

AGENDA
Budget, Finance, & Infrastructure Committee
February 6, 2025

- | | | |
|-------|--|-------------|
| I. | Approval of Minutes November 21, 2024 | Action |
| II. | Metrics | Information |
| III. | All Funds Budget Quarterly Report | Information |
| IV. | ECU FY24 Financial Presentation | Information |
| V. | Campus Safety Report | Information |
| VI. | Medical Examiner Land Acceptance by ECU Health | Action |
| VII. | Millennial Designation Approval for North Recreation Complex & POSO Annex | Action |
| VIII. | Advance Planning – Student Health Center Roof & Drain Repair | Action |
| IX. | Capital Approval | Action |
| | A. Flanagan Building Automation Controls Replacement | |
| | B. Brewster Restroom Renovation, Phase 1 | |
| | C. Eppes Building Replacement | |
| X. | Policy Approval | Action |
| | A. Employment-Related Background Checks, Criminal Activity Reporting, and Applicant Salary History | |
| | B. Employment Policy for Exempt Professional Staff | |
| XI. | Issuance of Special Obligation Bonds | Action |
| XII. | Information Items | |
| | A. Additional Debt Information | |
| | B. Comprehensive Budget Report | |
| | C. Pension Spiking | |
| | D. Major Capital Projects Update | |
| | E. Designer Selection Approval Since Last Meeting | |



Meeting of the Board of Trustees
Budget, Finance, & Infrastructure Committee
February 6, 2025

AGENDA ITEM

- I. Approval of Minutes..... Van Isley
Chair- Budget, Finance, and Infrastructure Committee

Situation: Approval of the minutes from November 21, 2024 meetings

Background: N/A

Assessment: N/A

Action: This item requires a vote by the committee, with a vote by the full Board of Trustees through the consent agenda.

**Minutes from the Budget, Finance, and Infrastructure Committee
November 21, 2024 – Main Campus Student Center and Online Meeting**

The Budget, Finance, and Infrastructure Committee of the ECU Board of Trustees met in person on November 21, 2024

Committee members present: Van Isley, Cassie Burt, Dave Fussell, Carl Rogers, and Scott Shook.

Trustee Van Isley, Chair of the Committee, convened the meeting at 3:00p.m. Mr. Isley read the conflict-of-interest provisions as required by the State Government Ethics Act and asked if anyone would like to declare or report an actual or perceived conflict. None were reported.

Mr. Isley asked for the approval of the minutes of the September 26, 2024, committee meeting. Ms. Burt motioned approval and Dave Fussell seconded the motion. The minutes were approved with no negative votes.

Action Items

Ms. Coleman, VC for Administration and Finance, presented the items as detailed in board materials and items were approved as part the consent agenda.

Minutes: Quorum was established therefore minutes from September 26, 2024, were approved.

Tuition & Fee Proposals for Academic Year 2025-2026 VC Coleman shared the process and proposals that are in accordance with UNC System guidelines. Required Vote by full Board was approved.

Coastal Studies Institute Housing Lease VC Coleman requested approval for a one-year lease of the residential space for housing in Manteo, NC from Manteo Community Housings, LLC.

Debt Management Policy VC Coleman shared and requested approval of the revised debt management policy that reflects current industry standards and utilization of debt ratio indicators.

Supplemental Pay for EHRA Employees Policy VC Coleman requested approval to establish written guidelines for determining when EHRA employees are eligible for supplemental pay and under what circumstances.

Advance Planning Approval for Multiple Projects VC Coleman requested approval on advanced planning on Eakin Student Recreation Center partial roof replacement, Joyner Library Starbucks relocation, Main Campus, replacement steam MH-J05 to Jones and MH-WD5 to Fletcher residence halls, Parking lot RS-12 resurfacing and safety improvement, and Brewster A Wing ADA bathroom renovations.

Capital Approval – Tyler Rooftop Unit Replacement VC Coleman requested approval of the Tyler Roof Unit Project.

Severance of Scales Field House VC Coleman requested approval to sever the +14,349 sq ft. It's exceeded its building life span.

Informational Items - Van Isley referred audience to board materials due to time constraints on these two agenda items:

Metrics

All Funds Budget Quarterly Report

Mr. Isley asked the committee for any concerns about items included in the informational items listed in board materials. There were none.

Other Business

There was no other business to discuss, and the committee meeting was adjourned at 3:30 PM.

Respectfully submitted,

Rhonda Jordan



AGENDA ITEM

II. MetricsStephanie Coleman
Vice Chancellor Administration & Finance

- Situation:** Financial metrics for the university
- Background:** State expenditures, tuition receipts, and change in unrestricted fund balances are key performance indicators.
- Assessment:** No issues are identified for July through December of Fiscal Year 2025.
- Action:** This item is for information only.



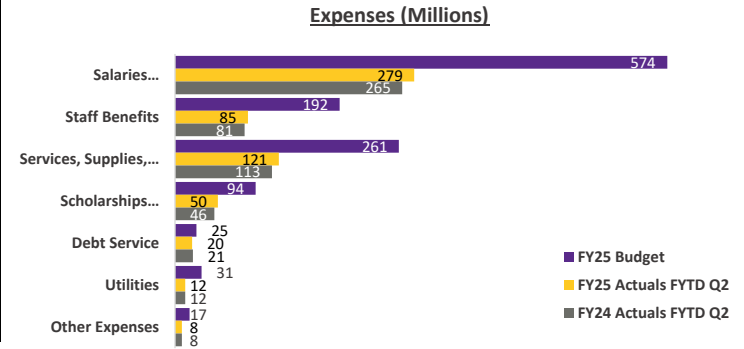
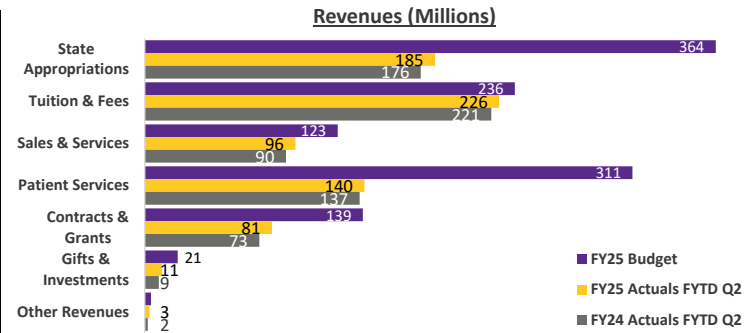
AGENDA ITEM

III. All Funds Budget Quarterly ReportStephanie Coleman
Vice Chancellor for Administration and Finance

- Situation:** All funds budget before elimination entries compared to 2nd quarter actuals and previous year 2nd quarter.
- Background:** BOT approves the budget each Spring for the upcoming fiscal year that begins on July 1. Fiscal year 2025 is the 3rd fiscal year with an all funds budget.
- Assessment:** Budget vs. Actual for 2nd quarter of fiscal year 2025 does not reflect any concerns.
- Action:** This item is for information only.

FY25 Q2 All Funds Budget and Actuals - University Level

		FY25 Budget	FY25 Actuals FYTD Q2	Current Year %	FY24 Actuals FYTD Q2	Change %
Revenues	State Appropriations	364,200,000	185,400,000	50.91%	176,100,000	5%
	Tuition & Fees	236,300,000	226,300,000	95.77%	221,000,000	2%
	Sales & Services	122,700,000	95,800,000	78.08%	90,000,000	6%
	Patient Services	311,100,000	139,700,000	44.91%	137,100,000	2%
	Contracts & Grants	138,500,000	80,800,000	58.34%	72,900,000	11%
	Gifts & Investments	20,700,000	10,900,000	52.66%	9,100,000	20%
	Other Revenues	3,700,000	3,200,000	86.49%	2,000,000	60%
Revenues Total		1,197,200,000	742,100,000	61.99%	708,200,000	5%
Expenses	Salaries and Wages	574,200,000	279,100,000	48.61%	265,200,000	5%
	Staff Benefits	192,100,000	84,900,000	44.20%	80,900,000	5%
	Services, Supplies, Materials	261,000,000	120,500,000	46.17%	112,700,000	7%
	Scholarships & Fellowships	94,100,000	49,700,000	52.82%	45,700,000	9%
	Debt Service	25,300,000	20,200,000	79.84%	21,100,000	-4%
	Utilities	31,300,000	11,600,000	37.06%	11,700,000	-1%
	Other Expenses	16,500,000	7,800,000	47.27%	7,800,000	0%
Expenses Total		1,194,500,000	573,800,000	48.04%	545,100,000	5%
Net Transfer		(9,600,000)	(3,600,000)	37.50%	(200,000)	1700%
Change in Fund Balance		(6,900,000)	164,700,000		162,900,000	





AGENDA ITEM

IV. ECU FY24 Financial Presentation.....Stephanie Coleman
Vice Chancellor for Administration and Finance

- Situation:** Provide highlights from FY24 Audited Financial Statements, other key performance indicators, and the budget process for fiscal year 2026.
- Background:** The NC State Auditor conducts a financial statement audit annually. The financial statement data are used to calculate key performance indicators and other nonfinancial data.
- Assessment:** The FY24 financial statement audit received an unqualified opinion from the NC State Auditor.
- Action:** This item is for information only.

Board of Trustees Financial Performance Fiscal Year 2024



Audit Results FY 2024



North Carolina Office of the State Auditor

Jessica N. Holmes, J.D., State Auditor

Independent Auditor's Report

Board of Trustees
East Carolina University
Greenville, North Carolina

Report on the Audit of the Financial Statements

Opinions

We have audited the financial statements of the business-type activities and fiduciary activities of East Carolina University (University), a constituent institution of the multi-campus University of North Carolina System, which is a component unit of the State of North Carolina, and its discretely presented component unit, as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

In our opinion, based on our audit and the report of the other auditors, the accompanying financial statements present fairly, in all material respects, the respective financial position of the business-type activities and fiduciary activities of East Carolina University, and its discretely presented component unit, as of June 30, 2024, and the respective changes in financial position and, where applicable, cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

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

Basis for Opinions

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

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

Click below to see ECU's Audited Financial Statements

[ECU's Audited Financial Statements](#)



Condensed Statement of Net Position

(Dollars in Thousands) **Percent**

	2024	2023	Change	Change
Assets				
Current Assets	\$ 495,189	\$ 467,042	\$ 28,147	6%
Capital Assets, Net	1,282,560	1,276,886	5,674	0%
Other Noncurrent Assets	168,090	153,758	14,332	9%
Total Assets	1,945,839	1,897,686	48,153	3%
Deferred Outflows of Resources	252,307	218,260	34,047	16%
Liabilities				
Current Liabilities				
Long-Term Liabilities – Current Portion	32,725	33,661	(936)	-3%
Other Current Liabilities	72,874	63,586	9,288	15%
Total Current Liabilities	105,599	97,247	8,352	9%
Noncurrent Liabilities				
Long-Term Liabilities, Net	1,202,517	1,121,776	80,741	7%
Other Noncurrent Liabilities	15,527	15,196	331	2%
Total Noncurrent Liabilities	1,218,044	1,136,972	81,072	7%
Total Liabilities	1,323,643	1,234,219	89,424	7%
Deferred Inflows of Resources	211,100	308,894	(97,794)	-32%
Net Position				
Net Investment in Capital	899,778	882,956	16,822	2%
Restricted	173,692	151,669	22,023	15%
Unrestricted	(410,067)	(461,792)	51,725	11%
Total Net Position	\$ 663,403	\$ 572,833	\$ 90,570	16%

Assets and deferred outflows of resources increased by \$82.2 million (4%)

Liabilities and deferred inflows of resources decreased by \$8 million (-1%)

Net Position increased by \$90 million (16%)

Changes in the Statement of Revenues, Expenses, and Changes in Net Position

(Dollars in Thousands)

Operating revenues increased \$25.1 million (4%) from the prior year:

- **\$12.5 million increase in net patient service revenue** due to the increase in clinic time proficiency and the physician incentive program tied to clinic visits.
- **\$5.1 million increase in sales and services** related to the accumulation of increased auxiliary enterprises activities, including student housing, dining, health, physical education, and recreation services, and other miscellaneous services.
- **\$4.9 million increase in grants and contracts**, reflecting a continued increase in sponsor funding.

Operating expenses increased \$150.3 million (17%) from the prior year:

- **\$137.2 million increase in salaries and benefits**, largely attributable to pension and OPEB amortization increases, as well as raises and incentive pay.
- **\$17.4 million increase in supplies and services** related to increased expenses for food services, expanded services, technology related purchases, ECU Health contractual services, grant expenditures.
- **\$4.6 million decrease in scholarships and fellowship expenses** due to the end of HEERF funding for student support.

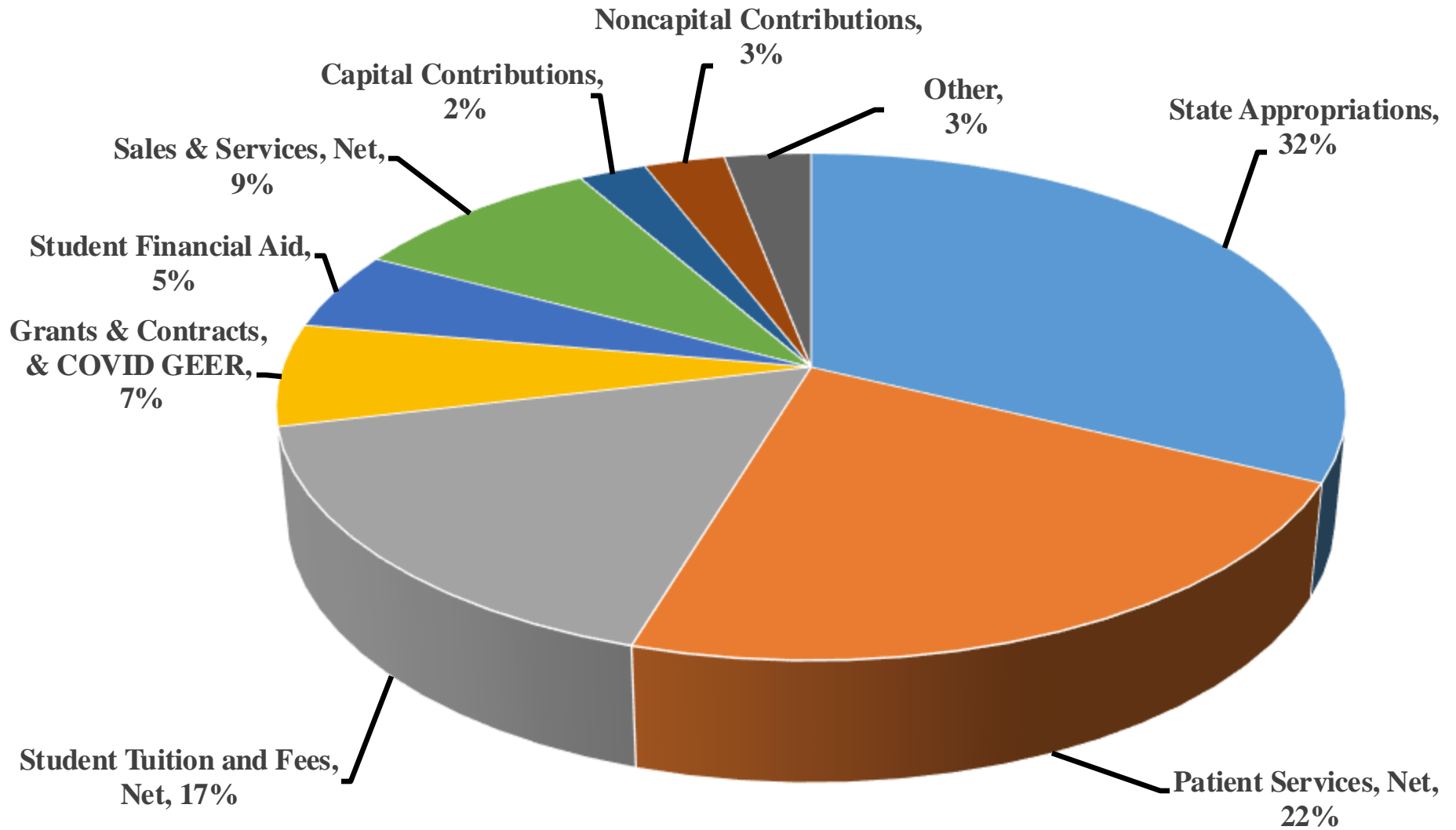
Nonoperating revenues, net, increased \$29.3 million (7%) from the prior year:

- **\$14.4 million increase in noncapital contributions and grants**, predominately related to \$10.4 million of funding from the American Rescue Plan Act (ARPA) Temporary Savings Fund for investment in healthcare.
- **\$13.0 million increase in state appropriations**, largely driven by legislative salary increases and adjustments, as well as benefit rate increases.
- **\$12.6 million decrease of federal Aid - COVID-19** due to ending of coronavirus pandemic funding.
- **\$11.7 million increase in investment income** as a result of improved financial market returns
- **\$9.0 million increase in capital contributions** related to state capital appropriations to complete various construction projects

	<u>FY 2024</u>	<u>FY 2023</u>
Operating Revenues and Expenses		
Operating Revenues	\$627,838	\$602,756
Operating Expense	<u>1,043,312</u>	<u>892,920</u>
Total Operating Loss	(415,474)	(290,164)
Net Nonoperating Revenues	<u>476,506</u>	<u>447,232</u>
Income (Loss) Before Other Revenues	61,032	157,068
Other Revenues	<u>29,538</u>	<u>20,525</u>
Change in Net Position	<u>\$ 90,570</u>	<u>\$177,593</u>
Net Position July 1	572,833	395,240
Change in Net Position (above)	<u>90,570</u>	<u>177,593</u>
Net Position June 30	<u>\$663,403</u>	<u>\$572,833</u>
Change in Net Position (%)	16%	45%

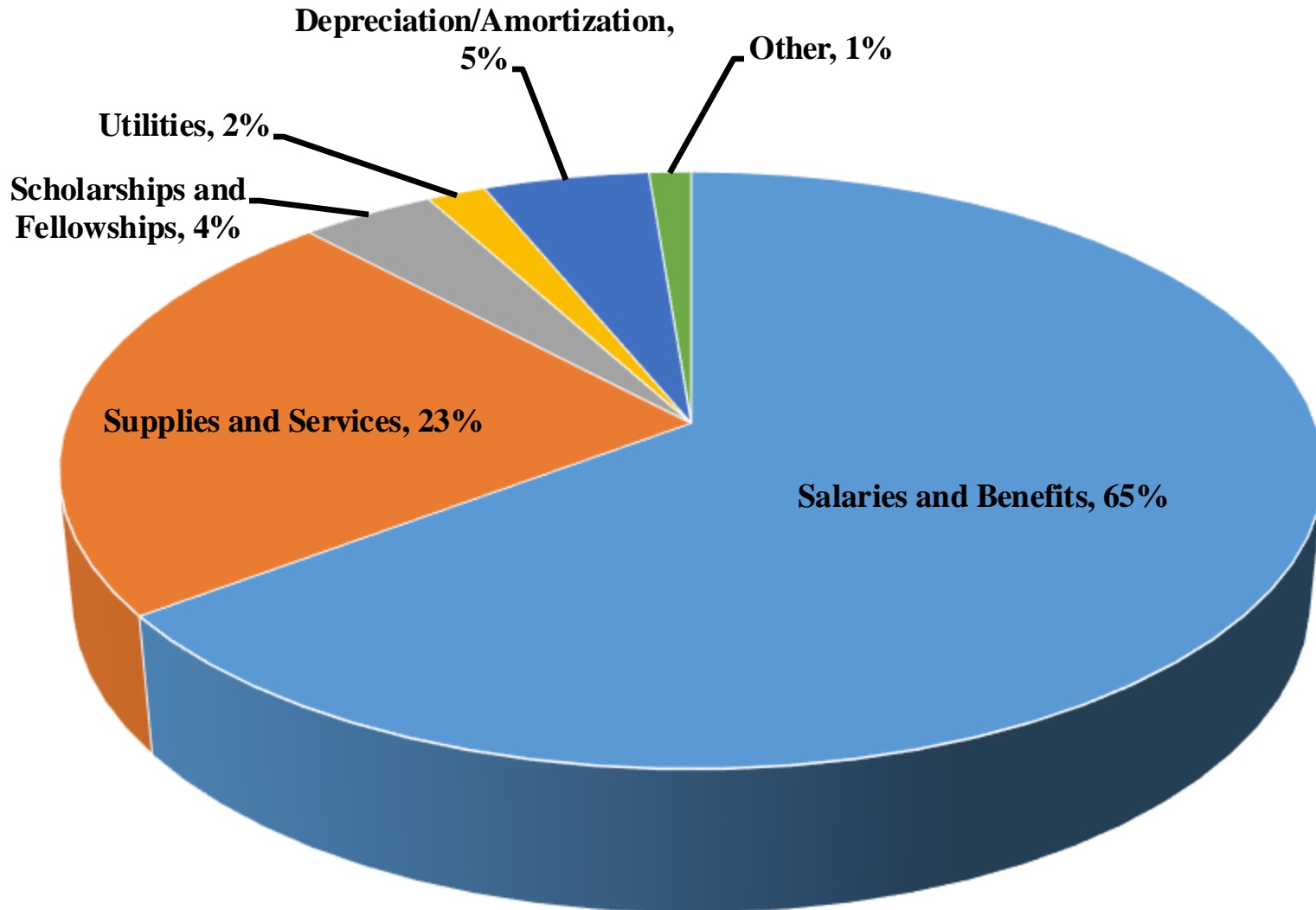


FY 2024 Total Revenues = \$1.15 Billion

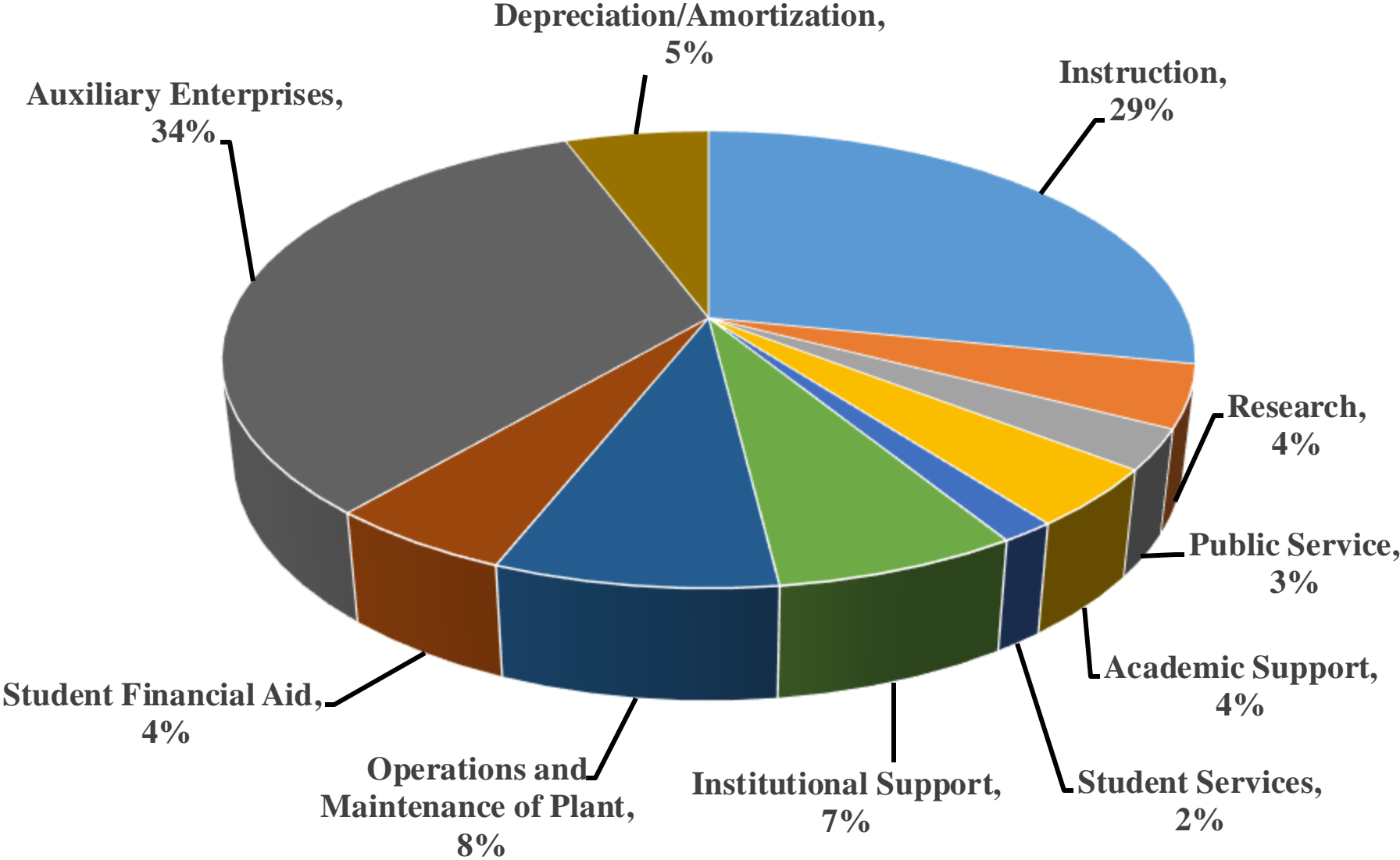


FY 2024 Total Expenses = \$1.05 Billion

(Operating Expenses + Nonoperating Losses and Expenses)

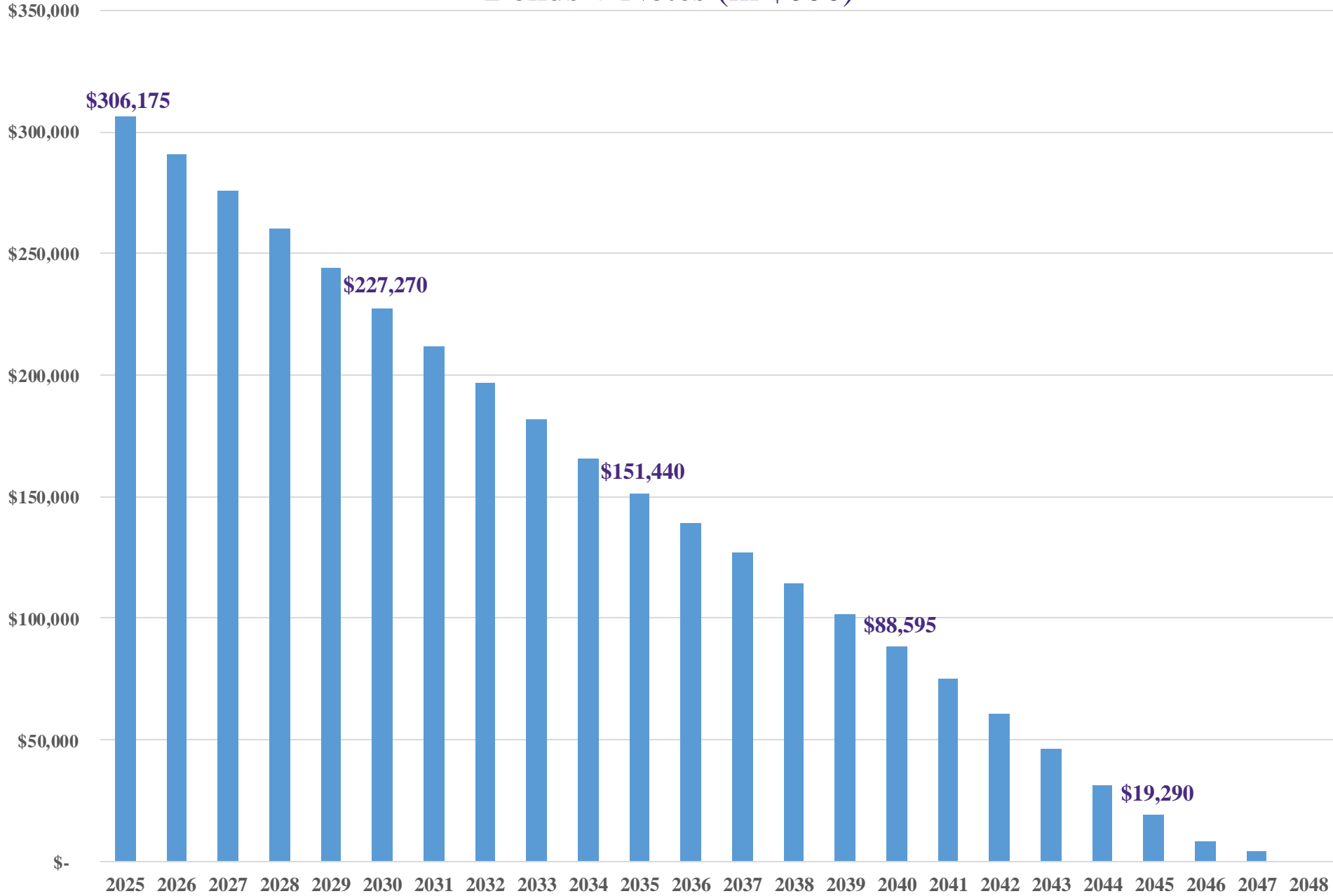


FY 2024 Operating Expenses By Function = \$1.04 Billion



Long-Term Debt Outstanding Principal

Bonds + Notes (in \$000)



ECU's Annual Metrics – Financial Ratios

	<u>FY22</u>	<u>FY23</u>	<u>FY24</u>	<u>Recommended by NACUBO*</u>
Composite Financial Index (CFI)	3.8	4.3	4.0	4 to 6
Primary Reserve Ratio	0.5	0.5	0.6	0.4
Viability Ratio	1.4	1.6	1.8	1.3
Return on Net Assets Ratio	4%	5%	5%	6%
Net Operating Revenues Ratio	12%	15%	6%	2% to 4%

*NACUBO Strategic Financial Analysis for Higher Education Handbook



Budget Development



Monitoring Fiscal Health in Two Ways

All Funds Budget

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

Comprehensive Annual Financial Report

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



All Funds Budget Development FY26

October 30, 2024	FY2026 All-Funds Budget Guidance from System Office issued
November 11, 2024	Provide campus guidelines and access granted to budget development users in Anaplan
November 13, 2024	Began Anaplan training
January 13, 2025	Budgets due to University Budget Office
Beginning February 23, 2025	Review and discussion of budgets with CFO and Chancellor
March 28, 2025	Final Budget Decisions
April 4, 2025	Final Budget Documents Completed
April 25, 2025	BOT Reviews Budget at meeting
May 1, 2025	All-Funds Budget Due to System Office
May 15, 2025	BOG Reviews Budget at meeting



All Funds Budget

Source	Description	Projections
General Fund	State appropriations, tuition, miscellaneous revenues Supports instruction, academic support, institutional support, student services, financial aid, etc.	FY25 budget plus anticipated salary and benefit increases, FY26 enrollment funding change
Auxiliary & Other Trust Funds	Self-supporting operations (housing, dining, parking, athletics, student health, campus recreation, ECU Physicians, Dental School Clinics, etc.) Student fees with minimal alternative revenues (SGA, Student Media, Ed Tech, Campus Safety, student programming, etc.) Other revenue generating activities- Child Development Lab, Study Abroad Programs, etc.	Department/Division budget officers projected budgets
Overhead Receipts	Federal Facilities and Administrative cost (F&A) receipts	Department/Division budget officers projected budgets
Restricted Trust Funds	Contracts and Grants Expendable resources from university endowments and professorships	Department/Division budget officers projected budgets



All Funds Budget Template

East Carolina University
FY 2025-26 All-Funds Budget

		General Fund	Auxiliary & Other Trust Funds	Overhead/F&A Receipts	Restricted Trust Funds	Total
Revenues	State Appropriations	\$ -	\$ -	\$ -	\$ -	\$ -
	Tuition & Fees	\$ -	\$ -	\$ -	\$ -	\$ -
	<i>Less Discounts and Allowances</i>	\$ -	\$ -	\$ -	\$ -	\$ -
	Sales & Services	\$ -	\$ -	\$ -	\$ -	\$ -
	Patient Services	\$ -	\$ -	\$ -	\$ -	\$ -
	Contracts & Grants	\$ -	\$ -	\$ -	\$ -	\$ -
	Gifts & Investments	\$ -	\$ -	\$ -	\$ -	\$ -
	Other Revenues	\$ -	\$ -	\$ -	\$ -	\$ -
Revenues Total		\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	Salaries and Wages	\$ -	\$ -	\$ -	\$ -	\$ -
	Staff Benefits	\$ -	\$ -	\$ -	\$ -	\$ -
	Services, Supplies, Materials, & Equip.	\$ -	\$ -	\$ -	\$ -	\$ -
	Scholarships & Fellowships	\$ -	\$ -	\$ -	\$ -	\$ -
	<i>Less Discounts and Allowances</i>	\$ -	\$ -	\$ -	\$ -	\$ -
	Debt Service	\$ -	\$ -	\$ -	\$ -	\$ -
	Utilities	\$ -	\$ -	\$ -	\$ -	\$ -
	Other Expenses	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses Total		\$ -	\$ -	\$ -	\$ -	\$ -
Net Transfers		\$ -	\$ -	\$ -	\$ -	\$ -
Change in Fund Balance			\$ -	\$ -	\$ -	\$ -



All Funds Budget

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



Questions





AGENDA ITEM

V. Campus Safety Report Jason Sugg, Chief of Police
Bill Koch, Associate Vice Chancellor for Campus Safety & Auxiliary Services

Situation: Annual presentation of major campus safety initiatives, crime data, and injury statistics.

Background: This presentation is required by UNC Policy 1300.9 – Policy on Providing Safety and Security Presentations to University Boards. This annual campus safety report provides relevant data and information concerning campus safety and security, sexual assault, alcohol and drug use, risk management, and associated institutional policies.

Assessment: Following a national trend, crime rates are returning to pre-COVID levels as the campus and surrounding community have returned to normal operations and activity levels.

The 2024 **OSHA recordable incidence rate** for ECU was slightly above the current national industry average for Colleges, Universities and Professional Schools (industry avg is 1.4; ECU is 1.5). ECU had a 7% reduction in OSHA recordable injuries compared to 2023 data. The 2024 **lost day incidence rate** for ECU was below the current national industry average for Colleges, Universities and Professional Schools (industry avg is 0.4; ECU is 0.2). There was a 28% reduction in lost day cases compared to 2023 data.

Action: This item is for information only.

CAMPUS SAFETY & AUXILIARY SERVICES

2025 Annual Safety and Security Report¹

February 6, 2025

ECU POLICE

The ECU Police Department's mission is to cultivate a safe learning environment through quality professional law enforcement, emergency response readiness, crime reduction initiatives, and community outreach/education.



ECU Police Leadership Succession

In 2024, the ECUPD underwent a transitional period in supervisory and leadership positions due to multiple retirements of career employees in leadership roles. ECUPD has a robust career development program, and it is credited with preparing mid-career employees to be promoted into the vacated roles. The current focus is solidifying those transitions to maintain the efficient operations of the ECUPD. In 2024, ECUPD conducted eight (8) promotion assessment centers resulting in eleven (11) promotions.

Student Safety Committee

A Student Safety Committee was formed in 2018 to act as an advisory board regarding safety and security issues within the student body. The Committee continues to review and finalize our Pirate Pedestrian Pathways. These pathways will be the primary north, south, east, and west after-hours pedestrian corridors. The Committee also coordinates the annual safety walk where students and staff walk campus at night and list any areas where there are lighting and other safety issues and point out potential areas for blue light phones and cameras. The 2025 safety walk is scheduled for March 2025.



Crime Prevention and Safety Programming

All officers within the ECU Police Department participate in programming, however the Community Affairs Unit is specialized in providing crime prevention and safety programming and evaluations. In 2024 the Community Affairs Unit conducted 105 in-person, safety related programs and reached an audience of 6,326 people. Programs include areas of general crime prevention, youth programs, child safety programs, workplace violence prevention and response

¹ For more information regarding safety and security at ECU, please refer to read our Annual Security and Fire Safety Report at <https://police.ecu.edu/wp-content/pv-uploads/sites/34/Annual-Security-Report.pdf>.

(including active assailant training), resources tables, and other relevant topics. There were an additional 3,588 participants in online Run, Hide, Fight trainings. ECUPD also conducted 22 in-person Run, Hide, Fight trainings for 949 people in 2024.

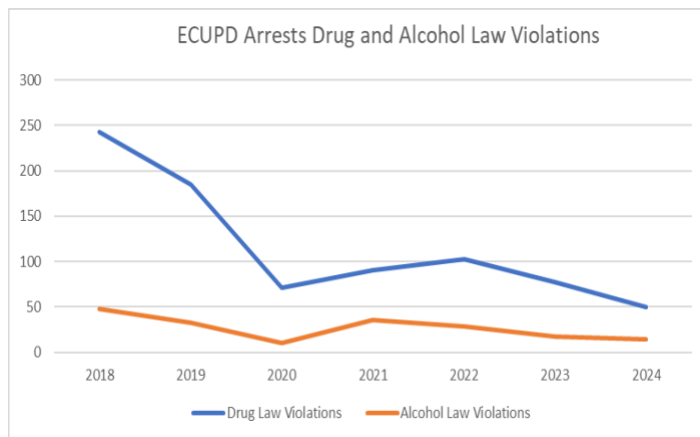
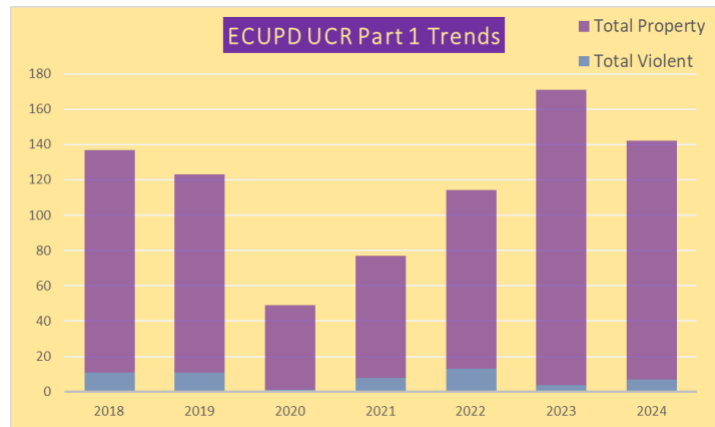
ECU Police CALEA and IACLEA Reaccreditation

The ECU Police Department received its 6th CALEA Advanced Accreditation Award in March 2024; the Department has been accredited since March 2007. The Department is dually accredited with both CALEA and IACLEA, which are the law enforcement agency “gold standard” accrediting bodies in the nation for both agencies in general and campus agencies specifically. In the Department’s most recent accreditation, it received a flawless review, required no accreditation standards correction, and received the Advanced Accreditation Award with Excellence at the CALEA conference held in Montgomery, Alabama in March 2024. ECUPD is currently undergoing its “year-one” [out of a four-year cycle] accreditation file review.

ECUPD 7 Year Trend²

There were 3.7% more UCR1 crimes (and 7.1% more UCR1 property crimes) reported to ECUPD in 2024 compared to 2018. The largest reason for this increase is the number of larcenies that were reported increased 5.2%, but there were also 3 motor vehicle thefts in 2024 compared to none reported to ECUPD in 2018.

During this same period, violent crime reports decreased 36%, but there were 11 violent crimes reported in 2018 and 7 in 2024. In the three years leading to the pandemic (2017-2019), there was an average of 10 violent crimes per year reported to ECUPD.



ECUPD Drug and Alcohol Law Violations

Drug law violations have decreased 79% since 2018. In 2024, there were 30% fewer drug-related incidents than in 2020.

Alcohol related incidents have declined 71% since 2018 and there were 4 more alcohol arrests in 2024 compared to 2020.

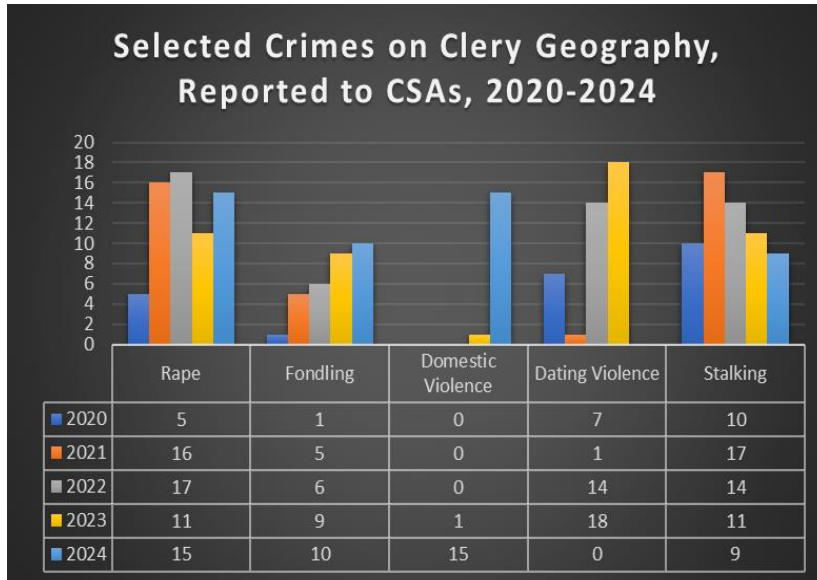
Drug law violations have been decreasing for the last three years. Alcohol law violations have been declining for the last four years.

² These are incidents reported to ECUPD. UCR1 refers to the Part 1 (serious violent and property) crimes in the FBI Uniform Crime Report. Violent crimes involve assault, rape, murder and robbery. Property crime is arson, burglary, larceny-theft and vehicle theft.

For more information on crime reporting, outreach activities and prevention programs, please refer to the Annual Security Report (ASR) at <https://police.ecu.edu/wp-content/pv-uploads/sites/34/Annual-Security-Report.pdf>.

Data Related to Title IX³

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



- 15 rapes,
- 10 fondling,
- 15 domestic violence,
- 0 dating violence, and
- 9 stalking.

Pursuant to G.S. 14-32.5 (modified in 2023 by [S.L. 2023-14](#)), ECU will count (for Clery Act purposes) acts traditionally counted as dating violence (committed by a person who is a current or recent former dating relationship with the victim) reportedly committed on or after December 1, 2023 as domestic violence.

2024 Political Campaign Visits

ECU experienced three major political campaign visits during fall 2024 with President-Elect Trump, VP Harris, and VP-Elect Vance all visiting. These campaign stops required substantial human and physical resources coordination between ECU staff and various local, state, and federal partners. The visits were successfully concluded without disruption or major safety/security concerns.

³ These are preliminary statistics.



The Office of Environmental Health and Safety (EH&S) operates in a collaborative manner with several university committees and the campus community to provide policies, educational opportunities, program management and consultative services that support regulatory compliance and the mission of the University through the goal of a safe, healthy, and sustainable campus environment. EH&S develops and implements tools and processes to proactively assist the campus in regulatory compliance and management of health and safety risks.

Active Assailant Training

EH&S collaborated with ECU Police and the Department of People Operations, Success, and Opportunity (POSO) to implement mandatory annual active assailant training for all employees. Faculty Senate, Safety & Security Committee, and other campus stakeholders were also consulted regarding review and implementation of the training. The new required training resides on the Cornerstone learning management system which will allow monitoring of training compliance and automated supervisor and management notification. Initial notification of mandatory training was sent to campus on January 8, 2024. As of January 8, 2025, 96% of employees have completed the training. Notifications are sent through the Cornerstone system to employees and supervisors until training is completed. Compliance reports are also periodically sent to campus divisions management to assist with compliance efforts. To further supplement preparedness and compliance efforts, ECU Police will continue to work with departments to provide in-person training and response plan development.

Program Efficiency Review and Succession Planning

EH&S continuously evaluates internal programs and processes to improve efficiencies, reduce costs, enhance staff skill sets, and create program contingencies through cross-training of staff within EH&S. EH&S evaluates vacant positions and consolidates job tasks where feasible to eliminate duplication of effort and to reduce costs. Succession planning is also incorporated into this process to maintain program and operations continuity by developing employees to fill critical roles due to employee separations. EH&S has completed an analysis of compliance and workload and is now working with departments to verify service need.

OSHA Recordable Injuries

The University's Workers' Compensation and Injury Prevention programs are administered by EH&S. One component of this program is documenting OSHA recordable injuries and illnesses. OSHA recordable cases include any work-related fatality; any work-related injury or illness that results in loss of consciousness, days away from work, restricted work, or transfer to another job; any work-related injury or illness requiring medical treatment beyond first aid; and special recording criteria (needlesticks, hearing loss, etc.). ***The 2024 OSHA recordable incidence rate for ECU was slightly above the current national industry average for Colleges, Universities and Professional Schools (industry avg is 1.4; ECU is 1.5). There was a 7% reduction in OSHA recordable injuries compared to 2023 data. The 2024 lost day incidence rate for ECU was below the current national industry average for Colleges, Universities and Professional Schools (industry avg is 0.4; ECU is 0.2). There was a 28% reduction in lost day cases compared to 2023 data.***

Injury Trend Analysis

EH&S conducts annual review of injury and illness data to identify trends. Trend analysis data is utilized to develop and implement focused prevention strategies to help reduce number, severity, and cost of incidents. *Slips/trips/falls and needlesticks were the most common types of incidents experienced during calendar year 2024. Slips/trips/falls represented 61% of total recordable injuries and 56% of lost day cases. Needlestick data is typical of universities with medical and dental schools.* Focused prevention strategies will be implemented to help reduce the occurrence of these incidents. Injury data is also presented annually to the University Safety and Security Committee for review and program recommendations.

For additional information regarding EH&S programs and services, please go to [EH&S website](#).



AGENDA ITEM

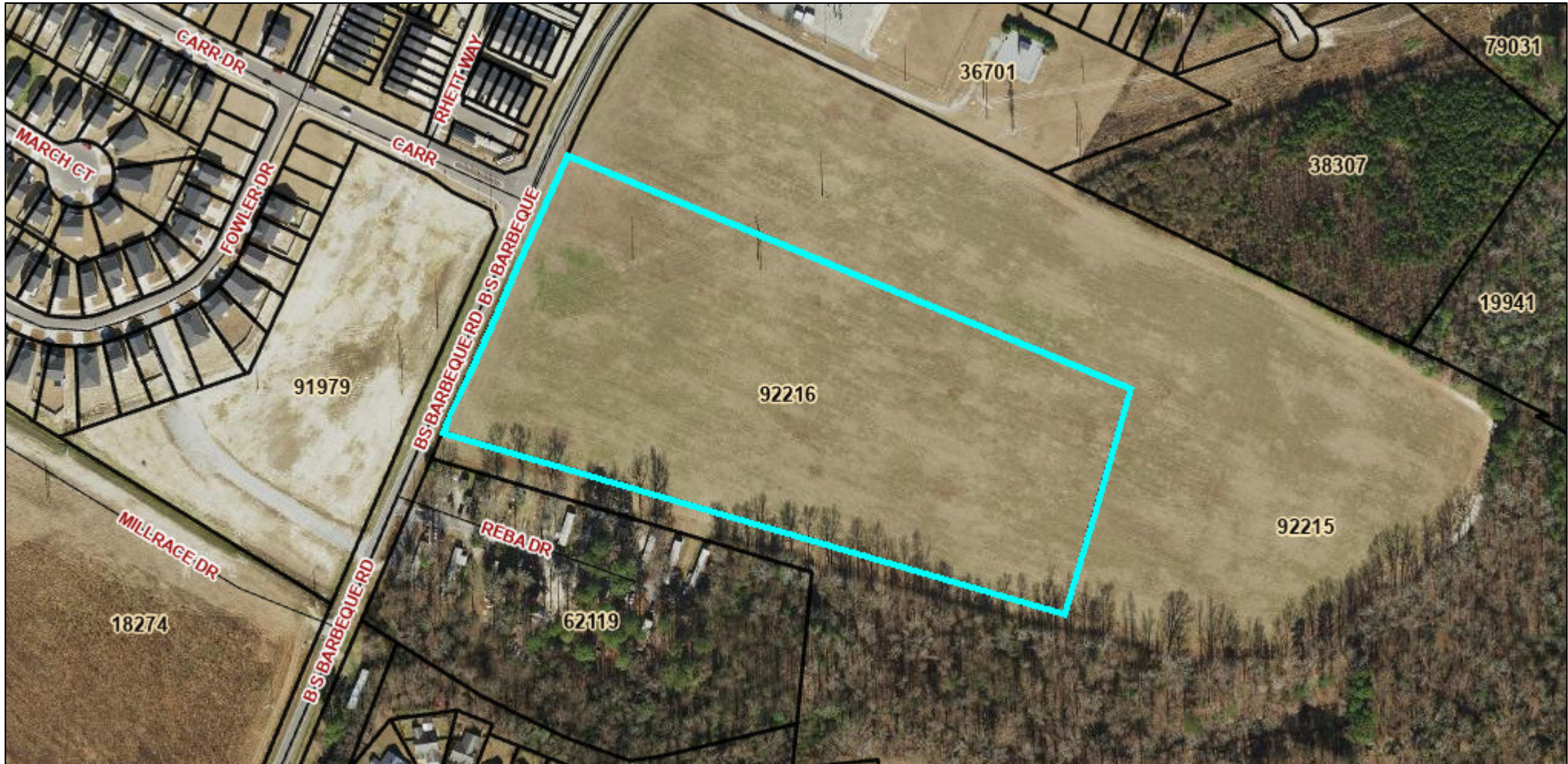
VI. Medical Examiner Land Acceptance by ECU HealthStephanie Coleman
Vice Chancellor for Administration and Finance

Situation: Request approval to receive a parcel via gift from Pitt County Memorial Hospital Inc. for the Medical Examiners Building.

Background: Pitt County Memorial Hospital Inc. d/b/a ECU Health Medical Center (f/k/a Vidant Medical Center), a subsidiary of University Health Systems of Eastern Carolina, Inc. d/b/a ECU Health (f/k/a Vidant Health), is gifting the property Parcel #92216 to be used for the construction for the new regional Medical Examiner’s Building as provided for in Session Law 2023-134, Section 9H.10A.(b). The appraised value for the property is \$89,000 per acre. The parcel comprising of 12 acres is located on B’s Barbeque Road, Greenville, NC.

Assessment: Gift is contingent on approvals from UNC Board of Governors, GOV OPS, State Property Office, and the Council of State.

Action: This item requires a vote by the committee, with a vote by the full Board of Trustees through the consent agenda.

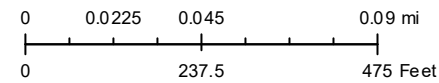


Parcel #: 92216
 Building # / Unit:
 Physical Address: 0 B S BARBEQUE RD
 Owner(s): PITT COUNTY MEMORIAL HOSPITAL INCORPORATED
 Mail Address: 2100 STANTONSBURG RD
 City/State/Zip: GREENVILLE NC 27834
 NC PIN: 4668829611
 Subdivision/Section/Phase: 3
 Prior Legal Description: UPTON TRACT
 Block/Lot: 3B
 Tract:

Building # / Unit:
 Acreage: 12
 Current Owner Deed Document: 004593 00681
 Map Book: 93-35
 Deed/Doc. Date: 12/01/2024
 Deed/Document Sales Price: 0
 Building Type/Use:
 Number of Buildings: 0
 Year Built:
 Total Living Area: 0
 Building Value: 0
 Extra Features Value:

Land Value:
 Total Current Market Value:
 Total 2023 Market Value: 0
 Municipality:
 Township: FALKLAND
 Census Tract: 601
 Neighborhood: 004050
 Elementary School: Falkland ES
 Middle School: Farmville MS
 High School: Farmville Central HS
 Fire Service District: RED OAK FIRE SERVICE DISTRICT

Scale: 1:3,110 1 inch = 259 feet



Map Produced: January 15, 2025

Disclaimer: This tax record is prepared for the inventory of real property within Pitt County and is compiled from recorded deeds, plats, tax maps, surveys, and other public records. Users of this data are hereby notified that the aforementioned public primary information sources should be consulted for verification. Pitt County assumes no legal responsibility for the information contained herein.

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AGENDA ITEM

- VII. Millennial Designation for North Recreation Complex Stephanie Coleman
& POSO Annex Vice Chancellor for Administration and Finance

Situation: Requests approval to expand the millennial designation to maximize use.

Background: East Carolina University received approval to establish +/-535.54 acres as its Millennial Campus in November 2018. To further ECU’s geographic footprint and increase partnership opportunities, this is a proposal to expand the millennial campus by adding the North Recreational Complex (NRC), located on Hwy 264 East. The property comprises of ± 129 acres and includes eight multipurpose fields. This expansion will provide maximum flexibility for ECU. The expansion request covers ± 129.40 acres consisting of Parcel #58471, Parcel #67550, Parcel #67477, and Parcel #67551.

In addition, this is a proposal to expand the millennial campus by adding the property located at 119 Cotanche Street. This property (Parcel #29140) consists of 0.48 acres and includes one building that houses the Department for People Operations, Success, and Opportunity (POSO) Training Room. It was not designated as millennial at the time of purchase, but it is in the heart of the millennial Uptown Area locations, and it will give ECU a continuous block for maximum flexibility.

Assessment: Pursuant to UNC policy 600.1.6, UNC System Office Policy on Millennial Campuses and G. S. 116-198.34 (8a) and (8b).

This item requires a vote by the committee, with a vote by the full Board of Trustees through the consent agenda.

Action:

Millennial Campus

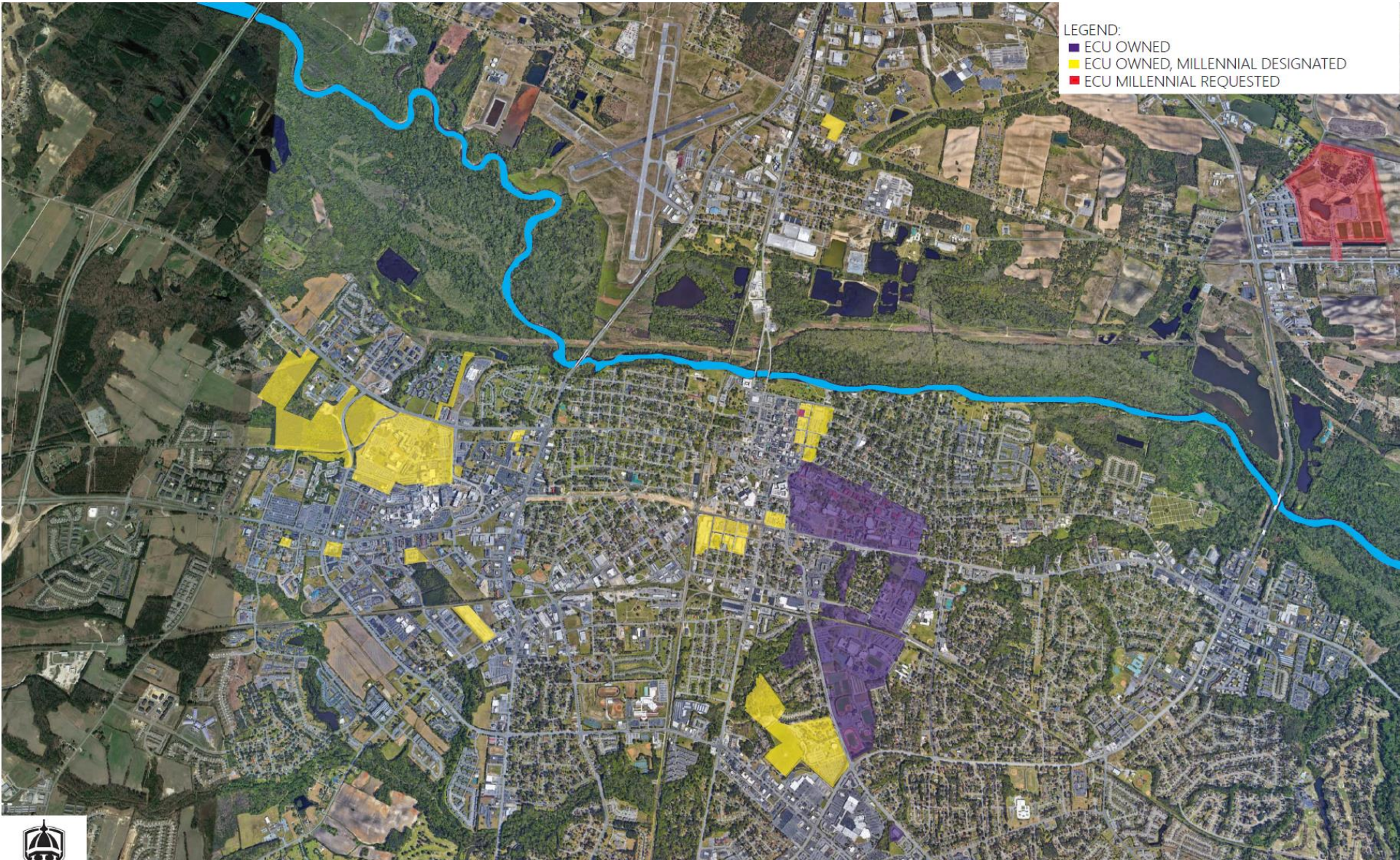


Background

- UNC System Office [Policy on Millennial Campuses](#) authorizes BOG approval of Millennial designation
- Creation of Millennial Campuses enhance the institution's research, teaching, and service missions as well as enhance the economic development of the region
- Designation provides regulatory flexibility to finance projects and collaborate with industry and private sector on innovative ventures



ECU Property Map



Millennial Campus Expansion

- Current millennial space designation is 535.54 acres
- Add North Recreation Complex of 129.4 acres
- Add POSO Annex of 0.48 acres

Current Millennial Space

Location	Acres
Warehouse district plus LSBB	22.87
Stratford Arms	72.85
Greenhouse parcel	6.71
Uptown district	19.04
Heath Science Campus	214.16
CSI	199.91
TOTAL	535.54

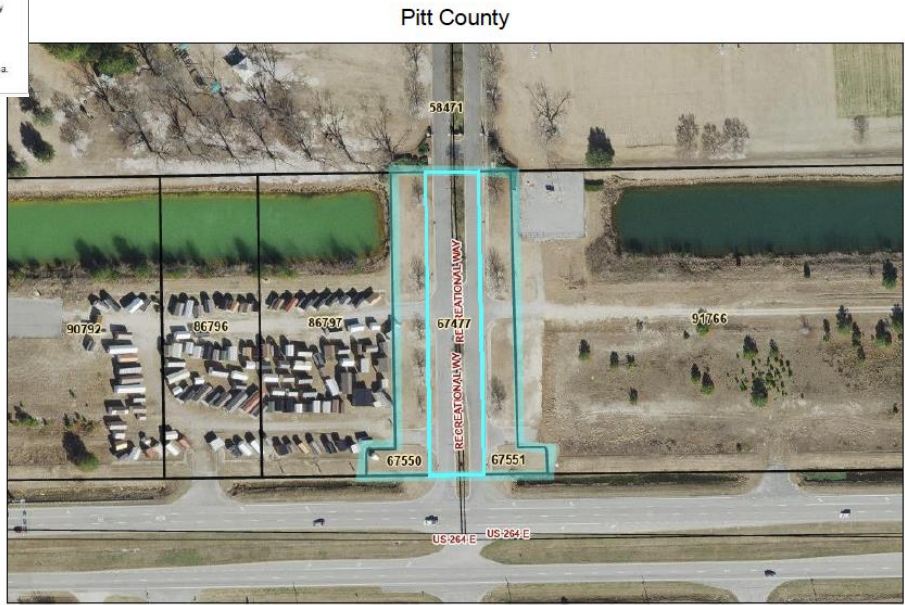


North Recreation Complex





Parcel #: 58471	Building # / Unit: 1284	Land Value: \$346000	Scale: 1:12,441 1 inch = 1,036 feet
Physical Address: 0 US 264 E	Acres: 128.4	Total Current Market Value: \$625696	0 0.075 0.15 0.3 mi
Owner(s): NORTH CAROLINA STATE OF	Current Owner: 46-71.A.B	Total 2023 Market Value: 7176065	0 900 1800 Feet
Map Book: 46-71.A.B	Deed/Doc. Date: 03/01/2007	Municipality: GREENVILLE	Map Produced: January 17, 2025
Mail Address: 1311 MAIL SERVICE CENTER	Deed/Document Sales Price: 0	Township: PACTOLUS	Disclaimer: This tax record is prepared for the inventory of real property within Pitt County and is compiled from recorded deeds, plans, tax maps, surveys, and other public records. Users of this data are hereby notified that the aforementioned public primary information sources should be consulted for verification. Pitt County assumes no legal responsibility for the information contained herein.
City/State/Zip: RALEIGH NC 27699	Building Type/Use: 04-OFF-CONST(87-OTHERS TATE)	Neighborhood: 065333	Copyright © 2025, Pitt County, North Carolina.
NC PIN: 4698886636	Number of Buildings: 1	Elementary School: Pactolus	
Subdivision/ Section/Phase: WINSLOW US 264 US 264 B-P	Year Built: 2008	Middle School: Pactolus	
Block/Lot: 57406	Total Living Area: 3890	High School: North Pitt HS	
Tract: 57406	Building Value: 248346	Tax Service District: INSIDE MUNICIPALITY	
	Extra Features Value: \$1330		



January 17, 2025

Parcels	Greenville Streets Labels	Airport Runway	NC Counties
County Road Labels	Greenville Streets	County Boundary	0
County Roads	Railroad	County Boundary	-3

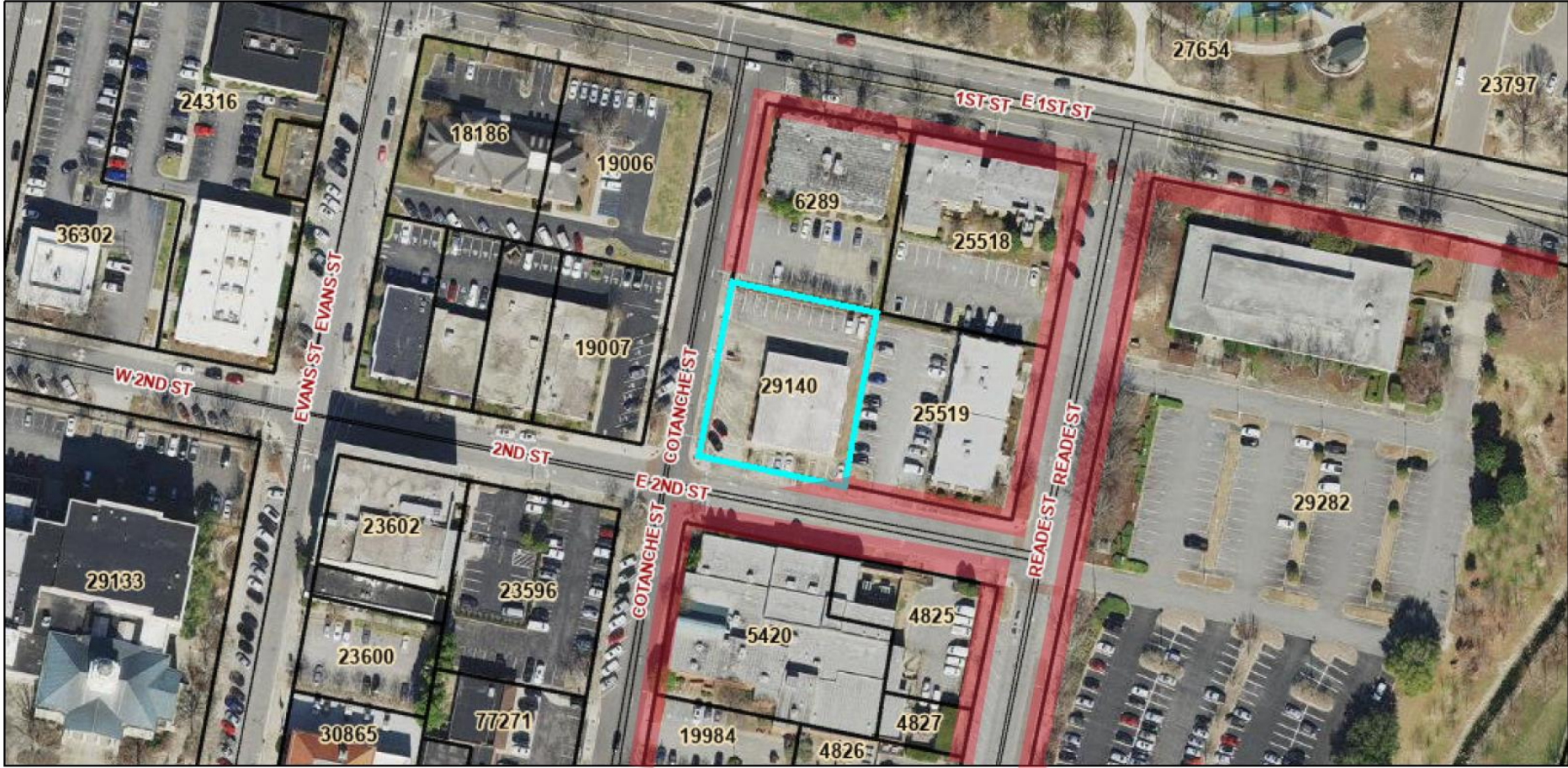
0 0.0125 0.025 0.05 mi
0 0.02 0.04 0.08 km

North Recreation Complex



POSO Annex





= ECU Property

Parcel #: 29140
Physical Address: 119 COTANCHE ST
Owner(s): NORTH CAROLINA S TATE OF

Mail Address: 1321 MAIL SERVICE CENTER
City/State/Zip: RALEIGH NC 27699
NC PIN: 4688421308
Subdivision/Section/Phase:
Prior Legal Description: COTANCHE ST
Block/Lot:
Tract:

Building # / Unit: 0.48
Acreage: 0.48
Current Owner: 003423 00774
Deed/Document: 003423 00774
Map Book:
Deed/Doc. Date: 04/01/2016
Deed/Document Sales Price: 550000
Building Type/Use: 04-OFF-CONST(17-OFFICE)
Number of Buildings: 1
Year Built: 1962
Total Living Area: 5017
Building Value: 283638
Extra Features Value: 15220

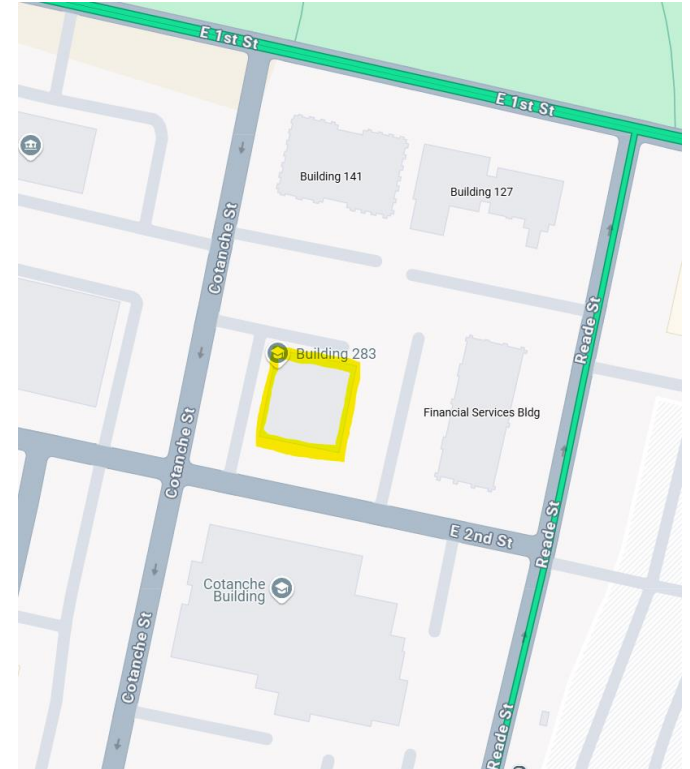
Land Value: 418160
Total Current Market Value: 717018
Total 2023 Market Value: 691498
Municipality: GREENVILLE
Township: GREENVILLE
Census Tract: 100
Neighborhood: 004034
Elementary School: Wahl-Coates ES
Middle School: C M Eppes MS
High School: JH Rose HS
Fire Service District: INSIDE MUNICIPALITY

Scale: 1:1,555 1 inch = 130 feet
0 0.01 0.02 0.04 mi
0 115 230 Feet

Map Produced: January 15, 2025
Disclaimer: This tax record is prepared for the inventory of real property within Pitt County and is compiled from recorded deeds, plats, tax maps, surveys, and other public records. Users of this data are hereby notified that the aforementioned public primary information sources should be consulted for verification. Pitt County assumes no legal responsibility for the information contained herein.
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POSO Annex



Questions





AGENDA ITEM

VIII. Advance Planning – Student Health Center Roof & Drain Repair.....William Bagnell
Associate Vice Chancellor for Campus Operations

Situation: Per delegation by the Board of Governors, Advance Planning is authorized by the University’s Board of Trustees. Once the design is completed and the scope and budget have been more clarified, the Capital Request will then be brought to the Board of Governors for approval of full authority.

Background: **Student Health Center - Replace Partial Flat Roof & Drain:** The existing flat membrane roof has reached the end of its lifespan and is leaking. Repairs were made, however, additional leaks continue to occur due to the deterioration of the membrane. The existing roof drains cannot handle water capacity during heavy rains and need to be replaced or additional drains added.

Assessment: Advance Planning will take this project through design development.

Action: This item requires a vote by the committee, with a vote by the full Board of Trustees through the consent agenda.

For Action: Request Approvals for Advance Planning

Project	Approved Advance Planning Funding	Total Proposed Project	Funding Source(s)
Student Health Center - Replace Partial Flat Roof & Drain	\$ 95,000	\$ 950,000	Auxiliary Funds

Description

The existing flat membrane roof has reached the end of lifespan and there are leaks in various areas around the building. Repairs are made, however, additional leaks continue to occur due to the deterioration of the membrane. The existing roof drains cannot handle the capacity of water during heavy rains and need to be replaced or additional drains added.

Per delegation by the Board of Governors, Advance Planning is authorized by the University's Board of Trustees. Once the design is completed and the scope and budget have been more clarified, the Capital Request will then be brought to the Board of Governors for approval of full authority.





AGENDA ITEM

IX. Capital Project Authority Request..... William Bagnell
Associate Vice Chancellor for Campus Operations

Situation:

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

Background:

Project	Total Proposed Project	Funding Source(s)
Flanagan Replace Building Controls	\$ 749,000	23-24 Energy Savings Carry Forward
Brewster Restrooms Renovations ADA Phase 1	\$ 605,000	23-24 Carry Forward
Eppes Modular Building Replacement	\$ 400,000	23-24 Carry Forward

Assessment:

This action grants full authority for these projects.

Action:

This item requires a vote by the committee, with a vote by the full Board of Trustees through the consent agenda.

For Action: Request BOT Capital Project Authority

Project	Total Proposed Project	Funding Source(s)
Flanagan Replace Building Controls	\$ 749,000	23-24 Energy Savings Carry Forward
Brewster Restrooms Renovations ADA Phase 1	\$ 605,000	23-24 Carry Forward
Eppes Modular Building Replacement	\$ 400,000	23-24 Carry Forward

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



For Action: Request BOT Capital Project Authority

Project	Description
Flanagan Replace Building Controls	Replace obsolete building automation controls equipment for entire building. Remove and replace existing pneumatic (control air) air compressors, dryers and all associated field devices, control valves, etc. and install full DDC (Direct Digital Control) system, field devices, valves, etc. Connect to existing centralized ECU building automation system (head-in located at MC Steam Plant), create graphics, establish setpoints, establish alarms, and create/initiate occupancy schedules.
Brewster Restrooms Renovations ADA Phase 1	Renovation of all 6 restrooms in Wing B of Brewster in order to make them ADA compliant. These restrooms have been surveyed as part of MHAworks' ADA Main Campus Assess, and are identified as Phase I in a building-wide Restroom Study performed by Intrepid Architecture. The main goals of the renovations will be to meet ADA compliance guidelines throughout Wing B and to update the restroom finishes.
Eppes Modular Building Replacement	Facilities Services utilizes two (2) buildings (prefabricated modular units) located at the Facilities Services Eppes Complex for operational needs in support of Automotive Services (Oil Recycling, Compressed Air System, etc.), Building Services (Locksmith, Carpentry, Masonry, Painting) and (Archived) Documents Management. The two (2) modular units are approaching 60 years old and the prefabricated wood framed construction is failing and in need of major repairs for continued use. Renovating the existing prefab modular units would be more costly than replacing the prefab modular units with new considering the current conditions. The prefab modular units are elevated approximately 36" above grade and create operational issues for access and ADA as well as contain asbestos/hazardous materials. Replacing the two (2) existing prefab modular units (3,750 sf) with one (1) pre-engineered metal structure/building (3,000 sf) is more economical than renovating or purchasing a new prefab modular unit. Facilities will replace the 2 existing prefab modular units with 1 pre-engineered metal building (3,000 sf) to meet Facilities Services ongoing operational needs.

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





AGENDA ITEM

X. A. Employment-Related Background Checks, Criminal Activity Reporting, and Applicant Salary History Policy
.....Stephanie Coleman
Vice Chancellor for Administration & Finance

Situation: Policy outlines background checks for prospective and current employees, including faculty, staff, and students.

Background: Regulation 300.8.7[R] found in the UNC Policy Manual sets forth requirements related to the administration of pre-employment background checks and prior salary history to ensure that such checks are accomplished in a fair and compliant manner in accordance with industry standards and federal and state requirements and to promote a safe and secure environment for the University’s faculty, staff, students, and visitors. Each constituent institution is required to establish and implement a policy and procedures to meet the minimum pre-employment background check requirements.

Assessment: Current policy states background checks are conducted on all student employees. A recent review of background checks for student employee positions determined they can be limited to student employees who will have unsupervised access to (a) sensitive populations, (b) other ECU students, or c) cash, checks or other forms of liquid assets of the University. This policy change will bring ECU’s background check policy and procedures for student employees in line with those at other UNC System institutions.

Action: This item requires a vote by the committee, with a vote by the full Board of Trustees through the consent agenda.

Employment-Related Background Checks, Criminal Activity Reporting, and Applicant Salary History

Policy	POL06.25.04
Title	Employment-Related Background Checks, Criminal Activity Reporting, and Applicant Salary History
Category	Personnel
Sub-category	Conditions of Employment
Authority	Board of Trustees
History	December 11, 2000, amended April 18, 2008, effective July 1, 2008, amended February 12, 2022, amended December 12, 2022.
Contact	Director of Employee Relations, Department for People Operations, Success, and Opportunity, (252) 328-9844

Related Policies

- [ECU Programs Serving Minors](#)
- [Notice of Nondiscrimination and Affirmative Action Policy](#)
- [Volunteer Regulation](#)
- [Illegal Drugs and Substantive Abuse – Interim](#)
- [UNC Policy Manual 300.8.7 \[R\] Regulation on Pre-Employment Background Checks and Applicant Salary History](#)

Additional References

- [ECU Data Governance Regulation](#)
- [Criminal Background Checks Standard Operating Procedure](#)

1. Introduction

1.1 The East Carolina University (hereinafter ECU or University) Employment-Related Background Checks, Criminal Activity Reporting, and Applicant Salary History Policy seeks to promote a safe learning and work environment for students, staff, faculty, and visitors. Background checks will be used to evaluate prospective or current employees for employment purposes and will not be used to discriminate on the basis of any of the Protected Classes as outlined in the University's Notice of Nondiscrimination and Affirmative Action Policy. Employment decisions must be solely job related to the position in question and consistent with business necessity.

2. Scope

2.1 ECU will conduct background checks on any applicant for employment with the University who has also been selected as a final candidate for a position as well as current employees who change positions; employees holding designated sensitive positions; all employees subject to the State Human Resources Act (SHRA); Clinical Support Services (CSS) employees; Dental Medicine Support Services (DMSS) employees; employees exempt from the State Human Resources Act (EHRA) including faculty (including adjunct and affiliate) and non-faculty (Senior Academic and Administrative Officers (SAAO) and Exempt Professional Staff (EPS)); temporary employees; those in post-doctoral positions, and certain student employee positions at ECU.

2.2 Background checks are required to be conducted on student employees who will have Unsupervised Access to either (a) Sensitive Populations; (b) other ECU students; or (c) Unsupervised Access to cash, checks or other forms of liquid assets of the University.

2.2.1 "Sensitive Populations" is defined as (i) all persons under 18 years of age; (ii) patients or research subjects in any clinical and/or research setting; (iii) persons with substantially diminished mental or physical capacities; and (iv) all other individuals entitled to enhanced supervision or protection based on University practice or State or Federal law.

2.2.2 "Unsupervised Access" means that a student employee will, for any period of time, have access to either Sensitive Populations, ECU Students, or liquid assets of the University without the physical presence and physical observation of at least one supervising University employee.

2.2.3 Background checks may also be performed on a student employee at the request of the hiring department in consultation with the Department for People Operations, Success, and Opportunity. Additionally, due to the job responsibilities and their access to sensitive information, the ECU Police department conducts comprehensive background checks on finalists for its positions and coordinates with the Department for People Operations, Success, and Opportunity to ensure compliance with ECU, UNC System Office, and Office of State Human Resources standards.

3. Definitions

3.1 "Covered Individual" means any finalist for employment or current employee employed by the University in a permanent, temporary, or time-limited EHRA faculty and non-faculty, SAAO, SHRA, CSS, DMSS, or post-doctoral position, as well as certain student employees.

3.1.1 Any finalist for selection and employment for all EHRA faculty and non-faculty, SHRA, CSS, DMSS, SAAO, and post-doctoral positions, as well as finalists for all temporary appointments, including certain student employees, are subject to background checks.

3.1.2 University employees who change positions due to promotion, lateral transfer, or reassignment are subject to background checks. Current employees who assume new duties that cause the current position to become appropriate for background checks, such as assuming sensitive duties, are also subject to background checks at the time of the assumption of these duties.

3.1.3 University employees who are convicted of a criminal offense (other than a minor traffic violation), must report any conviction to their immediate supervisor within five (5) calendar days of the conviction. Upon report of a criminal conviction, employees will undergo a background check. The immediate supervisor shall notify the Employee Relations unit in the Department for People Operations, Success, and Opportunity within five (5) business-days of receiving notice of a conviction in order to initiate the required background check.

3.1.4 Any other individual deemed necessary by the Department for People Operations, Success, and Opportunity

3.2 "Charge" means an accusation of a crime by a formal complaint, information, or indictment.

3.3 "Conviction" means a guilty verdict, guilty plea, or a "no contest," nolo contendere, or Alford plea, or any other resolution that is the functional equivalent of a judgment, including probation before judgment and deferred prosecution, for any unlawful offense other than a minor traffic violation.

3.3.1 For Employees who drive a dedicated State or University vehicle as part of their job, or to whom a State vehicle is provided for the purposes of conducting University business, suspension or loss of driving privileges will also be considered a Conviction for purposes of this Policy.

3.4 Minor traffic violation means any moving violations or moving infractions.

3.5 "Positions with Sensitive Duties" are positions identified by the Department for People Operations, Success, and Opportunity in conjunction with the unit, with the following duties, including:

3.5.1 Direct responsibility for the care, safety, and security of vulnerable populations.

3.5.2 Direct access to or responsibility for cash and cash equivalents, credit card information, University property disbursements or receipts, or extensive authority for committing the financial resources of the University.

3.5.3 Direct access to or responsibility for controlled substances, select agents, or hazardous materials.

3.5.4 Master key and/or badge access to buildings, residence halls or other secure facilities.

3.5.5 Direct access to, or responsibility for, information or areas designated by the University as safety or security sensitive.

3.5.6 Direct access to sensitive information/data classified as level 3 or level 4 data classification in accordance with University data governance.

3.5.7 Any other position deemed sensitive by the University due to the nature of the duties of the position.

4. Scope and Types of Background Checks

4.1 Criminal history and sex offender checks will be conducted on all Covered Individuals in accordance with the procedure applicable to the individual's position designation. All background checks must include, at a minimum, federal criminal history national criminal search, applicable criminal history for all local, state, and international jurisdictions in which an individual has previously lived within the time period of the check, the national sex offender registry, and, for designated positions, a federal System for Award Management (SAM) and Office of Inspector General debarment check. The check should include a good faith attempt to identify any omissions by the candidate with respect to prior residences during the time period being checked. Certain University programs may have additional or more stringent requirements for background checks than those provided by this Policy.

4.1.1 All background checks must cover a time period of no fewer than seven years as of the date of the check, when available within the relevant jurisdictions, or until age 18 if the applicant is younger than 25 years old, or as required by external, affiliated programs.

4.2 A criminal conviction does not necessarily eliminate a prospective or current employee from consideration for employment with the University. Each conviction will be reviewed, as outlined in the Criminal Background Checks Standard Operating Procedure (SOP), with respect to the nature of the offense, the surrounding circumstances, seriousness, the amount of time since the conviction, and the relevance of the conviction to the position. In addition, an applicant's criminal history will be considered in accordance with the U.S. Equal Employment Opportunity Commission's Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions under Title VII of the Civil Rights Act, and any guidance provided by the North Carolina Office of State Human Resources (OSHR). Elimination from consideration for employment or termination should not be based on a candidate's expunged or pardoned convictions, pending charges, arrests not resulting in a conviction, or charges resulting in dismissal or not guilty. However, separate and apart from a specific judicial status or disposition, the institution may consider a candidate's documented conduct incidental to an arrest (including matters that remain pending) if the conduct is demonstrably related to the position's responsibilities or access to institutional resources, and an employment decision may be based on the conduct underlying an arrest if the conduct makes the individual unfit for the position in question.

4.3 The discovery of falsification of criminal history or activity, including misrepresentation or failure to disclose relevant information as part of the recruitment and application process, will disqualify a candidate from employment consideration and may result in termination from employment.

4.4 Employees of the University are employees of the State of North Carolina and, as such, are expected to adhere to all federal and state laws both in the workplace and in the community. A Conviction for an unlawful offense may be considered unacceptable personal conduct for staff (specifically, conduct unbecoming a State employee that is detrimental to State service); misconduct of such a nature as to indicate that the individual is unfit to continue as a member of the faculty; or misconduct that interferes with the capacity of the employee to perform effectively the requirement of their employment for a NF-EHRA(EPS, SAAO) employee and, accordingly, may result in disciplinary action up to and including separation from University employment.

4.4.1 Convictions for an unlawful offense that do not result in separation from University employment may be reconsidered in the event the Employee takes on additional duties or is identified as a finalist for other position(s) within the University.

4.4.2 If an Employee receives a Charge for an unlawful offense, the totality of the circumstances surrounding the Charge may be sufficient to be considered unacceptable personal conduct for staff; misconduct of such a nature as to indicate that the individual is unfit to continue as a member of the faculty; or misconduct that interferes with the capacity of the employee to perform effectively the requirements of their employment for a NF-EHRA(EPS, SAAO) employee, and, accordingly, may result in disciplinary action up to and including separation from University employment.

4.5 Exceptions- Background checks are not required in the following circumstances:

4.5.1 Faculty members under consideration for reappointment, or subsequent appointment, promotion to a new Faculty rank or title, or the conferral of permanent tenure;

4.5.2 Invited guest speakers, guest lecturers, or guest instructors having no Direct Contact as defined in the ECU Programs Serving Minors regulation and whose interactions with minors or other vulnerable populations is always supervised by or in the presence of a University employee;

4.5.3 For the Early College High School, public school teachers do not require background checks if an adequate background check is required and completed by their respective local education agency.

4.6 Motor Vehicle Checks (MVR). Motor vehicle checks will be conducted on the final candidate(s) for any position(s) that require the individual to drive a State or University vehicle as a regular part of their job responsibilities or when a dedicated vehicle is provided to the employee for the purpose of conducting University business. MVR will be conducted in accordance with the Standard Operating Procedure (SOP) implemented with this Policy.

5. Procedure

5.1 The Department for People Operations, Success, and Opportunity will process and obtain background checks required by this Policy using a Professional Background Screening Association (PBSA) accredited vendor. No candidate may commence work until the background check is completed and deemed satisfactory by the University.

5.1.1 In limited emergency hiring situation—such as filling a vacancy to perform critical work or to ensure campus safety—the Senior Associate Vice Chancellor and Chief People Officer, or designee, in consultation with the Vice Chancellor of the applicable division for the position, may make an exception and allow an employee to begin work prior to completion of the background check.

5.1.2 In such cases where an exception is made for a candidate to commence employment, the offer and appointment letter shall state that both the offer and continued employment are contingent on the return of a background check which is deemed satisfactory by the University through the Department for People Operations, Success, and Opportunity.

5.2 Procedures for applicable background checks are provided by the Standard Operating Procedure (SOP) implemented with this Policy. Specifically, the Criminal Background Checks SOP shall be followed for employment hires and events covered by this Policy.

5.3 The Department for People Operations, Success, and Opportunity will receive and review the results of the background check to determine whether the results are satisfactory to the University. This review will be completed consistent with the applicable SOP and with input from other campus units, such as the Office of University Counsel and/or Campus Police, as needed.

5.4 Violations of this Policy, including failure to consent to any background checks required by this Policy, may result in the failure to meet the contingencies of the appointment and/or disciplinary action in accordance with the policies and procedures applicable to the Employee's position designation.

5.5 The associated SOPs are subject to periodic updates. Any such revisions to the SOPs will be conducted in consultation with the Office of University Counsel.

6. Confidentiality and Retention of Background Checks

6.1 Employment-related background check records are considered to be part of an Employee's confidential personnel file and are not subject to public release except as required or allowed under applicable provisions of state law [NCGS §126-22](#). Background check records generated under this Policy will be maintained in accordance with University Policy.

7. Prohibition on Use of Salary History for Hiring Actions

7.1 An applicant's salary history shall not be requested on the employment application or as part of any supporting documentation provided in the application process.

7.2 The selected candidate's salary history shall not be used to determine the candidate's salary for any hiring action, including new hires, transfers, and promotions. Rather, salary determinations shall be based on other relevant factors including, but not limited to, the salary range of the proposed position, the qualifications and credentials of the candidate, equity to other similarly situated and qualified employees, and available budget.

7.3 Only the factors listed in 7.2 above will be utilized and current salary information of state employees who apply for other positions, even though such current salary information is publicly available, will not be utilized.

7.4 UNC Laboratory (Lab) Schools as defined by State law, [NCGS §116-239.5](#) et seq., may be exempted from this requirement when hiring teachers, school administrators, and non-teaching positions if the Lab School has elected to follow the State Salary Schedules developed specifically for public school employees and published by the Department of Public Instruction (DPI). For the purposes of determining a starting salary, the Lab School may ask the prospective employee and/or the employee's current employing unit to verify the employee's current DPI salary step.

Employment-Related Background Checks, Criminal Activity Reporting, and Applicant Salary History

Topic	Old Version	New Version
Background Check Coverage	No defined minimum timeframe	At least 7 years or until age 18 for applicants under 25
Student Employee Checks	Did not address student employees	Background checks required for student employees with unsupervised access to sensitive populations or assets
Sensitive Duties Definition	Focused mainly on financial, clinical, and controlled substance-related responsibilities	Includes roles with Level 3 and 4 data access and master key or badge access to secure facilities
Vendor Accreditation and Timing	Did not require vendor accreditation or address emergency hires	Background checks are required and work cannot begin until checks are complete unless in emergencies
Emergency Hiring Exceptions	No emergency hiring exceptions	Allows employees to begin work before background checks are completed in critical situations if approved by senior leadership
Criminal Conviction Reporting	Did not specify timelines for reporting or notification	Employees must report convictions within five calendar days, and supervisors must notify Employee Relations within five business days
Handling of Expunged and Pending Charges	Detail about arrest-related conduct was not specified	Behavior during underlying arrests may be reviewed if job-relevant
Salary History Restrictions	Allowed more flexibility, especially regarding public salary information	Prohibits requesting or using salary history, even public salary data, for internal candidates
Motor Vehicle Record Checks	Did not uniformly outline this requirement	Required for positions involving driving duties
Confidentiality of Background Check Records	Mentioned confidentiality but did not tie it to state regulations	Background check records classified as confidential personnel files protected by state law
Lab School Salary Exceptions	Exception for lab schools was not addressed	Lab schools may now verify and use current DPI salary steps for hiring based on state salary schedules



AGENDA ITEM

X. B. Employment Policy for Exempt Professional Staff.....Stephanie Coleman
Vice Chancellor for Administration & Finance

Situation: This policy outlines the employment provisions to which Employees Exempt from the North Carolina Human Resources Act, specifically Exempt Professional Staff (EPS). This policy was previously titled Employment Policy for Employees Exempt from the North Carolina Human Resources Act (EHRA). It has been revised to narrow the scope of the policy to only include Exempt Professional Staff. Faculty, Senior Academic and Administrative Officers (SAAO) are not subject to this policy.

Background: The UNC Board of Governors amended the *Policy on Employees Exempt from the North Carolina Human Resources Act* (UNC Policy Manual 300.1.1) on January 25, 2024. As a result, the ECU Employment Policy for Employees Exempt from the North Carolina Human Resources Act (EHRA) was reviewed, updated, and renamed in accordance with the UNC Policy Manual.

Assessment: This policy seeks to establish the employment provisions to which Exempt Professional Staff are subject.

Action: This item requires a vote by the committee, with a vote by the full Board of Trustees through the consent agenda.

Employment Policy for Exempt Professional Staff

Version 2 (Current Version)

Policy	POL06.25.01
Title	Employment Policy for Exempt Professional Staff (EPS)
Category	Personnel
Sub-category	Conditions of Employment
Authority	Board of Trustees
History	Chancellor: October 12, 2005; Board of Trustees: December 16, 2005; Amended: January 1, 2009; Revised December 2, 2013; Board of Trustees: January 13, 2014; Revised July 2014; Board of Trustees: September 19, 2014; Revised July 29, 2016; Revised February 16, 2018; Reviewed July 2022, no changes needed.

Related Policies

[Review Process and Procedure for EHRA Non-Faculty Employees](#)
[Notice of Nondiscrimination and Affirmative Action Policy](#)
[UNC Policy Manual Chapter 100.1 - The Code - Section 611](#)
[UNC Policy Manual Chapter 100.1 - The Code - Section 103](#)
[UNC Policy Manual Chapter 300.1.1 - Policy on Employees Exempt from the North Carolina Human Resources Act](#)
[UNC Policy Manual Chapter 300.2.22 - Leave Programs for Faculty and Staff Exempt from the North Carolina Human Resources Act](#)
[UNC Policy Manual Chapter 300.2.22.1\[R\] – Regulation on Personal Leave Programs for EHRA Employees](#)
[UNC Policy Manual 300.1.1\[R\] - Regulation Concerning Discharge for Stated Cause for Non-Faculty Employees Exempt from the North Carolina Human Resources Act](#)
[UNC Policy Manual Chapter 300.2.18\[R\] - Regulations on Annual Performance Appraisal for Most Exempt Professional Staff \(EPS\)](#)
[UNC Policy Manual Chapter 300.5.1 - Political Activities of Employee](#)
[UNC Policy Manual Chapter 300.4.1 - Policy on Interpersonal Relationships among Faculty, Staff and Students](#)
[UNC Policy Manual Chapter 1000.2.2 - Policy on the Waiver of Tuition and Fees for Faculty and Staff](#)
[UNC Policy Manual Chapter 1100.3 - Head Coaches' and Athletic Directors' Contracts](#)
[N.C. General Statute Chapter 116](#)
[N.C. General Statute Chapter 126](#)
[N.C. General Statute Chapter 128](#)
[N.C. General Statute Chapter 135](#)
[Article 1 of the North Carolina Constitution](#)

Additional References

[Department of People Operations, Success, and Opportunity website](#)
[EHRA Non-Faculty Employee Review and Appeal Form](#)

1. Purpose

East Carolina University (hereinafter referred to as "ECU") employs positions that are not subject to most provisions of the State Human Resources Act (General Statute Chapter 126). These positions are subject to the Policy on Employees Exempt from the North Carolina Human Resources Act adopted by the University of North Carolina Board of Governors. This Policy outlines the provisions to which these positions are subject. If there is a discrepancy between provisions of this policy and UNC policies, as originally adopted or periodically revised, UNC policies supersede.

1.1 Scope

1.1.1 The following positions are covered by this Policy except as otherwise stated herein:

1.1.1.1 Exempt Professional Staff ("EPS") (as defined in Section I.C. and governed by Section III of The UNC Policy Manual 300.1.1, "Exempt Professional Staff").

1.1.2 The following positions are otherwise categorized and are not covered by this policy:

1.1.2.1 All faculty positions subject to the ECU Faculty Manual

1.1.2.2 Senior Academic and Administrative Officers (as defined in Section I.A. of The UNC Policy Manual 300.1.1, "Senior Academic and Administrative Officers") category of employment subject to G.S. 116-11(4), G.S. 116-11(5), or G.S. 116-14

1.1.2.3 Positions within the "physicians or dentists" category under G.S. §126-5 with faculty appointments

1.1.2.4 Temporary appointments, which include but are not limited to University students who are employed incident to their status as students, as in graduate teaching assistantships, Post Docs, or work-study positions

1.2 Applicability of Policy

Except as otherwise stated, this policy applies to all permanent covered positions.

1.3 Administration

The Chancellor shall be responsible for the implementation of this Policy and may delegate their authority to other identified officers of East Carolina University as they deem appropriate.

2. Appointments to Covered Positions

2.1 Every appointment to a covered position within East Carolina University shall be made by the Chancellor or the Chancellor's designee, by means of a letter of appointment that fulfills the requirements of this section.

2.2 Letters of appointment

2.2.1 EPS appointments within a constituent institution covered by this policy shall be made by the chancellor, or the chancellor's designee, by means of a letter of appointment that includes notice that the employment conferred is either for a stated definite term, is an employment "at will" subject to discontinuation at the discretion of the chancellor, or is a commissioned police officer role subject to disciplinary and discharge procedures as provided in this policy; the salary, benefits, applicable provisions for the separation of employment, including any separation payment and retreat rights; any funding contingencies applicable to the position; notice that the employment is subject to these policies or applicable institutional policies, as originally adopted and as they may be periodically revised from time to time, and a copy of the institutional policies shall be attached to the letter of appointment (or accessible through references via links in the letter of appointment); and any other term(s) the chancellor (or designee) agrees to, which shall be consistent with

applicable policy or regulation. No EPS “at will” appointment may purport to confer any property interest in such employment.

2.3 Source of Funding

When a covered position is funded in whole or substantial part from sources other than continuing state budget funds or permanent trust accounts, the letter of appointment shall state that continuation of the employee's service in that position is contingent upon the continuing availability of funds from such other sources to support that position, shall specify the source of such funds, and shall state that the effect of such contingency may apply without the additional notice otherwise required by Sections 4.1, 4.2, and 4.3; provided, that the affected employee shall be informed at the earliest possible practicable date of the occurrence of such a funding contingency.

2.4 Multiple Appointment Relationships

2.4.1 When an EPS employee is to serve simultaneously in both a position covered by this policy and a position of University employment not covered by this policy, with the result that two different appointments provide different conditions of employment, one position shall be designated the primary appointment to determine the conditions of employment and the rights and responsibilities of the employee.

Any funding contingency shall be set forth separately for the position covered by this policy and for the other position, since the operation of any such contingencies may be independent. When an appointment to an EPS position is to be accompanied by a faculty appointment pursuant to Section 610 or 611 of The Code, the term “affiliate/adjunct” or similar nomenclature, shall be used to identify the faculty appointment.

3. Evaluation of Performance

Any employee in a position covered by these Policies shall receive an annual review using an evaluation instrument. Employees shall be provided an electronic or written copy of their completed performance appraisal and shall be required to acknowledge receipt of their appraisal either through signature or electronic confirmation. Each covered employee shall receive no less than one face-to-face meeting (or telephone or video conference meeting in the instance of a remote or teleworking employees) in which the supervisor reviews the employee's annual performance; the overall rating; and the specific expectations for goals, objectives, and professional development activities for the upcoming cycle.

4. Discontinuations of Employment in Covered Positions

4.1 Discontinuation of Appointment with Notice or Severance Pay

4.1.1 Discontinuation of Appointment at Will with Notice or Separation Pay. Employment within an EPS position that is established by the letter of appointment to be employment “at will” is subject to discontinuation at any time at the discretion, of the chancellor (or designee) and may be for any reason or no reason so long as the reason is not unlawful; provided, that such a discontinuation (as distinguished from discharge for cause, Section III.B.3.) shall be subject to advance timely notice of discontinuation and/or receipt of a lump sum separation payment. At the chancellor's discretion (or their designee), the notice provided in this Section B may be a working notice for the employee, or the notice period may be covered by paid administrative leave.

4.1.1.1 FOR EMPLOYEES HIRED PRIOR TO JULY 1, 2024

The chancellor (or their designee) may provide the employee with a combination of notice and separation pay that totals the respective required

number of days. The determination of whether the employee shall receive notice of discontinuation of the appointment, receive separation pay in lieu of notice, or a combination of the two shall be in the sole discretion of the chancellor (or their designee).

a. During the first year of service, not less than a thirty (30) calendar day notice prior to discontinuation of employment or a lump sum separation payment equivalent to thirty (30) calendar days of pay;

b. During the second and third years of service, not less than a sixty (60) calendar day notice prior to discontinuation of employment or a separation payment equivalent to sixty (60) calendar days of pay; and

c. During the fourth and all subsequent years of continuous service, not less than a ninety (90) calendar day notice prior to discontinuation of employment or a separation payment equivalent to ninety (90) calendar days of pay.

4.1.1.2 FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 2024

The chancellor (or their designee) shall provide advance timely notice of discontinuation at least thirty (30) calendar days prior to the date of discontinuation.

In addition to the thirty (30) days' notice provided above, the chancellor (or designee) may offer the employee a lump sum separation payment which shall be in exchange for an executed release of any and all claims, to the extent permitted by law, against the University through the date of discontinuation. Such a lump sum separation payment for an employee shall not exceed sixty (60) calendar days of pay and may be limited by ECU policies, such as defined separation payment amounts based on years of service. An offer of a separation payment is not a right of choice for the employee, but rather an option exercised in the sole discretion of the chancellor (or designee).

4.2 Expiration of Term Appointment

Employment within a covered EPS position that is established by the letter of appointment to be for a stated definite term expires automatically at the conclusion of the stated term without the requirement of any advance notice. Such an appointment may be renewed or extended at the sole discretion of ECU. Unless otherwise provided in the letter of appointment, ECU may make reasonable efforts to provide at least thirty (30) calendar day notice of a contract renewal but has no obligation to provide notice of renewal (or non-renewal).

4.3 Discharge for Cause

Any Exempt Professional Staff may be discharged for stated cause. Discharge for cause is to be distinguished from Discontinuation of Appointment with Notice or Severance Pay (Section 4.1.) or Expiration of Term Appointment (Section 4.2.). Stated causes for discharge shall include, but not necessarily be limited to, incompetence, unsatisfactory performance, neglect of duty, or misconduct that interferes with the capacity of the employee to perform effectively the requirements of their employment.

Discharge for cause shall be used to separate from employment any employee who is appointed by a stated definite term appointment prior to the expiration of the term. At-will employees do not have a right to the discharge for cause process, regardless of whether grounds for a discharge for cause exist, and nothing in UNC Policy 300.1.1[R] is intended to limit the university's discretion to elect to discontinue an at-will employee in accordance with UNC Policy 300.1.1.

4.4 Disciplinary Action and Discharge for Commissioned Police Officers

Notwithstanding the above provisions, any employee occupying a covered commissioned

police officer position shall be subject instead to the disciplinary procedures as prescribed in Article 8 of G.S. 126 and applicable policy or regulation.

5. Reviews

The University is committed to workforce success and equality of opportunity for all employees. Therefore, the University shall establish separate EPS Regulations for employees covered under this Employment Policy in conformance with the policies of The University of North Carolina. The Chancellor has the authority to issue and shall be responsible for approving and implementing regulations or standard operating practices necessary to carry out the requirements of this Employment Policy. However, requests for review concerning Discontinuations of Appointment with Notice or Severance Pay (Section 4.1.); or Expiration of Term Appointment (Section 4.2.) may be brought only upon allegations of violations of applicable notice requirements or violations of any provision of Section 6. or 7. of this Employment Policy.

6. Equal Employment Opportunity

It is the policy and intention of East Carolina University that there be equal employment opportunity and freedom from unlawful discrimination in all employment within East Carolina University as set in Section 103 of The UNC Code and the University's Notice of Nondiscrimination and Affirmative Action Policy. Employment in covered positions shall be conducted in accordance with all provisions of state or federal law or regulations prohibiting any such discrimination.

7. Protected Activity

Employment in covered positions shall not be adversely affected by the exercise of rights guaranteed by the First Amendment to the United States Constitution or by Article I of the North Carolina Constitution; provided, that employees in covered positions shall be subject to any limitations on political activity established by Article 5 of N.C. Gen. Stat., Chapter 126. The Board of Governors' policies concerning political activity, the UNC Policy Manual Section 300.5.1., et seq., as they may be revised from time to time, shall apply to positions covered by those policies.

8. Statutory and other Rules of Employment

8.1 Privacy of personnel records

Employees in covered positions enjoy the protections of and are subject to the provisions of Article 7 of § NC G.S.126, entitled "The Privacy of State Employee Personnel Records."

8.2 Employment preference for veterans

Employees in covered positions enjoy the protections of and are subject to the provisions of NC G.S. § 128-15, which provide for preference in employment for veterans of United States military service and their spouses and widows or widowers.

Employment Policy for Exempt Professional Staff

Topic	Old Version	New Version
Policy Coverage	Less detailed about dual roles and exclusions	EPS roles are covered, excluding faculty, senior administrative officers, and positions with dual appointments where one must be primary
Appointment Letters	Did not specify detail	Must state whether the role is "at will," for a definite term, or a commissioned police officer role, and must include funding contingencies
Performance Evaluations	Did not mandate an acknowledgment process or virtual meeting options for remote employees	Must include a documented appraisal, employee acknowledgment, and at least one face-to-face or virtual meeting
Separation for "At Will" Employees Hired Before July 1, 2024	Applied a similar framework without the new hire date distinction	Must receive notice or separation pay based on years of service, ranging from 30 to 90 days
Separation for "At Will" Employees Hired On or After July 1, 2024	Did not limit the separation pay amount or require a claim release	Must receive at least 30 days' notice, and separation pay (if offered) cannot exceed 60 days' pay and is contingent on signing a release of claims
Expiration of Term Appointments	Did not specify the automatic nature of expiration or the optional notice	Term appointments now automatically expire without renewal unless otherwise stated, and the university may provide 30 days' notice as a courtesy
Discharge for Cause	Did not list specific examples	Includes expanded definitions for dischargeable offenses such as incompetence, unsatisfactory performance, and misconduct
Commissioned Police Officers	Did not separately address police officers' disciplinary processes	Disciplinary procedures for commissioned police officers must follow state regulations
Equal Employment and Protected Activity	Did not emphasize political activity restrictions	Clarifies that political activities are restricted per UNC regulations
Veteran Preferences and Privacy	Did not explicitly state that personnel records were protected	Emphasizes that personnel records are protected under state law

AGENDA ITEM

XI. Issuance of Special Obligation BondsStephanie Coleman
Vice Chancellor for Administration and Finance

Situation: Issue special obligation bonds payable from obligated resources to pay the costs of acquiring, constructing or providing special obligation bond projects- the renovation of Legacy and Jones Residence Halls.

Background: The BOG and the General Assembly have previously approved these projects and related financing. S.L. 2024-24 of the 2023 Session Laws of the North Carolina General Assembly authorized the financing to renovate Legacy and Jones Residence Halls. The BOT previously approved renovation elevations for these projects at the April 11, 2024 meeting.

Article 3, Section 116D General Statutes of North Carolina (the “Act”) the Board of Governors (the “Board of Governors”) of the University of North Carolina (the “University”) may issue special obligation bonds, payable from obligated resources to pay the costs of acquiring, constructing or providing special obligation bond projects at one of the constituent institutions of the University or refunding any obligations previously issued by the Board of Governors.

Section 116D-26(b) of the Act requires the Board of Trustees of ECU to approve the issuance of the Bonds.

Assessment: Jones and Legacy Residence Halls were built in 1960. The building systems (plumbing, mechanical, and electrical) are original and past their life expectancy. The scope currently has both buildings getting roof replacements, window replacements (they have the original windows), abatement, complete bathroom renovation and reconfiguration. The bathrooms currently span a building expansion joint, and this has caused significant leaks between floors and damage over the years. The new configuration will allow for private bathrooms and remove all fixtures from the vicinity of the expansion joint. The scope also includes removing and replacing the original radiators with window-mounted heat pumps. The electrical distribution within the buildings will also be brought up to the current code. Legacy is the only residence hall on College Hill that is not ADA-compliant. The scope for Legacy includes a small addition on the front of the building to create a ground-level entry and accommodate the building's first elevator.

Action: This item requires a vote by the committee, with a vote by the full Board of Trustees through the consent agenda.

Special Obligation Bonds

Financing Overview and Impact



Project Overview

- Legacy Hall built in 1960
- Replace all plumbing, mechanical, electrical
- Bathroom renovations will allow private baths
- Remove radiators and install window-mounted heat pumps
- Small addition on front of building to create ground-level entry for ADA compliance
- Elevator installation



Elevation Approved April 2024



Financing Overview

ECU is requesting Board of Trustees approval for the issuance of General Revenue Bonds to finance the costs of the Legacy Hall renovations.

- In April 2025, East Carolina University (“ECU”) intends to issue General Revenue Bonds (the “2025 Bonds”).
 - Proceeds of the 2025 Bonds will be used to finance the renovation of Legacy Hall and excess funds may be used towards Jones Hall.
- In 2026, ECU will seek an additional Board of Trustees approval for the issuance of General Revenue Bonds (the “2026 Bonds”) to finance the costs of the Jones Hall renovation.
- This presentation provides an overview of ECU’s debt policy and quantifies the impact of the **2025 Bonds and 2026 Bonds** on ECU’s debt ratios as compared to similarly rated UNC System institutions. The total issuance of the 2025 Bonds and 2026 Bonds will not exceed \$60 million. For illustration purposes, we have used \$36 million for Legacy and \$24 million for Jones.

	2025 Bonds ECU BOT Approval: February 2025 Closing Date: May 2025	2026 Bonds ECU BOT Approval: Early 2026 Closing Date: May 2026	
	<div style="display: flex; justify-content: space-around;"> </div>		
Sources of Funds	2025 Bonds (Legacy Hall)	2026 Bonds (Jones Hall)	Aggregate
Par Amount	34,825,000	23,375,000	58,200,000
Net Premium	1,782,891	1,196,659	2,979,550
Total Sources of Funds	36,607,891	24,571,659	61,179,550
Uses of Funds	2025 Bonds (Legacy Hall)	2026 Bonds (Jones Hall)	Aggregate
Renovations	36,000,000	24,000,000	60,000,000
Estimated Cost of Issuance ¹	607,891	571,659	1,179,550
Total Uses of Funds	36,607,891	24,571,659	61,179,550

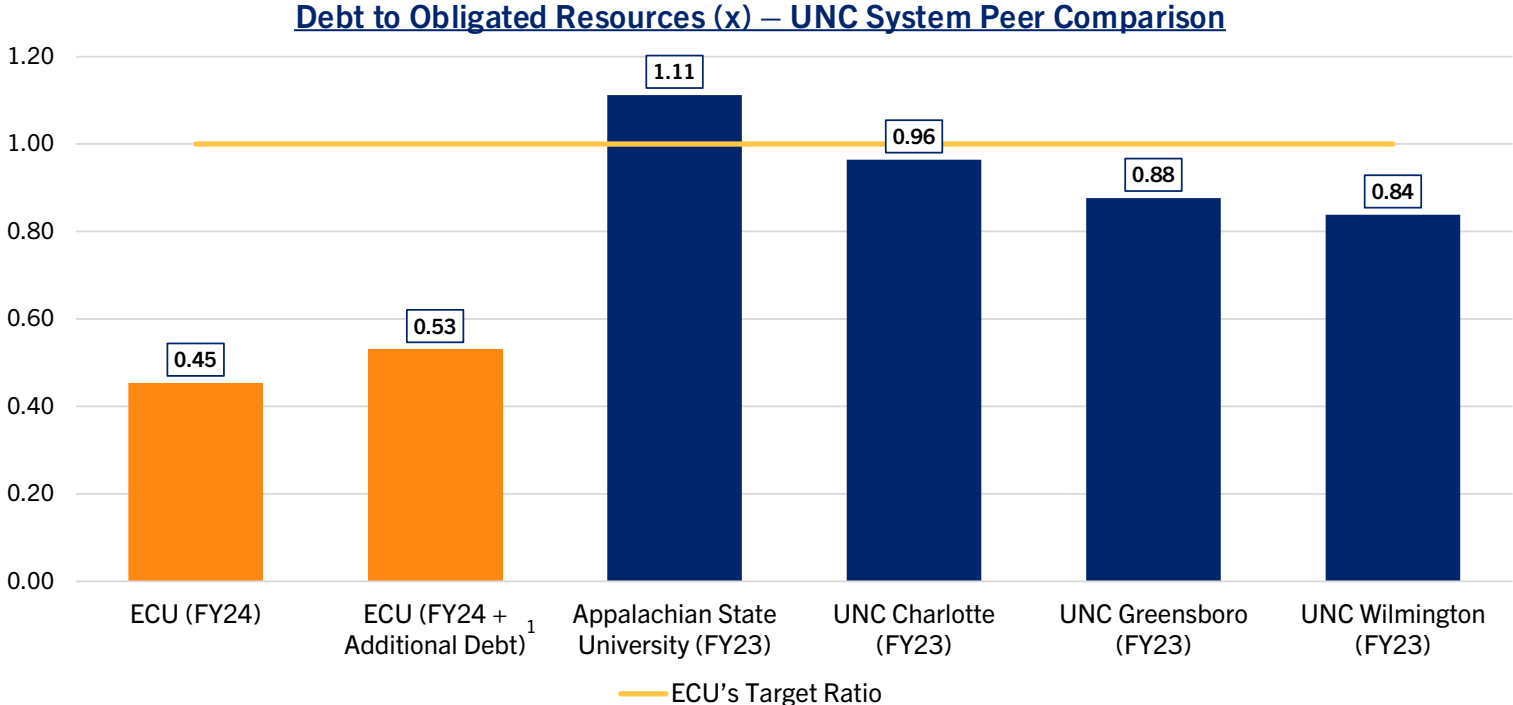
(1) Includes underwriters’ discount, legal and professional fees, trustee fees, rating agency fees, printing costs, and other miscellaneous fees and costs.



Debt to Obligated Resources

ECU's debt to obligated resources remains lower than select UNC System peer institutions despite adding additional debt.

- **What does it measure?** - ECU's aggregate outstanding debt as compared to its obligated resources—the funds legally available to service its debt.
- **How is it calculated?** - Aggregate debt divided by obligated resources.
- Debt to Obligated Resources (Available Funds) **is not tracked** by Moody's Investor Services but **is included** in the UNC System Debt Capacity Study.
- ECU's ceiling ratio: Less than 1.00x



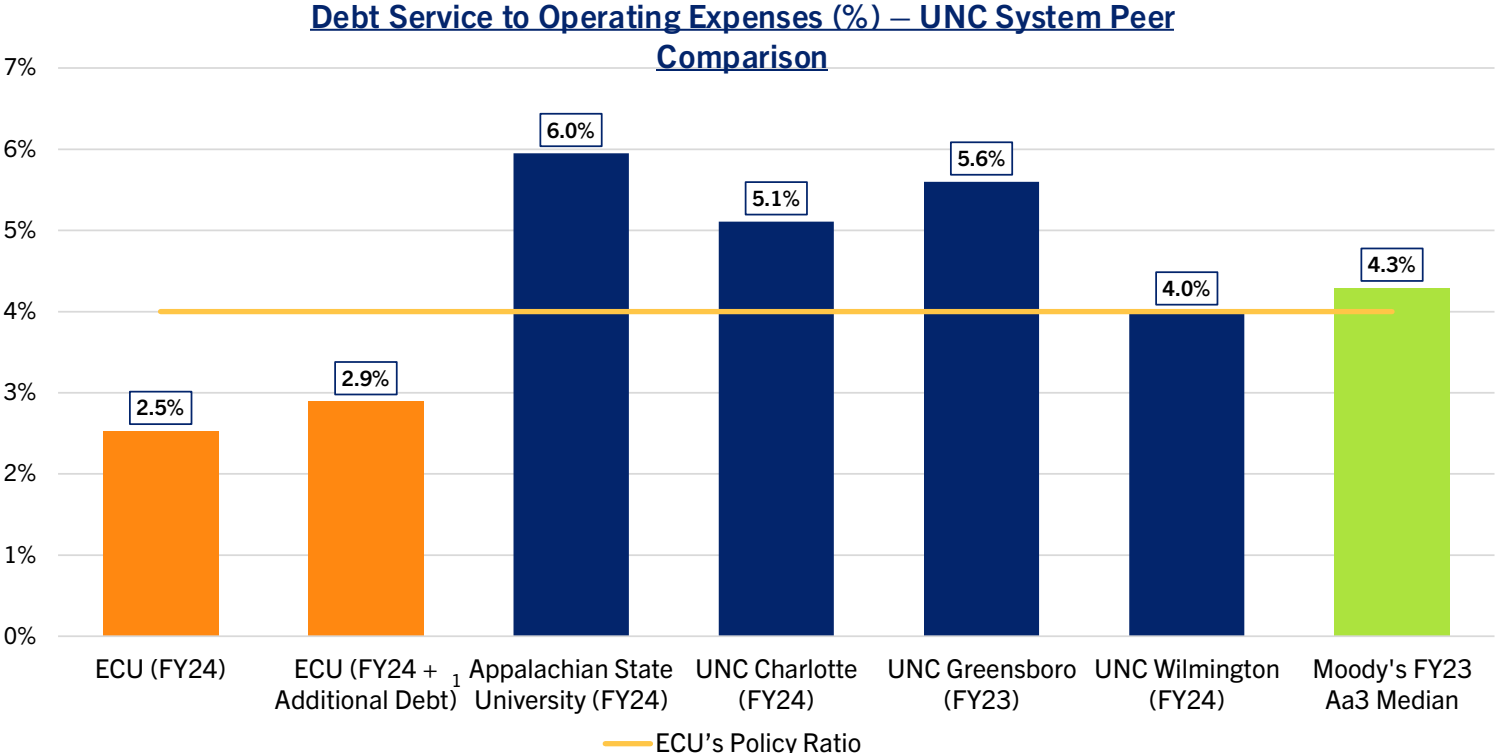
Notes: All peer institution data is as of FY23. Debt metrics are calculated by Moody's Investor Services.
 (1) All FY24 + additional debt figures are estimated by First Tryon.



Debt Service to Operating Expenses

ECU's debt service as a percentage of operating expenses remains lower than select UNC System peer institutions despite adding additional debt.

- **What does it measure?** - Debt Service to Operating Expenses measures the University's debt service burden as a percentage of total University expenses.
- **How is it calculated?** - Annual debt service divided by annual operating expenses.
- Debt Service to Operating Expenses **is tracked** by Moody's Investor Services and **is included** in the UNC System Debt Capacity Study.
- ECU's target ratio: Less than 4.00%



Notes: ECU FY24 metrics are calculated by Moody's Investor Services. All peer institution data is calculated by Moody's Investor Services.
 (1) All FY24 + additional debt figures are estimated by First Tryon using the Moody's higher education scorecard methodology.

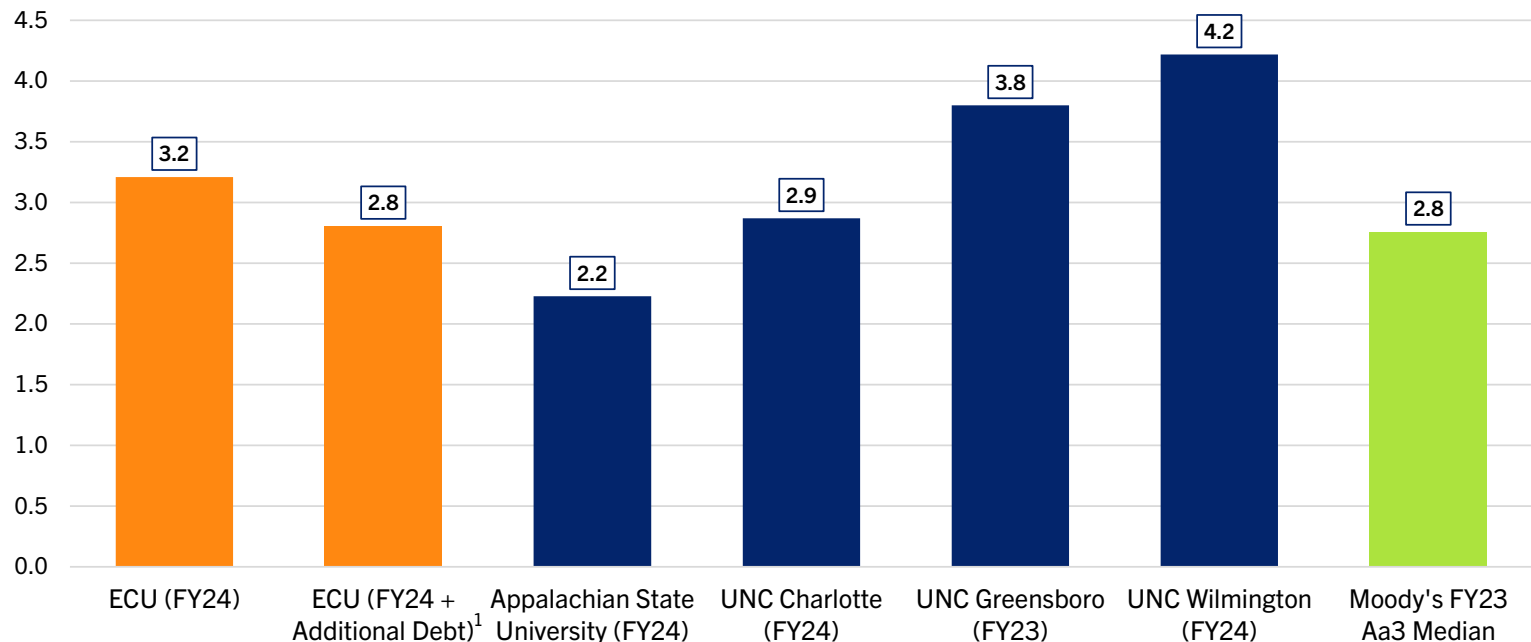


Annual Debt Service Coverage

ECU's annual debt service coverage remains in line with UNC System peer institutions despite adding additional debt.

- **What does it measure?** - Measures the University's ability to cover debt service requirements from adjusted operating cash flow.
- **How is it calculated?** – Moody's adjusted operating cash flow divided by annual debt service payments.
- Annual Debt Service Coverage **is tracked** by Moody's Investor Services but **is not included** in the UNC System Debt Capacity Study.

Annual Debt Service Coverage (x) – UNC System Peer Comparison



Notes: ECU FY24 metrics are calculated by Moody's Investor Services. All peer institution data is calculated by Moody's Investor Services.
(1) All FY24 + additional debt figures are estimated by First Tryon using the Moody's higher education scorecard methodology.



ECU FY24 Moody's Scorecard

Moody's scorecard rating remains at an "Aa3" despite additional debt.

Scorecard Impact

- The 2025 Bonds minimally impact the following two Moody's scorecard metrics:
 - Total Cash and Investments to Total Adjusted Debt
 - Annual Debt Service Coverage

Moody's Global Higher Education Rating Methodology		FY24 Moody's Metrics			FY24 + 2025 Bonds & 2026 Bonds			Implied Rating		
		Value	Score	Rating	Value	Score	Rating			
Factor 1: Scale (15%)	Weighting							Min	Max	
Operating Revenue (\$MM)	15%	1,069	3.65	Aa3	1,069	3.65	Aa3	0.5	1.5	Aaa
Factor 2: Market Profile (20%)								1.5	2.5	Aa1
Brand and Strategic Positioning	10%	Excellent	3.00	Aa	Excellent	3.00	Aa	2.5	3.5	Aa2
Operating Environment	10%	Strong	3.00	Aa	Strong	3.00	Aa	3.5	4.5	Aa3
Factor 3: Operating Performance (10%)								4.5	5.5	A1
EBIDA Margin (%)	10%	7.95	7.53	Baa1	7.95	7.53	Baa1	5.5	6.5	A2
Factor 4: Financial Reserves and Liquidity (25%)								6.5	7.5	A3
Total C&I (\$MM)	10%	788	3.64	Aa3	788	3.64	Aa3	7.5	8.5	Baa1
Total C&I to Operating Expenses (x)	15%	0.75	4.49	Aa3	0.75	4.50	A1	8.5	9.5	Baa2
Factor 5: Leverage and Coverage (20%)								9.5	10.5	Baa3
Total C&I to Total Adjusted Debt (x)	10%	0.88	4.97	A1	0.82	5.17	A1	10.5	11.5	Ba1
Annual Debt Service Coverage (x)	10%	3.21	2.68	Aa2	2.81	3.29	Aa2	11.5	12.5	Ba2
Factor 6: Financial Policy and Strategy (10%)								12.5	13.5	Ba3
Financial Policy and Strategy	10%	Excellent	3.00	Aa	Excellent	3.00	Aa			
Weighted Average/Implied Rating			4.00	Aa3		4.08	Aa3			

Indicates metrics that changed as a result of additional debt.

*Baa3 and above is considered "investment grade"

Notes: ECU FY24 metrics are calculated by Moody's Investor Services. All FY24 + additional debt figures are estimated by First Tryon using the Moody's higher education scorecard methodology.



Questions



**RESOLUTION OF THE BOARD OF TRUSTEES OF
EAST CAROLINA UNIVERSITY
APPROVING THE ISSUANCE OF SPECIAL OBLIGATION BONDS**

WHEREAS, under Article 3, Section 116D General Statutes of North Carolina (the “*Act*”) the Board of Governors (the “*Board of Governors*”) of the University of North Carolina (the “*University*”) may issue special obligation bonds, payable from obligated resources to pay the costs of acquiring, constructing or providing special obligation bond projects at one of the constituent institutions of the University or refunding any obligations previously issued by the Board of Governors;

WHEREAS, East Carolina University (“*ECU*”) intends to request that the Board of Governors issue its special obligation bonds in one or more series (the “*Bonds*”), the proceeds of which will be applied by ECU for the comprehensive renovation of Jones Residence Hall and Legacy Residence Hall on the campus of ECU as authorized by S.L. 2024-24 of the 2023 Session Laws of the North Carolina General Assembly (the “*Special Obligation Bond Project*”);

WHEREAS, Section 116D-26(b) of the Act requires the Board of Trustees of ECU to approve the issuance of the Bonds for the Special Obligation Bond Project;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of East Carolina University as follows:

Section 1. ***Approval of Issuance of the Bonds.*** The issuance of the Bonds for the Special Obligation Bond Project is approved.

Section 2. ***Documents Authorized.*** The Chairman of the Board of Trustees, the Chancellor and the Vice Chancellor for Administration and Finance, and their designees, individually or collectively, are hereby authorized, empowered and directed to do any and all other acts and to execute any and all documents, which they, in their discretion, deem necessary and appropriate in order to consummate the issuance of the Bonds and the transactions contemplated by this Resolution.

Section 3. ***Effective Date.*** This Resolution is effective immediately.

ADOPTED AND APPROVED this ____ day of February, 2025.

THE BOARD OF TRUSTEES OF EAST CAROLINA UNIVERSITY

By: _____
Megan Ayers, Assistant Secretary

STATE OF NORTH CAROLINA)
)
) **SS:**

I, Megan Ayers, the duly appointed Assistant Secretary of the Board of Trustees of East Carolina University, ***DO HEREBY CERTIFY*** that (1) the foregoing is a full, true and correct copy of the Resolution adopted by the Board of Trustees of East Carolina University at its meeting of February __, 2025 and appearing in the minutes of such meeting, (2) notice of the meeting of the Board of Trustees of East Carolina University held on February __, 2025 was sent to each member of the Board, and (3) a quorum was present at the meeting on February __, 2025 at which time the foregoing Resolution was adopted.

WITNESS, my hand this ____ day of February, 2025.

Assistant Secretary to the Board of Trustees of
East Carolina University



AGENDA ITEM

XII. A. Additional Debt Information.....Stephanie Coleman
Vice Chancellor for Administration and Finance

Situation: The presentation details ECU’s proposed financing, overview of ECU’s debt policy and debt ratios based on current debt load and proposed bond issuance.

Background: G.S. 116D-56 requires the University of North Carolina Board of Governors to annually advise the General Assembly and the governor on the estimated debt capacity of the UNC System for the upcoming five years. The provision also requires each constituent institution to report current and anticipated debt levels, current bond rating and information about any changes to that rating, information about the institution’s debt management policies, and comparisons to peer institutions. ECU’s debt capacity report as of Fiscal year 2023 is reported [here](#).

Presentation prepared First Tryon Advisors, ECU’s financial advisors provides overview of proposed financing and impact to debt ratios and UNC System peer comparisons.

Assessment: Analysis reflects that ECU remains lower or in line with UNC System peer institutions. Minimal impact to the debt related financial ratios.

Action: This item is for information only.



First Tryon Advisors

SIMPLIFYING PUBLIC FINANCE

Agenda

1	Financing Overview
2	Guidelines for Debt Capacity and Affordability
3	Impact on Debt Ratios
4	Moody's Scorecard Impact

Financing Overview

ECU is requesting Board of Trustees approval for the issuance of General Revenue Bonds to finance the costs of the Legacy Hall renovations.

- In April 2025, East Carolina University (“ECU”) intends to issue General Revenue Bonds (the “2025 Bonds”).
 - Proceeds of the 2025 Bonds will be used to finance the renovation of Legacy Hall and excess funds may be used towards Jones Hall.
- In 2026, ECU will seek an additional Board of Trustees approval for the issuance of General Revenue Bonds (the “2026 Bonds”) to finance the costs of the Jones Hall renovation.
- This presentation provides an overview of ECU’s debt policy and quantifies the impact of the **2025 Bonds and 2026 Bonds** on ECU’s debt ratios as compared to similarly rated UNC System institutions. The total issuance of the 2025 Bonds and 2026 Bonds will not exceed \$60 million. For illustration purposes, we have used \$36 million for Legacy and \$24 million for Jones.

	2025 Bonds ECU BOT Approval: February 2025 Closing Date: May 2025	2026 Bonds ECU BOT Approval: Early 2026 Closing Date: May 2026	
	} }		
Sources of Funds	2025 Bonds (Legacy Hall)	2026 Bonds (Jones Hall)	Aggregate
Par Amount	34,825,000	23,375,000	58,200,000
Net Premium	1,782,891	1,196,659	2,979,550
Total Sources of Funds	36,607,891	24,571,659	61,179,550
Uses of Funds	2025 Bonds (Legacy Hall)	2026 Bonds (Jones Hall)	Aggregate
Renovations	36,000,000	24,000,000	60,000,000
Estimated Cost of Issuance ¹	607,891	571,659	1,179,550
Total Uses of Funds	36,607,891	24,571,659	61,179,550

(1) Includes underwriters’ discount, legal and professional fees, trustee fees, rating agency fees, printing costs, and other miscellaneous fees and costs.

Notes: Numbers are preliminary and subject to change. Market rates as of January 8, 2025.



Agenda

1 Financing Overview

2 Guidelines for Debt Capacity and Affordability

3 Impact on Debt Ratios

4 Moody's Scorecard Impact

ECU Debt Policy Overview

The objectives set forth in ECU's debt policy provide the framework by which decisions will be made regarding the use and management of debt.

ECU's Debt Policy is set forth to:

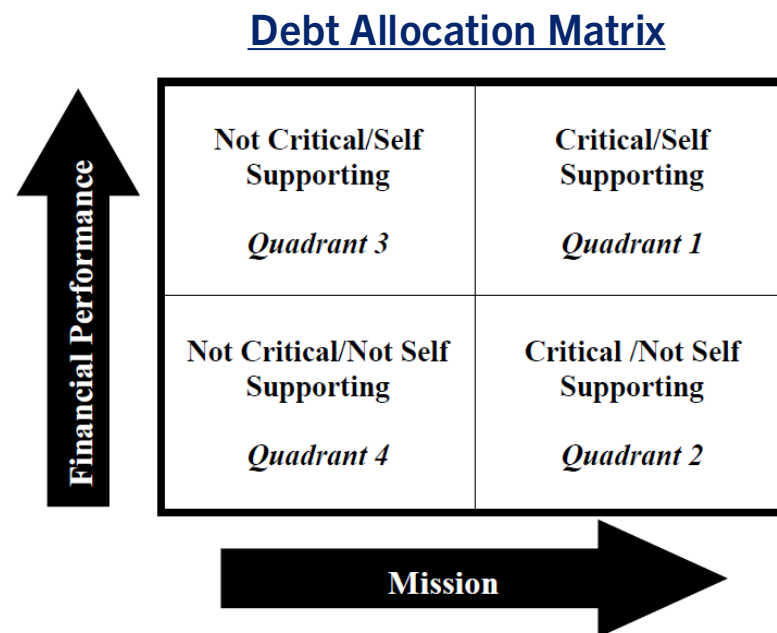
1. **Outline a process for identifying and prioritizing capital projects** considered eligible for debt financing and assuring that debt-financed projects have a feasible plan of repayment. Projects that relate to the core mission and that have associated revenues will generally be given higher priority for debt financing.
2. **Define the quantitative tests** that will be used to evaluate the University's overall financial health and present and future debt capacity.
3. **Define project specific quantitative tests**, as appropriate, that will be used to determine the financial feasibility of an individual project.
4. **Manage the University's debt to maintain an acceptable credit rating.** The University, consistent with the capital objectives, will limit its overall debt to a level that will maintain an acceptable credit rating with bond rating agencies. Maintaining an acceptable credit rating will permit the University to continue to issue debt and finance capital projects at favorable interest rates, although the attainment or maintenance of a specific rating is not an objective of this policy.
5. **Ensure the University remains in compliance** with all of its post-issuance obligations and requirements.
6. **Establish guidelines to limit the risk of the University's debt portfolio.** The University will manage debt on a portfolio basis, rather than on a transactional or project specific basis, and will use an appropriate mix of fixed and variable rate debt to achieve the lowest cost of capital while limiting exposure to market interest rate shifts. Various types of debt structures and instruments will be considered, monitored, and managed within the framework established in this policy and according to internal management procedures. Debt instruments covered by this policy include not only bonds, but obligations of the university, such as special obligations, lease purchases, installment purchases, commercial paper, limited obligations, notes, etc.
7. **Assign responsibilities** for the implementation and management of the University's Debt Policy.

Identifying and Prioritizing Capital Projects Requiring Debt

Projects that are critical to the core missions of research, service or instruction and have their own funding source (i.e., non-general fund supported) should have the highest priority.

Debt Allocation Matrix

- **Quadrant 1:** Project is critical to the core missions of research, service or instruction and has its own funding source (i.e., non-general fund supported).
- **Quadrant 2:** Project is critical to the core missions of research, service or instruction but does not have its own funding source (i.e., will require-general fund support).
- **Quadrant 3:** Project is not critical to the core missions of research, service or instruction but has its own funding source (i.e., non-general fund supported).
- **Quadrant 4:** Project is not critical to the core missions of research, service or instruction and does not have its own funding source (i.e., will require general fund support).
- Projects that fall into Quadrant 1 should be the highest priority capital projects and projects that fall into Quadrant 4 should be the lowest.
- The renovations to Legacy Hall and Jones Hall fall into Quadrant 1.



Debt Ratios

The University's debt policy sets forth three key financial ratios that it will use to assess its ability to absorb additional debt based on its current and projected financial condition.

- The University has established a target for each ratio with the expectation that the University will operate within the parameters of those ratios most of the time.
- Debt ratios stated in the University's debt policy include:
 - *Debt to Obligated Resources (Available Funds)*
 - **What does it measure?** ECU's aggregate outstanding debt as compared to its obligated resources—the funds legally available to service its debt.
 - *Debt Service to Operating Expenses*
 - **What does it measure?** Debt Service to Operating Expenses (Available Funds) measures the University's debt service burden as a percentage of total university expenses.
 - *Annual Debt Service Coverage*
 - **What does it measure?** Measures the University's ability to cover debt service requirements from adjusted net operating income.

Agenda

1 Financing Overview

2 Guidelines for Debt Capacity and Affordability

3 Impact on Debt Ratios

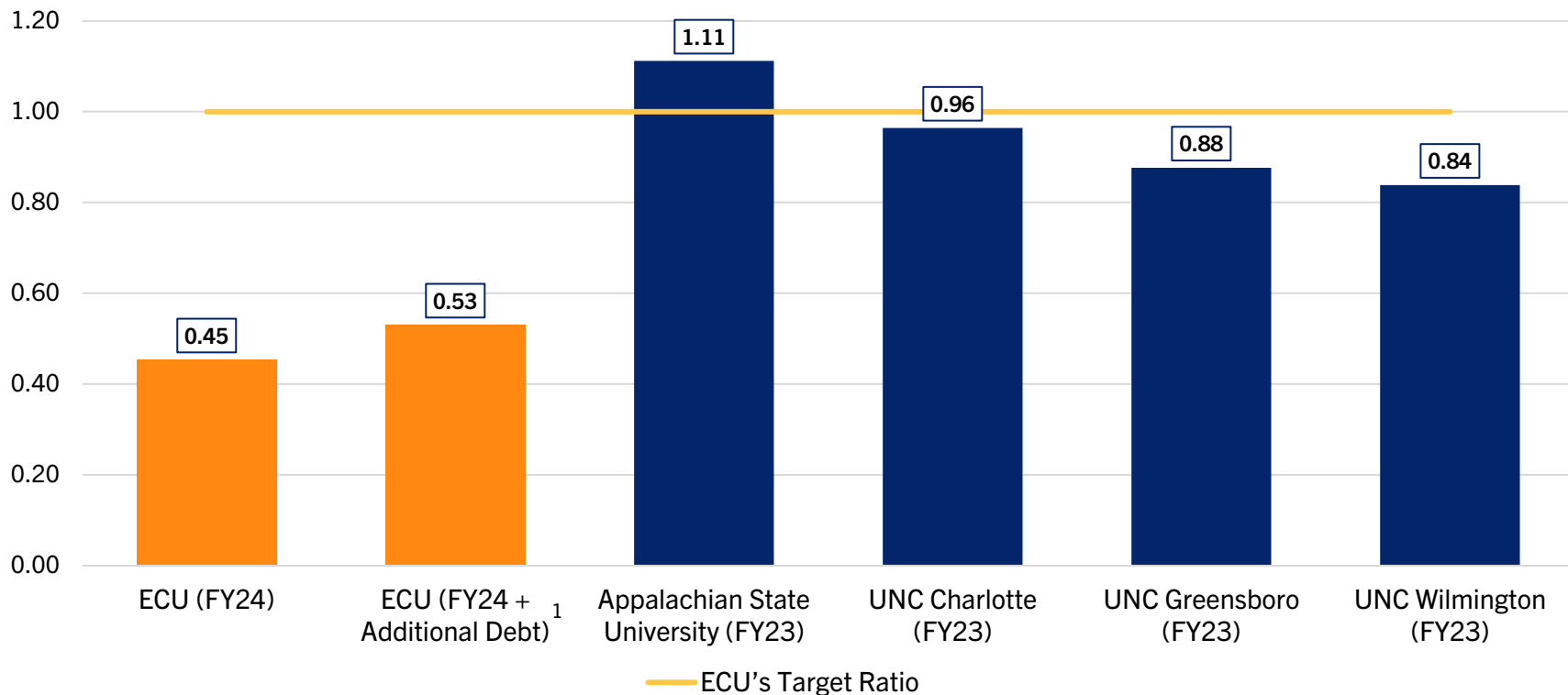
4 Moody's Scorecard Impact

Debt to Obligated Resources

ECU's debt to obligated resources remains lower than select UNC System peer institutions despite adding additional debt.

- **What does it measure?** - ECU's aggregate outstanding debt as compared to its obligated resources—the funds legally available to service its debt.
- **How is it calculated?** - Aggregate debt divided by obligated resources.
- Debt to Obligated Resources (Available Funds) **is not tracked** by Moody's Investor Services but **is included** in the UNC System Debt Capacity Study.
- ECU's ceiling ratio: Less than 1.00x

Debt to Obligated Resources (x) – UNC System Peer Comparison



Notes: All peer institution data is as of FY23. Debt metrics are calculated by Moody's Investor Services.

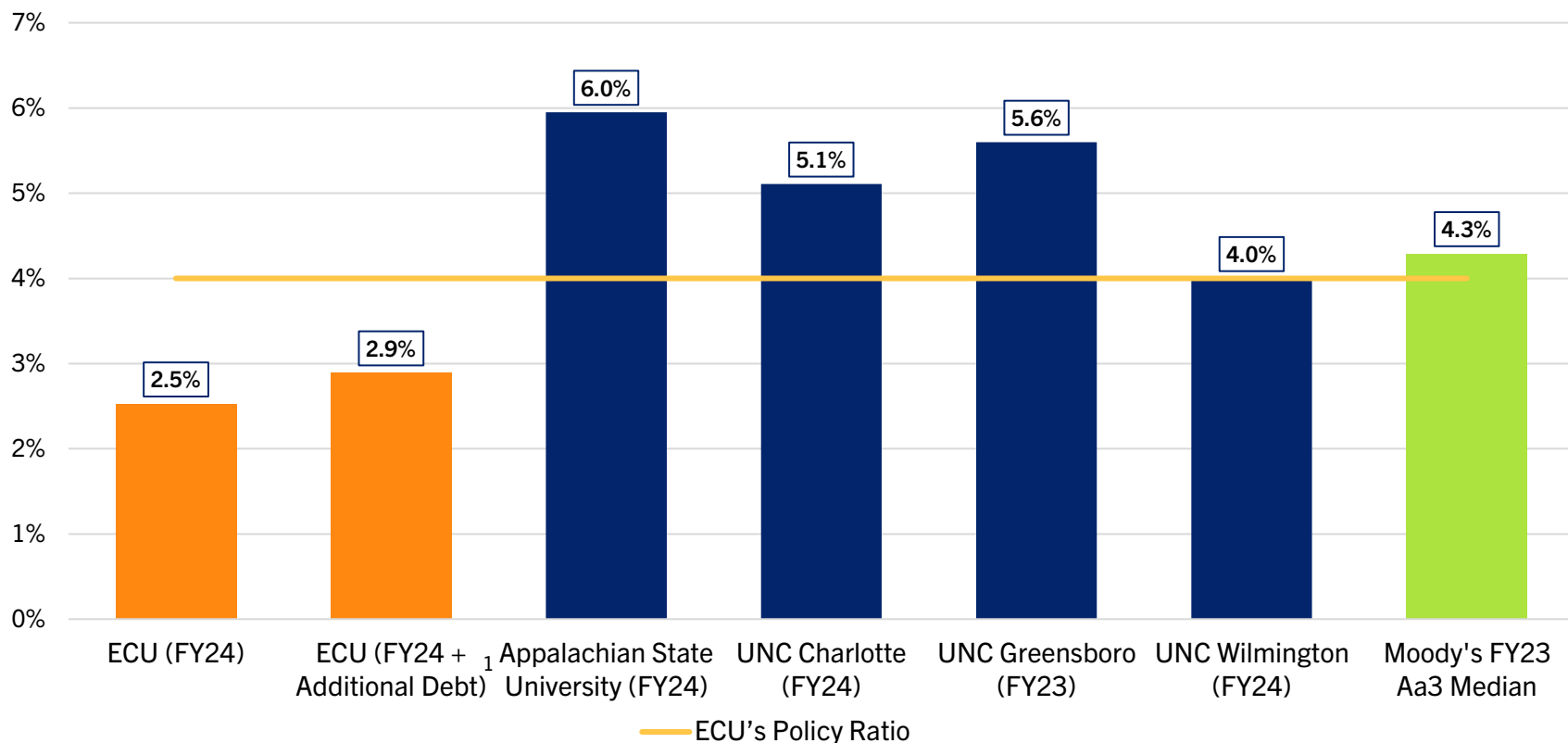
(1) All FY24 + additional debt figures are estimated by First Tryon.

Debt Service to Operating Expenses

ECU's debt service as a percentage of operating expenses remains lower than select UNC System peer institutions despite adding additional debt.

- **What does it measure?** - Debt Service to Operating Expenses measures the University's debt service burden as a percentage of total University expenses.
- **How is it calculated?** - Annual debt service divided by annual operating expenses.
- Debt Service to Operating Expenses **is tracked** by Moody's Investor Services and **is included** in the UNC System Debt Capacity Study.
- ECU's target ratio: Less than 4.00%

Debt Service to Operating Expenses (%) – UNC System Peer Comparison



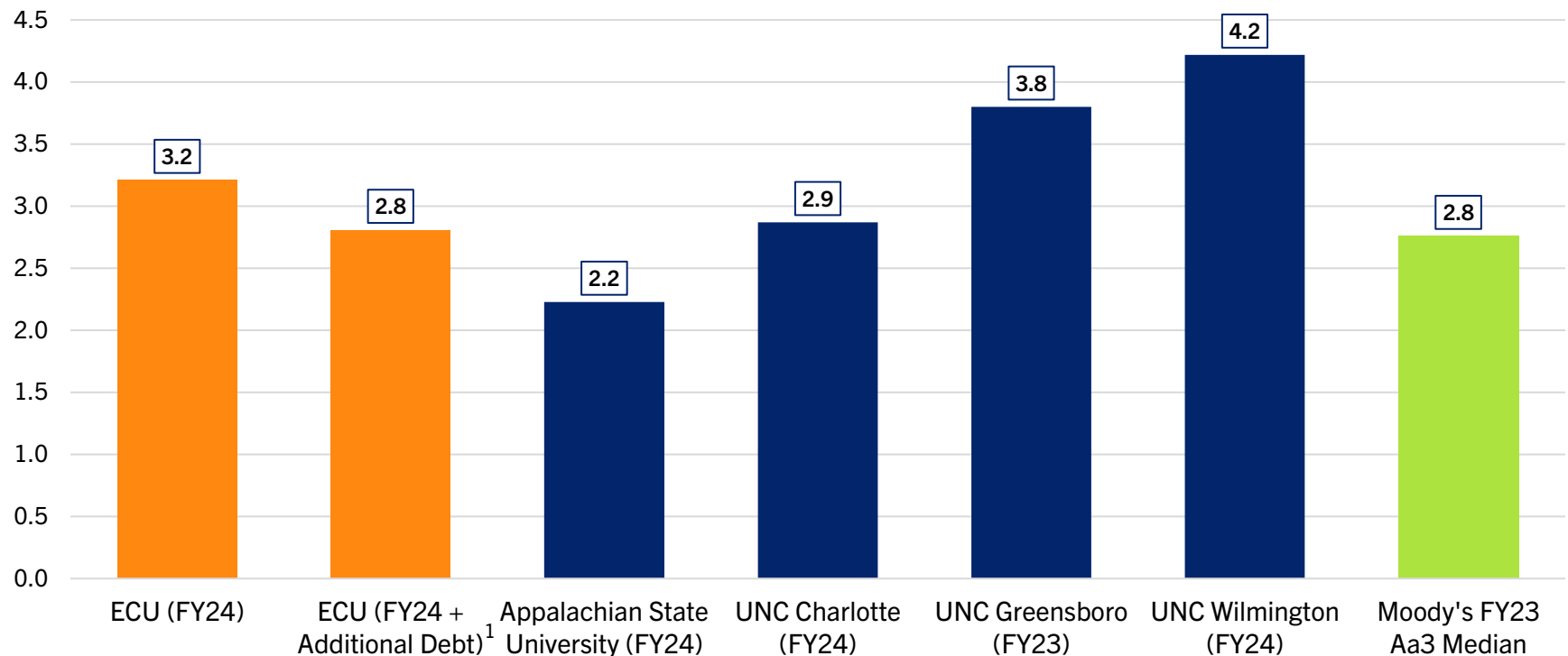
Notes: ECU FY24 metrics are calculated by Moody's Investor Services. All peer institution data is calculated by Moody's Investor Services.
 (1) All FY24 + additional debt figures are estimated by First Tryon using the Moody's higher education scorecard methodology.

Annual Debt Service Coverage

ECU's annual debt service coverage remains in line with UNC System peer institutions despite adding additional debt.

- **What does it measure?** - Measures the University's ability to cover debt service requirements from adjusted operating cash flow.
- **How is it calculated?** – Moody's adjusted operating cash flow divided by annual debt service payments.
- Annual Debt Service Coverage **is tracked** by Moody's Investor Services but **is not included** in the UNC System Debt Capacity Study.

Annual Debt Service Coverage (x) – UNC System Peer Comparison

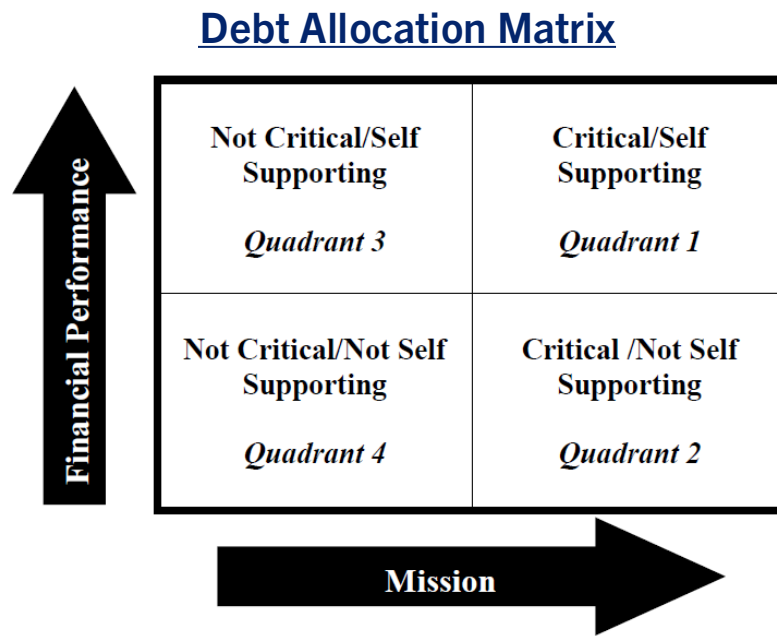


Notes: ECU FY24 metrics are calculated by Moody's Investor Services. All peer institution data is calculated by Moody's Investor Services.
(1) All FY24 + additional debt figures are estimated by First Tryon using the Moody's higher education scorecard methodology.

Project Specific Quantitative Tests

ECU's debt policy identifies project specific tests that will be used to determine the financial feasibility of an individual project.

- Many factors will influence this internal decision process. Primarily, how is the project prioritized regarding mission criticality as described by the debt allocation matrix (four quadrant model) show below.
 - While it is unlikely the renovations to Legacy Hall and Jones Hall will generate material incremental revenues, the debt service related to the project will be paid directly from housing revenues.
 - The Legacy Hall and Jones Hall renovations are critical in providing ECU students safe and modern housing.



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ECU FY24 Moody's Scorecard

Moody's scorecard rating remains at an "Aa3" despite additional debt.

Scorecard Impact

- The 2025 Bonds minimally impact the following two Moody's scorecard metrics:
 - Total Cash and Investments to Total Adjusted Debt
 - Annual Debt Service Coverage

Moody's Global Higher Education Rating Methodology		FY24 Moody's Metrics			FY24 + 2025 Bonds & 2026 Bonds			Min	Max	Implied Rating
Factor	Weighting	Value	Score	Rating	Value	Score	Rating			
Factor 1: Scale (15%)								0.5	1.5	Aaa
Operating Revenue (\$MM)	15%	1,069	3.65	Aa3	1,069	3.65	Aa3	1.5	2.5	Aa1
Factor 2: Market Profile (20%)								2.5	3.5	Aa2
Brand and Strategic Positioning	10%	Excellent	3.00	Aa	Excellent	3.00	Aa	3.5	4.5	Aa3
Operating Environment	10%	Strong	3.00	Aa	Strong	3.00	Aa	4.5	5.5	A1
Factor 3: Operating Performance (10%)								5.5	6.5	A2
EBIDA Margin (%)	10%	7.95	7.53	Baa1	7.95	7.53	Baa1	6.5	7.5	A3
Factor 4: Financial Reserves and Liquidity (25%)								7.5	8.5	Baa1
Total C&I (\$MM)	10%	788	3.64	Aa3	788	3.64	Aa3	8.5	9.5	Baa2
Total C&I to Operating Expenses (x)	15%	0.75	4.49	Aa3	0.75	4.50	A1	9.5	10.5	Baa3
Factor 5: Leverage and Coverage (20%)								10.5	11.5	Ba1
Total C&I to Total Adjusted Debt (x)	10%	0.88	4.97	A1	0.82	5.17	A1	11.5	12.5	Ba2
Annual Debt Service Coverage (x)	10%	3.21	2.68	Aa2	2.81	3.29	Aa2	12.5	13.5	Ba3
Factor 6: Financial Policy and Strategy (10%)										
Financial Policy and Strategy	10%	Excellent	3.00	Aa	Excellent	3.00	Aa			
Weighted Average/Implied Rating			4.00	Aa3		4.08	Aa3			

Indicates metrics that changed as a result of additional debt.

*Baa3 and above is considered "investment grade"

Notes: ECU FY24 metrics are calculated by Moody's Investor Services. All FY24+ additional debt figures are estimated by First Tryon using the Moody's higher education scorecard methodology.

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Meeting of the Board of Trustees
Budget, Finance, & Infrastructure Committee
February 6, 2025

AGENDA ITEM

XII. B. Comprehensive Budget Report.....Stephanie Coleman
Vice Chancellor for Administration & Finance

Situation: Select operating budgets compared to actuals.

Background: A financial report comparing budget to actual and prior year comparisons.

Assessment: No issues identified.

Action: This item is for information only.

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 1

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
State Funds						
Tuition Annual Revenues 16065						
On Campus	115,123,703	0	115,123,703	115,815,359	113,580,548	2,234,811
Distance Education	37,945,100	0	37,945,100	26,207,679	25,909,955	297,724
Summer Face-to-Face	2,007,087	0	2,007,087	3,736,282	3,820,068	(83,786)
**Total Tuition Annual Revenues 16065	155,075,890	0	155,075,890	145,759,320	143,310,571	2,448,749
Tuition Annual Revenues 16066						
School of Dental Medicine	6,687,919	0	6,687,919	5,413,067	4,882,094	530,973
Brody School of Medicine	7,519,447	0	7,519,447	7,098,388	7,409,916	(311,528)
**Total Tuition Annual Revenues 16066	14,207,366	0	14,207,366	12,511,455	12,292,010	219,445
Continuing Education Revenues	2,126,857	3,042,888	5,169,745	4,481,147	3,747,381	733,766
Appropriations 16065	273,640,223	(3,331,470)	270,308,753	134,500,000	131,400,000	3,100,000
Appropriations 16066	107,009,247	140,000	107,149,247	50,900,000	44,700,000	6,200,000
Other Miscellaneous Revenues	13,194,741	30,671,317	43,866,058	38,632,098	21,406,770	17,225,328
**Total State Funded Revenues	565,254,324	30,522,735	595,777,059	386,784,020	356,856,732	29,927,288
Total 16065 Operating Expenses	443,684,251	19,378,455	463,062,706	210,188,648	195,938,792	14,249,856
Total 16066 Operating Expenses	121,570,073	11,144,280	132,714,353	45,857,142	42,254,234	3,602,908
**Total State Funded Expenses	565,254,324	30,522,735	595,777,059	256,045,790	238,193,026	17,852,764

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 2

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Non-State Funds						
Academic Affairs						
College of Engineering Fee						
Beginning Fund Balance				885,236	1,226,517	(341,281)
Total Annual Revenues	900,000	0	900,000	810,900	780,975	29,925
Total Annual Expenses	1,093,816	0	1,093,816	504,597	424,818	79,779
Annual Operating Results	(193,816)	0	(193,816)	306,303	356,157	(49,854)
Net Transfers	(19,184)	0	(19,184)	(19,592)	(323,897)	304,305
Annual Operating Results Net Transfers	(213,000)	0	(213,000)	286,711	32,260	254,451
Ending Fund Balance				1,171,947	1,258,777	(86,830)
College of Business Professional Program						
Beginning Fund Balance				485,691	506,874	(21,183)
Total Annual Revenues	43,130	0	43,130	0	2,000	(2,000)
Total Annual Expenses	136,940	0	136,940	50,580	14,257	36,323
Annual Operating Results	(93,810)	0	(93,810)	(50,580)	(12,257)	(38,323)
Net Transfers	(2,376)	0	(2,376)	(659)	(110)	(549)
Annual Operating Results Net Transfers	(96,186)	0	(96,186)	(51,239)	(12,367)	(38,872)
Ending Fund Balance				434,452	494,507	(60,055)
Admissions						
Beginning Fund Balance				1,729,825	1,741,453	(11,628)
Total Annual Revenues	911,339	0	911,339	541,396	566,779	(25,383)
Total Annual Expenses	3,051,693	0	3,051,693	1,210,993	1,329,173	(118,180)
Annual Operating Results	(2,140,354)	0	(2,140,354)	(669,597)	(762,394)	92,797
Net Transfers	(60,612)	0	(60,612)	(18,950)	(27,406)	8,456
Annual Operating Results Net Transfers	(2,200,966)	0	(2,200,966)	(688,547)	(789,800)	101,253
Ending Fund Balance				1,041,278	951,653	89,625

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 3

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Performing Arts						
Beginning Fund Balance				283,251	279,269	3,982
Total Annual Revenues	63,514	0	63,514	29,120	36,293	(7,173)
Total Annual Expenses	63,484	0	63,484	16,121	26,459	(10,338)
Annual Operating Results	30	0	30	12,999	9,834	3,165
Net Transfers	(30)	0	(30)	0	(2)	2
Annual Operating Results Net Transfers	0	0	0	12,999	9,832	3,167
Ending Fund Balance				296,250	289,101	7,149
Administration and Finance						
1Card						
Beginning Fund Balance				750,359	677,360	72,999
Total Annual Revenues	116,000	0	116,000	84,850	78,497	6,353
Total Annual Expenses	124,040	0	124,040	109,085	24,237	84,848
Annual Operating Results	(8,040)	0	(8,040)	(24,235)	54,260	(78,495)
Net Transfers	(1,493)	0	(1,493)	(444)	(1,690)	1,246
Annual Operating Results Net Transfers	(9,533)	0	(9,533)	(24,679)	52,570	(77,249)
Ending Fund Balance				725,680	729,930	(4,250)
Campus Safety & Police						
Beginning Fund Balance				4,279,754	4,176,312	103,442
Total Annual Revenues	1,566,629	0	1,566,629	1,345,041	1,339,704	5,337
Total Annual Expenses	2,501,343	0	2,501,343	1,224,797	1,158,707	66,090
Annual Operating Results	(934,714)	0	(934,714)	120,244	180,997	(60,753)
Net Transfers	934,714	0	934,714	267,807	(7,992)	275,799
Annual Operating Results Net Transfers	0	0	0	388,051	173,005	215,046
Ending Fund Balance				4,667,805	4,349,317	318,488

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 4

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
ECU Purchasing Card						
Beginning Fund Balance				530,984	821,728	(290,744)
Total Annual Revenues	500,000	0	500,000	554,617	509,295	45,322
Total Annual Expenses	0	0	0	0	38	(38)
Annual Operating Results	500,000	0	500,000	554,617	509,257	45,360
Net Transfers	(500,000)	0	(500,000)	(1)	(800,000)	799,999
Annual Operating Results Net Transfers	0	0	0	554,616	(290,743)	845,359
Ending Fund Balance				1,085,600	530,985	554,615
Ed & Tech						
Beginning Fund Balance				9,453,629	9,606,211	(152,582)
Total Annual Revenues	10,276,500	0	10,276,500	8,988,860	8,927,974	60,886
Total Annual Expenses	10,097,500	0	10,097,500	5,398,970	6,485,734	(1,086,764)
Annual Operating Results	179,000	0	179,000	3,589,890	2,442,240	1,147,650
Net Transfers	(179,000)	0	(179,000)	(208,177)	(200,134)	(8,043)
Annual Operating Results Net Transfers	0	0	0	3,381,713	2,242,106	1,139,607
Ending Fund Balance				12,835,342	11,848,317	987,025
Minges						
Beginning Fund Balance				191,046	206,887	(15,841)
Total Annual Revenues	112,500	0	112,500	99,915	101,791	(1,876)
Total Annual Expenses	61,204	0	61,204	16,971	15,027	1,944
Annual Operating Results	51,296	0	51,296	82,944	86,764	(3,820)
Net Transfers	(51,296)	0	(51,296)	1,945	(50,220)	52,165
Annual Operating Results Net Transfers	0	0	0	84,889	36,544	48,345
Ending Fund Balance				275,935	243,431	32,504

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 5

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Parking and Transportation						
Beginning Fund Balance				14,830,508	13,720,516	1,109,992
Total Annual Revenues	3,667,560	0	3,667,560	3,197,178	2,989,666	207,512
Total Annual Expenses	2,950,193	(103,880)	2,846,313	1,225,424	1,111,308	114,116
Annual Operating Results	717,367	103,880	821,247	1,971,754	1,878,358	93,396
Net Transfers	(689,254)	0	(689,254)	(680,657)	(394,671)	(285,986)
Annual Operating Results Net Transfers	28,113	103,880	131,993	1,291,097	1,483,687	(192,590)
Ending Fund Balance				16,121,605	15,204,203	917,402
Printing and Graphics						
Beginning Fund Balance				1,304,813	1,271,778	33,035
Total Annual Revenues	2,205,566	0	2,205,566	1,033,172	1,077,422	(44,250)
Total Annual Expenses	2,297,506	(112,239)	2,185,267	982,113	933,495	48,618
Annual Operating Results	(91,940)	112,239	20,299	51,059	143,927	(92,868)
Net Transfers	(61,512)	0	(61,512)	(31,357)	(58,776)	27,419
Annual Operating Results Net Transfers	(153,452)	112,239	(41,213)	19,702	85,151	(65,449)
Ending Fund Balance				1,324,515	1,356,929	(32,414)
Student Stores						
Beginning Fund Balance				5,186,264	5,273,931	(87,667)
Total Annual Revenues	950,000	0	950,000	867,617	593,096	274,521
Total Annual Expenses	296,234	0	296,234	190,147	180,583	9,564
Annual Operating Results	653,766	0	653,766	677,470	412,513	264,957
Net Transfers	(653,763)	0	(653,763)	(919)	(832)	(87)
Annual Operating Results Net Transfers	3	0	3	676,551	411,681	264,870
Ending Fund Balance				5,862,815	5,685,612	177,203

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 6

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Vending						
Beginning Fund Balance				150,881	189,744	(38,863)
Total Annual Revenues	165,000	0	165,000	104,232	77,071	27,161
Total Annual Expenses	0	0	0	0	0	0
Annual Operating Results	165,000	0	165,000	104,232	77,071	27,161
Net Transfers	(215,000)	0	(215,000)	0	0	0
Annual Operating Results Net Transfers	(50,000)	0	(50,000)	104,232	77,071	27,161
Ending Fund Balance				255,113	266,815	(11,702)
Warehouse & Storerooms						
Beginning Fund Balance				869,314	973,461	(104,147)
Total Annual Revenues	320,000	0	320,000	226,337	379,139	(152,802)
Total Annual Expenses	303,300	0	303,300	245,271	375,238	(129,967)
Annual Operating Results	16,700	0	16,700	(18,934)	3,901	(22,835)
Net Transfers	(12,419)	0	(12,419)	(11,656)	(16,820)	5,164
Annual Operating Results Net Transfers	4,281	0	4,281	(30,590)	(12,919)	(17,671)
Ending Fund Balance				838,724	960,542	(121,818)
IT Maintenance and Infrastructure						
Beginning Fund Balance				3,777,768	3,677,034	100,734
Total Annual Revenues	80,578	0	80,578	85,173	65,423	19,750
Total Annual Expenses	286,602	0	286,602	189,823	104,241	85,582
Annual Operating Results	(206,024)	0	(206,024)	(104,650)	(38,818)	(65,832)
Net Transfers	227,095	0	227,095	(3,212)	(1,617)	(1,595)
Annual Operating Results Net Transfers	21,071	0	21,071	(107,862)	(40,435)	(67,427)
Ending Fund Balance				3,669,906	3,636,599	33,307

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 7

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Storm Damage						
Beginning Fund Balance				631,900	631,900	0
Total Annual Revenues	0	0	0	0	0	0
Total Annual Expenses	0	0	0	0	0	0
Annual Operating Results	0	0	0	0	0	0
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	0	0	0	0	0	0
Ending Fund Balance				631,900	631,900	0
Millennial Campus						
Beginning Fund Balance				3,043,977	2,870,090	173,887
Total Annual Revenues	162,540	0	162,540	101,994	86,551	15,443
Total Annual Expenses	9,198	0	9,198	1,863	0	1,863
Annual Operating Results	153,342	0	153,342	100,131	86,551	13,580
Net Transfers	(345)	0	(345)	0	0	0
Annual Operating Results Net Transfers	152,997	0	152,997	100,131	86,551	13,580
Ending Fund Balance				3,144,108	2,956,641	187,467
Athletics						
Athletics Operating				(2)	0	(2)
Beginning Fund Balance						
Total Annual Revenues	37,938,000	0	37,938,000	21,659,511	20,998,871	660,640
Total Annual Expenses	46,584,377	(52,925)	46,531,452	23,166,676	23,142,078	24,598
Annual Operating Results	(8,646,377)	52,925	(8,593,452)	(1,507,165)	(2,143,207)	636,042
Net Transfers	8,644,377	0	8,644,377	427,426	(323,370)	750,796
Annual Operating Results Net Transfers	(2,000)	52,925	50,925	(1,079,739)	(2,466,577)	1,386,838
Ending Fund Balance				(1,079,741)	(2,466,577)	1,386,836

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 8

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Marching Pirates						
Beginning Fund Balance				9,581	13,535	(3,954)
Total Annual Revenues	74,000	0	74,000	66,610	67,861	(1,251)
Total Annual Expenses	74,000	0	74,000	76,354	76,605	(251)
Annual Operating Results	0	0	0	(9,744)	(8,744)	(1,000)
Net Transfers	0	0	0	1,297	0	1,297
Annual Operating Results Net Transfers	0	0	0	(8,447)	(8,744)	297
Ending Fund Balance				1,134	4,791	(3,657)
Southside Stadium						
Beginning Fund Balance				0	2,944	(2,944)
Total Annual Revenues	3,755,275	0	3,755,275	3,438,951	3,319,549	119,402
Total Annual Expenses	3,755,275	0	3,755,275	2,644,210	2,474,265	169,945
Annual Operating Results	0	0	0	794,741	845,284	(50,543)
Net Transfers	0	0	0	(154)	(295)	141
Annual Operating Results Net Transfers	0	0	0	794,587	844,989	(50,402)
Ending Fund Balance				794,587	847,933	(53,346)
ESPN Media Rights						
Beginning Fund Balance				559,511	559,511	0
Total Annual Revenues	0	0	0	0	0	0
Total Annual Expenses	0	0	0	0	0	0
Annual Operating Results	0	0	0	0	0	0
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	0	0	0	0	0	0
Ending Fund Balance				559,511	559,511	0

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 9

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Chancellor						
Chancellors Discretionary						
Beginning Fund Balance				95,483	358,309	(262,826)
Total Annual Revenues	0	0	0	1,750	2,222	(472)
Total Annual Expenses	245,182	0	245,182	168,659	159,387	9,272
Annual Operating Results	(245,182)	0	(245,182)	(166,909)	(157,165)	(9,744)
Net Transfers	134,695	0	134,695	150,970	(6,490)	157,460
Annual Operating Results Net Transfers	(110,487)	0	(110,487)	(15,939)	(163,655)	147,716
Ending Fund Balance				79,544	194,654	(115,110)
Health Sciences						
ECU Physicians						
Beginning Fund Balance				51,638,627	73,461,819	(21,823,192)
Total Annual Revenues	281,961,913	40,939	282,002,852	130,216,027	129,228,427	987,600
Total Annual Expenses	283,841,638	(1,447,744)	282,393,894	132,668,416	127,045,036	5,623,380
Annual Operating Results	(1,879,725)	1,488,683	(391,042)	(2,452,389)	2,183,391	(4,635,780)
Net Transfers	(7,347,874)	0	(7,347,874)	(4,203,656)	(3,688,648)	(515,008)
Annual Operating Results Net Transfers	(9,227,599)	1,488,683	(7,738,916)	(6,656,045)	(1,505,257)	(5,150,788)
Ending Fund Balance				44,982,582	71,956,562	(26,973,980)
School of Dental Medicine						
Beginning Fund Balance				22,328,276	20,330,300	1,997,976
Total Annual Revenues	22,442,343	0	22,442,343	8,123,187	8,652,176	(528,989)
Total Annual Expenses	25,219,137	(155,665)	25,063,472	9,722,394	9,978,349	(255,955)
Annual Operating Results	(2,776,794)	155,665	(2,621,129)	(1,599,207)	(1,326,173)	(273,034)
Net Transfers	(408,910)	0	(408,910)	(343,788)	(361,770)	17,982
Annual Operating Results Net Transfers	(3,185,704)	155,665	(3,030,039)	(1,942,995)	(1,687,943)	(255,052)
Ending Fund Balance				20,385,281	18,642,357	1,742,924

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 10

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Comparative Medicine						
Beginning Fund Balance				392,161	403,884	(11,723)
Total Annual Revenues	710,705	0	710,705	317,045	345,631	(28,586)
Total Annual Expenses	911,996	(54,142)	857,854	331,621	336,804	(5,183)
Annual Operating Results	(201,291)	54,142	(147,149)	(14,576)	8,827	(23,403)
Net Transfers	(16,500)	0	(16,500)	(14,250)	(14,166)	(84)
Annual Operating Results Net Transfers	(217,791)	54,142	(163,649)	(28,826)	(5,339)	(23,487)
Ending Fund Balance				363,335	398,545	(35,210)
Research						
F&A						
Beginning Fund Balance				16,724,134	14,208,074	2,516,060
Total Annual Revenues	8,691,630	0	8,691,630	3,782,964	3,978,819	(195,855)
Total Annual Expenses	8,412,582	0	8,412,582	2,961,862	2,279,505	682,357
Annual Operating Results	279,048	0	279,048	821,102	1,699,314	(878,212)
Net Transfers	(1,881,107)	0	(1,881,107)	(1,384,249)	(473,576)	(910,673)
Annual Operating Results Net Transfers	(1,602,059)	0	(1,602,059)	(563,147)	1,225,738	(1,788,885)
Ending Fund Balance				16,160,987	15,433,812	727,175
Student Affairs						
Campus Recreation						
Beginning Fund Balance				4,128,760	6,462,453	(2,333,693)
Total Annual Revenues	6,111,493	0	6,111,493	5,197,837	5,420,353	(222,516)
Total Annual Expenses	4,925,603	(107,675)	4,817,928	2,383,560	2,424,481	(40,921)
Annual Operating Results	1,185,890	107,675	1,293,565	2,814,277	2,995,872	(181,595)
Net Transfers	(1,225,893)	(63,747)	(1,289,640)	(1,016,059)	(2,307,430)	1,291,371
Annual Operating Results Net Transfers	(40,003)	43,928	3,925	1,798,218	688,442	1,109,776
Ending Fund Balance				5,926,978	7,150,895	(1,223,917)

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 11

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Dining						
Beginning Fund Balance				3,941,702	2,443,875	1,497,827
Total Annual Revenues	33,296,715	0	33,296,715	34,557,898	29,503,445	5,054,453
Total Annual Expenses	29,247,098	(66,924)	29,180,174	19,210,767	19,267,878	(57,111)
Annual Operating Results	4,049,617	66,924	4,116,541	15,347,131	10,235,567	5,111,564
Net Transfers	(1,521,886)	(35,000)	(1,556,886)	(495,428)	(473,864)	(21,564)
Annual Operating Results Net Transfers	2,527,731	31,924	2,559,655	14,851,703	9,761,703	5,090,000
Ending Fund Balance				18,793,405	12,205,578	6,587,827
Housing						
Beginning Fund Balance				16,287,623	14,066,283	2,221,340
Total Annual Revenues	36,577,618	0	36,577,618	34,972,106	32,999,634	1,972,472
Total Annual Expenses	24,772,115	(50,000)	24,722,115	15,059,917	15,083,380	(23,463)
Annual Operating Results	11,805,503	50,000	11,855,503	19,912,189	17,916,254	1,995,935
Net Transfers	(7,027,230)	(45,000)	(7,072,230)	(2,718,247)	(4,832,847)	2,114,600
Annual Operating Results Net Transfers	4,778,273	5,000	4,783,273	17,193,942	13,083,407	4,110,535
Ending Fund Balance				33,481,565	27,149,690	6,331,875
Student Health						
Beginning Fund Balance				8,572,595	7,495,058	1,077,537
Total Annual Revenues	8,704,154	0	8,704,154	5,645,150	6,149,724	(504,574)
Total Annual Expenses	8,103,972	(1,869)	8,102,103	3,463,621	3,200,485	263,136
Annual Operating Results	600,182	1,869	602,051	2,181,529	2,949,239	(767,710)
Net Transfers	(577,892)	(2,642)	(580,534)	(457,049)	(539,876)	82,827
Annual Operating Results Net Transfers	22,290	(773)	21,517	1,724,480	2,409,363	(684,883)
Ending Fund Balance				10,297,075	9,904,421	392,654

Comprehensive University Operating Budget
 FYM810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 12

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Student Unions						
Beginning Fund Balance				8,101,330	7,547,129	554,201
Total Annual Revenues	6,770,580	0	6,770,580	5,912,027	4,979,693	932,334
Total Annual Expenses	4,391,276	888,715	5,279,991	2,435,298	2,014,104	421,194
Annual Operating Results	2,379,304	(888,715)	1,490,589	3,476,729	2,965,589	511,140
Net Transfers	(1,458,731)	(63,747)	(1,522,478)	(309,608)	(1,324,646)	1,015,038
Annual Operating Results Net Transfers	920,573	(952,462)	(31,889)	3,167,121	1,640,943	1,526,178
Ending Fund Balance				11,268,451	9,188,072	2,080,379
Transit						
Beginning Fund Balance				1,397,851	1,088,546	309,305
Total Annual Revenues	4,954,246	0	4,954,246	3,561,581	3,757,905	(196,324)
Total Annual Expenses	5,873,845	0	5,873,845	2,333,882	2,188,074	145,808
Annual Operating Results	(919,599)	0	(919,599)	1,227,699	1,569,831	(342,132)
Net Transfers	333,574	0	333,574	414,985	320,660	94,325
Annual Operating Results Net Transfers	(586,025)	0	(586,025)	1,642,684	1,890,491	(247,807)
Ending Fund Balance				3,040,535	2,979,037	61,498
Student Activities Board						
Beginning Fund Balance				1,149,533	1,197,130	(47,597)
Total Annual Revenues	0	0	0	0	415,747	(415,747)
Total Annual Expenses	582,653	(521,198)	61,455	570	212,288	(211,718)
Annual Operating Results	(582,653)	521,198	(61,455)	(570)	203,459	(204,029)
Net Transfers	(325)	0	(325)	7,465	(951)	8,416
Annual Operating Results Net Transfers	(582,978)	521,198	(61,780)	6,895	202,508	(195,613)
Ending Fund Balance				1,156,428	1,399,638	(243,210)

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 13

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Student Government Association						
Beginning Fund Balance				1,158,629	1,138,347	20,282
Total Annual Revenues	522,500	0	522,500	457,945	466,651	(8,706)
Total Annual Expenses	491,447	0	491,447	253,445	156,870	96,575
Annual Operating Results	31,053	0	31,053	204,500	309,781	(105,281)
Net Transfers	(31,053)	0	(31,053)	8,606	(682)	9,288
Annual Operating Results Net Transfers	0	0	0	213,106	309,099	(95,993)
Ending Fund Balance				1,371,735	1,447,446	(75,711)
Fine Arts Funding Board						
Beginning Fund Balance				316,551	356,240	(39,689)
Total Annual Revenues	150,000	0	150,000	133,220	135,722	(2,502)
Total Annual Expenses	148,000	0	148,000	127,142	32,770	94,372
Annual Operating Results	2,000	0	2,000	6,078	102,952	(96,874)
Net Transfers	0	0	0	2,594	0	2,594
Annual Operating Results Net Transfers	2,000	0	2,000	8,672	102,952	(94,280)
Ending Fund Balance				325,223	459,192	(133,969)
Career Programs						
Beginning Fund Balance				996,399	954,851	41,548
Total Annual Revenues	400,000	0	400,000	284,988	257,040	27,948
Total Annual Expenses	365,480	0	365,480	184,655	127,389	57,266
Annual Operating Results	34,520	0	34,520	100,333	129,651	(29,318)
Net Transfers	(8,173)	0	(8,173)	(8,260)	(4,134)	(4,126)
Annual Operating Results Net Transfers	26,347	0	26,347	92,073	125,517	(33,444)
Ending Fund Balance				1,088,472	1,080,368	8,104

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Orientation						
Beginning Fund Balance				745,590	541,769	203,821
Total Annual Revenues	1,047,212	0	1,047,212	576,233	571,272	4,961
Total Annual Expenses	1,002,367	0	1,002,367	604,335	583,580	20,755
Annual Operating Results	44,845	0	44,845	(28,102)	(12,308)	(15,794)
Net Transfers	(20,602)	0	(20,602)	(734)	(1,154)	420
Annual Operating Results Net Transfers	24,243	0	24,243	(28,836)	(13,462)	(15,374)
Ending Fund Balance				716,754	528,307	188,447
Student Engagement						
Beginning Fund Balance				1,451,781	1,472,731	(20,950)
Total Annual Revenues	0	0	0	0	580,530	(580,530)
Total Annual Expenses	585,657	(507,847)	77,810	8,700	299,886	(291,186)
Annual Operating Results	(585,657)	507,847	(77,810)	(8,700)	280,644	(289,344)
Net Transfers	(122)	0	(122)	10,040	(1,050)	11,090
Annual Operating Results Net Transfers	(585,779)	507,847	(77,932)	1,340	279,594	(278,254)
Ending Fund Balance				1,453,121	1,752,325	(299,204)
Mendenhall Student Center Renovations						
Beginning Fund Balance				7,500,000	7,500,000	0
Total Annual Revenues	0	0	0	0	0	0
Total Annual Expenses	0	0	0	0	0	0
Annual Operating Results	0	0	0	0	0	0
Net Transfers	(1,100,000)	0	(1,100,000)	0	0	0
Annual Operating Results Net Transfers	(1,100,000)	0	(1,100,000)	0	0	0
Ending Fund Balance				7,500,000	7,500,000	0

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 15

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Student Unions Construction						
Beginning Fund Balance				2,091,186	2,091,186	0
Total Annual Revenues	0	0	0	0	0	0
Total Annual Expenses	0	0	0	0	0	0
Annual Operating Results	0	0	0	0	0	0
Net Transfers	0	0	0	0	0	0
Annual Operating Results Net Transfers	0	0	0	0	0	0
Ending Fund Balance				2,091,186	2,091,186	0
Student Media						
Beginning Fund Balance				1,002,315	1,041,207	(38,892)
Total Annual Revenues	602,155	0	602,155	493,427	378,592	114,835
Total Annual Expenses	589,672	(5,000)	584,672	228,758	266,871	(38,113)
Annual Operating Results	12,483	5,000	17,483	264,669	111,721	152,948
Net Transfers	(21,771)	(5,000)	(26,771)	(13,995)	(1,560)	(12,435)
Annual Operating Results Net Transfers	(9,288)	0	(9,288)	250,674	110,161	140,513
Ending Fund Balance				1,252,989	1,151,368	101,621
University						
Auxiliary Overhead						
Beginning Fund Balance				111,230,426	98,026,300	13,204,126
Total Annual Revenues	10,285,367	0	10,285,367	6,297,066	4,801,338	1,495,728
Total Annual Expenses	1,080,389	25,000	1,105,389	25,640	(373,078)	398,718
Annual Operating Results	9,204,978	(25,000)	9,179,978	6,271,426	5,174,416	1,097,010
Net Transfers	(3,076,538)	0	(3,076,538)	4,761,583	5,507,984	(746,401)
Annual Operating Results Net Transfers	6,128,440	(25,000)	6,103,440	11,033,009	10,682,400	350,609
Ending Fund Balance				122,263,435	108,708,700	13,554,735

Comprehensive University Operating Budget
 FYMG810
 For DECEMBER FY 2025

10:36 Tuesday, January 7, 2025 16

	Original Budget	Budget Changes	Current Budget	YTD Actual Results	Prior YTD Actual Results	YTD Actual Current vs Prior
Debt Service						
Beginning Fund Balance				17,978,116	16,891,103	1,087,013
Total Annual Revenues	8,323,423	0	8,323,423	7,758,508	7,825,148	(66,640)
Total Annual Expenses	8,197,983	0	8,197,983	6,178,825	6,079,602	99,223
Annual Operating Results	125,440	0	125,440	1,579,683	1,745,546	(165,863)
Net Transfers	(360,000)	0	(360,000)	(842,089)	(21,840)	(820,249)
Annual Operating Results Net Transfers	(234,560)	0	(234,560)	737,594	1,723,706	(986,112)
Ending Fund Balance				18,715,710	18,614,809	100,901
Campus Operations Aux Funded Positions						
Beginning Fund Balance				3,551,864	3,043,783	508,081
Total Annual Revenues	559,888	0	559,888	88,775	101,682	(12,907)
Total Annual Expenses	7,142,918	(37,436)	7,105,482	3,513,166	3,242,641	270,525
Annual Operating Results	(6,583,030)	37,436	(6,545,594)	(3,424,391)	(3,140,959)	(283,432)
Net Transfers	6,583,030	14,586	6,597,616	(9,006)	6,504,205	(6,513,211)
Annual Operating Results Net Transfers	0	52,022	52,022	(3,433,397)	3,363,246	(6,796,643)
Ending Fund Balance				118,467	6,407,029	(6,288,562)

AGENDA ITEM

XII. C. State Retirement Pension Spiking Monthly Report.....Stephanie Coleman
Vice Chancellor for Administration & Finance

Situation: In order to assist employing agencies with planning and budgeting to comply with the Contribution-Based Benefit Cap (CBBC), the State Treasurer’s Office provides a monthly report of members who may require additional employer contributions should they elect to retire in the following 13 months from the date on the report. The Chief Financial Officer is required to provide a copy of the report to the Board of Trustees.

Background: During the 2014 General Assembly session, CBCC legislation was enacted effective January 1, 2015. This legislation was created to control the practice of “pension spiking” in which a member’s compensation substantially increases resulting in a monthly retirement benefit that is significantly greater than the member and employer contributions would fund. The CBBC was created to protect each system from absorbing the additional liabilities caused by compensation decisions made by other employers. This legislation applies to members who retire on or after January 1, 2015, with an average final compensation of \$100,000 or higher (adjusted annually for inflation) and requires the member’s last employer to pay the additional contribution required to fund the member’s benefit in excess of the cap.

Assessment: The report provides a list of potential employees, including those whose compensation average may approach the threshold. It includes employees who may be eligible to retire in the next 13 months (at a reduced or unreduced benefit), whose salary is \$100,000 or greater, and whose estimated monthly retirement benefit exceeds the CBBC based on information in the employee’s most recent annual benefits statement. The list is not exhaustive, and members included on the lists may or may not exceed the CBBC upon retirement. This is merely a notification of a potential cost that ECU may be required to pay, in the form of a lump-sum payment, due after the member retires. When a member submits their intent to retire, the State Treasurer’s Office completes a Pension Spiking calculation using the CBBC and provides a statement to ECU if it is determined that additional contributions are due. Employers are not required to pay the additional contributions for employees hired on or after January 1, 2015.

Action: This item is for information only.



AGENDA ITEM

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

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

Major Capital Project Updates

Facilities Engineering and Architectural Services

February 6, 2025



Brody School of Medicine (New Medical Education Building)



- Status: Bidding
- Budget: \$265,000,000
- Designer: BSA Life Structures
- CM at Risk: TA Loving/Barnhill/Metcon
- Estimated Construction: 3/4/25 – 8/1/27
- Next Quarter: Temp loading dock, temp parking lot and main construction begins.



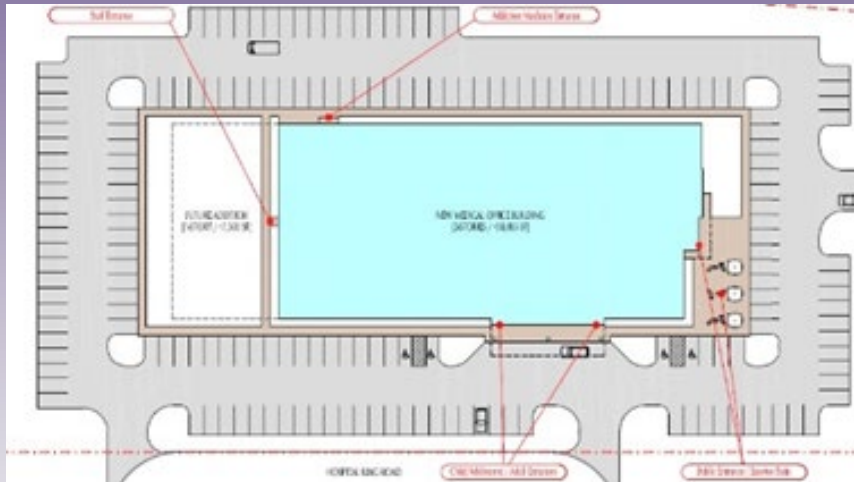
Jones and Legacy Residence Hall Renovation



- Status: GMP Negotiations (Legacy)
Design Development (Jones)
- Budget: \$60,000,000
- Designer: Intrepid Architecture
- CMAR: TA Loving
- Estimated Construction:
6/1/25 - 7/31/26 (Legacy)
6/1/26 – 7/31/27 (Jones)
- Next Quarter: Receive final SCO approval on Legacy CDs and execute Legacy GMP



ECU Regional Outpatient Behavioral Health Facility



- Status: Advanced Planning
- Budget: \$50,000,000
- Designer: BSA LifeStructures
- CMAR: TBD
- Estimated Construction: 06/2026 – 07/2027
- Next Quarter: Continue Advanced Planning



Howell Science Building South Renovation



- Status: Continuing Framing and MEP Rough-ins
- Budget: \$37,000,000
- Designer: BSA Life Structures
- CMAR: Muter Construction
- Estimated Construction: 06/3/24-1/26/26
- Next Quarter: Continue metal stud framing and MEP rough ins



ECU Health Medical Examiner Complex



- Status: Schematic Design
- Budget: \$35,000,000
- Designer: CPL
- CMAR: T.A. Loving
- Estimated Construction: 12/2/25 – 6/2/27
- Next Quarter: Design Development due 3/1/25



Isley Indoor Performance Center



- Status: CD Review and GMP Preparation
- Budget: \$24,500,000
- Designer: CRA, Inc.
- CMAR: Hamel Builders, Inc.
- Estimated Construction: 7/1/25 – 10/1/26
- Next quarter: SCO Final Plan Approval/Execute GMP



Whichard Building Comprehensive Renovation



- Status: Bidding
- Budget: \$15,000,000
- Designer: HH Architecture
- CMAR: Muter Construction
- Estimated Construction: 3/15/25 – 3/15/26
- Next Quarter: Bid Subcontractor Bid Packages, Begin Demolition



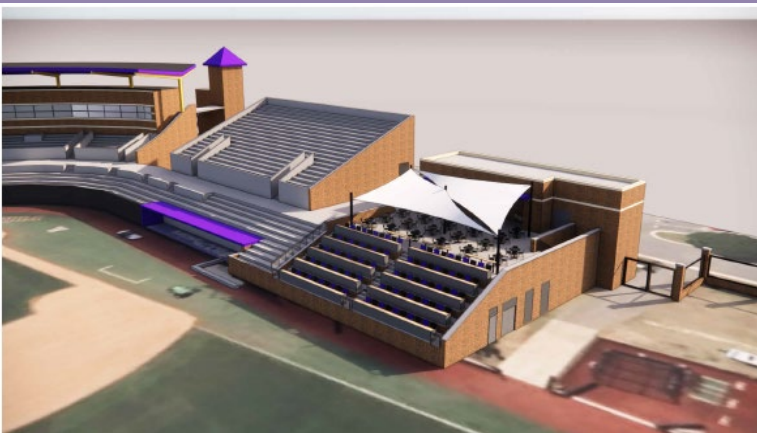
Mendenhall Renovation Phase 2



- Status: Construction
- Budget: \$10,544,304
- Designer: Davis Kane, Architects, P.A.
- CMAR: TA Loving Company
- Estimated Construction: 1/18/24-2/15/25
- Next Quarter: Complete finishes, final inspections and achieve occupancy



Clark-LeClair Baseball Stadium Expansion



- Status: Design
- Budget: \$8,000,000
- Designer: CRA, Inc.
- CMAR: Hamel Builders, Inc.
- Estimated Construction: 8/1/25 - 11/1/26
- Next quarter: CDs due 4/1/25



Main Campus – Chilled Water Extension to Graham and Whichard



- Status: Construction
- Budget: \$7,005,200
- Designer: Dewberry Engineers, Inc.
- Contractor: Jacobs Contracting, LLC
- Estimated Construction: 12/17/23 – 12/28/25
- Next quarter: Continue with minor piping changes work in Central Chiller Plant #1.



Brody Medical Sciences Building High Rise Code Compliance – Phase 2



- Status: Construction
- Budget: \$6,000,000
- Designer: MHAworks
- Contractor: TA Loving
- Estimated Construction: 4/25/24 - 9/12/25
- Next Quarter: Continue Construction – Complete exterior construction. Commence interiors.



Health Sciences Building Envelope Infiltration Repairs



- Status: Construction
- Budget: \$5,000,000
- Designer: Atlas Engineering
- Contractor: Strickland Waterproofing Company, Inc.
- Estimated Construction: 08/7/23 – 4/15/25
- Next Quarter: Continue construction



Speight Building Roof, Window, and Envelope Replacement



- Status: Schematic Design/Design Development Documents
- Budget: \$4,000,000
- Designer: Intrepid Architecture
- Contractor: TBD
- Estimated Construction: Jan 2026 – Aug 2026
- Next Quarter: SD/DD Drawings are Due to be Submitted to SCO and the University in Mid-March



Health Sciences Building – College of Nursing Classroom Upgrades



- Construction Document Review
- Budget: \$3,310,000
- Designer: Davis Kane Architects
- Contractor - TBD
- Estimated Construction: 05/2025 – 11/2025
- Next Quarter: Advertise/Bid/Award for Construction



ECU Telehealth - Renovate Building 109



- Status: Construction
- Budget: \$2,000,000
- Designer: Skinner Farlow Kirwan
- Contractor: Berry Building Group
- Estimated Construction: 10/17/24 – 3/1/25
- Next Quarter: Complete building renovation



Jenkins Art South Building Envelope Repairs



- Status: SD/DD Documents
- Budget: \$1,950,000
- Designer: Intrepid Architecture
- Contractor: TBD
- Estimated Construction: 9/5/25 - 7/15/26
- Next Quarter: Continue Design and Begin Construction Document Review



Major Capital Projects Schedule

PROJECT	BOT MEMBER	2024												2025												2026												2026-27								
		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC									
Eakin Student Recreation Center HVAC Repairs & Gym Floor Replacement Ph 1		Yellow											Blue																																	
Mendenhall Renovation Ph 2	Burt	Yellow											Blue																																	
ECU Telehealth - Renovate Building 109		Green	Green	Green	Blue	Blue	Red	Red	Red	Yellow	Yellow	Yellow	Blue																																	
Health Sciences Building Envelope Infiltration Repair		Yellow											Blue																																	
Brody High Rise Code Compliance Ph 2		Red	Red	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Blue																																	
Health Sciences Building – College of Nursing Classroom Upgrades		Green	Green	Green	Green	Green	Blue	Blue	Blue	Blue	Red	Red	Yellow	Yellow	Yellow	Blue																														
MC Chilled Water Extension to Graham and Whichard		Yellow											Blue																																	
Howell Science Building South - Comprehensive Renovation	Fanning	Blue	Blue	Red	Red	Red	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Blue																																
Whichard Building Comprehensive Renovation		Blue	Blue	Blue	Blue	Blue	Blue	Red	Red	Red	White	White	Yellow	Yellow	Yellow	Yellow	Blue																													
Jenkins Art South Building Envelope Repairs													Green	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Red	Red	Yellow	Yellow	Yellow	Yellow	Blue																		
Speight Building Roof, Window and Envelope Replacement													Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue														
Isley Indoor Performance Center		Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue												
Clark-LeClair Baseball Stadium Expansion		Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue												
ECU Health Medical Examiner Complex		Green	Green	Green	Green	Green	Green	Green	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Jun-27											
ECU Regional Outpatient Behavioral Health Facility		Green	Green	Green	Green	Green	Green	Green	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Jul-27											
Brody School of Medicine (New Medical Education Building)	Isley	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Aug-27											
Jones and Legacy Residence Hall Renovation		Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Blue	Aug-27											
KEY:		Programming						Design						Advertise, Bid & Award						Construction						Occupancy																				



AGENDA ITEM

XII. E. Designer Approval Summary William Bagnell
Associate Vice Chancellor for Campus Operations

Situation: Summary of all approvals of formal and informal project designer selections.

Background: Summary includes Direct Select Designer Approval Summary and Formal Designer Approval Summary

Assessment: All Designers reported have Vice Chancellor of Administration and Finance Approvals and are for information only.

Action: This item is for information only.

Informal Designer Selection Approval Summary

Direct Select Approvals 11-19-25			
Project	Funding Source	Service Provided	Consultant
Indoor Practice Facility	Foundation	Geotechnical	Terracon
Minges Pool HVAC Controls Upgrade	SCIF Minor R&R 24-25	Design	NV5
Messick to McGinnis Scene Shop HVAC Piping and HEX Replacement	SCIF Minor R&R 24-25	Design	Dewberry
Cotanche CRAC Unit Replacement, Ph. 1	SCIF Minor R&R 24-25	Design	Engineered Designs Inc.
Charles Blvd Parking Lot and Stormwater Retention System Repair	SCIF Minor R&R 24-25	Design	Benesch
MC Steam Plant Tank Farm Containment Repair	SCIF Minor R&R 24-25	Design	Atlas
MC Steam Plant Basement Structural Repair	SCIF Minor R&R 24-25	Design	Atlas
Building ADA Survey Report Updates	Non-recurring Year-end 24-25	Survey	MHA Works
McGinnis Costume Shop Storage IAQ Study	Carry Forward 20-21	Study	The East Group
MC Steam and Condensate South and West of Building 43	Carry Forward 20-21	Structural Repairs	RPA Engineering

Informal Designer Selection Approval Summary

<u>Direct Select Approvals 12-19-24</u>			
<u>Project</u>	<u>Funding Source</u>	<u>Service Provided</u>	<u>Consultant</u>
Brewster Exterior Masonry Repairs	CF 20-21, CF 21-22	Study/Design	Atlas
Building 141 Roof Replacement	Carry Forward 23-24	Design	Atlas

Formal Designer Selection Approval Summary

None