

**East Carolina University  
Board of Trustees  
November 22, 2024**

**MINUTES**

The East Carolina University Board of Trustees met on Friday, November 22, 2024, at 9:00 am as part of their regularly scheduled meeting series. The meeting originated from room 249 in the Main Campus Student Center, on the campus of East Carolina University in Greenville, NC. Chair Jason Poole called the meeting to order.

**PLEDGE OF ALLEGIANCE**

Mr. Poole called on Air Force ROTC Cadet Ianna Marijono, a Communications major from Charlotte, NC, and Cadet Zaya Hall, a Political Science major from Navassa, NC, to lead the pledge.

**ROLL CALL**

Mr. Poole called on Secretary Dave Fussell to call the roll. All members were present.

**PRESENT**

Cassandra Burt  
Tom Furr  
Dave Fussell  
Van Isley  
Fielding Miller  
Jason Poole  
Jeffrey Roberts  
Carl Rogers  
Jim Segrave  
Scott Shook  
Vince Smith  
Anderson Ward  
Vanessa Workman

**ABSENT**

**READING OF ETHICS STATEMENT**

In compliance with the State Government Ethics Act, Mr. Poole read the conflict-of-interest statement. No conflicts were identified.

## **CONSENT AGENDA**

Members of the board were presented with a copy of the consent agenda. No items were identified for removal and separate discussion. Mr. Shook moved to approve the consent agenda with a second by Mr. Isley. The board voted to approve the consent agenda unanimously. A copy of the agenda is listed as “Attachment A”.

## **RECOGNITIONS**

The Trustees Award for Distinction was established in April 2023 to recognize those individuals who have provided extraordinary leadership to the university. This year, two awards were presented.

The Board awarded the Trustees Award for Distinction to Mr. Bob Greczyn, former President and CEO of Blue Cross and Blue Shield of North Carolina and former ECU Board of Trustees member.

Additionally, the Board awarded Mr. Bill Cain (posthumously) and Mrs. Frances Cain with the Trustees Award for Distinction. Both are ECU alumni, and Mr. Cain is a former ECU employee.

Mr. Poole recognized the ECU Women’s Soccer Team for their recent American Athletic Conference Championship win.

## **UNIVERSITY REPORTS**

### **CHANCELLOR’S REPORT**

Mr. Poole called on Philip Rogers, Chancellor, to present a report to the board. A copy of the report is listed as “Attachment B.”

## **REPORT FROM THE STUDENT GOVERNMENT ASSOCIATION**

Mr. Poole called on Anderson Ward, President of the Student Government Association to present a report on behalf of the student body. A copy of the report is listed as “Attachment C.”

## **REPORT FROM THE FACULTY**

Mr. Poole called on Anne Ticknor, Chair of the Faculty Senate, to present a report on behalf of the faculty. A copy of the report is listed as “Attachment D.”

## **REPORT FROM THE STAFF**

Mr. Poole called on Crystal Hildebrand, Chair of the Staff Senate, to present a report on behalf of the staff. A copy of the report is listed as “Attachment E.”

## **COMMITTEE REPORTS**

### **ATHLETICS AND ADVANCEMENT COMMITTEE**

Mr. Poole called on Mr. Segrave, vice chair of the Athletics and Advancement Committee, to provide a report on behalf of the committee. A copy of the report is listed as “Attachment F.” There were no action items from the committee requiring full board consideration.

### **AUDIT, RISK MANAGEMENT, COMPLIANCE AND ETHICS COMMITTEE**

Mr. Poole called on Mr. Smith, chair of the Audit, Risk Management, Compliance and Ethics Committee to present a report on behalf of the committee. A copy of the report is listed as “Attachment G.” There were no action items from the committee requiring full board consideration.

### **BUDGET, FINANCE, AND INFRASTRUCTURE COMMITTEE**

Mr. Poole called on Mr. Isley, chair of the Budget, Finance, and Infrastructure Committee to present a report on behalf of the committee. A copy of the report is listed as “Attachment H.”

There were no action items from the committee requiring full board consideration.

#### **COMMITTEE ON STRATEGY & INNOVATION**

Mr. Poole called on Mr. Furr, chair of the Committee on Strategy and Innovation, to provide a report on behalf of the committee. A copy of the report is listed as “Attachment I.”

There were no action items from the committee requiring full board consideration.

#### **UNIVERSITY AFFAIRS COMMITTEE**

Mr. Poole called on Mr. Fussell, chair of the University Affairs Committee, to provide a report on behalf of the committee. A copy of the report is listed as “Attachment J.”

One action item required full board consideration. Mr. Ward moved the candidates for degrees, as approved by the Chancellor and Faculty Senate be authorized for conferral at the annual Winter Commencement on Friday, December 13, 2024. Mr. Segrave seconded the motion and the motion was approved unanimously.

#### **JOINT COMMITTEE MEETING – UNIVERSITY AFFAIRS AND STRATEGY AND INNOVATION**

Mr. Poole called on Mr. Furr, co-chair of the joint committee meeting of the University Affairs Committee and the Committee on Strategy and Innovation, to provide a report on behalf of the committees. A copy of the report is listed as “Attachment K.” There were no action items from the committee required full board consideration.

#### **CLOSED SESSION**

Mr. Ward motioned the board move into closed 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 prevent the premature disclosure of an honorary degree, prize, or similar award, and to consult with an attorney to preserve the attorney-client privilege between the attorney and the Board.

Mr. Shook seconded the motion, and the board voted to move into closed session with no negative votes.

## **RETURN TO OPEN SESSION**

### **ACTIONS FROM CLOSED SESSION**

There were no actions for board consideration coming from closed session.

### **UNFINISHED BUSINESS**

There was no unfinished business for board consideration.

### **NEW BUSINESS**

There was no new business for board consideration.

### **ADJOURNMENT**

Hearing no further business to come before the board, Mr. Poole requested a motion to adjourn the meeting. Mr. Shook motioned to adjourn the meeting. Mr. Miller seconded the motion. The board voted to adjourn the meeting, with no negative votes.

Respectfully submitted,

Ms. Megan Ayers  
Assistant Secretary to the Board of Trustees

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**A G E N D A**  
November 22, 2024

- |      |                      |                           |
|------|----------------------|---------------------------|
| I.   | Call to Order        | Jason Poole<br>Presiding  |
| II.  | Pledge of Allegiance |                           |
| III. | Roll Call            | Dave Fussell<br>Secretary |
| IV.  | Conflict of Interest |                           |
| V.   | Consent Agenda       | Jason Poole               |

Minutes

- a. Approval of Minutes, September 27, 2024

Athletics & Advancement Committee

- a. Naming Proposal for Jim & Suzanne Chesnutt

Budget, Finance, & Infrastructure

- a. Tuition & Fees Proposal
- b. Coastal Studies Institute Housing Lease
- c. Debt Management Policy
- d. Supplemental Pay for EHRA Employees Policy
- e. Advance Planning Request for Eakin Student Rec Center Roof Repair
- f. Advance Planning Request for Starbucks Relocation in Joyner Library
- g. Advance Planning Request for Steam and Condensate Piping in Fletcher Hall to Jones Hall
- h. Advance Planning Request for Parking Lot Resurfacing and Safety Improvements
- i. Advance Planning Request for Brewster Wing A Restroom Renovation
- j. Capital Project Approval for Tyler Rooftop Unit Replacement
- k. Request to Severe Scales Field House

University Affairs Committee

- a. Performance Review of Tenured Faculty Policy
- b. Unit Academic Program Review Policy
- c. Faculty Appellate Provisions Policy (Implementing Processes for Sections 603, 604, 605, 607 of The Code)
- d. TVS Supplement Payments for Select College of Allied Health Sciences Faculty

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|-------|---|---|
| VI.   | <b>Presentation of the Trustees Awards for Distinction</b>          | <b>Jason Poole</b>                                      |
| VII.  | <b>Chancellor's Report</b>  | <b>Philip Rogers</b><br>Chancellor                      |
| VIII. | <b>Report from the Student Body</b>                                 | <b>Anderson Ward</b><br>SGA President                   |
| IX.   | <b>Report from the Faculty</b>                                      | <b>Anne Ticknor</b><br>Chair of the Faculty             |
| X.    | <b>Report from the Staff</b>  | <b>Crystal Hildenbrand</b><br>Chair of the Staff Senate |
| XI.   | <b>Committee Reports and Recommendations</b>                        |   |
|       | A. Athletics and Advancement Committee                              | Fielding Miller, Committee Chair                        |
|       | B. Audit, Enterprise Risk Management, Compliance & Ethics Committee | Vince Smith, Committee Chair                            |
|       | C. Budget, Finance, & Infrastructure Committee                      | Van Isley, Committee Chair                              |
|       | D. Committee on Strategy & Innovation                               | Tom Furr, Committee Chair                               |
|       | E. Joint Committee – Strategy & Innovation and University Affairs   | Tom Furr, Committee Chair                               |
|       | F. University Affairs Committee                                     | Dave Fussell, Committee Chair                           |
| XII.  | <b>Closed Session</b>   |   |
| XIII. | <b>Items Recommended from Closed Session</b>                        |   |
| XIV.  | <b>Unfinished Business</b>  |   |
| XV.   | <b>New Business</b>   |   |
| XVI.  | <b>Adjourn</b>  |   |

Chancellor remarks  
Friday, November 22, 2024

Congratulations again to Mr. Greczyn and to Mrs. Cain.

My remarks today are a bit longer than normal and are slightly different in form as I take this opportunity to celebrate a few achievements that are at the heart of who we are as an institution.

First, you all know well that campus safety is critical to our university community and a shared priority for all of us in this room. We're fortunate to have great people on this campus that demonstrate tremendous leadership in this space and I'm deeply honored this morning to recognize ECU Police Department Master Officer Frannie Tarkington, who has been named the UNC System's Officer of the Year. This award recognizes individuals who exhibit outstanding leadership and significant contributions to the success of the UNC System. The award was presented in October at a ceremony in Raleigh and Officer Tarkington was recognized during the recent UNC Board of Governors meeting last week. Let's take a moment to watch this video about Officer Tarkington.

<<PLAY VIDEO>>. [https://www.youtube.com/watch?v=e8pSR8\\_0ubc&t=2s](https://www.youtube.com/watch?v=e8pSR8_0ubc&t=2s)

Service is at the very heart of ECU's mission, and the work Officer Tarkington does every day – especially in support of people navigating the physical, mental, and emotional trauma of sexual assault – exemplifies leadership, service, and innovation, all core values here at ECU.

We're grateful to Officer Tarkington for her compassionate service, unselfish concern for others, and deep commitment to the ECU community.

Officer Tarkington is here with us today and I know you'll join me in congratulating her for this most impressive award. Officer Tarkington, please stand and be recognized.

Congratulations once again and thank you for your ongoing service to ECU.

In keeping with the spirit of awards and recognitions, this has been a very special time for ECU, especially in the innovation and engagement space.

In August, the Association of Public and Land Grant Universities (APLU) in partnership with the Engagement Scholarship Consortium (two prestigious national organization's) selected ECU as the South regional winner of the 2024 W. K. Kellogg Foundation Community Scholarship Award. This award recognizes programs that demonstrate how colleges and universities have redesigned their learning, discovery, and engagement missions to deepen their partnerships and achieve broader impacts in their communities. The four regional winners, which this year consisted of ECU, University of Minnesota, Oregon State University, and West Virginia University, then competed for the national C. Peter Magrath Community Engagement Scholarship Award – the top community engagement award in the country.



Last week, a team from ECU traveled to Orlando, FL for the annual APLU meeting and I am proud to announce that ECU was named the winner of the 2024 C. Peter Magrath Community Engagement Scholarship Award, APLU's most prestigious award.

I had the opportunity during my time at the American Council on Education to sit at the pinnacle of the national higher education community – and I can tell you with confidence that the Magrath Award is like winning a national championship – within higher education, this is a hugely prestigious recognition for our campus, one born out of our mission-aligned work. I've always told you that ECU will gain national prominence for doing what we do best (SS, PS, and RT in our own backyard – and, folks, this represents that vision in action – and we should be proud). I will note as a point of pride that this is the second time ECU has received this award.

For the 2024 Magrath Award, ECU was specifically recognized for our multifaceted approach to improving mental health in underserved communities, which illustrates the vital importance of public universities to their regions and communities. Let's learn more about the work ECU has been recognized for through this video:

<<PLAY VIDEO>>. <https://www.youtube.com/watch?v=q-T4-2mrK1o>

ECU launched a partnership with Contentnea Health in 2006 that increases access to critical primary health care and behavioral health services for underserved populations dealing with unmet mental health needs stemming from economic stressors, geographical isolation, family dynamics, and health challenges.... The partnership has supported more than 126,000 integrated behavioral health care encounters with patients through primary care clinics, dental clinics, on farms, and in school settings since its inception over 18 years ago. The effort provides behavioral health services on average to 7,000 people each year. This is the impact of community engagement. APPLAUSE.

ECU also received a second honor during the APLU meeting – the Innovation and Economic Prosperity Award in the Talent category, which recognizes the university's work as THE economic hub that spurs urban revitalization while focusing on education and workforce development throughout eastern North Carolina.

As a reminder, ECU has been recognized as an Innovation and Economic Prosperity University since 2015, and this year, ECU was one of only 15 other universities across the country to receive the 5-year extension of that designation. For the Talent category, ECU was recognized for stakeholder engagement to assess, design, and implement innovative talent strategies for key industry sectors across the state. Examples include the North Carolina Statewide Telepsychiatry Program; the ECU School of Dental Medicine's Community Service Learning Centers bringing dental expertise to our state's most rural and underserved communities; and the Early Educator Support Mentorship Program, which incorporates rigorous training to better equip educators in supporting our youngest learners.

Continuing the theme of external recognition for missional work – the University Economic Development Association named ECU as a finalist for their “Engaged University” award, recognizing the successful engagement of multiple community partners to link, leverage, and connect efforts in workforce development, industry demands and problem-oriented research within the “Engage ENC” project. This recognition represents the top university-based economic development initiative in the country as judged by their peers.

ECU was also awarded the “best community engagement staff” by the Engagement Scholarship Consortium for the staff of RISE 29. These awards are meant to recognize institutions for excellence in the practice of engaged scholarship, and RISE 29 is a great example. RISE 29 connects student entrepreneurs and small business ideas to a community-driven need and helps launch microenterprises, strengthen existing businesses with long-term continuity plans, and commercializes new technology that enhances our region.

Earlier this year, ECU became one of 25 U.S. colleges and universities, and the only North Carolina institution, to receive the first Carnegie Leadership for Public Purpose classification, awarded by the American Council on Education, the Doerr Institute for New Leaders at Rice University, and the Carnegie Foundation for the Advancement of Teaching. This classification recognizes institutions that have committed to campuswide efforts to advance leadership in pursuit of the public good.

At ECU we aspire to be a national model for student success, public service, and regional transformation. Since my return to ECU, I have consistently remarked that if we deliver on our mission, an outcome of that excellence will be national recognition. We don’t do this work to pursue the accolades, but we can certainly pause a moment to celebrate when others take note of the important contributions ECU makes in this region and beyond.

Recognitions like these reinforces ECU position as a national model for community engagement and workforce development. We are actively preparing and equipping individuals to enter the workforce in education, health care, advanced manufacturing, entrepreneurship, and a host of other fields. We are demonstrating our return on investment and setting the standard for what a highly engaged innovative university can achieve, advancing our research from discovery to impact.

And these impacts do not happen because of a single person, or a single office. They happen because of the culture of engagement and innovation we have created at ECU. This is an institutional effort. There are entire multidisciplinary teams across ECU that partner to do this work, to create the conditions for transformation. At this time, I’d like to everyone who had a role in the awards and recognitions I’ve mentioned today, to please stand and be recognized.

<<APPLAUSE>>

Thanks to each of you for your leadership and for living out our motto and mission. You are making a difference in the lives of others and in doing so you make us proud.

Before I close, three other notes highlighting some of the other important work occurring across campus.

Yesterday, during the joint meeting of the Committee on Strategy and Innovation and University Affairs, part of the focus was on retention and graduation strategies. For those unable to attend the meeting, one specific example of that work is an effort led by Terah Archie from the Division of University Advancement, and Dr. Lauren Thorn, director for the Center of Student Success, who together (along with other leaders on campus) submitted a proposal to a corporate foundation. We recently learned that the grant has been awarded and ECU will receive approximately \$1 million in funding over the next three years to support retention grants for our students.

Another point of pride is the recognition that comes with providing students with the resources and structures for transformative learning experiences. A note of congratulations to the Miller School of Entrepreneurship for moving up in the Princeton Review and Entrepreneurship magazine's rankings. At 30<sup>th</sup> in the national rankings, the Miller School is the only ranked undergraduate entrepreneurship program in North Carolina and third highest in the Southeast.

Shifting gears, one final highlight related to the recent election ...not about anything partisan, but instead about polling. Polls and surveys have long played an essential role in gauging the temperature of political races and how individual candidates or issues are performing among the likely voters. Certainly, over the past several months there was tremendous attention on a variety of different polls. One of the most respected polling organizations is ECU's very own Center for Survey Research located in the Department of Political Science, led by Director Peter Francia. The Center was established in 1989 and added political polling in 2020 and has quickly gained a reputation for fairness and accuracy. With the election now over, the ECU Poll proved to be one of the most accurate in the nation. The poll nearly perfectly predicted the 2024 Presidential outcomes in North Carolina and Georgia. The ECU Poll also accurately predicted the outcomes of the gubernatorial race in NC. Election night was a successful night for the ECU Poll.

I close with a word of gratitude as this Board convenes for the last regularly scheduled meeting of 2024. I'm grateful for your service and commitment to ECU. I'm grateful for the students who choose our campus to pursue a degree or credential and for the employees who invest in the success of all learners. I'm grateful for those who give their time and treasure to advance our mission. I'm grateful for the state's investments in this important asset. Finally, I'm grateful to be chancellor of this incredible university and to serve a place that transforms the lives of people every single day.

The Rogers family wishes you all blessings throughout this holiday season.

Chairman Poole, this concludes my remarks.

SGA President remarks  
Friday, November 22, 2024

Good Morning Board Members,

The Fall semester is flying by! We are just under two weeks away from final exams, and fall commencement is quickly approaching. As we come to a close in the 2024 Fall semester, the Student Government Association is beginning to roll out the last initiatives before everyone returns home for the holidays.

In October, we continued efforts, started by the previous administration, to push for a Wellness Day at ECU. With the help of faculty and staff members from a wide range of departments including Faculty Senate Chair, Dr. Anne Ticknor, we have begun focusing our efforts on a student-chosen wellness day. This would be seen as an extension of the University's Excused Absence policy, giving students the chance to have one mental health day per semester. By allowing students the flexibility of choosing their wellness day, we reaffirm the importance of prioritizing one's mental health.

Dr. Allen Guidry and I worked to identify opportunities for growth surrounding Academic Advising. The Advising Standardization Commission made a number of strides in developing consistent Standard Operating Procedures (SOPs) to ensure students have similar support and experiences as they navigate their academic programs. Over 30 campus advising leaders representing every undergraduate advising center convened for three retreats this fall to draft a set of SOPs that would guide advising across campus. The initial draft of those SOPs is being synthesized right now and will be refined and vetted by stakeholder groups, including students, in the coming weeks. The goal will be to use these SOPs to drive our processes and decisions as we move this spring to a campus-wide Customer Relations Management (CRM) solution that will ensure consistent communication and engagement with students across the advising enterprise, ultimately helping students in their journey to a timely degree.

On November 11th, SGA in collaboration with the William-Ross Purple Pantry and the Parking and Transportation Services Office, launched a brand new campaign called Food for Fines. This initiative allows students, faculty, and staff to eliminate select parking tickets by donating various food and hygiene products to the Purple Pantry. Typically, in higher education, it is difficult to work with other departments resulting in a win-win situation. However; by allowing the ECU community opportunities to get rid of their parking tickets while fighting food insecurity, we can consider this a win-win. As we finish up the campaign, our Food for Fines initiative has dispensed nearly \$2,000 worth of tickets and donated hundreds of food and hygiene products to the William-Ross Purple Pantry. A special shout out to the new Director of Parking and Transportation Services, Ben Omuya, as he was instrumental in the implementation phase of this initiative here at ECU.

The Student Government Association held their last assembly meeting of the semester yesterday evening where we swore in two new Brody School of Medicine Representatives. I

want to thank Jaaziel Alejandro Garcia Granados and Dylan Pressnell for their unwavering support throughout the past year and I welcome the new representatives, former SGA President, Ryan Bonnett, and Kamryn Henderson.

Lastly, as I alluded to in my last report, SGA is excited to announce the next tradition at East Carolina University, the Boneyard Bell. This bell is a symbol of strength and excitement as new students arrive on campus and graduating students leave to begin the next chapters of their lives. We're excited to have you all join us for the unveiling ceremony later this morning and I thank you all for the continued support of the Student Government Association. "

Chair, Faculty Senate  
Friday, November 22, 2024

Good morning, and thank you for inviting me to share a report from the faculty. Today I would like to talk about the importance of shared governance in higher education and how it is operationalized at ECU from the faculty perspective.

Shared governance is a widely accepted practice in higher education and it relies on major stakeholders to engage and participate in the governing of the institution. The [Statement on Government of Colleges and Universities](#) by the American Association of University Professors, defines shared governance as “the responsibility shared among the different components of the institution—governing boards, administrations, and faculties—for its governance, and the [specific] areas of primary responsibility for each component.” For faculty, our primary responsibilities typically fall into the areas of faculty status, curriculum, instruction, research, educating students, and my favorite line from Chapter V in the *UNC Code*: “any matters pertaining to the institution that are of interest and concern to the faculty.” So what does shared governance mean at ECU?

Put simply, shared governance means that we have an established system and process in which the governing boards, administration, and faculty work together to find solutions that better the university. In fact, the process and system we use at ECU is well known and often serves as a model for other universities.

The faculty component is organized through the Faculty Senate, with elected officers and senators, its 24 standing committees composed of elected faculty members and appointed members. Appointed members represent the Chancellor, Provost, and Vice Chancellors, specific administrative offices, Student Government Association, and general faculty with the goal of having the right people in the room to consider items related to the committee. Committee items then move to the Faculty Senate for discussion and vote or as information—essentially we function very similarly to how the Board of Trustees work. Once items are approved by the Faculty Senate though, they are sent to the Chancellor’s Office for consideration and final approval.

As Chair of the Faculty, it is my responsibility to be in conversation with senior leadership about items coming through the Faculty Senate and its committees so that there are no surprises and questions are answered. The committee goal though, is to bring forward vetted and informed items.

An example of how this process works is on the board’s agenda which are the three faculty-related policies the University Affairs Committee considered yesterday. Let’s take one of these, the Performance Review of Tenured Faculty Policy, or Post-Tenure Review, as an example of the process from the system level to you.

First, the UNC policy was revised at the System level, which meant all institutions needed to revise their policies. Then I charged the Faculty Governance Committee to revise the policy and procedures in Part IX of the *ECU Faculty Manual*. Next, the committee brought revisions

to the Faculty Senate for consideration, where it was discussed and approved, and then it moved to the Chancellor's Office for review. In addition, an ECU Policy and Regulation were drafted for your approval. When we consider all three of these ECU documents, we can see how shared governance is operationalized. The documents were drafted, considered, and moved through their approval processes with multiple voices and perspectives contributing to the final items, which, from my perspective, ensures quality in the final products.

But what about time? This is a question I have heard from those who work outside of higher education, and usually there is an assumption that shared governance slows down change. I would agree that shared governance requires time from start to finish to ensure that decision-making is sound and deliberations are thorough. However, I would also say that from my experience, the shared governance process at ECU can be efficient and effective when each of us—governing boards, administrators, and faculty—work together, complete our parts, and respect each other throughout the process.

Considering the Post-Tenure Review Policy timeline, it began with the UNC System Office Policy change approved by the Board of Governors in January 2024, Regulations were issued by President Hans in March 2024, Faculty Governance presented *ECU Faculty Manual* revisions to the Faculty Senate in March 2024 with approval April 2024, and now these documents are to you in November 2024. If we each respect and honor each other's role in the process, we can utilize the process efficiently.

Before I close, I want to share another quick example of shared governance, with the partners being faculty and students. The example is the Wellness Days that President Ward shared in his remarks. This has been a partnership between students and faculty through our governing bodies and we have worked with our campus partners in Student Affairs and Academic Affairs to collaborate on this effort. We continue to work together to try to find the best fit for our ECU community while respecting the needs of both our students and our faculty on this effort.

Thank you and that concludes my report.

Chair, Staff Senate  
Friday, November 22, 2024

Good morning and thank you for allowing me to give updates on behalf of the Staff Senate.

Our Annual Staff Senate Wellness Walk was held back in October. We had a record turn out of vendors and participants and were glad we gave employees an opportunity to get away from their desks and clinic spaces to promote a healthy active lifestyle. As a matter of fact, the event was so popular on the Health Sciences Campus, we have been requested to have one on our main campus as well. So, stay tuned for more updates on that event.

At our November meeting, we invited Dr. Mark Webster, ECU's Chief Information Security Officer to speak to our senators about cybersecurity in the workplace. I know our senator's found this information informative and helpful as we all strive to keep our data private and safe.

Earlier this month, I had the opportunity to travel to the UNC School of the Arts as a delegate of the UNC Staff Assembly. President Hans made a special request to be put on our meeting agenda at the last minute to give us some good news. President Hans shared that all UNC system staff would now be eligible for bereavement leave. This policy provides staff 40 hours of paid leave for bereavement following the death of an immediate family member. This leave must be used within 180 days however does not need to be used on consecutive days. The policy also provides 8 hours of leave in the death of a co-worker or colleague. The passing of this leave policy has been years in the making and is a huge win for state employees.

Just yesterday, we arranged and held a community service event at the Food Bank of Central and Eastern North Carolina and will continue to create these opportunities for staff to use their Community Service Leave.

Staff Emeritus nominations close on November 30 and those staff will be recognized at an awards ceremony in the spring.

We continue the model of shared governance with our Student Government Association and Faculty Senate and appreciate keeping the lines of communication open between the three groups.

As Thanksgiving approaches and then the holiday break in December, our staff are thankful for the opportunity to rest, recharge and spend some time with our families. We look forward to bringing in 2025 with several events already on our calendar such as the Women's Leadership Panel in March, Staff Appreciation Month in April and the Ballard Lessons in Leadership (better known as the B.A.L.L event) also in April.

Before I close today, I would like to recognize one of our talented staff here at ECU and winner of a 2024 Janet B Royster Memorial Scholarship.

Mandy Messerli has been a dedicated employee at East Carolina University (ECU) for over 17 years. During her tenure, she has held pivotal roles in Campus Living, the Office of Student Rights and Responsibilities, and currently serves as an Assistant Director in the Center for Student Success within the College of Business.



In 2016, Mandy began taking courses at ECU to renew her teaching license, with a clear plan to pursue a Doctor of Education (EdD) after completing a certificate. However, in April 2017, her aspirations were temporarily sidelined following a breast cancer diagnosis. After entering remission in 2020, she resumed her efforts to join the EdD program, but the ongoing challenges of the COVID-19 pandemic and homeschooling a kindergartener forced her to postpone once more.

Determined to achieve her goal, Mandy decided that 2023 was the right time to embark on her journey toward earning a degree in Educational Leadership. She enthusiastically joined the Educational Leadership program in the College of Education in June and is now conducting her dissertation in the practice on the ethics and effectiveness of artificial intelligence in higher education. Mandy hopes to use the scholarship funds to support her pursuit of this transformative educational milestone.

Congratulations Mandy!

Thank you and this concludes my report.



**Athletics and Advancement  
November 21, 2024  
Committee Report**

The Athletics and Advancement Committee had a full meeting yesterday.

Vice Chancellor Christopher Dyba provided updates on strategic initiatives to enhance student success, aligning with the university's strategic plan. Key priorities include increasing scholarship funding, expanding emergency funds, and enhancing resources for high-impact practices. A cornerstone of this effort is the Chancellor's Scholars Initiative, which focuses on raising unrestricted \$2,500 scholarships. The immediate goal is to award as many scholarships as possible by December 2024 for the next recruitment cycle, with a long-term vision of funding hundreds annually. These scholarships are designed to attract top-tier students, improve retention and graduation rates, and reduce student debt. The initiative will be supported through endowments, planned gifts, and collective contributions.

University Advancement is modernizing its technological capabilities by implementing a Salesforce-based CRM system tailored for higher education fundraising to support these goals further. This two-phase implementation began in September 2024, with Phase 1 expected to go live in January 2026 and complete fully within 24 months. These efforts align with UNC System performance metrics, directly impacting state funding and ensuring the university's long-term growth and sustainability.

Director of Athletics Jon Gilbert reported on the head football coaching search, emphasizing the importance of finding a candidate who fits ECU and understands the evolving college athletics landscape, including NIL modeling, the transfer portal, and talent management. Gilbert highlighted the resilience of the football team, now bowl-eligible, as it prepares for its final two games and December's bowl game selection process.

Other updates included the football signing period (December 6-8) and the transfer portal window (December 9-28). Gilbert stressed the importance of NIL efforts, with Team Boneyard playing a key role, and the integration of Pirate Club priority points for NIL donations. He also discussed the potential financial implications of the House settlement, including back payments and a revenue-sharing model impacting various sports programs. Deloitte Consulting is assisting with these adjustments.

Finally, Gilbert celebrated fall sports achievements: Soccer's AAC Championship, its first NCAA appearance, and Volleyball's highest league finish. Upcoming events include the Navy football game on ESPN and men's basketball versus NC A&T.

Our committee approved one naming proposal for Jim and Suzanne Chesnutt in closed session, which was included in today's consent agenda. Mr. Chairman, that concludes my report.



## **Report of the Audit, Risk Management, Compliance, and Ethics Committee for November 21, 2024**

### **Operational Metrics Review**

The committee reviewed the operational metrics related to Internal Audit and Compliance for fiscal year 2025 through October.

### **Action Items**

The committee had no action items.

### **Informational Items**

#### **Enterprise Risk Management – Mr. Chris Rowland**

Mr. Rowland briefed us on the recent work of the ERM Committee. He also shared information from the recent UNC System ERM retreat, including risks that are of interest across the UNC System, which are very similar to the top risks ECU is currently navigating.

#### **Athletics Compliance Update – Ms. Alex Keddie**

Ms. Keddie briefed the committee on changes in the NCAA student athlete transfer landscape. Most notably she reported that a student athlete now has no limit on the number of transfers. Ms. Keddie also provided an overview of how the transfer process is managed at ECU and the various campus offices that are involved in the process.

#### **Regulatory Compliance Committee Update – Mr. Wayne Poole**

Mr. Poole provided an update from the Regulatory Compliance Committee, which was formed in 2023 at the direction of Chancellor Rogers. Rapid change in compliance requirements is one of the top risks in the University risk register. The committee is co-chaired by the University General Counsel and the Chief Audit Officer. The briefing included an overview of key recommendations and accomplishments of the committee, and compliance-related topics that are currently being monitored.

#### **Annual External Audits – Mr. Wayne Poole**

Mr. Poole told the committee that the University's annual financial statement audit has been completed by the State Auditor. The audit resulted in a clean unmodified opinion of the University's financial statements and contained no findings and no reported internal control weaknesses. Mr. Poole also told us that the external audits of the affiliated entities have been completed. These also resulted in unmodified opinions and no findings or control weaknesses related to the financial statements.

#### **Recent Internal Audits – Mr. Wayne Poole**

Mr. Poole advised that since our last meeting, Internal Audit has closed 11 engagements. He briefed the committee on one of the audits, related to employee time reporting.

We discussed other audit and compliance topics in closed session.

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Mr. Chairman, that concludes my report.

**East Carolina University | Board of Trustees**  
**Budget, Finance, and Infrastructure /Main Campus Student Center 249 |**  
**November 22, 2024**  
**Highlights**

The Budget, Finance, and Infrastructure Committee met on November 21, 2024.

Minutes were approved from the September 26, 2024, meeting.

Due to time constraints the operational metrics and all funds budget quarterly report were not presented and we moved on to action items.

Ms. Coleman presented Tuition & Fee Proposals for Academic Year 2025-2026 for approval. A few highlights include: a graduate tuition increase, increase in Dental Medicine tuition, fee increases for Student Centers and Activities, Campus Recreation and Wellness, Education and Technology and Transit. All mandatory fee requests totaled 2.5% and were less than the 3% cap. Other increases included housing and dining rate increases, dental housing and dental electronic resources, a graduation fee for online only students, and several parking increases. Details were provided in Board materials and item was approved as part the consent agenda.

Stephanie took us through a number of action items that were all approved in committee and as part of the consent agenda this morning. Those items included:

- A one-year lease for Coastal Studies Institute Housing.
- Revisions to the Debt Management Policy.
- Revisions to the Supplemental Pay for EHRA Employees Policy. This policy outlines practices for additional compensation paid to EHRA personnel.
- A request to approve the Advance Planning Approvals on five projects through design development:
  - Eakin Student Rec Center Roof Repair
  - The relocation of Starbucks in Joyner Library
  - Steam and Condensate Piping in Fletcher and Jones
  - Parking Lot Resurfacing and Safety Improvements
  - Brewster A Wing Restroom Renovation
- A request to approve the Capital Project on Replacement of the Tyler Rooftop Unit.
- And a request to sever the Scales Field House
- In the informational items there was special mention of the Employee Engagement Survey.

This concludes my report.



## **Report of the Committee on Strategy and Innovation for November 21, 2024**

The Committee on Strategy and Innovation met yesterday. Committee members present were Tom Furr, Scott Shook, Fielding Miller, Van Isley, Jeffrey Roberts, Carl Rogers, Anderson Ward, and Vanessa Workman. The committee approved the minutes from September 26, 2024.

We were pleased to have with us Mushtaq Gunja, the Executive Director of the Carnegie Classification Systems and Senior Vice President at the American Council on Education, who is leading the national effort to reimagine the Carnegie framework. He walked through the proposed changes to the basic classification model, as well as the research classification and the social mobility designation.

The new Carnegie Classifications will be released in early 2025. Given the Board of Trustees role in supporting the long-term mission and success of ECU, it is imperative the board understands the classification system and what certain designations mean. The Carnegie Classification is a key metric that can directly influence a university's strategic decisions, reputation, funding, and ability to achieve its goals.

Mr. Gunja was phenomenal. It was really valuable having one of the nation's leading experts in this space explain the changes. We're looking forward to the announcement in early 2025 about new designations.

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Mr. Chairman, that concludes my report.



## **Report of the University Affairs Committee for November 21, 2024**

The University Affairs Committee met in regular session with committee members Fussell, Roberts, Rogers, Furr, Ward, Segrave, Smith and Workman in attendance.

The Committee approved the minutes of the September 26, 2024 meeting of the University Affairs Committee.

Interim Provost Buddo then presented three policies to the committee: the Performance Review of Tenured Faculty Policy, the Unit Academic Program Review Policy, and the Faculty Appellate Provisions Policy. He shared that these were updated at the campus level in response to policy revisions in the UNC Policy Manual and associated compliance deadlines.

Next, Dr. Buddo asked the Board to consider the candidates for degrees for conferral at the annual Fall Commencement on Friday, December 13, 2024 and the committee enthusiastically approved. One exciting detail about our 1,931 Fall degree candidates is that that number includes ECU's very first Project Kitty Hawk (PKH) graduate.

Lastly, one recommendation was approved in the closed session of the committee yesterday afternoon and is on the consent agenda for the board this morning.

Mr. Chairman, that concludes my report.

## **Report from the Joint Meeting of the Committee on Strategy & Innovation and the University Affairs Committee on November 21, 2024**

The Committee on Strategy and Innovation and the University Affairs Committee met in joint session with members from both committees (Fussell, Roberts, Furr, Ward, Segrave, Smith, Workman, Shook, Isley, Miller and Rogers) in attendance.

Yesterday's joint Committee meeting was the first discussion in a series of three that will inform and educate the Trustees on the current enrollment landscape in higher education, and how our enrollment strategy aligns with the UNC Performance Funding metrics and Chancellor Rogers' Student Success Agenda.

After Chancellor Rogers' opening remarks on the topic, a team made up of members from both Academic and Student Affairs presented to the Committee on retention and persistence of enrolled students at ECU. We heard from Interim Provost Buddo, Vice Chancellor Brandon Frye, Associate Provost Ying Zhou, Associate Provost Allen Guidry, and Senior Associate Vice Chancellor Chris Stansbury, who presented on the System performance metrics and related goals that have been set for ECU, various data points for ECU and peers, the five main components of the student success ecosystem, how the team addresses potential barriers for students, and ongoing aspects of the factors and drivers in ECU's strategic enrollment strategy. The information in the presentation inspired many questions throughout and much discussion was had about the ways in which ECU can better support existing students to ensure retention and persistence.

Mr. Chairman, that concludes my report.