compliance.
2. Upon receipt of the packet from the Office of Compliance, the FAR will schedule a meeting of the sub-committee. The FAR will also request that the Head Coach for the sport that the student-athlete is wanting to join attend this meeting in order to present their case for the student's need for a waiver.
3. The approval of the waiver request by the ASC Sub-Committee is subjective and will be based on many different factors. Some of the factors will include:
 - a) A review of the submitting sport's APR. No sport with a current APR below the NCAA minimum will be granted a Special Talent Waiver.
 - b) A review of the success of prior students admitted via the special talent process. This information will be used by the ASC to determine whether the prospect should receive a Special Talent Waiver. For example, if the requesting sport has not been able to graduate their student-athletes admitted through this process at a rate commensurate with their overall graduation rate, this information will be considered by the committee in making their final admission decision.
 - c) A determination of whether the student-athlete is receiving aid.
 - d) A determination of whether the student-athlete is actually a special talent.
 - e) A review of other factors specific to the particular student-athlete, the sport, and the head coach.
4. For prospective student-athletes whose academic record places them under one of the following categories, additional information will be required for their packet (however, this information can also be requested by the ASC for any special talent waiver on a case-by-case basis and a coach may include this information even though not required):
 - a) Prospective students with a cumulative GPA below a 2.50 (at the time of their Preliminary Evaluation);
 - b) Prospective Students who will need a NCAA/American Athletic Conference waiver to be eligible; or
 - c) Prospective students who are projected to be an Academic Redshirt as per NCAA Bylaw 14.3.1.2 (Freshmen) or 14.5.4.3 (2-Year College Transfers).

❖ The additional information required is:

- 1) A written statement from the head coach to justify why ECU should take a risk on the applicant;
 - 2) A written statement from the applicant describing his or her academic goals, life plans and any special, mitigating or extenuating circumstances related to the applicant's poor academic record; and
 - 3) A letter from a high school teacher and/or guidance counselor describing the applicant's commitment to academics and his or her belief that the applicant can successfully complete college level work and earn a degree from ECU.
- d) After reviewing the applicant's complete file and supporting documents, the committee will vote on whether to grant the applicant special admission status. The vote requires a majority of the committee for admittance or denial.
5. The committee's approval or denial is communicated to the Compliance Office and is considered the proper authority for making this admission decision. However, the Chancellor retains the right to overrule all admission decisions.

**East Carolina University
Institutional Review of Academic Integrity Guidelines
Summer 2021-Spring 2022**

Summary Document

Reviewers

An audit of student-athlete course enrollment for the 2021-22 academic year was conducted by Angela Anderson – Academic Affairs, Wayne Poole – Internal Audit, and Stephanie White – Student-Athlete Academic Services

Data Timeframe Reviewed

The terms reviewed for this report included: all three Summer sessions 2021 (1st session, 2nd session, and the 11-week session), Fall 2021, and Spring 2022.

Review Process

The audit team used a business analytics tool to independently review the data. The team then came together to examine the scenarios that each reviewer had identified as warranting further attention.

Grade distribution (athletes and non-athletes) within flagged sections

Courses with a student-athlete enrollment of 20% or higher were identified as flagged and were examined in detail. UNC policy considers a section “flagged” when 25% or more of the enrollees are student-athletes. ECU, however, has historically set a higher standard and has reviewed sections with 20% or more student-athlete enrollees. Both the total number of students enrolled and the number of sections offered for a specific course were considered in the review.

For this reporting year, the audit identified 100 sections with 20% or more student-athletes. The review team examined these sections and identified those courses that should be considered in detail. The team concluded no irregularities.

Grade distribution between flagged and non-flagged sections of the same course

Course sections were examined for student-athlete grade distribution. This included courses with student-athlete enrollment as well as the same-named courses with no student-athlete enrollment. A scatterplot review of the data was used to examine the courses. No irregularities were found.

Transcript review for student-athletes enrolled in three or more flagged sections

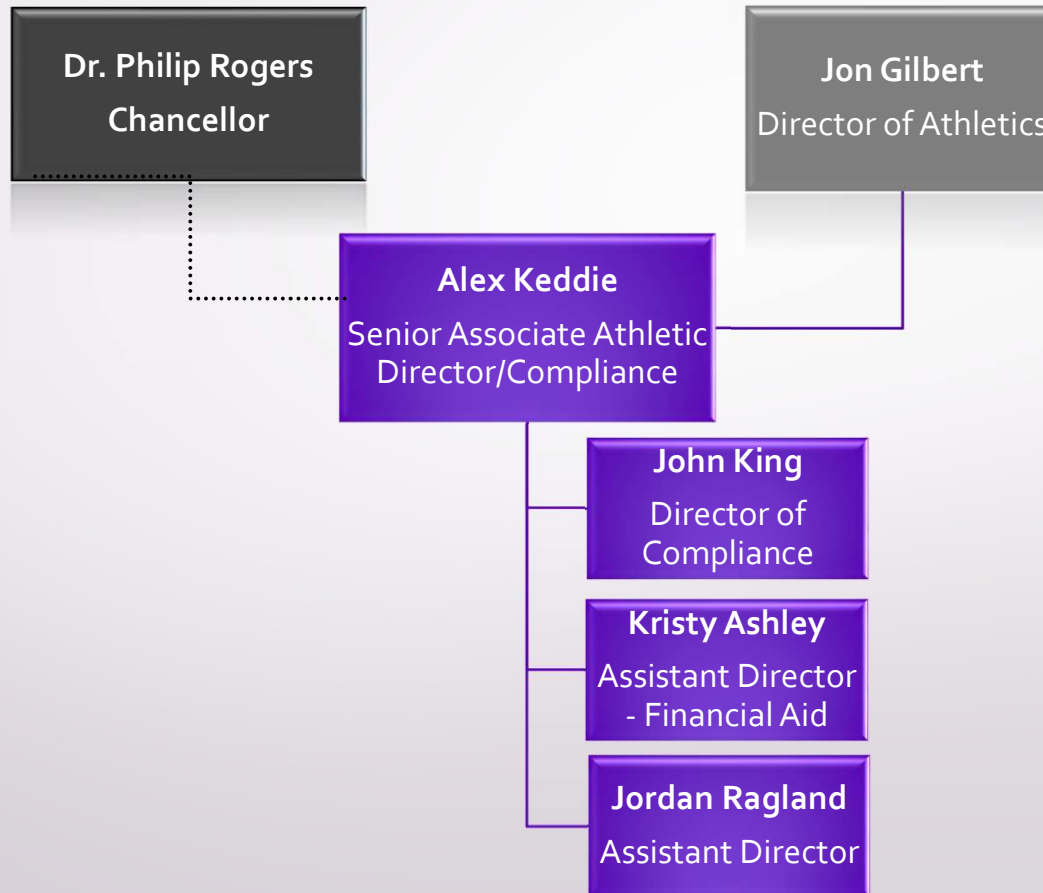
Student-athletes enrolled in three or more sections with 20% or higher student-athlete enrollment for the academic period Summer 2021 – Spring 2022 were identified for further review. A total of 89 student-athletes were identified. The review team then closely examined the transcripts of those students. No irregularities were noted.

Conclusion

Review of student-athlete course enrollment analytics was completed for the 2021-22 academic year. No unexplained irregularities were identified, which would require reporting to the Provost and/or corrective action.



Overview of Department & Reporting Structure



Effective practices that reinforce the connection between academics and athletics

East Carolina University is committed to strengthening the connection between academics and athletics through innovative and collaborative approaches and to ensuring the highest level of academic integrity. The following practices/programs are among those that have proved to be highly effective.

Collaborative Advising System for Course and Major Selection

All academic advisors across the university and the Student-Athlete Academic Services coordinators are a part of the collaborative advising system. Student-athletes are assigned both an advisor in their major and an athletics academic coordinator. Student-athletes meet with both to discuss course selection and degree progression. The two advising entities collaborate regularly, and campus advisors are encouraged to question any oddities they may notice in a student-athlete's schedule. Student-athletes trying to decide on a major are encouraged by the athletic coordinators to schedule appointments with campus advisors in majors of interest. Student-athletes are also encouraged to meet with a career counselor in the career center to conduct career exploration. Athletic coordinators as well as the faculty athletics representative serve as liaisons between coaches and academic departments when concerns arise regarding major requirements and athletics participation. All parties work together to assist the student-athlete in successfully participating in the desired major and in athletics. The faculty athletics representative and the University Athletics Committee also conduct periodic reviews of major information and selection both from numbers data and student survey information.

Review of Student-Athlete Academic Progress

A collaborative review system of student-athlete progress helps reinforce the importance of academics. The reviews are both formative and summative and conducted by broad-based groups. Throughout the semester, regular meetings occur between coach, academic coordinator, and sport administrator to discuss the class performance of each student-athlete on that coach's team. These meetings help identify any concerns and help ensure that everyone has an understanding of each student-athlete's situation. At the end of each semester, final grade reports are shared with this group and additional meetings are held if necessary. Along with this review group, end-of-the-semester grade reviews are conducted by compliance, academic coordinators, the faculty athletics representative, and the registrar. This group meets to review for progress toward degree and any academic concerns. Information from end-of-the-semester reviews and semester grade calculations are also shared with the University Athletics Committee of the Faculty Senate. This group helps provide faculty guidance in any academic concerns.

Academic Integrity Education Program

All entering freshmen, transfers, and continuing students new to a team roster are administered the Academic Integrity Quiz at the beginning of their first term of enrollment as an ECU student-athlete. This initial quiz is designed as a pre-test to determine the incoming student-athlete's knowledge of the academic integrity policies of ECU and the NCAA. Students who score less than 100% on their first attempt are required to attend an educational seminar. Those student-athletes are then retested. Students who score below 90% on the post-test are then required to meet one-on-one with their athletic academic coordinator to review the principles of academic integrity. Those students then sign a form indicating their understanding of those principles.

In addition to the required training program at initial enrollment, an academic integrity educational campaign is targeted to all student-athletes as a means of continuing education. The delivery is primarily through email and signage.

Learning Assistance Program (LAP)

The Learning Assistance Program provides student-athletes with resources and opportunities to meet academic standards and achieve academic success. The primary focus of the Learning Assistance Program is students who are identified as needing an increased level of support in order to improve their ability to learn and mitigate academic failure. Each incoming student is evaluated based on an incoming student questionnaire and high school GPA. This information helps determine the student's learning support level, as well as if further evaluation is needed.

East Carolina University Educational Foundation, Inc.

Financial Statements

Years Ended June 30, 2022 and 2021

Table of Contents

Management's Discussion and Analysis	1
Independent Auditors' Report	7
Financial Statements:	
Statements of Financial Position.....	9
Statements of Activities	11
Statements of Functional Expense	13
Statements of Cash Flows	15
Notes to Financial Statements	16



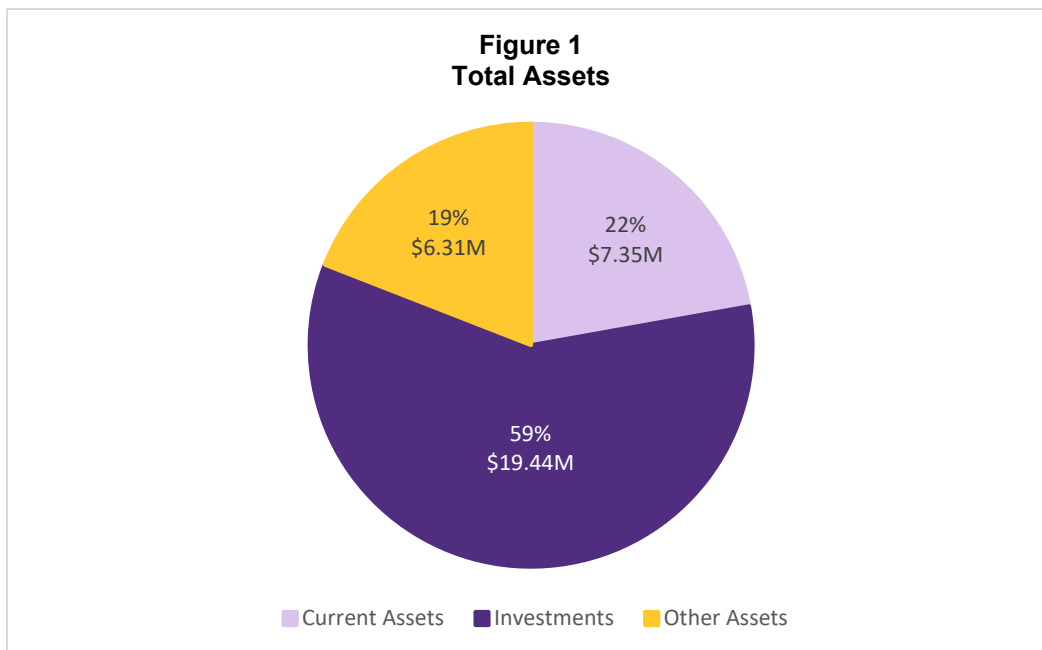
Management's Discussion and Analysis

October 25, 2022

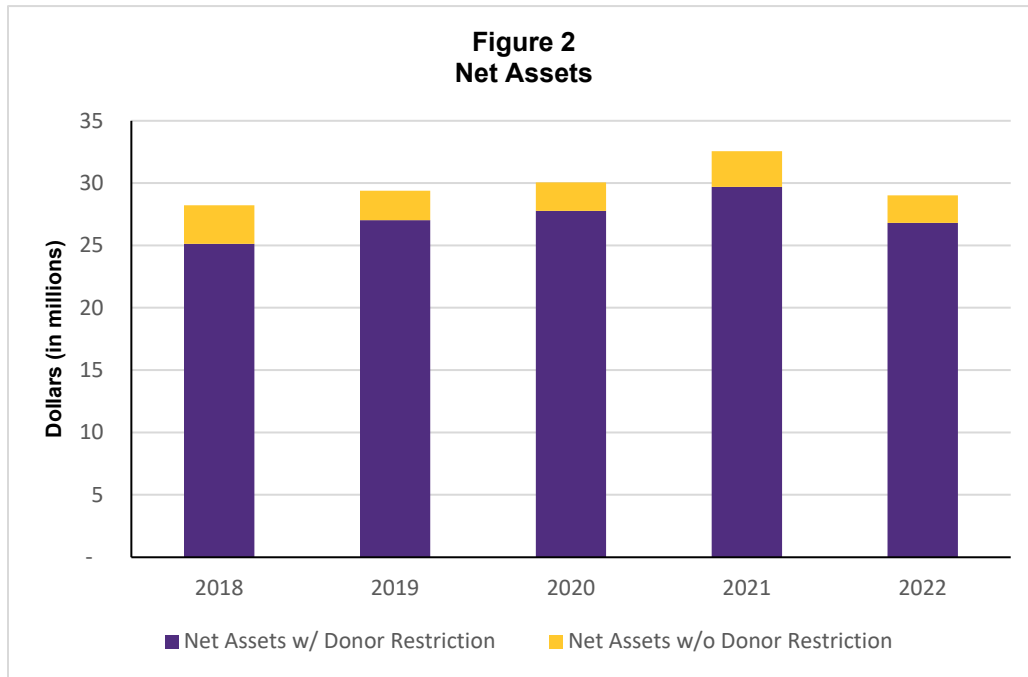
The East Carolina University Educational Foundation, Inc. (the "Foundation"), is a 501(c)(3) organization whose mission is to be the friend-raising and fund-raising arm of East Carolina University's Division I athletics program. The attached financial statements, audited by the firm of Bernard Robinson & Company LLP, received an unmodified opinion. The unmodified opinion from our auditors reflects the commitment of our volunteers and staff to stewarding the Foundation's resources in a responsible manner while fulfilling the Foundation's mission with honesty and integrity and in compliance with the rules and regulations that govern its operations.

As the financial statements illustrate for the fiscal year ended June 30, 2022, the Foundation saw a decrease in net assets. The following graphs and explanations summarize the financial results for the year ended June 30, 2022.

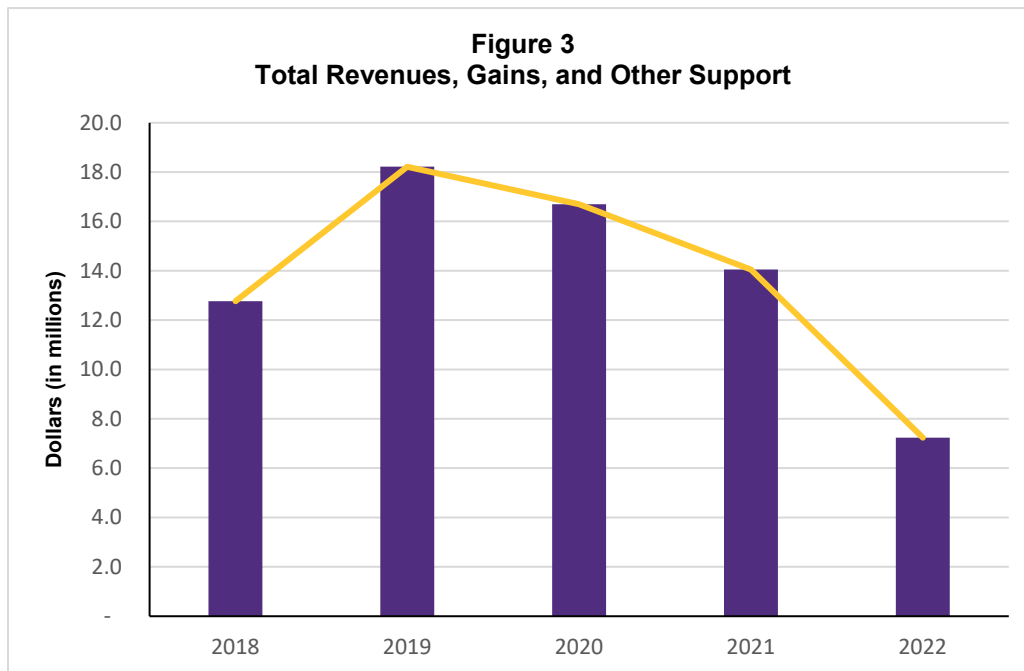
Total assets of the Foundation at June 30, 2022 were \$33.1 million. The Foundation's investments represented the largest percentage of the Foundation's assets at the end of the fiscal year (see Figure 1).



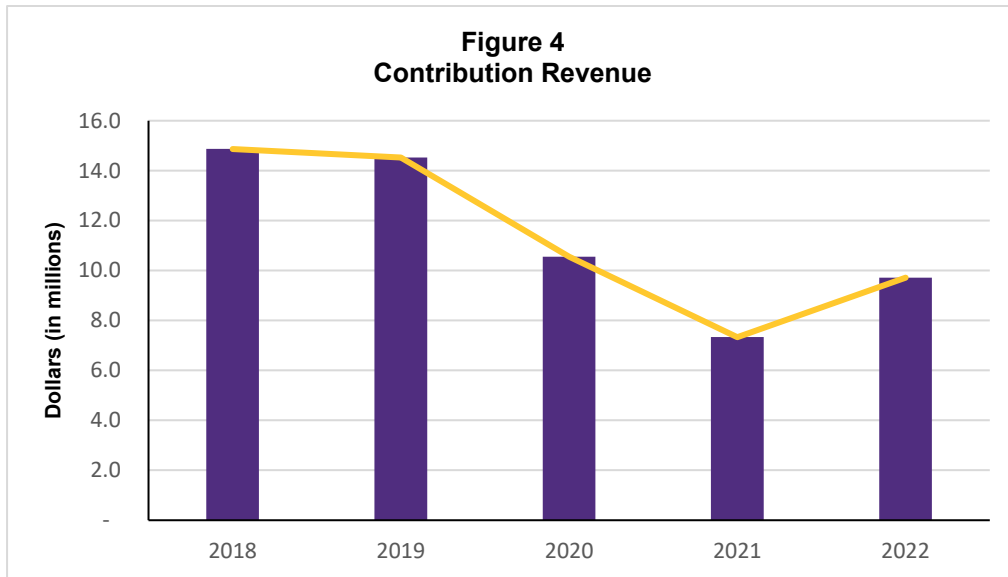
The Foundation's ending total net assets of \$29.0 million decreased by 10.9% over the prior year's ending net assets (see Figure 2).



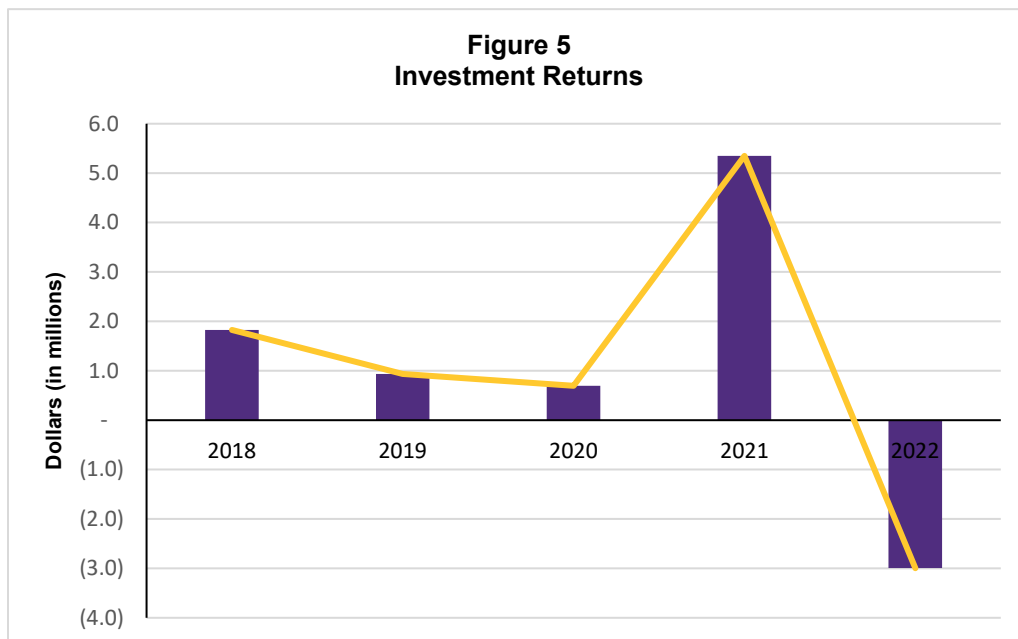
The total revenues, gains, and other support received by the Foundation during the year was \$7.2 million. As illustrated by Figure 3, the change in total revenues represented a 49% decrease compared to the previous year's total revenue of \$14.0 million. This was primarily due to decreased return on investments due to market performance compared to the prior year.



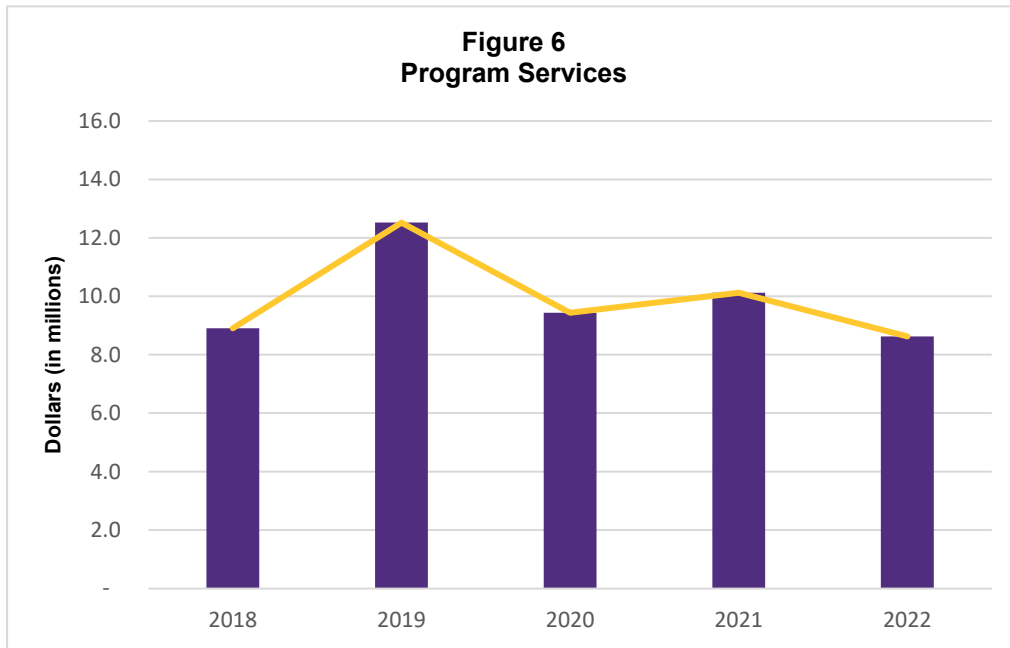
Gifts to the Foundation for fiscal year 2022 totaled \$9.5 million, an increase of 30% compared to the prior year (see Figure 4). The increase in contribution revenue is primarily related to contributions with donor restrictions. During fiscal year 2022, the Foundation focused fundraising efforts on sport-specific restricted funds and launched the Pirates Unite Campaign for Comprehensive Excellence. The Foundation also saw a strong increase in unrestricted contributions through support of the growing Annual Fund in fiscal year 2022.



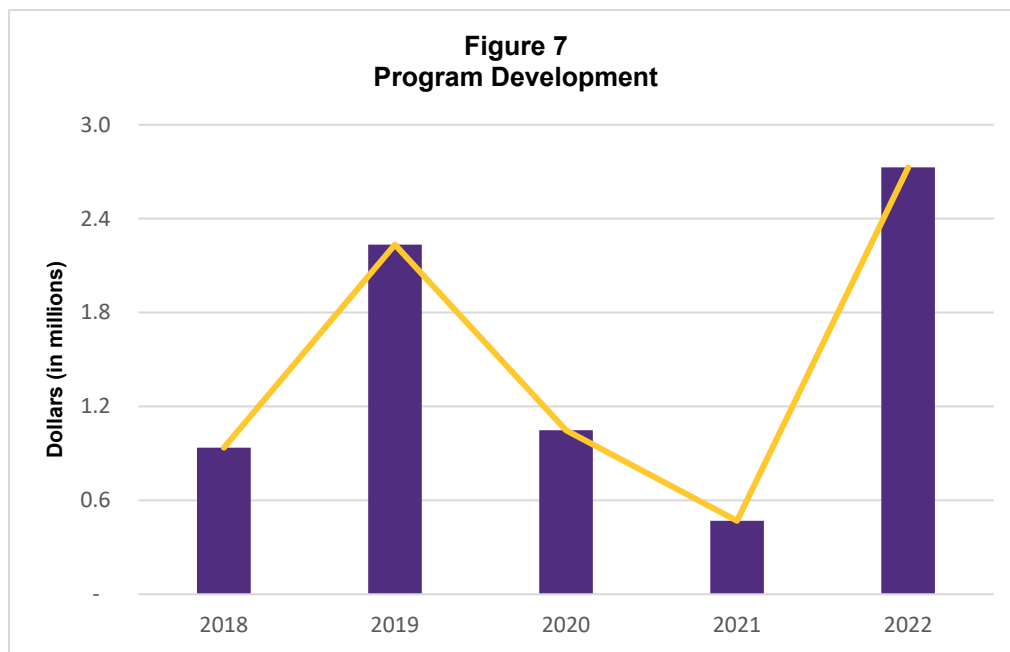
The Foundation sustained a net loss on investments for fiscal year 2022 of \$3.0 million, as shown in Figure 5. For the year ended June 30, 2022, the Foundation's investments produced a net loss of 13.3% compared to a net gain of 30.5% for the year ended June 30, 2021.



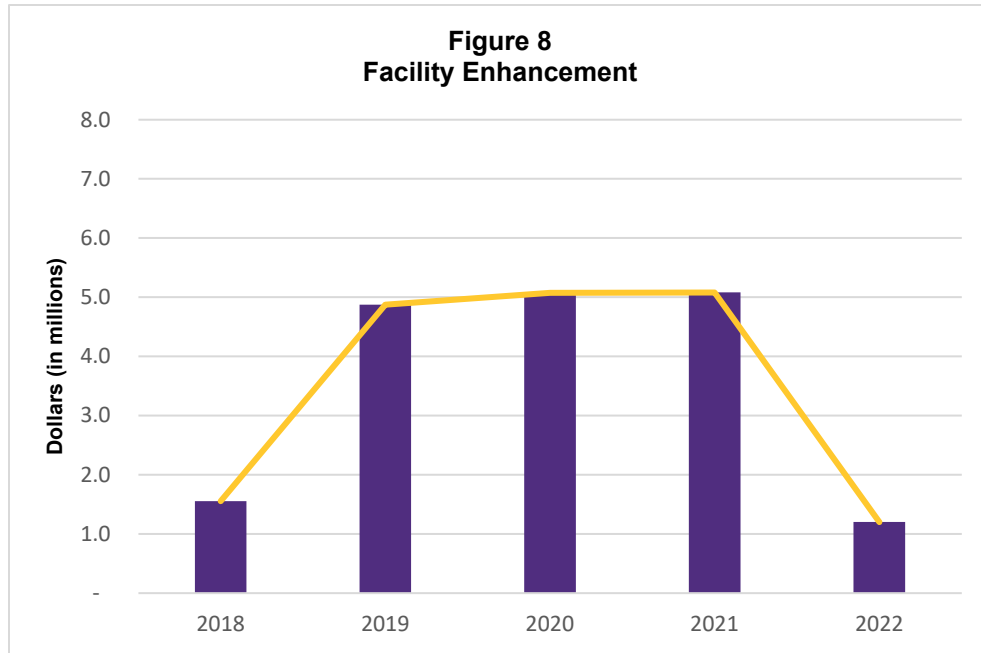
A major focus of the Foundation is to raise, manage, and provide private resources for program services for the student athletes of East Carolina University. The Foundation provided \$8.6 million in program services for the fiscal year ended June 30, 2022, a decrease from fiscal year ended June 30, 2021 (see Figure 6).



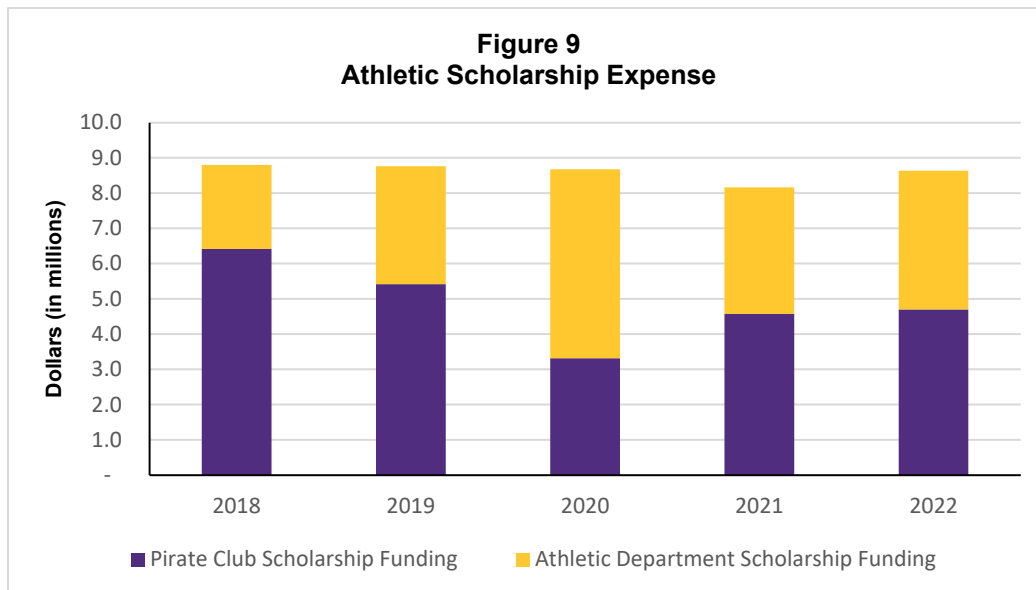
The decrease in program services in fiscal year 2022 is primarily a result of an increase in program development (Figure 7) and decrease in facility enhancements (Figure 8). The increase in program support is primarily related to expense associated with professional fees for the negotiator for Athletics Multimedia Rights contract. Additionally, in fiscal year 2022 the Foundation saw regular program support spending return to pre-COVID levels.



The decrease in facility enhancement expense is primarily related to the decrease in the transfer for TowneBank Tower operating deficit from fiscal year 2021 to fiscal year 2022. Football season 2020 during fiscal year 2021 saw reduced seating capacities and attendance as a result of COVID restrictions. These restrictions resulted in low revenue and an increased need for the Foundation to cover TowneBank Tower's operating deficit in fiscal year 2021. TowneBank Tower's operating revenues returned to normal in fiscal year 2022 with the release of COVID restrictions for the 2021 season.



Scholarship support is a key component of the program service support provided by the Foundation. The scholarship support for the fiscal year ended June 30, 2022 was \$4.7 million. Total athletic scholarship expense paid by the East Carolina University athletics department was \$8.6 million. As indicated in Figure 9 below and discussed above, scholarships funded by Pirate Club increased from fiscal year 2021 to fiscal year 2022.

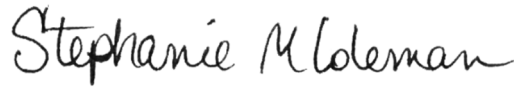


The Foundation is a vibrant, forward looking organization committed to playing a significant role in the future development of the University athletics program. The financial information that follows provides additional insights into the Foundation's financial position and fiscal year results.

If you have any questions, please contact us.



Ryan Robinson
Executive Director



Stephanie M. Coleman
Executive Treasurer
Vice Chancellor for Administration & Finance,
East Carolina University



INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of
East Carolina University Educational Foundation, Inc.
Greenville, North Carolina

Opinion

We have audited the accompanying financial statements of East Carolina University Educational Foundation, Inc. (the "Foundation") (a nonprofit corporation), which comprise the statements of financial position as of June 30, 2022 and 2021, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of East Carolina University Educational Foundation, Inc. as of June 30, 2022 and 2021, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of Financial Statements section of our report. We are required to be independent of East Carolina University Educational Foundation, Inc. and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibility of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about East Carolina Educational Foundation, Inc.'s ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with auditing standards generally accepted in the United States of America, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about East Carolina University Educational Foundation, Inc.'s ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The Management's Discussion and Analysis is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. We have applied certain limited procedures to the information, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the financial statements, and other knowledge we obtained during our audits of the financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Bernard Robinson & Company, L.L.P.

Greensboro, North Carolina
October 25, 2022

East Carolina University Educational Foundation, Inc.
Statements of Financial Position
June 30, 2022 and 2021

	<u>2022</u>	<u>2021</u>
ASSETS		
Current assets:		
Cash and cash equivalents	\$ 5,849,637	\$ 4,815,553
Current portion of unconditional promises to give, net (Note 3)	1,307,129	1,187,402
Prepaid expenses	4,680	-
Other receivables	<u>184,918</u>	<u>179,677</u>
Total current assets	<u>7,346,364</u>	<u>6,182,632</u>
Investments:		
Investments (Notes 5 and 6)	19,240,466	22,504,734
Real estate held for investment (Notes 6 and 7)	<u>201,252</u>	<u>201,252</u>
Total investments	<u>19,441,718</u>	<u>22,705,986</u>
Capital assets, net (Note 18)	<u>-</u>	<u>-</u>
Other assets:		
Other assets	1,129,094	-
Life insurance policy - cash surrender value	703,364	822,706
Beneficial interest in charitable remainder trusts (Note 6)	1,102,257	1,360,298
Unconditional promises to give, less current portion (Note 3)	<u>3,379,332</u>	<u>3,928,588</u>
Total other assets	<u>6,314,047</u>	<u>6,111,592</u>
Total assets	<u>\$ 33,102,129</u>	<u>\$ 35,000,210</u>

East Carolina University Educational Foundation, Inc.
Statements of Financial Position
June 30, 2022 and 2021

(Continued)

	<u>2022</u>	<u>2021</u>
LIABILITIES AND NET ASSETS		
Current liabilities:		
Accounts payable	\$ 588,477	\$ 14,453
Accrued expenses	127,268	121,942
Current portion of notes payable (Note 9)	450,000	450,000
Current portion of charitable gift annuities payable (Notes 6 and 8)	975	975
Deferred revenue	<u>12,930</u>	<u>8,396</u>
Total current liabilities	<u>1,179,650</u>	<u>595,766</u>
Long-term liabilities:		
Notes payable, less current portion (Note 9)	1,282,383	1,732,383
Other non-current liability (Note 10)	1,512,500	-
Charitable gift annuities payable, less current portion (Notes 6 and 8)	4,667	3,554
Deferred revenue, less current portion	<u>112,784</u>	<u>121,784</u>
Total long-term liabilities	<u>2,912,334</u>	<u>1,857,721</u>
Total liabilities	<u>4,091,984</u>	<u>2,453,487</u>
Net assets:		
Without donor restrictions (Notes 13 and 14)	2,204,573	2,861,216
With donor restrictions (Notes 11, 12, and 14)	<u>26,805,572</u>	<u>29,685,507</u>
Total net assets	<u>29,010,145</u>	<u>32,546,723</u>
Total liabilities and net assets	<u>\$ 33,102,129</u>	<u>\$ 35,000,210</u>

East Carolina University Educational Foundation, Inc.
Statements of Activities
Year Ended June 30, 2022

	2022		
	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Revenues, gains, and other support			
Contributions	\$ 7,090,061	\$ 2,412,504	\$ 9,502,565
Gifts in kind (Note 17)	210,794	-	210,794
Contributed services and facilities (Notes 15 and 17)	677,084	-	677,084
Return on investments:			
Interest and dividends	9,301	463,447	472,748
Net realized and unrealized gains (losses) on investments	5,776	(3,474,634)	(3,468,858)
Other income	203,873	16,000	219,873
Change in value of split interest agreements	-	(258,041)	(258,041)
Change in value of charitable gift annuity	-	(2,088)	(2,088)
Change in value of life insurance	(571)	(118,771)	(119,342)
Net assets released from restrictions (Note 12)	<u>1,897,338</u>	<u>(1,897,338)</u>	<u>-</u>
Total revenues, gains, and other support	<u>10,093,656</u>	<u>(2,858,921)</u>	<u>7,234,735</u>
Expenses:			
Program services:			
Program development	2,726,716	-	2,726,716
Facility enhancement	1,201,351	-	1,201,351
Scholarships	<u>4,697,475</u>	<u>-</u>	<u>4,697,475</u>
Total program services	8,625,542	-	8,625,542
General and administrative	1,993,502	-	1,993,502
Fundraising	<u>131,255</u>	<u>-</u>	<u>131,255</u>
Total operating expenses	10,750,299	-	10,750,299
Bad debt losses	<u>-</u>	<u>21,014</u>	<u>21,014</u>
Total expenses	<u>10,750,299</u>	<u>21,014</u>	<u>10,771,313</u>
Changes in net assets	(656,643)	(2,879,935)	(3,536,578)
Net assets, beginning of year	<u>2,861,216</u>	<u>29,685,507</u>	<u>32,546,723</u>
Net assets, end of year	<u>\$ 2,204,573</u>	<u>\$ 26,805,572</u>	<u>\$ 29,010,145</u>

See accompanying notes.

East Carolina University Educational Foundation, Inc.
Statements of Activities
Year Ended June 30, 2021

	2021		
	Without Donor Restrictions	With Donor Restrictions	Total
Revenues, gains, and other support:			
Contributions	\$ 6,184,063	\$ 1,124,160	\$ 7,308,223
Gifts in kind (Note 17)	22,558	-	22,558
Contributed services and facilities (Notes 15 and 17)	737,581	-	737,581
Return on investments:			
Interest and dividends	6,989	357,053	364,042
Net realized and unrealized gains on investments	4,700	4,980,548	4,985,248
Other income	35,622	-	35,622
Change in value of split interest agreements	-	437,879	437,879
Change in value of charitable gift annuity	-	463	463
Change in value of life insurance	(477)	159,660	159,183
Net assets released from restrictions (Note 12)	<u>5,060,124</u>	<u>(5,060,124)</u>	<u>-</u>
Total revenues, gains, and other support	<u>12,051,160</u>	<u>1,999,639</u>	<u>14,050,799</u>
Expenses:			
Program services:			
Program development	468,991	-	468,991
Facility enhancement	5,081,100	-	5,081,100
Scholarships	<u>4,571,523</u>	<u>-</u>	<u>4,571,523</u>
Total program services	10,121,614	-	10,121,614
General and administrative	1,342,021	-	1,342,021
Fundraising	<u>11,214</u>	<u>-</u>	<u>11,214</u>
Total operating expenses	11,474,849	-	11,474,849
Bad debt losses	<u>-</u>	<u>73,608</u>	<u>73,608</u>
Total expenses	<u>11,474,849</u>	<u>73,608</u>	<u>11,548,457</u>
Changes in net assets	576,311	1,926,031	2,502,342
Net assets, beginning of year	<u>2,284,905</u>	<u>27,759,476</u>	<u>30,044,381</u>
Net assets, end of year	<u>\$ 2,861,216</u>	<u>\$ 29,685,507</u>	<u>\$ 32,546,723</u>

See accompanying notes.

East Carolina University Educational Foundation, Inc.
Statement of Functional Expenses
Year Ended June 30, 2022

	<u>Program Services</u>					<u>Total</u>
	<u>Program Development</u>	<u>Facility Enhancement</u>	<u>Scholarships</u>	<u>General and Administrative</u>	<u>Fundraising</u>	
Contributed services and facilities	\$ 346,527	\$ 890	\$ -	\$ 329,667	\$ -	\$ 677,084
Scholarships and awards	21,000	-	-	-	-	21,000
Distributions to University	-	-	4,697,475	-	-	4,697,475
Contracted services	120,612	271,984	-	988,202	21,154	1,401,952
Depreciation and amortization	-	-	-	-	-	-
Travel	52,496	-	-	23,216	-	75,712
Advertising and promotion	-	-	-	3,210	1,650	4,860
Accounting and legal	-	-	-	19,900	-	19,900
Professional fees	1,650,000	-	-	-	-	1,650,000
Insurance	44,135	-	-	24,538	-	68,673
Office supplies	6,549	-	-	2,650	142	9,341
Information technology	11,422	-	-	48,463	-	59,885
Postage and shipping	-	-	-	11,456	-	11,456
Printing and binding	266	-	-	29,107	-	29,373
Dues and subscriptions	18,222	-	-	7,985	-	26,207
Other supplies	299,253	102,858	-	79,441	15,297	496,849
Food and food services	37,800	-	-	2,891	6,126	46,817
Entertainment	32,478	-	-	156,720	26,233	215,431
Facility and equipment rental	10,636	-	-	34,811	23,452	68,899
Bank and payment processing fees	-	-	-	121,876	222	122,098
Repairs and maintenance	31,034	209,015	-	1,194	-	241,243
Gift in kind expense	26,811	46,812	-	101,117	36,054	210,794
Other aids and grants	-	505,735	-	-	-	505,735
ABC permits	5,608	-	-	-	-	5,608
Taxes	11,171	-	-	3,617	925	15,713
Interest	-	64,057	-	-	-	64,057
Miscellaneous expense	696	-	-	3,441	-	4,137
Total	<u>\$ 2,726,716</u>	<u>\$ 1,201,351</u>	<u>\$ 4,697,475</u>	<u>\$ 1,993,502</u>	<u>\$ 131,255</u>	<u>\$ 10,750,299</u>

See accompanying notes.

East Carolina University Educational Foundation, Inc.
Statement of Functional Expenses
Year Ended June 30, 2021

	<u>Program Services</u>					<u>Total</u>
	<u>Program Development</u>	<u>Facility Enhancement</u>	<u>Scholarships</u>	<u>General and Administrative</u>	<u>Fundraising</u>	
Contributed services and facilities	\$ 293,191	\$ -	\$ -	\$ 444,390	\$ -	\$ 737,581
Scholarships and awards	-	-	6,498	-	-	6,498
Distributions to University	-	-	4,565,025	-	-	4,565,025
Contracted services	36,688	1,260,798	-	632,175	3,400	1,933,061
Depreciation and amortization	-	1,787	-	-	-	1,787
Travel	2,529	-	-	1,200	-	3,729
Advertising and promotion	-	-	-	3,575	-	3,575
Accounting and legal	-	-	-	13,100	-	13,100
Professional fees	-	-	-	-	-	-
Insurance	64,170	-	-	24,785	-	88,955
Office supplies	15	-	-	472	-	487
Information technology	7,500	-	-	45,617	-	53,117
Postage and shipping	440	-	-	10,331	-	10,771
Printing and binding	-	-	-	16,100	-	16,100
Dues and subscriptions	15,605	-	-	5,210	-	20,815
Other supplies	9,724	104,929	-	18,210	2,922	135,785
Food and food services	4,035	-	-	610	-	4,645
Entertainment	4,096	-	-	8,578	1,452	14,126
Facility and equipment rental	4,802	-	-	2,686	3,440	10,928
Bank and payment processing fees	-	-	-	103,881	-	103,881
Repairs and maintenance	5,440	480	-	216	-	6,136
Gift in kind expense	7,093	11,400	-	4,065	-	22,558
Other aids and grants	-	3,618,995	-	-	-	3,618,995
ABC permits	867	-	-	-	-	867
Taxes	12,173	-	-	3,859	-	16,032
Interest	-	82,711	-	-	-	82,711
Miscellaneous expense	623	-	-	2,961	-	3,584
Total	<u>\$ 468,991</u>	<u>\$ 5,081,100</u>	<u>\$ 4,571,523</u>	<u>\$ 1,342,021</u>	<u>\$ 11,214</u>	<u>\$ 11,474,849</u>

See accompanying notes.

East Carolina University Educational Foundation, Inc.
Statements of Cash Flows
Years Ended June 30, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Cash flows from operating activities:		
Change in net assets	\$ (3,536,578)	\$ 2,502,342
Permanently restricted contributions	(347,809)	(158,913)
Adjustments to reconcile change in net assets to net cash used by operating activities:		
Amortization of leasehold improvements	-	1,787
Bad debt expense	21,014	73,608
Net realized and unrealized (gains) losses on investments	3,468,858	(4,985,248)
Proceeds from split-interest agreements	-	134,400
Change in value of life insurance	119,342	(159,183)
Change in value of split-interest agreements	258,041	(437,879)
Change in value of charitable gift annuity	2,088	(463)
Net changes in operating assets and liabilities:		
Unconditional promises to give	408,515	2,567,551
Prepaid expenses	(4,680)	9,337
Other receivables	(5,241)	10,367
Accounts payable	574,024	(15,421)
Accrued expense	5,326	21,848
Other non-current liability	1,512,500	-
Deferred revenue	(4,466)	(58,396)
Net cash (used) provided by operating activities	<u>2,470,934</u>	<u>(494,263)</u>
Cash flows from investing activities:		
Purchases of investments	(9,630,497)	(7,909,472)
Proceeds from sale of investments	9,425,907	7,878,894
Purchase of other assets	(1,129,094)	-
Net cash (used) provided by investing activities	<u>(1,333,684)</u>	<u>(30,578)</u>
Cash flows from financing activities:		
Payments on annuity obligations	(975)	(975)
Contributions for endowment	347,809	158,913
Payments on note payable	(450,000)	(450,000)
Net cash (used) provided by financing activities	<u>(103,166)</u>	<u>(292,062)</u>
Net (decrease) increase in cash and cash equivalents	1,034,084	(816,903)
Cash and cash equivalents, Beginning of Year	<u>4,815,553</u>	<u>5,632,456</u>
Cash and cash equivalents, End of Year	<u>\$ 5,849,637</u>	<u>\$ 4,815,553</u>
Supplemental disclosure of financing activities:		
Cash payments for interest	<u>\$ 64,057</u>	<u>\$ 82,711</u>

Notes to Financial Statements

1. Summary of Significant Accounting Policies

Nature of Activities

East Carolina University Educational Foundation, Inc. ("Foundation") is a non-profit corporation organized under the laws of the State of North Carolina. The primary purpose of the Foundation is to be the friend-raising and fund-raising arm of East Carolina University's Division I athletics program, representing the highest principles of honesty and integrity. By conducting annual fund, endowment, and capital campaigns in support of student-athlete scholarships, athletic facility enhancements and other programmatic needs, the Foundation seeks to bring positive recognition to East Carolina University and the region it serves through a competitive athletics program.

Basis of Presentation

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America for the non-profit industry. Net assets and revenues, expenses, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets of the Foundation and changes therein are classified and reported as follows:

- Net assets without donor restrictions – Net assets available for general use and not subject to donor restrictions. Net assets without donor restrictions also include the investment in property and equipment, net of accumulated depreciation.
- Net assets with donor restrictions – Net assets that are contributions and endowment investment earnings subject to donor-imposed restrictions. Some donor-imposed restrictions are temporary in nature that may or will be met, either by actions of the Foundation and/or the passage of time. Other donor-imposed restrictions are perpetual in nature, wherein the donor stipulates that resources be maintained in perpetuity. Generally, the donors of these assets permit the Foundation to use all, or part of, the income earned on related investments for general or specific purposes.

Revenues are reported as increases in net assets without donor restrictions unless use of the related assets is limited by donor-imposed restrictions. Expenses are reported as decreases in net assets without donor restrictions. Gains and losses on investments and other assets or liabilities are reported as increases or decreases in net assets without donor restrictions unless their use is restricted by explicit donor stipulation or by law. Expirations of donor-imposed restrictions on net assets (i.e., the donor-stipulated purpose has been fulfilled and/or the stipulated time period has elapsed) are reported as reclassifications on the Statements of Activities between the applicable classes of net assets as "Net assets released from restrictions".

Use of Estimates in Preparation of Financial Statements

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires management to make estimates and assumptions that directly affect the results of reported amounts and disclosures. Accordingly, actual results may differ from these estimates.

Fair Value of Financial Instruments

The carrying amounts of cash, prepaid expenses, other receivables, accounts payable, and accrued expenses approximate fair value because of the short maturity of these instruments. The fair value of investments is described in Notes 5 and 6 and is in accordance with Financial Accounting Standards Board (“FASB”) Accounting Standards Codification (“ASC”) 820, *Disclosures About Fair Value of Instruments*, which defines fair value of a financial instrument as the amount at which the instrument could be exchanged in a current transaction between willing parties.

Cash and Cash Equivalents

Cash and cash equivalents include interest-bearing money market accounts and short-term investments with an original maturity of three months or less at the time of purchase. Amounts excluded from cash and cash equivalents include short-term investments that are held in the investment pool.

Unconditional Promises to Give

Unconditional promises to give are recorded as receivables and revenues in the year pledged. Conditional promises to give are not recognized until they become unconditional, that is when the conditions on which they depend are substantially met. Contributions of assets other than cash are recorded at their estimated fair value at the time of donation. Contributions to be received after one year are discounted at an appropriate discount rate commensurate with the risks involved. Amortization of discounts is recorded as additional contribution revenue in accordance with donor-imposed restrictions, if any, on the contributions. An allowance for uncollectible unconditional promises to give is provided based upon management’s judgment including such factors as prior collection history, the type of contribution, and the nature of fundraising activity.

Investments

Investments are reported at fair value with gains and losses included in the Statements of Activities. Investments subject to donor-imposed restrictions are combined with funds not subject to restrictions into one investment pool. Once a year, the interest, dividends, realized and unrealized gains/losses, and investment fees are allocated to the funds based on the fund’s percentage of ownership interest in the pool of investments. Other investments, including real estate held for investment, are carried at fair value.

As explained in Note 5, the financial statements include alternative investments consisting of hedge funds that are valued at \$2,415,136 (8% of net assets) and \$1,943,277 (6% of net assets) at June 30, 2022 and 2021, respectively. Management, using the methodology discussed in Note 6, has valued these investments using net asset value as the practical expedient to estimate fair value.

Allocation of Investment Income

Income and realized and unrealized net gains on investments of endowment and similar funds are reported as follows:

- As increases in perpetual net assets with donor restrictions if the terms of the gift or the Foundation’s interpretation of relevant state law require that they be added to the principal of a perpetual endowment fund.
- As increases in net assets with donor restrictions that are not to be held in perpetuity if the terms of the gift impose restrictions on the use of the investment income.
- As increases in net assets without donor restrictions in all other cases.

Capital Assets

Leasehold improvements to make properties suitable for the Foundation's intended use are amortized over the shorter of the estimated life of the asset or the remaining life of the lease which is 10 years.

Equipment is stated at cost at the date of acquisition or fair value at the date of donation in the case of gifts. The Foundation capitalizes assets that have a value or cost in excess of \$5,000 at the date of acquisition and an expected useful life of one or more years. Depreciation is computed using the straight-line method over the estimated useful lives of the assets.

The Foundation reviews long-lived assets for impairment whenever events or changes in circumstances indicate the carrying amount of an asset may not be recoverable. Recoverability of assets to be held and used is measured by a comparison of the carrying amount of an asset to future undiscounted net cash flows expected to be generated by the asset. If such assets are considered to be impaired, the impairment to be recognized is measured by the amount by which the carrying amount of the assets exceeds the fair value of the assets. Assets to be disposed of are reported at the lower of carrying amount or the fair value less costs to sell. No impairments were recognized during the fiscal years ended June 30, 2022 and 2021.

Other Assets

At June 30, 2022, other assets represented construction costs associated with the Multisport Strength Training Facility located on the Grady White Boats Athletic Campus and a deposit made for an upgraded sound system in Dowdy-Ficklen Stadium that were incurred by the Foundation. Upon delivery and installation of the new sound system, the cost of the system will be donated to East Carolina University during fiscal year 2023. For the Multisport Strength Training Facility, the Foundation is leasing the property from the State of North Carolina on behalf of East Carolina University and, upon completion of construction, the cost of the facility will be donated to East Carolina University during fiscal year 2023. See further discussion of the lease in Note 16.

Cash Surrender Value of Life Insurance

Life insurance policies owned by the Foundation are reported at the cash surrender value of the policy. Changes in cash surrender value of life insurance are reported as changes in value of life insurance under the revenues, gains, and other support section in the Statements of Activities.

Split-Interest Agreements

The Foundation has a beneficial interest in four charitable remainder trusts. A receivable has been recognized for the Foundation's beneficial interest in the remainder trusts at the present value of the estimated future distributions expected to be received. The Foundation is not the named trustee for any of the trusts. Adjustments to reflect revaluations of the present value of the estimated future payments and changes in actuarial assumptions are recognized in the Statements of Activities as a change in value of the split-interest agreements.

Charitable Gift Annuities

Under charitable gift annuity contracts, the Foundation receives irrevocable title to contributed assets and agrees to make fixed period payments over various periods, generally the life of the donor. Contributed assets are recorded at fair value at the date of receipt and a liability is established for the present value of future annuity payments. The assets to fund these liabilities are maintained in a separate and distinct fund and are invested in accordance with applicable state laws and reserve requirements. The excess of contributed assets over the annuity liability is recorded as contribution revenue with donor restrictions. Any actuarial gain or loss resulting from the computation of the liability for the present value of future annuity payments is recorded as a change in the value of split-interest agreements under the revenue, gains, and other support category in net assets with donor restrictions. Upon termination of the annuity contract, the remaining liability is recognized as change in value of split-interest revenue.

Revenue Recognition

The Foundation receives the majority of its support in the form of contributions from alumni, faculty, and friends of the ECU Athletics Program. The Foundation recognizes contributions when cash, securities or other assets, an unconditional promise to give, or a notification of a beneficial interest is received. Conditional promises to give, that is, those with a measurable performance or other barrier, and a right of return, are not recognized until the conditions on which they depend have been substantially met.

The Foundation's revenue streams for fundraiser sales and special events fall within the context of ASU 2014-09, *Revenue from Contracts with Customers (Topic 606)*. Fundraiser sales are recognized at the time of purchase. Payments are required at the time of sale. Amounts received in advance are deferred to the applicable period.

Special Events hosted by the Foundation are primarily centered around donor cultivation and recognition. Registration revenue for special events hosted by the Foundation is intended to cover the costs associated with hosting the event and does not typically contain a contribution element. Special events revenue is recognized when the special event takes place. Amounts received in advance are deferred to the applicable period.

Income Taxes

The Foundation is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code, except on net income derived from unrelated business activities. At June 30, 2022 and 2021, the Foundation has not recorded any tax liabilities. The Foundation believes that it has appropriate support for any tax positions taken and, as such, does not have any uncertain tax positions that are material to the financial statements.

Contributions

Unconditional contributions are considered available for unrestricted use unless specifically restricted by the donor. The gifts are reported as net assets with donor restrictions if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is when a stipulated time restriction ends or purpose restriction is accomplished, net assets with donor restrictions are reclassified as net assets without donor restrictions and reported in the Statements of Activities as net assets released from restrictions.

Functional Allocation of Expenses

The costs of program and support services activities have been summarized on a functional basis in the Statements of Activities. The Statements of Functional Expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated amount the programs and supporting services benefited.

Contractual Services

The staff of the Foundation is paid by East Carolina University (ECU) and they are employees of ECU for payroll and benefit purposes. The Foundation reimburses ECU for all payroll and benefit costs related to the Foundation staff. The reimbursement is recorded as contractual services.

Recently Issued Accounting Pronouncements

In February 2016, the FASB issued ASU 2016-02, *Leases*. The standard requires all leases with lease terms over 12 months to be capitalized as a right-of-use asset and lease liability on the Statement of Financial Position at the date of lease commencement. Leases will be classified as either finance or operating. This distinction will be relevant for the pattern of expense recognition in the Statement of Activities. As amended by ASU 2020-05, this standard will be effective for the fiscal year ending June 30, 2023. The Foundation is currently in the process of evaluating the impact of adoption of this ASU on the financial statements.

2. Liquidity and Availability

The Foundation receives significant contributions and promises to give with donor restrictions to be used in accordance with the associated purpose restriction. It also receives gifts to establish endowments that will exist in perpetuity; the income generated from such endowments is used to fund programs, facility enhancements, and scholarships in accordance with the donors' stated intent. In addition, the Foundation receives support without donor restrictions and utilizes investment income without donor restrictions to further fund annual operating needs.

The Foundation manages its cash available to meet general expenditures following three guiding principles:

- Operating within a prudent range of financial soundness and stability,
- Maintaining adequate liquid assets, and
- Maintaining sufficient reserves to provide reasonable assurance that long term funding commitments and obligations under endowments with donor restrictions and quasi-endowments that support mission fulfillment will continue to be met, ensuring the sustainability of the Foundation.

The Foundation regularly monitors liquidity required to meet its operating needs and other contractual commitments, while also striving to maximize the investment of its available funds. The Foundation has various sources of liquidity at its disposal, including cash and cash equivalents, and marketable debt and equity securities. The Foundation considers investment income without donor restrictions, appropriated earnings from donor-restricted endowments, contributions without donor restrictions and contributions with donor restrictions for use in current programs which are ongoing, major, and central to its annual operations to be available to meet cash needs for general expenditures. General expenditures include administrative and general expenses and fundraising expenses expected to be paid in the subsequent year. Annual operations are defined as activities occurring during the Foundation's fiscal year. The Foundation's endowment funds consist of donor-restricted endowments. Income from donor-restricted endowments is restricted for specific purposes, with the exception of the amounts that are designated for general use. Donor-restricted endowment funds are not available for general expenditure.

Financial assets without donor or other restrictions limiting their use that are available for general expenditure within one year of the balance sheet date at June 30, 2022 and 2021 are comprised of the following:

	<u>2022</u>	<u>2021</u>
Cash and cash equivalents	\$ 1,711,207	\$ 792,789
Current portion of unconditional promises to give, net	762,183	725,883
Other receivables	11,145	2,087
Investments	<u>21,924</u>	<u>16,192</u>
	<u>\$ 2,506,459</u>	<u>\$ 1,536,951</u>

Liquidity of Investments

As of June 30, 2022, approximately 87.4% of the Foundation's investment portfolio consists of highly liquid investments (mutual funds and exchange traded funds); 12.6% of the portfolio's investments may be redeemed in whole or in part at future specified redemption dates upon timely written notice of the redemption request as described in Note 6.

East Carolina University Educational Foundation, Inc.
Notes to Financial Statements

3. Unconditional Promises to Give

Unconditional promises to give at June 30, 2022 and 2021 are summarized as follows:

	<u>2022</u>	<u>2021</u>
Receivables due in less than one year	\$ 1,735,254	\$ 1,724,680
Receivables due in one to five years	3,382,239	3,580,956
Receivables due in more than five years	<u>2,707,500</u>	<u>3,483,000</u>
	7,824,993	8,788,636
Less: Allowance for unamortized discount	(2,357,347)	(2,726,031)
Less: Allowance for uncollectible receivables	<u>(781,185)</u>	<u>(946,615)</u>
Net unconditional promises to give	<u>\$ 4,686,461</u>	<u>\$ 5,115,990</u>

Unconditional promises to give are discounted using a rate determined by management at the time the unconditional promises to give are initially recognized. Unconditional promises to give recognized during the years ended June 30, 2022 and 2021 are discounted at a rate of 5.75% and 4.25%, respectively to estimate the present value of future payments.

4. Conditional Promises to Give

The Foundation has conditional agreements with several donors in which funding contributed to the Capital Campaign was contingent upon completion of the TowneBank Tower construction project for Fall 2018 opening. As the completion of the construction project was delayed from Fall 2018 to Fall 2019, conditional agreements were reevaluated by the Foundation to determine those still deemed conditional at June 30, 2022. Conditional promises to give have not been recognized as revenue in the financial statements. Conditional promises to give are as follows:

	<u>2022</u>	<u>2021</u>
Conditional upon meeting program initiative	<u>\$ 10,900</u>	<u>\$ 11,600</u>

The Foundation has received deposits relating to the conditional promises to give. As TowneBank Tower completed its second year of operation during fiscal year 2021 the conditions, or barriers, of the agreements were deemed to be substantially met. Therefore, deposits received equal to \$42,100 were recognized as contributions with donor restrictions in the Statement of Activities for the fiscal year ended June 30, 2021.

5. Investments

The aggregate fair values of investments at June 30, 2022 and 2021, by type of investment, are as follows:

	<u>2022</u>	<u>2021</u>
Common stock	\$ 13,290,980	\$ 16,048,033
Corporate bonds	1,544,769	1,748,943
Government bonds	374,865	467,659
Mutual funds	1,155,311	1,924,739
Money market funds	<u>459,405</u>	<u>372,083</u>
Total marketable securities	16,825,330	20,561,457
Alternative investments	<u>2,415,136</u>	<u>1,943,277</u>
Total investments	<u>\$ 19,240,466</u>	<u>\$ 22,504,734</u>

6. Fair Value Measurements

Fair value as defined under GAAP is an exit price, representing the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. In determining fair value, the Foundation uses various valuation approaches within the FASB ASC 820 fair value measurement framework. Fair value measurements are determined based on the assumptions that market participants would use in pricing an asset or liability.

FASB ASC 820 establishes a hierarchy for inputs used in measuring fair value that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that the most observable inputs be used when available.

FASB ASC 820 defines levels within the hierarchy based on the reliability of inputs as follows:

- Level 1 – Valuations based on unadjusted quoted prices for identical assets or liabilities in active markets;
- Level 2 – Valuations based on inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly. These inputs can include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in markets that are not active, inputs other than quoted prices that are observable for the asset or liability, and market-corroborated inputs; and
- Level 3 – Valuations derived from valuation techniques in which one or more significant inputs or significant value drivers are unobservable, such as pricing models, discounted cash flow models and similar techniques not based on market, exchange, dealer or broker-traded transactions.

The following is a description of the valuation methodologies used for instruments measured at fair value and their classification in the valuation hierarchy. Assets and liabilities are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The Foundation's assessment of the significance of a particular input to the fair value measurement requires judgment and may affect the valuation of fair value assets and liabilities and their placement within the fair value hierarchy levels. These valuation methodologies have not changed and are consistent with prior years.

Marketable securities, including common stock, corporate bonds, government bonds, mutual funds, and money market funds listed on a national market or exchange, are valued at the last sales price. If there is no sale, and the market is considered still active, they are valued at the last transaction price before year-end. Such securities are classified within Level 1 of the valuation hierarchy.

Investments in real estate are valued based on independent appraisals and county tax records and are classified within Level 2 of the valuation hierarchy.

Beneficial interest in charitable remainder trusts are valued at the market price of the investments and are classified as Level 3 of the valuation hierarchy. While the Foundation has access to a detailed listing of the underlying assets held in these trusts, the majority of which are publicly traded and readily available in active markets, the beneficial interests are determined through discounted cash flow analysis.

The fair value of the Foundation's charitable gift annuity obligations is based on the net present value of the anticipated benefit using the difference between the assets received and the original contribution. As beneficiary payments are made, the liability is adjusted based on an amortization schedule. The annuity obligations are included in Level 2 of the fair value hierarchy.

East Carolina University Educational Foundation, Inc.
Notes to Financial Statements

The following tables present assets measured at fair value by classification within the fair value hierarchy as of June 30, 2022 and 2021, respectively:

Financial Assets (Liabilities) at Fair Market Value as of June 30, 2022				
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Investments in marketable securities	\$ 16,825,330	\$ -	\$ -	\$ 16,825,330
Investments in real estate	-	<u>201,252</u>	-	<u>201,252</u>
Investment in hedge funds measured at net asset value ^(a)				<u>2,415,136</u>
Total	<u>\$ 16,825,330</u>	<u>\$ 201,252</u>	<u>\$ -</u>	<u>\$ 19,441,718</u>
Beneficial interest in charitable remainder trusts	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 1,102,257</u>	<u>\$ 1,102,257</u>
Liabilities under charitable gift annuities	<u>\$ -</u>	<u>\$ (5,642)</u>	<u>\$ -</u>	<u>\$ (5,642)</u>

Financial Assets (Liabilities) at Fair Market Value as of June 30, 2021				
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Investments in marketable securities	\$ 20,561,457	\$ -	\$ -	\$ 20,561,457
Investments in real estate	-	<u>201,252</u>	-	<u>201,252</u>
Investment in hedge funds measured at net asset value ^(a)				<u>1,943,277</u>
Total	<u>\$ 20,561,457</u>	<u>\$ 201,252</u>	<u>\$ -</u>	<u>\$ 22,705,986</u>
Beneficial interest in charitable remainder trusts	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 1,360,298</u>	<u>\$ 1,360,298</u>
Liabilities under charitable gift annuities	<u>\$ -</u>	<u>\$ (4,529)</u>	<u>\$ -</u>	<u>\$ (4,529)</u>

^(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Financial Position.

There were no transfers among Level 1, Level 2, or Level 3 assets during the years ended June 30, 2022 and 2021. When transfers occur, they are recognized at the end of the reporting period.

Management determines the fair value measurement valuation policies and procedures, including those for Level 3 recurring and nonrecurring measurements. The Foundation's Board of Directors assesses and approves these policies and procedures. At least annually, management: (1) determines if the current valuation techniques used in fair value measurements are still appropriate, and (2) evaluates and adjusts the unobservable inputs used in the fair value measurements based on current market conditions and third-party information.

East Carolina University Educational Foundation, Inc.
Notes to Financial Statements

The following is a reconciliation of the beginning and ending balances of assets measured at fair value on a recurring basis using significant unobservable (Level 3) inputs during the years ended June 30, 2022 and 2021:

	<u>2022</u>	<u>2021</u>
Balance, beginning of year	\$ 1,360,298	\$ 1,056,819
Change in value of split interest agreements	(258,041)	437,879
Proceeds received from split interest agreements	-	(134,400)
Addition of split interest agreements	-	-
Balance, end of year	<u>\$ 1,102,257</u>	<u>\$ 1,360,298</u>

Realized and unrealized gains and losses applicable to instruments valued using significant unobservable inputs (Level 3) shown above are included in the change in net assets for 2022 and 2021 reported in the Statements of Activities.

Quantitative Information about Significant Unobservable Inputs Used in Level 3 Fair Value Measurements

The following table represents the Foundation's Level 3 financial instruments, the valuation techniques used to measure the fair value of those financial instruments, and the significant unobservable inputs and ranges of values for those unobservable inputs.

Significant Unobservable Inputs at June 30, 2022

	<u>Fair Value</u>	<u>Principal Valuation Technique</u>	<u>Unobservable Inputs</u>	<u>Range of Significant Input Values</u>
Beneficial interest in charitable remainder trusts	\$ 1,102,257	Discounted Cash Flows	Payout Rate Discount Rate	0.10-10.0% -11.6-6.2%

Significant Unobservable Inputs at June 30, 2021

	<u>Fair Value</u>	<u>Principal Valuation Technique</u>	<u>Unobservable Inputs</u>	<u>Range of Significant Input Values</u>
Beneficial interest in charitable remainder trusts	\$ 1,360,298	Discounted Cash Flows	Payout Rate Discount Rate	0.10-10.0% -1.2-10.8%

East Carolina University Educational Foundation, Inc.
Notes to Financial Statements

The following tables summarize the Foundation's alternative investments at June 30, 2022 and 2021, which consist solely of hedge funds:

Alternative Investments at June 30, 2022			
	Fair Value	Redemption Frequency (if currently available)	Redemption Notice Period
Hedge Funds:			
Ironwood Institutional Multi-Strategy Fund LLC	\$ 592,018	Monthly/Quarterly	30 days to 120 days
Blackstone REIT	683,218	Monthly	N/A
Partners Group PE – P	771,887	Quarterly	30 days
Blackstone BCRED	368,013	Quarterly	45 days
Total Alternative Investments	<u>\$ 2,415,136</u>		
Alternative Investments at June 30, 2021			
	Fair Value	Redemption Frequency (if currently available)	Redemption Notice Period
Hedge Fund:			
Ironwood Institutional Multi-Strategy Fund LLC	\$ 610,808	Monthly/Quarterly	30 days to 120 days
Blackstone REIT	642,069	Monthly	N/A
Partners Group PE – P	690,400	Quarterly	30 days
Total Alternative Investments	<u>\$ 1,943,277</u>		

The Foundation invests in alternative investment vehicles as hedges against broader market risks by further diversifying the portfolio holdings. The hedge fund investments pursue a variety of hedging strategies.

The Foundation invests in various types of investment securities which are exposed to various risks, such as interest rate, market, and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term, and that such changes could materially affect the amounts reported in the Statements of Financial Position.

7. Real Estate Held for Investment

The real estate, recorded at appraised value on the dates received and adjusted for changes in fair value, consists of 164 acres in Carteret County; two residential lots in the Brook Valley subdivision, and one lot in the River Hills subdivision in Pitt County; two lots in the Rolling Pines subdivision in Washington County; and a time share located in Horry County, South Carolina.

	2022	2021
Carteret County, North Carolina	\$ 159,402	\$ 159,402
Pitt County, North Carolina	30,750	30,750
Washington County, North Carolina	10,600	10,600
Horry County, South Carolina	500	500
Total	<u>\$ 201,252</u>	<u>\$ 201,252</u>

8. Annuities Payable

The Foundation accepted contributions from one donor in exchange for the Foundation funded life annuity (charitable gift annuity). Total annuity payments were \$975 and \$975 for the years ended June 30, 2022 and 2021, respectively.

The annuity payable balance at June 30, 2022 and 2021, of \$5,642 and \$4,529, respectively, is the present value of the quarterly payments to the annuitant based on the actuarially determined life expectancy of the annuitant and a payout rate of 3.25%. The Foundation's obligation for the remainder of the annuitant's life is \$975 per year. The estimated remaining life expectancy of the annuitant is 7 years.

9. Notes Payable

On December 13, 2019, the Foundation entered into a \$4,500,000 loan bearing interest at 3.31%. The Foundation made a draw of \$2,632,383 on the loan on June 26, 2020. Interest payments are due monthly and principal payments of \$450,000 are due annually on December 10 beginning in 2020 with the final payment due December 10, 2029, or when paid in full.

Total interest expense for this loan for the years ended June 30, 2022, and 2021 was \$64,057 and \$82,711 respectively.

10. Other Non-Current Liability

As a result of the Learfield-IMG merger and Antitrust laws, the Department of Justice and Federal Trade Commission allowed University partners of Learfield and/or IMG to perform a "market check" upon completion of 70% (8 years) of the existing contract. ECU Athletics opted to take advantage of the "market check" allowed and requested proposals for its Multimedia Rights. In March 2021, ECU Athletics entered a contract with Leona Marketing Group. Leona Marketing Group served as the negotiator for ECU Athletics new Multimedia Rights contract. In accordance with the agreement, Leona's fee was considered earned when a new Multimedia Rights contract was entered. Leona's fee was calculated based on a percentage of contract revenue above a specified floor and payable over the term of the new Multimedia Rights agreement. Due to the amount of the contract payment and State purchasing guidelines, the Foundation has assumed responsibility for the success fee. The Foundation has recorded a liability and associated expense for the fiscal year ended June 30, 2022 equal to the \$1.65M success fee.

ECU entered a Letter of Intent for its Multimedia Rights with Playfly Sports in March 2022, at which point Leona's fee was deemed earned. The success fee of \$1.65M is payable over 12 years in equal annual installments. The first of the twelve annual payments of \$137,500 is due on July 1, 2022.

East Carolina University Educational Foundation, Inc.
Notes to Financial Statements

11. Net Assets with Donor Restrictions

Net assets with donor restrictions at June 30, 2022 and 2021 are available for the following purposes:

	<u>2022</u>	<u>2021</u>
Spendable:		
Program Development	\$ 3,106,633	\$ 3,349,167
Facility Enhancement	<u>4,473,636</u>	<u>3,586,705</u>
	<u>7,580,269</u>	<u>6,935,872</u>
Endowment:		
Donor restricted:		
Facility Enhancement	2,507,281	3,012,697
Scholarships and awards	<u>16,718,022</u>	<u>19,736,938</u>
	<u>19,225,303</u>	<u>22,749,635</u>
Total net assets with donor restrictions	<u>\$ 26,805,572</u>	<u>\$ 29,685,507</u>

12. Net Assets Released from Donor Restrictions

Net assets totaling \$1,897,338 and \$5,060,124 were released from donor restrictions in 2022 and 2021, respectively, by incurring expenses satisfying the restricted purposes, or by the passage of time.

	<u>2022</u>	<u>2021</u>
Facility enhancement	\$ 814,201	\$ 4,381,071
Program development	<u>1,083,137</u>	<u>679,053</u>
Total	<u>\$ 1,897,338</u>	<u>\$ 5,060,124</u>

13. Net Assets without Donor Restrictions

Net assets without donor restrictions at June 30, 2022 and 2021 are available for the following purposes:

	<u>2022</u>	<u>2021</u>
Undesignated	<u>\$ 2,204,573</u>	<u>\$ 2,861,216</u>

14. Endowments

The Foundation's endowment consists of sixty-one individual funds established for a variety of purposes. Endowments include donor-restricted endowment funds. As required by GAAP, net assets associated with endowment funds, including funds designated by the Board to function as endowments, are classified and reported based on the existence of donor-imposed restrictions.

A donor-restricted endowment is classified as either perpetual (donor stipulates investment in perpetuity of certain net assets) or term (donor stipulates investment for a specific period of time of certain net assets). Unless stipulated by the donor as a term endowment, all donor-restricted endowment funds are classified as perpetual.

The principal of a donor-restricted endowment is: (a) the original value of initial and subsequent gifts restricted to the endowment, (b) accumulations or additions stipulated by the applicable donor gift instrument to be added to principal and (c) for perpetual endowments only, accumulations stipulated by Uniform Prudent Management of Institutional Funds Act (UPMIFA), if any, to be held in perpetuity. The appreciation of a donor-restricted endowment is accumulated net investment gains and losses net of amounts appropriated for spending by the Board of Directors and applicable gift and administrative fees. The fair value of donor-restricted endowment is the combination of principal and appreciation.

Interpretation of Relevant Law

The Foundation's management has interpreted UPMIFA as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Board classifies as perpetual net assets with donor restrictions (a) the original value of gifts donated to the endowment, (b) the original value of subsequent gifts to the permanent endowment, and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the donor-restricted endowment fund that is not classified in perpetual net assets with donor restrictions, is classified as net assets with donor restrictions until those amounts are appropriated for expenditure by the Foundation, in a manner consistent with the standard of prudence prescribed by UPMIFA.

In accordance with UPMIFA, the Foundation considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- (1) The duration and preservation of the fund;
- (2) The purposes of the organization and the donor-restricted endowment fund;
- (3) General economic conditions;
- (4) The possible effect of inflation and deflation;
- (5) The expected total return from income and the application of investments;
- (6) Other resources of the institution; and
- (7) The investment policies of the organization.

Return Objectives and Risk Parameters

The Foundation has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowments while seeking to maintain the purchasing power of the endowment assets. Endowment assets include those assets of donor-restricted funds that the Foundation must hold in perpetuity. Under this policy, as approved by the Foundation Board of Directors, the endowment assets are invested in a manner that is intended to produce results that exceed the rate of inflation as measured by the annual Consumer Price Index plus the annual spending distribution and fees as adopted by the Board. Actual returns in any given year may vary from this amount.

East Carolina University Educational Foundation, Inc.
Notes to Financial Statements

Strategies Employed for Achieving Objectives

To satisfy its long-term rate of return objectives, the Foundation relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Foundation targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints.

Spending Policy and How the Investment Objectives Relate to Spending Policy

For the fiscal year ended June 30, 2021, the Foundation followed a policy of appropriating for distribution each year an allocation based on its year-end endowment fund's twelve-month weighted average balance inclusive of the current year investment return. For the fiscal year ended June 30, 2022, the Foundation adopted a policy of appropriating for distribution each year an allocation based on its previous year-end endowment fund's thirty-six month (or total life of the fund if less than thirty-six months) weighted average balance. In establishing this policy, the Foundation considered the long-term expected return on its endowment. For the fiscal years ended June 30, 2022 and 2021 the distribution was five percent (5%).

Endowment net asset composition by fund type as of June 30, 2022 and 2021:

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
June 30, 2022	<u>\$ 1,314,508</u>	<u>\$ 18,531,622</u>	<u>\$ 19,846,130</u>
June 30, 2021	<u>\$ 1,314,053</u>	<u>\$ 21,898,165</u>	<u>\$ 23,212,218</u>

Changes in endowment net assets for the fiscal years ended June 30:

	<u>2022</u>		
	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Endowment net assets, beginning of year	\$ 1,314,053	\$ 21,898,165	\$ 23,212,218
Investments income (including realized and unrealized gains and losses)	455	(3,013,641)	(3,013,186)
Contributions	-	347,809	347,809
Change in value of life insurance	-	(96)	(96)
Scholarship expense	(580,475)	(20,000)	(600,475)
Other changes	<u>580,475</u>	<u>(680,615)</u>	<u>(100,140)</u>
Endowment net assets, end of year	<u>\$ 1,314,508</u>	<u>\$ 18,531,622</u>	<u>\$ 19,846,130</u>

East Carolina University Educational Foundation, Inc.
Notes to Financial Statements

	2021		
	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Endowment net assets, beginning of year	\$ 1,191,670	\$ 17,576,385	\$ 18,768,055
Reclassification due to repurpose	-	(548,474)	(548,474)
Endowment net assets after Reclassification	1,191,670	17,027,911	18,219,581
Investments income (including realized and unrealized gains and losses)	108	5,303,984	5,304,092
Contributions	-	158,913	158,913
Change in value of life insurance	-	5,576	5,576
Scholarship expense	(500,000)	(6,498)	(506,498)
Other changes	622,275	(591,721)	30,554
Endowment net assets, end of year	<u>\$ 1,314,053</u>	<u>\$ 21,898,165</u>	<u>\$ 23,212,218</u>

Underwater Endowment Funds

From time to time, certain donor-restricted endowment funds may have fair values less than the amount required to be maintained by donors or by law (underwater endowments). The Foundation has interpreted UPMIFA to permit spending from underwater endowments in accordance with prudent measures required under law.

At June 30, 2022 and 2021 funds with deficiencies of \$58,028 and \$0 respectively, were reported in net assets with donor restrictions.

	<u>2022</u>	<u>2021</u>
Fair value of underwater endowment funds	\$ 404,873	\$ -
Original endowment gift amount	<u>462,901</u>	<u>-</u>
Deficiencies of underwater endowment funds	<u>\$ (58,028)</u>	<u>\$ -</u>

15. Related Party Transactions

East Carolina University

East Carolina University provides certain support such as accounting, fundraising, general administrative services, and the use of facilities and equipment for the benefit of the Foundation. These contributed services and facilities have been recognized in the accompanying Statements of Activities as contributions and expenses at their estimated value. The amount of these contributed services and facilities for the years ended June 30, 2022 and 2021 was \$260,332 of \$677,084 total contributed services, and \$411,944 of \$737,581 total contributed services, respectively.

The Foundation accrued expenses of \$114,259 and \$121,942 at June 30, 2022 and 2021, respectively, owed to the University.

East Carolina University Educational Foundation, Inc.
Notes to Financial Statements

East Carolina University Foundation, Inc.

During the year ended June 30, 2020, the East Carolina University Foundation, Inc. ("ECU Foundation") received a contribution of real property from a donor. The donor's stated intent is that the proceeds from the sale of the property be used to support multiple programs throughout the University, including a portion designated for the support of the Foundation. At June 30, 2022 and 2021, the Foundation recorded a receivable due from the ECU Foundation in the amount of \$173,774 and \$177,591, respectively, which represents the estimated value of proceeds due to the Foundation upon the sale of the property. These amounts are included in other receivables on the Statements of Financial Position.

16. Leases

On June 21, 2021, the Foundation began leasing real premises located on the Grady White Boats Athletic Campus from the State of North Carolina and on behalf of East Carolina University as an operating lease with a maturity of March 2022. Due to construction delays, the lease was extended through October 2022. Annual lease payments are \$1.

The Foundation leases vehicles from non-related entities as operating leases with maturities ranging from July 2023 through March 2023 with monthly payments ranging from \$292 to \$669 at June 30, 2022.

The following is a schedule of future minimum lease payments at June 30, 2022:

<u>Year</u>	<u>Future Minimum Lease Payments</u>
2023	\$ 24,941
2024	17,450
2025	<u>8,394</u>
Total	<u>\$ 50,785</u>

17. Contributed Nonfinancial Assets

For the fiscal years ended June 30, 2022 and 2021, contributed nonfinancial assets recognized within the statements of activities included:

	<u>2022</u>	<u>2021</u>
Food	\$ 125,962	\$ 6,420
Supplies & materials	22,803	4,065
Athletic supplies	15,217	673
Facility enhancements	46,812	11,400
Courtesy cars	272,746	287,338
Contributed services	369,058	414,963
Contributed facilities	<u>35,280</u>	<u>35,280</u>
Total	<u>\$ 887,878</u>	<u>\$ 760,139</u>

18. Capital Assets

Leasehold improvements for property leased and the Foundation's equipment consist of the following at June 30:

	<u>Estimated Useful Life</u>	<u>2022</u>	<u>2021</u>
Improvements	10 years	\$ 200,000	\$ 200,000
Less amortization		<u>(200,000)</u>	<u>(200,000)</u>
Total		<u>\$ -</u>	<u>\$ -</u>

19. Concentration of Credit Risk

Financial Institutions

The Foundation has deposits with one financial institution that, at times, may exceed federal depository insurance limits. Deposits at the financial institution were \$24,071 and \$22,649 at June 30, 2022 and 2021, respectively. The Foundation has deposits with four different financial institutions that total \$22,479 and \$15,824 at June 30, 2022 and 2021, respectively.

State of North Carolina Short-Term Investment Fund (STIF Account)

The Foundation deposits substantially all of its funds not otherwise invested, into the State of North Carolina Short-Term Investment Fund ("STIF account") that is managed by the North Carolina State Treasurer. This portfolio fund is the primary cash management account for the State and is managed to allow funds to be readily convertible in cash. The North Carolina Administrative Code requires depositories to collateralize all balances that are not insured and must maintain specified security types in a third party escrow account designated by the State Treasurer. The securities collateral must be governmental in origin or the highest grade commercial paper and bankers' acceptances. The market value of the collateral must not be less than the value of the uninsured deposits; therefore, as of June 30, 2022 and 2021, the Foundation's STIF account deposits would not be exposed to custodial credit risk.

Investment Brokerage Accounts

The Securities Investor Protection Corporation (SIPC) insures investments with registered brokers up to \$500,000, of which \$250,000 may be cash. Insurance protects assets held in the case of broker-dealer insolvency and not against decline in market values. As of June 30, 2022 and 2021, the Foundation has investments in excess of the SIPC insurance amount.

20. Subsequent Events

Management evaluated subsequent events through October 25, 2022, the date the financial statements were available to be issued. Except as noted above, there were no events or transactions occurring after June 30, 2022, but prior to the date these financial statements were available to be issued that provided additional evidence about conditions that existed at June 30, 2022.

AGENDA ITEM

- V. **Powered By Persistence...**Robin Coger, Provost and Senior VC of Academic Affairs
Chris Stansbury, Assoc VC Student Affairs/Senior Operating Officer
Sharon Paynter, Acting Chief Research and Engagement Officer

Situation: Student success is one of ECU’s strategic pillars, yet the University’s ability to retain students through graduation increasingly relies on the ability to meet students’ holistic needs. Increasingly at East Carolina University and across the nation, providing the necessary wrap-around services and resources responsive to the evolving needs of students, is critical to assisting students in persisting in their academic programs to reach graduation in a timely manner.

Background: Student success at ECU includes academic learning and achievement, as well as the student’s sense of belonging and engagement in the college experience. The divisions of Academic Affairs and Student Affairs work closely together to ensure that students have access to high quality education, programs, services, and resources that enhance their learning, maturation, growth, and workforce readiness. Yet ultimately, the student’s decision to actively participate in a comprehensive collegiate experience and to persist through the stages of their degree program to graduation, requires commitment, a willingness to grow and learn, and ultimately persistence.

Assessment: This presentation on “the Power of Persistence” provides examples of key wrap-around services valued by current and prospective students to assist them in persisting toward their ECU degrees, by sharing information from both the student and faculty perspectives.

Student Panel: The Pirate Academic Success Center (<https://pasc.ecu.edu/>), the Students’ Treasure Chest (<https://stc.ecu.edu/>), Pirate Promise (<https://piratepromise.ecu.edu/>), and the Purple Pantry (<https://clce.ecu.edu/purple-pantry/>) are all resources available to assist ECU students. This 4-person student panel will explain the purpose of each resource and provide their perspectives on the impact of each on the students of ECU.

Researcher Highlight: Dr. Loni Crumb is an associate professor in the counselor education program within the College of Education. She is an expert in mental health counseling, promoting student success, and holistic college student development. Dr. Crumb will discuss strategies that promote retention and persistence of underserved students in higher education, especially those from rural areas.

Action: This item is for discussion only.



Pirate Academic Success Center



Located on the second floor (2300 suite) of the Old Cafeteria Complex, the Pirate Academic Success Center offers free tutoring, study groups, academic skills coaching, peer academic success coaching, and learning communities for ECU enrolled students. Book online at ecu.accademia.net, call 252-737-3009, or email tutoring@ecu.edu to contact PASC staff or make an appointment.

To find out more about the center, watch the [PASC in Action video](#).

Current Course Offerings



Tutoring Services



Student Employment



Learning Communities



Academic Success Services



Pirate Academic
Success Center

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Our Mission

Our Commitment:

The professional and student staff members of the Pirate Academic Success Center are committed to the academic success of all ECU students. We believe that every Pirate can be successful with the right learning supports in place. We are dedicated to fostering a collaborative and inclusive learning environment designed to assist students achieve their academic goals.

Our Goals:

Student Success: *The success of our students is the ultimate measure of our university. We will support excellence, expand opportunity and celebrate achievement.*

- **We will** promote the learning experience of all ECU students, including our peer leaders.
- **We will** value the fair and equitable treatment of all students and foster an inclusive environment in which all students are welcome.
- **We will** uphold academic integrity and professionalism in all student services.
- **We will** encourage collaborative learning, fostering student critical thinking, problem solving, and academic communication skills.

Public Service: *As demonstrated by our motto, Servire, service is at the heart of this university. We will inspire the next generation of leaders to carry this spirit of service into their professional lives. We will demonstrate this commitment to service by being engaged with the needs of eastern North Carolina and beyond.*

- **We will** provide leadership opportunities for ECU students to experience the workplace and their roles as employees and peer leaders.
- **We will** foster opportunities for professional development, training, and engagement for all our peer leaders.



Regional Transformation: *We see the challenges of eastern North Carolina and accept them as our own. We recognize that transformative leadership requires us to engage globally. Through partnerships and discovery, we will be a force for progress and growth to achieve regional and global impact.*

- **We will** support the achievement of Higher Education, valuing the transformational role educational achievement plays in the lives of our students, our region, and state.
- **We will** work as a partner to business and industry in providing resources for future graduates to build leadership and workforce readiness skills needed for employment in the global marketplace.



Pirate Academic
Success Center

[About Us](#) ▾ [Students](#) ▾ [Adult Learners](#) ▾ [Parents](#) ▾ [Faculty and Staff](#) ▾

PASC Services Briefs:

- [Connect for Success Call Center](#)
- [Mindset for Academic Success Program](#)
- [Faculty Services](#)

Annual Reports:

- [PASC By The Numbers Fall 2020](#)
- [PASC Annual Report 2019-2020](#)
- [PASC Annual Report 2018-2019](#)
- [PASC Annual Report 2016-2017](#)
- [PTC Summary of Services 2013-2014](#)
- [PTC Annual Report 2012-2013](#)
- [PTC Summary of Services 2010-2011](#)
- [PTC Annual Report 2010-2011](#)
- [PTC Annual Report 2009-2010](#)
- [PTC Annual Report 2008-2009](#)

**For Additional Information About the Pirate Academic Success Center Please Refer to Their Website:
pasc.ecu.edu**

Students' Treasure Chest

Mission and History

- The Students' Treasure Chest (STC) is a student-led, philanthropic, fundraising organization that supports students at East Carolina University. It is the student affiliate of the East Carolina University Foundation, receiving guidance and support from the Office of the Dean of Students, Scholarships Office, Financial Aid and Center for Student Success.

The mission of the Students' Treasure Chest is to foster a spirit of service and philanthropy within the student body, to address the emergent financial needs of students, and to encourage students to become life-long donors to East Carolina University.

It has also been supported by donors as a part of Pirate Nation Gives, University Advancement, and Student Affairs Development and from 2013 until 2020, had typically distributed between \$8,000-\$12,000 of funding per year from these foundation accounts to the 60-75 applications received annually. However, in Spring 2020, the Department of Education began providing federal emergency funds for institutional needs and student emergencies related to the COVID19 pandemic—first as the CARES Act (Coronavirus Aid, Relief and Economic Security) and then as the HEERF (Higher Education Emergency Relief Fund) grants. Since then, the Students' Treasure Chest has been receiving 800+ applications per academic year and assisting with the distribution of \$35 million of emergency funds and an additional \$600,000 of institutional/foundational funds.

Serving Students

- These funds are able to support all ECU students, including undergraduate, professional, graduate and international students. Requests range from car repairs and unexpected medical expenses to opportunities for conference presentations or professional workshops. Our application process allows the team of advisors to consider a variety of funding sources, including renewable grants and financial aid awards that can be included in a student's financial budget. Additionally, students are connected with campus resources that could help with additional needs, like the Purple Pantry, Financial Wellness Hub, Dean of Students Office, and Scholarship opportunities.

Recognitions, Awards and Funding Notes

- ECU has received several significant awards of \$20,000 and \$25,000 in the past two years, which helps with foundational grants. After HEERF funding is no longer available, we will be relying on donor-related funds and will have to follow more specific fund agreement guidelines.

Data Points for Students' Treasure Chest

Spring 2020 Funding	Amount	Students assisted
CARES ACT	\$8,746, 149	8,756
Institutional/Foundational Funds	\$513,619	657
Fall 2020/Spring 2021 Funding		
CARES Connectivity Grants	\$760,000	1,520
HEERF II	\$6,694,346	5,959
Institutional/Foundational Funds	\$29,450	84
Fall 2021/Spring 2022 Funding		
HEERF III	\$26,975,545	12,191
Institutional/Foundational Funds	\$27,815	86

Future Support for STC

- We hope to continue building a strong partnership with the Financial Wellness Hub and helping students better understand budgeting, debt management and financial planning. We have seen an increase of students relying on or utilizing emergency funding instead of taking their loans or using Financial Work Study jobs on campus. The average student who applied for HEERF funds over the past two years had the potential to receive almost \$3,500 over that time—and many of our students used that for books, rent and other emergency costs. Our typical award with STC foundation funds is under \$500, so we are working to educate students about the limitations of STC and how they can tap into other resources. We would like to change the narrative around loans and educational debt as a part of their personal investment in their future and the value of their degree. We will continue our strong relationship with University Advancement and Student Affairs Development to promote philanthropic giving that directly supports our students. Students' Treasure Chest will be a focus for Pirate Nation Gives and other upcoming development campaigns, where donors can make gifts through the ECU Advancement website to the Students' Treasure Chest priority fund.

Summary

- As the university continues to focus on equity and access, programs like the Students' Treasure Chest will be key in providing financial assistance in a way that promotes positive retention and encourages student utilization of resources. While the numbers and statistics are impressive, the true heart of this work lies in the stories of our students and the outcomes they have achieved because of our support.

Pirate
Promise[Apply](#)[Live Info Sessions](#)[Participating Colleges](#)[Current Students](#)

The Pirate Promise spring application period is March 1-April 1.

Your guide to the Pirate Promise program – for participating NC community colleges

Prepare for your future: join the Pirate Nation with Pirate Promise. This transfer program is for students who are in their first year of coursework at their community college to attend special events, receive advising assistance, and support before they apply to ECU.

Get these benefits

- Guaranteed admission to ECU with a completed associate degree ([click here](#) for list of approved associate degrees)
- Waived ECU application fee
- A dedicated transfer coach
- Joint academic advising
- Joint financial aid counseling
- Eligible to purchase an ECU 1 Card to get access to:
 - Athletic tickets
 - Campus recreation opportunities
 - Campus events
 - Library resources
 - [Community Writing Center](#)
- Access to ECU Libraries
- Access to [Virtual Job Shadow](#), ECU Career Services' virtual workshop series
- Participate in select campus activities including "invitation only" Pirate Promise events at ECU
- And much, much, more at [Student Affairs](#)

By participating you will have access to extensive resources geared to guiding you through the transfer process at ECU.

[Sign up for communications from ECU and request more information here. >](#)

The fall application for Pirate Promise will reopen March 1 until April 1.

[Learn More at a Pirate Promise Info Session >](#)

Pirate Promise™

Prepare for Your Future

Join Pirate Nation™ With Pirate Promise

By the Numbers

28,021

total enrollment: Fall 2021

87

bachelor's degree programs

133

degrees and certificate programs approved for online delivery

19:1

student teacher ratio

Students come from all

100

North Carolina

counties, from **45** states plus the District of Columbia

and from **68** countries

Pirate Promise is a transfer program for students who are in their first year of coursework at their community college. The program provides advising assistance and support before applying to ECU, as well as guaranteed admission and a waived application fee.

Benefits include the following:

- A dedicated transfer coach
- ECU 1 Card
- Access to resources such as Career Services, the Writing Center, Financial Aid and ECU libraries
- Access to athletic events, campus recreation and other campus events
- Guaranteed admission to ECU and a waived application fee with your associate degree (+2.5 GPA)

Year One of Your Associate Degree

APPLY for the Pirate Promise program. Enjoy Pirate Promise benefits.

Year Two of Your Associate Degree

Apply to ECU with a fee waiver. (Early College or Career and College Promise students apply as freshmen; students who have graduated high school apply as transfer applicants.)

Completion of Your Associate Degree

1

2

3

500+

student organizations

80%

of students receive financial assistance

30%

minority students (total student body)

18

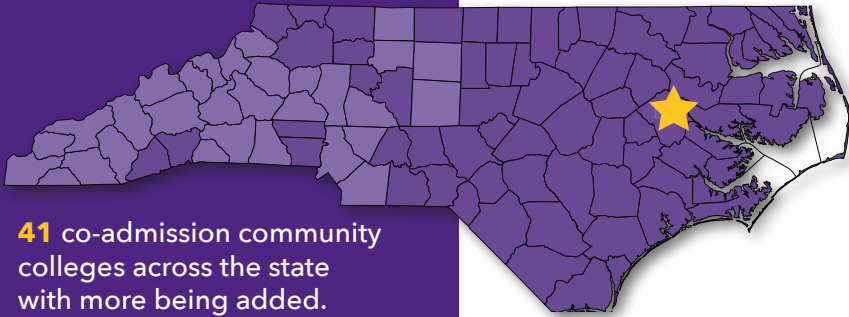
NCAA Division I athletics teams competing in the American Athletic Conference

More than

165,000

living alumni

41 co-admission community colleges across the state with more being added. Find your school at piratepromise.ecu.edu.



Eligibility

High school juniors in a Career and College Promise or Early College program or community college students are eligible to apply to Pirate Promise. All applicants must also fulfill these requirements:

- Enrollment in 12 hours of credit (EC/CCP students exempt)
- 2.5 GPA
- Enrollment in an approved transfer program in first year of coursework (see link to the list on piratepromise.ecu.edu)

Transfer Resources

Learn more about Pirate Promise online at piratepromise.ecu.edu, or email your questions to piratepromise@ecu.edu. Transfer steps are detailed online at transfer.ecu.edu. You can find transfer credit and degree information online at go.ecu.edu/TransferResources, or email us at transfer@ecu.edu.



Pirate Promise student Lauren Wilder attends Pitt Community College.

“My transfer coach checks up on me from time to time and has prepared me for transferring. ECU keeps me updated on things going on”

Office of Undergraduate Admissions, Mail Stop 517, East Carolina University®, Greenville, NC 27858-4353
transfer.ecu.edu • piratepromise.ecu.edu • 252-328-6640

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



Mission and History

- The mission of the ECU Purple Pantry is to decrease food insecurity among the students at ECU and increase access to other personal care items. Since opening in the late spring of 2018, students have been able to collect their most needed food and hygiene items. Purple Pantry is



a free resource for all enrolled ECU students. Members of the ECU community dedicate their time, talent, and treasures to create a sustainable resource on campus to combat food insecurity.

ECU's Purple Pantry, housed in the Center for Leadership and Civic Engagement (CLCE), is a collaborative effort between entities within ECU's Division of Student Affairs. Partners include the Center for Counseling and Student Development, the Dean of Students Office, and ECU Dining Services along with the Department of Technology Systems (College of Engineering and Technology). Purple Pantry is also a partner agency of the Food Bank of Central and Eastern NC. Much of what we do could not be accomplished without the likes of ECU students, student organizations, faculty, staff, and community partners.

Purple Pantry staff is composed of a professional staff member within CLCE, a dedicated hunger initiatives graduate assistant, two undergraduate student leadership assistants, a Bachelor of Social Work or Masters of Social Work intern in the spring semester, and an AmeriCorps VISTA (upon availability). Purple Pantry utilizes student volunteers to staff the storefront locations and assist at larger events throughout the year.

Purple Pantry Operations (3 Locations):

- **Main Campus Locations**

- Purple Pantry Express
 - Location: Suite 208 Main Campus Student Center
 - Hours of Operation - Monday-Friday: 9:00 a.m.-11:30 a.m.
- Main Campus Student Center
 - Location: Main Campus Student Center G-14
 - Hours of Operation - Monday-Friday: 1:00 p.m.-5:00 p.m.

- **Health Science Campus**

- HSC Student Center: Room 122A (located near *HSC Recreation Center*)
- Hours of Operation: Tuesday, Wednesday, Thursday, 10:00 a.m.-2:00 p.m.

ECU Hunger by the Numbers

- Based on data collected in the ECU Dean of Students Office, Center for Counseling and Student Development, and Student Affairs Assessment, Research and Planning (SAARP), food insecurity as well as financial stress are among the highest reported concerns for students needing services in these offices. Hunger is a hidden and growing challenge on the ECU campus which is supported by needs assessment data. Research findings from 2019 estimate 10 to 15% of students at ECU – on average about 4,000 per year – may experience hunger challenges and food insecurity.
- A comprehensive analysis of Purple Pantry user characteristics will be published in June 2023.
- An expanded basic needs survey will also be administered by SAARP in Fall 2023 to update student challenges and related support needs.

<u>Year</u>	<u>Total Visits</u>	<u>Total Pounds Distributed</u>	<u>Total Pounds Donated</u>
2019-2020**	** Since opening in Spring of 2018 to Spring of 2020, Purple Pantry received roughly 15,000 lbs. in donations. Due to the transition of operations from Counseling and Student Development to the Center for Leadership and Civic Engagement, data is inconsistent. Starting Spring 2020, CLCE were able to track visits (January-March n=123 visits). In response to COVID-19, Purple Pantry staff packed over 300 Pirate Packs of food (10-15 lbs. each) to distribute to students.		
2020-2021	269	3,702	9,040
2021-2022	763	7,200	7,292
Fall 2022	526	2,040	2,900

Purple Pantry facts and notable accomplishments:

- Accepts donations and items within the Center for Leadership and Civic Engagement, the Hunger Initiatives foundations account, and the Purple Pantry Amazon Wishlist.
- Established a mini pantry on Main Campus in Spring 2019.
- Expanded operations to the Health Sciences Campus Student Center in Fall 2021.
- Created a new space in the Main Campus Student Center, Purple Pantry Express in Fall 2021.
- Won 1st place in the NC Collegiate Hunger Challenge in 2021.
 - (\$10,000 Reward towards hunger initiatives)
- Won 3rd place in the NC Collegiate Hunger Challenge in 2022
 - (\$3,000 Reward towards hunger initiatives plus \$1,000 Food Lion gift card).
- Collaborated and implemented the Swipe Out Hunger program with Student Government Association and ECU Dining Services (created in Fall 2022 and launched in Spring 2023).
- ECU anticipates completing substantial donations from local donors which is expected to include a Purple Pantry naming opportunity.
- ECU will host the 2023 Purple Pantry Week on March 20-24 which will include a pop-up service event, a networking breakfast with local entities tied to food insecurity, and a cooking challenge featuring a local chef.



AGENDA ITEM

VII. Closed Session Dave Fussell
Committee Chair

Situation: The committee requests to go into closed session to consider personnel related matters.

Background: It is the policy of the State of North Carolina that closed sessions shall be held only when required to permit a public body to act in the public interest as permitted in Chapter 143 of the North Carolina General Statutes.

Assessment: The committee will go into closed session:

- To prevent the disclosure of confidential information under N.C. General Statutes §126-22 to §126-30 (personnel information) and the federal Family Educational Rights and Privacy Act; and
- To consider the qualifications, competence, performance, character, fitness, or appointment of prospective and/or current employees and/or to hear or investigate a complaint or grievance by or against one or more employees
- To consult with an attorney to preserve the attorney-client privilege between the attorney and the Committee.

Action: This item requires a vote by the committee.