AGENDA
ECU Board of Trustees
Finance and Facilities Committee
April 18, 2013

I. MINUTES

Finance and Facilities Committee Meeting of February 22, 2013  Action

II. ADMINISTRATION AND FINANCE

A. Designer Selection on the Main Campus - New Student Union  Action
B. Designer Selection on the HSC - New Student Center  Action
C. Capital Projects Status Update  Information
D. CM at Risk Selection since Jan 1, 2013  Information
E. Designer Selections since Jan 1, 2013  Information
F. Employment of Related Persons Report  Information
G. Report on Salaries for SAAO’s  Information
H. Other  Information
<table>
<thead>
<tr>
<th>Session</th>
<th>Finance and Facilities Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsible Person</td>
<td>Vice Chancellor for Administration and Finance Frederick Niswander</td>
</tr>
<tr>
<td>Agenda Item</td>
<td>I.A.</td>
</tr>
<tr>
<td>Item Description</td>
<td>Minutes of February 22, 2013 Meeting</td>
</tr>
<tr>
<td>Comments</td>
<td>N/A</td>
</tr>
<tr>
<td>Action Requested</td>
<td>Committee approval</td>
</tr>
<tr>
<td>Disposition</td>
<td></td>
</tr>
<tr>
<td>Notes</td>
<td></td>
</tr>
</tbody>
</table>
Committee Members Attending: Carol Mabe, Chair, Ken Chalk, Edwin Clark, Robert Brinkley and Matthew Paske

Others Attending: Chancellor Steve Ballard, Rick Niswander, Marilyn Sheerer, Virginia Hardy, Robert Brinkley, Steve Duncan, John Fields, Scott Buck, Tim Wiseman, Bill Koch, Stephanie Coleman, Bobby Woodard, ECU Media, Design Firm, Staff Senate Officers, and Rhonda Jordan.

The Finance and Facilities Committee meeting was called to order at 1:30 p.m. by Chairman Mabe, who read the conflict of interest statement. No conflicts were identified. The minutes of the February 22, 2013, Finance and Facilities Committee meeting were approved.

Easements

The Committee reviewed a request to grant an Electrical Easement to Greenville Utilities at 285 Easy Street. Mr. Buck was available for questions. The Committee approved a motion to recommend that the full Board approve the request.

The Committee reviewed a request to approve the abandonment of an Old Fuel Line/Utility Easement & the establishment of a new Utility Easement with Vidant Health. Mr. Buck was available for questions. The Committee approved a motion to recommend that the full Board approve the request.

Designer Selection

The Committee reviewed the request to move forward with the Design phase on the Student Union project. Mr. Bagnell was available for questions. The Committee approved a motion to recommend that the full Board approve the request.

Information

Mr. Bagnell updated the Committee on all the Capital Projects and their priorities. Mr. Boney, from LS3P made a short presentation on the Women’s and Children’s Clinic.

Dr. Niswander discussed many variations of Public–Private Partnerships (PPP). Key to a successful PPP is the need for ECU to have a long-term revenue stream to fund the project. Each project needs to be evaluated particularly on the dimensions of financing and construction cost. In this state, the current requirement to conform to state construction standards (as opposed to building codes) limits the usefulness of a PPP. Nonetheless, ECU will evaluate every project to determine whether a PPP structure is the best choice for the project and the university. Mr. Bagnell was available for questions.

Mr. Bagnell mentioned some Designer Selections not needing Board approval and some implementations of the master plan which were in process.
<table>
<thead>
<tr>
<th>Session</th>
<th>Finance and Facilities Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsible Person</td>
<td>Vice Chancellor for Administration and Finance Frederick Niswander</td>
</tr>
<tr>
<td>Agenda Item</td>
<td>II.A.</td>
</tr>
<tr>
<td>Item Description</td>
<td>Designer Selection on the Main Campus - New Student Union</td>
</tr>
<tr>
<td>Comments</td>
<td>N/A</td>
</tr>
<tr>
<td>Action Requested</td>
<td>Committee approval</td>
</tr>
<tr>
<td>Disposition</td>
<td></td>
</tr>
<tr>
<td>Notes</td>
<td></td>
</tr>
<tr>
<td>Session</td>
<td>Finance and Facilities Committee</td>
</tr>
<tr>
<td>-------------------------</td>
<td>----------------------------------</td>
</tr>
<tr>
<td>Responsible Person</td>
<td>Vice Chancellor for Administration and Finance Frederick Niswander</td>
</tr>
<tr>
<td>Agenda Item</td>
<td>II.B.</td>
</tr>
<tr>
<td>Item Description</td>
<td>Designer Selection on the HSC - New Student Center.</td>
</tr>
<tr>
<td>Comments</td>
<td>N/A</td>
</tr>
<tr>
<td>Action Requested</td>
<td>Committee approval</td>
</tr>
<tr>
<td>Disposition</td>
<td></td>
</tr>
<tr>
<td>Notes</td>
<td></td>
</tr>
<tr>
<td>Session</td>
<td>Finance and Facilities Committee</td>
</tr>
<tr>
<td>-------------------------</td>
<td>----------------------------------</td>
</tr>
<tr>
<td>Responsible Person</td>
<td>Vice Chancellor for Administration and Finance Frederick Niswander</td>
</tr>
<tr>
<td>Agenda Item</td>
<td>II.C.</td>
</tr>
<tr>
<td>Item Description</td>
<td>Capital Projects Status Update</td>
</tr>
<tr>
<td>Comments</td>
<td>N/A</td>
</tr>
<tr>
<td>Action Requested</td>
<td>Information</td>
</tr>
<tr>
<td>Disposition</td>
<td></td>
</tr>
<tr>
<td>Notes</td>
<td></td>
</tr>
<tr>
<td>Session</td>
<td>Finance and Facilities Committee</td>
</tr>
<tr>
<td>-------------------------</td>
<td>----------------------------------</td>
</tr>
<tr>
<td>Responsible Person</td>
<td>Vice Chancellor for Administration and Finance Frederick Niswander</td>
</tr>
<tr>
<td>Agenda Item</td>
<td>II.D.</td>
</tr>
<tr>
<td>Item Description</td>
<td>CM at Risk Selection since Jan 1, 2013</td>
</tr>
<tr>
<td>Comments</td>
<td>N/A</td>
</tr>
<tr>
<td>Action Requested</td>
<td>Information</td>
</tr>
<tr>
<td>Disposition</td>
<td></td>
</tr>
<tr>
<td>Notes</td>
<td></td>
</tr>
</tbody>
</table>
Actions, Recommendations & Selection Approvals

CONSTRUCTION MANAGER AT RISK

RE: Request for Proposals CM at Risk
December 17, 2012
RE: Pre-Selection Committee Recommendation
December 18, 2012
RE: Construction Manager at Risk Selection
MEMORANDUM

TO: Bill Bagnell

FROM: Frederick Niswander

DATE: December 18, 2012

SUBJECT: Approval of recommendations

Per your memo request on December 17, 2012, I’m giving my approval on:

- the Construction Manager at Risk Selection for White Residence Hall Renovations with Barnhill Contracting Company.

Please proceed on to the next steps in this process.

Cc: John Fields
MEMORANDUM

To: Dr. Fredrick Niswander, Vice Chancellor Administration & Finance
FROM: John G. Fields, Director
Date: December 17, 2012
SUBJECT: Construction Manager at Risk Selection
White Residence Hall Renovations
Code: 41236 Item: 306

The designer pre-selection committee, after conducting interviews on December 12, 2012, recommends the following three firms in prioritized order:

Barnhill Contracting Company  Raleigh, NC
WIMCO Corporation  Washington, NC
T.A. Loving Company  Goldsboro, NC

The committee consisted of: William Bagnell - Associate VC for Campus Operations, John Fields, PE - Director FE&AS, Gina Shoemaker, PE - Assistant Director FE&AS, Michael Talton - Project Manager, Ricky Hill - Interim Director of Facilities Services, Aaron F. Lucier - Director of Housing Operations, Robert Trotta - Engineering & Arch. Technician, Doug Edwards - NC Office of State Construction, and Albrecht McLawhorn, MIAWorks.

To the best of our knowledge and belief, all steps in this selection were conducted in accordance with requirements of the State Building Commission as they apply to the institutions of the University of North Carolina.

White is a 10-story residence hall in ECU's West End Neighborhood. It was constructed in 1968. It has bedrooms around the perimeter of the interior and the interior core contains the elevator, bathrooms and laundry rooms. Project scope will consist of: adding a layer of impact drywall to five floors of the corridors, demolition and disposal of all built-in furniture in the bedrooms, refinishing all walls in the bedrooms, removing closet doors, creating a cased opening at the closet to add a rod for curtains, removing all carpet in the hallways and bedrooms, installing new VCT in all bedrooms, installing new carpet in all corridors, and a comprehensive renovation of the resident coordinator apartment and the creation of a second apartment.

Approval of the recommended firm, Barnhill Contracting Company, is requested. If you have any questions or need additional information, please do not hesitate to call.

Enclosure: CM at Risk Advertisement Memo
Cc: William Bagnell, Associate VC for Campus Operations
Request for Proposals
East Carolina University

Sealed request for proposals, with a minimum of four copies, will be received until 5P.M. On November 9, 2012 in the conference room of East Carolina University, Facilities Engineering and Architectural Services, 1001 E. Fourth Street, Greenville, North Carolina, for the RFP for the Construction Manager at Risk Pre-Construction Services and potentially providing a Guaranteed Maximum Price for the White Residence Hall Renovations, East Carolina University, Greenville, North Carolina, Code # 41236, Item# 306.

This project will include cosmetic renovations to the interior or White Residence Hall. Construction will be from approximately May 15, 2013 through July 25, 2013.

The Request for Proposals for this project can be downloaded from the ECU Facilities website, http://www.ecu.edu/cs-admin/campus_operations/facilities_engineering_and_architectural_services/Index.cfm, beginning October 19, 2012.

A Mandatory Pre-Proposal Conference will be held in the lobby of White Residence Hall, on October 26, 2012 at 2PM.

East Carolina University encourages participation by MWBE firms and supports UNC system’s policy of ensuring and promoting opportunities for minority businesses.

The State of North Carolina reserves the unqualified right to reject any and all proposals.
<table>
<thead>
<tr>
<th>Session</th>
<th>Finance and Facilities Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsible Person</td>
<td>Vice Chancellor for Administration and Finance Frederick Niswander</td>
</tr>
<tr>
<td>Agenda Item</td>
<td>II.E.</td>
</tr>
<tr>
<td>Item Description</td>
<td>Designer Selections since Jan 1, 2013</td>
</tr>
<tr>
<td>Comments</td>
<td>N/A</td>
</tr>
<tr>
<td>Action Requested</td>
<td>Information</td>
</tr>
<tr>
<td>Disposition</td>
<td></td>
</tr>
<tr>
<td>Notes</td>
<td></td>
</tr>
</tbody>
</table>
Designer Actions, Recommendations & Selection Approvals

**WHITE RESIDENCE HALL RENOVATIONS:**
- October 2, 2012  RE: Designer Advertisement
- November 21, 2012  RE: Designer Pre-Selection Committee Recommendation
- December 18, 2012  RE: Approval of Designer Selection Recommendation

**CLEMENT RESIDENCE HALL EXTERIOR BUILDING REPAIR**
- December 3, 2012  RE: Designer Advertisement
- January 9, 2013  RE: Designer Pre-Selection Committee Recommendation
- January 11, 2013  RE: Approval of Designer Selection Recommendation

**MINGES COLISEUM SCOREBOARD REPLACEMENT**
- November 16, 2012  RE: Designer Advertisement
- January 10, 2013  RE: Designer Pre-Selection Committee Recommendation
- January 11, 2013  RE: Approval of Designer Selection Recommendation

**HEALTH SCIENCES CAMPUS UTILITY INFRASTRUCTURE MASTERPLAN**
- December 17, 2012  RE: Designer Advertisement
- February 4, 2013  RE: Designer Pre-Selection Committee Recommendation
- February 6, 2013  RE: Approval of Designer Selection Recommendation

**MODIFICATIONS TO FOUNDERS WAY**
- January 8, 2013  RE: Designer Advertisement
- February 13, 2013  RE: Designer Pre-Selection Committee Recommendation
- February 13, 2013  RE: Approval of Designer Selection Recommendation

**MODIFICATIONS TO STUDENT PLAZA DRIVE**
- January 8, 2013  RE: Designer Advertisement
- February 13, 2013  RE: Designer Pre-Selection Committee Recommendation
- February 13, 2013  RE: Approval of Designer Selection Recommendation

**MINGES ROOF RENOVATION**
- January 25, 2013  RE: Designer Advertisement
- February 22, 2013  RE: Designer Pre-Selection Committee Recommendation
- February 22, 2013  RE: Approval of Designer Selection Recommendation

**ADA TRANSITION PLAN**
- March 18, 2013  RE: Designer Pre-Selection Committee Recommendation
- March 21, 2013  RE: Approval of Designer Selection Recommendation
MEMORANDUM

TO: Bill Bagnell
FROM: Frederick Niswander
DATE: December 18, 2012
SUBJECT: Approval of recommendations

Per your memo request on November 21, 2012, I’m giving my approval on:

• the Designer Selection for White Residence Hall Renovations

Please proceed on to the next steps in this process.

Cc: John Fields
MEMORANDUM

TO: Interested Designers

FROM: Gina Shoemaker, Assistant Director

DATE: October 2, 2012

SUBJECT: White Residence Hall Renovations

White is a 10-story residence hall in ECU’s West End Neighborhood. It was constructed in 1968. It has bedrooms around the perimeter of the interior, and the interior core contains the elevator, bathrooms, and laundry rooms. Project scope will consist of: adding a layer of impact drywall to five floors of the corridors, demolition and disposal of all built-in furniture in the bedrooms, refinishing all walls in the bedrooms, removing closet doors, creating a cased opening at the closet to add a rod for curtain, removing all carpet in the hallways and bedrooms, installing new VCT in all bedrooms, installing new carpet in all corridors, and a comprehensive renovation of the resident coordinator apartment.

Interested firms should submit four (4) copies of your letter of interest and four (4) copies of your current SF254 to the following address by October 18, 2012:

Gina Shoemaker
East Carolina University
Facilities Engineering & Architectural Services
1001 E. Fourth St.
Greenville, North Carolina 27858

In accordance with our qualifications-based selection system, designers are expected to make no contact with our University staff, faculty or trustees at this stage of the selection process. All questions should be directed to the attention of this office. The use of fax is highly recommended. East Carolina University encourages participation by MWBE firms and supports UNC system’s policy of ensuring and promoting opportunities for Historically Underutilized Businesses.

Thank you for your interest in East Carolina University.
MEMORANDUM

To: Dr. Fredrick Niswander, Vice Chancellor
   Administration & Finance

FROM: John G. Fields, Director

Date: November 21, 2012

SUBJECT: Designer Selection
         White Residence Hall Renovations
         Code: 41236   Item: 506

The designer pre-selection committee, after using qualifications based criteria recommends the following three firms in prioritized order:

   MHAworks              Greenville, NC
   Davis Kane Architects, PA    Raleigh, NC
   JKF, Architecture PC        Greenville, NC

The committee consisted of Gina Shoemaker and Michael Talton from Facilities Engineering and Architectural Services; William L. McCartney, Associate Vice Chancellor for Campus Living; Ricky Hill, Interim Director of Facilities Services; Aaron F Lucier, Housing Operations; Robert S. Trotta, Housing Operations.

White is a 10-story residence hall in ECU’s West End Neighborhood. It was constructed in 1968. It has bedrooms around the perimeter of the interior and the interior core contains the elevator, bathrooms and laundry rooms. Project scope will consist of: adding a layer of impact drywall to five floors of the corridors, demolition and disposal of all built-in-furniture in the bedrooms, refinishing all walls in the bedrooms, removing closet doors, creating a cased opening at the closet to add a rod for curtains, removing all carpet in the hallways and bedrooms, installing new VCT in all bedrooms, installing new carpet in all corridors, and a comprehensive renovation of the resident coordinator apartment.

Approval of the recommended firm, MHAworks, is requested. If you have any questions or need additional information, please do not hesitate to call.

Enclosure: Designer Advertisement Memo
Cc: William Bagnell, Associate VC for Campus Operations
MEMORANDUM

TO: Interested Designers

FROM: John G Fields, PE - Director

DATE: December 3, 2012

SUBJECT: Clement Residence Hall Exterior Building Repair
Code: 41236   Item: 308

East Carolina University requires design services for the renovation and repair of masonry exteriors at a 10-story high-rise dormitory (circa 1967). Building is approximately 73' W x 119'-6"L x 100'-6" H. The intent is for the designer to prepare all renovation design documents and provide bid and construction administration services.

Interested firms should submit four (4) copies of your letter of interest and four (4) copies of your current SF254 to the following address by December 17, 2012.

John G Fields, PE - Director
East Carolina University
Facilities Engineering & Architectural Services
1001 E. Fourth St.
Greenville, North Carolina 27858

In accordance with our qualifications-based selection system, designers are expected to make no contact with our University staff, faculty or trustees at this stage of the selection process. All questions should be directed to the attention of this office. The use of fax is highly recommended. East Carolina University encourages participation by MWBE firms and supports UNC system's policy of ensuring and promoting opportunities for Historically Underutilized Businesses.

Thank you for your interest in East Carolina University.
MEMORANDUM

TO:        Dr. Frederick Niswander, Vice Chancellor
           Administration & Finance

FROM:      John G. Fields, PE - Director

DATE:      January 9, 2013

SUBJ:      Designer Selection
           Clement Exterior Building Repairs
           Code: 41236        Item: 308

The designer pre-selection committee, after conducting interviews on January 9, 2013,
recommends the following four firms in prioritized order:

Atlas Engineering Inc.               Raleigh NC
Stafford Engineering                Cary NC
SKA                                  Greensboro NC
Berman & Wright                     Cornelius NC

The committee consisted of Mr. Aaron Lucier, Associate Director Campus Living;
Mr. Robert Trotta, Engineering & Architectural Technician/Housing Operations;
Mr. R.V. Parker, Assistant Director/Facility Services; Mr. Paul Carlson, Facilities
Mechanical Engineer/Facility Services; Mr. Robert Brown, Assistant Director FE&AS
and Mr. Eugene Tashiro, Project Manager FE&AS.

To the best of our knowledge and belief, all steps in this selection were conducted in
accordance with requirements of the State Building Commission as they apply to the
institutions of the University of North Carolina.

This project involves investigation and design for envelope repairs at one 10-story hi-
rise dormitory including re-pointing of masonry; replacing damaged brick, lintels, old
sealants and applying water repellents coating.

Approval by the Vice Chancellor’s office is requested. If you have any questions or
need additional information, please do not hesitate to call.

Enclosure:  Designer Advertisement Memo

cc:         Bill Bagnell

JGF/et
MEMORANDUM

TO: Bill Bagnell
FROM: Frederick Niswander
DATE: January 11, 2013
SUBJECT: Approval of recommendations

Per your memo request dated January 9, 2013, I’m giving my approval on:

- the Clement Residence Hall Exterior Building Repair Designer process

Please proceed on to the next steps in this process.

Cc: John Fields
MEMORANDUM

TO: Interested Designers

FROM: Gina Shoemaker, Assistant Director

DATE: November 16, 2012

SUBJECT: Minges Coliseum Scoreboard Replacement

East Carolina University is seeking the services of a qualified design firm to develop plans for a new scoreboard in Minges Coliseum. The project will require a structural evaluation to determine the suitability of the existing structure to support a new board. Minges was constructed in 1966 and currently has a scoreboard at each end of the court with various screens in the upper seating area and concourse.

The University's athletic department has decided upon a center-hung, square video board to replace the existing system in Minges. The existing screens will be replaced with new monitors and a camera package will be designed for live HD streaming.

Video content for the new board will now need to originate from the existing video control room in the East End Zone of Dowdy Ficklen Stadium and be transmitted thorough the University's fiber optic network. The project will also plan for a video pass through device to be located in the Minges control room for videos, commercials, and other content for coliseum events.

Interested firms should submit four (4) copies of your letter of interest and four (4) copies of your current SF254 to the following address by December 4, 2012:

Gina Shoemaker, PE, LEED AP
Assistant Director
East Carolina University
Facilities Engineering & Architectural Services
1001 E. Fourth St.
Greenville, North Carolina 27858

In accordance with our qualifications-based selection system, designers are expected to make no contact with our University staff, faculty or trustees at this stage of the selection process. All questions should be directed to the attention of this office. The use of fax is highly recommended. East Carolina University encourages participation by MWBE firms and supports UNC system's policy of ensuring and promoting opportunities for Historically Underutilized Businesses.

Thank you for your interest in East Carolina University.
MEMORANDUM

TO: Dr. Frederick Nis wander, Vice Chancellor Administration & Finance
FROM: John G. Fields, PE - Director
DATE: January 10, 2013
SUBJ: Designer Selection
Minges Coliseum Scoreboard Replacement
Code: 41036 Item: 311

The designer pre-selection committee, after conducting interviews on January 9, 2013, recommends the following four firms in prioritized order:

- MHAworks
- Corley Redfoot Architects Inc.
- Davis Kane Architects
- Greenville, NC
- Chapel Hill, NC
- Raleigh, NC

The committee consisted of Mr. Ricky Hill, Interim Executive Director /Facilities Services; Ms. Gina Shoemaker, Assistant Director FE&AS; Mr. Bill Chatfield Project Manager FE&AS; Mr. Greg Pierce Director of Video Services and Mr. J.J. McLamb, Assistant Athletics Director/Administrative Affairs.

To the best of our knowledge and belief, all steps in this selection were conducted in accordance with requirements of the State Building Commission as they apply to the institutions of the University of North Carolina.

This is a center-hung, square video board to replace the existing system in Minges. The existing screens will be replaced with new monitors and a camera package will be designed for live HD streaming.

Approval by the Vice Chancellor’s office is requested. If you have any questions or need additional information, please do not hesitate to call.

Enclosure: Designer Advertisement Memo

cc: Bill Bagnell

JGF/mrs
MEMORANDUM

TO: Bill Bagnell
FROM: Frederick Niswander
DATE: February 6, 2012
SUBJECT: Approval of recommendations

Per your memo request on February 4, 2013, I’m giving my approval on:

- The Designer Selection Recommendation – Health Science Campus Utility Masterplan Study.

Please proceed on to the next steps in this process.

Cc: John Fields
MEMORANDUM

TO: Bill Bagnell
FROM: Frederick Niswander
DATE: January 11, 2013
SUBJECT: Approval of recommendations

Per your memo request dated January 10, 2013, I'm giving my approval on:

- the Minges Coliseum Scoreboard Replacement Designer process

Please proceed on to the next steps in this process as stated in memo.

Cc: John Fields
MEMORANDUM

TO: Interested Designers

FROM: John G Fields, PE - Director

DATE: December 17, 2012

SUBJECT: Health Sciences Campus Utility Infrastructure Masterplan
         Code/Item: 41236-308

East Carolina University requires an Engineering consultant to perform a Utility Infrastructure Masterplan for the Health Sciences Campus. The University has recently completed a "University wide" Masterplan which included studying portions of the Utilities on the Health Sciences Campus. The intent for this project is for the designer to utilize all existing documentation from previous studies and prepare updated Utility Masterplan documents to fully support all new buildings planned for in the University Masterplan.

Interested firms should submit one copy of your letter of interest and four (4) copies of your current SF254 to the following address by **January 9, 2013**:

John G Fields, PE - Director
East Carolina University
Facilities Engineering & Architectural Services
1001 E. Fourth St.
Greenville, North Carolina 27858

In accordance with our qualifications-based selection system, designers are expected to make no contact with our University staff, faculty or trustees at this stage of the selection process. All questions should be directed to the attention of this office. The use of fax is highly recommended. East Carolina University encourages participation by MWBE firms and supports UNC system's policy of ensuring and promoting opportunities for Historically Underutilized Businesses.

Thank you for your interest in East Carolina University.
MEMORANDUM

TO: Dr. Fredrick Niswander, Vice Chancellor
    Administration and Finance

FROM: John G. Fields, PE, Director

DATE: February 4, 2013

SUBJECT: Designer Selection Recommendation
          Health Science Campus Utility Masterplan Study
          Code: NA   Item: NA

On February 1, 2013 the designer pre-selection committee for the above referenced project conducted interviews with the four firms listed below. A qualifications based selection criteria was used in the interviews as required by the State Building Commission. Based on these interviews, the committee recommends the following four firms in prioritized order with RDK Engineers being the committee’s top recommended firm:

RDK Engineers          Durham, NC
Wiley|Wilson            Lynchburg, VA
RMF Engineering, Inc.  Raleigh, NC
AEI Engineers          Chapel Hill, NC

The committee consisted of Griffin Avin, Ken Yarnell and Mike Rowe of the HSC Facilities Services Department and John Fields, Robert Still and Robert Brown from Facilities Engineering and Architectural Services.

East Carolina University requires an Engineering consultant to perform a Utility Infrastructure Masterplan for the Health Sciences Campus. The recently completed “University wide” Masterplan included studying portions of the Utilities on the Health Sciences Campus. The intent for this project is for the designer to provide a more comprehensive evaluation of all existing documentation from previous studies and prepare updated Utility Masterplan documents to fully support all new buildings planned for in the University Masterplan, including conditional assessments of all existing major utility systems.

Approval of the recommended firm, RDK Engineers, is requested. If you have any questions or need additional information, please do not hesitate to call.

RBS/rs

Enclosure: Designer Advertisement Memo
Cc: William Bagnell, Associate VC for Campus Operations
    Designer Pre-selection Committee Members
MEMORANDUM

TO: Interested Designers

FROM: John G. Fields, PE
Director

DATE: January 8, 2013

SUBJECT: Modifications to Founders Way

The project is for the design of repairs and renovations along Founder’s Way on the ECU campus. The primary focus is to improve safety for pedestrians and bicyclists by eliminating vehicular shortcuts through campus along this road. The design will create vehicular drop-offs, include improved site lighting, add pedestrian and bicycle friendly crosswalks and pathways as well as sustainable design features such as pervious paving, underground cisterns and landscaping.

Interested firms should submit one (1) copy of your letter of interest and four (4) copies of your current SF254 (it is also common practice, though not required, to include in the submittal package consultant resumes and relevant project experience. Form SF255 is not required, and please limits submittal packages to 20 pages) to the following address by January 22, 2013:

John G. Fields, PE
Director
East Carolina University
Facilities Engineering & Architectural Services
1001 E. Fourth St.
Greenville, NC 27858

In accordance with our qualifications-based selection system, designers are expected to make no contact with our University staff, faculty or trustees at this stage of the selection process. All questions should be directed to the attention of this office. The use of fax is highly recommended. East Carolina University encourages participation by MWBE firms and supports UNC system’s policy of ensuring and promoting opportunities for Historically Underutilized Businesses.

Thank you for your interest in East Carolina University.
MEMORANDUM

TO:        Dr. Frederick Niswander, Vice Chancellor
            Administration & Finance

FROM:      John G. Fields, Director

DATE:      February 13, 2013

SUBJ:      Designer Selection – Chancellor’s Delegated Authority
            Modifications to Founder’s Way

The designer pre-selection committee, after conducting interviews on February 12, 2013, recommends the following three firms in prioritized order:

ColeJenest & Stone
Rivers & Associates
The East Group

Raleigh, NC
Greenville, NC
Greenville, NC

The committee consisted of Mr. Bill Bagnell, Associate Vice Chancellor of
Campus Operations; John Gill, Assistant Director of Facilities Services; Debra
Garfi, Director of Parking and Transportation; Kevin Barnes, Campus Landscape
Architect; and Michael Talton, Project Manager – Facilities Engineering &
Architectural Services.

To the best of our knowledge and belief, all steps in this selection were
conducted in accordance with requirements of the State Building Commission as
they apply to the institutions of the University of North Carolina.

The project is for the design of repairs and renovations along Founder’s Way on
the ECU campus, to improve safety for pedestrians and bicyclists by eliminating
vehicular shortcuts through campus along this road.

Approval by the Vice Chancellor’s Office is requested. If you have any
questions or need additional information, please do not hesitate to call.

Enclosure: Designer Advertisement Memo

cc:        William E. Bagnell, Associate Vice Chancellor – Campus Operations
MEMORANDUM

TO: Bill Bagnell

FROM: Frederick Niswander

DATE: February 13, 2012

SUBJECT: Approval of recommendations

Per your memo request on February 13, 2013, I'm giving my approval on:

- The Designer Selection – Chancellor's Delegated Authority Modifications to Founder's Way.

Please proceed on to the next steps in this process.

Cc: John Fields
    Michael Talton
MEMORANDUM

TO: Interested Designers

FROM: John G. Fields, PE
       Director

DATE: January 8, 2013

SUBJECT: Modifications to Student Plaza Drive

This project is for the design of repairs and renovations along Student Plaza Drive, adjacent to Austin and Rawl Buildings on the ECU campus with a focus on improving safety for pedestrians and bicyclists in this area. The project will create vehicular drop-offs, include improved site lighting, add pedestrian and bicycle friendly crosswalks and pathways as well as sustainable design features such as pervious paving, underground cisterns and landscaping.

Interested firms should submit one (1) copy of your letter of interest and four (4) copies of your current SF254 (it is also common practice, though not required, to include in the submittal package consultant resumes and relevant project experience. Form SF255 is not required, and please limit submittal packages to 20 pages) to the following address by January 22, 2013:

John G. Fields, PE
Director
East Carolina University
Facilities Engineering & Architectural Services
1001 E. Fourth St.
Greenville, NC 27858

In accordance with our qualifications-based selection system, designers are expected to make no contact with our University staff, faculty or trustees at this stage of the selection process. All questions should be directed to the attention of this office. The use of fax is highly recommended. East Carolina University encourages participation by MWBE firms and supports UNC System’s policy of ensuring and promoting opportunities for Historically Underutilized Businesses.

Thank you for your interest in East Carolina University.
MEMORANDUM

TO: Dr. Frederick Niswander, Vice Chancellor
    Administration & Finance

FROM: John G. Fields, Director

DATE: February 13, 2013

SUBJ: Designer Selection – Chancellor’s Delegated Authority
    Modifications to Student Plaza Drive

The designer pre-selection committee, after conducting interviews on February
12, 2013, recommends the following three firms in prioritized order:

Rivers & Associates                    Greenville, NC
ColeJenest & Stone                     Raleigh, NC
The East Group                         Greenville, NC

The committee consisted of Mr. William Bagnell, Associate Vice Chancellor of
Campus Operations; John Gill, Assistant Director of Facilities Services; Debra
Garfi, Director of Parking and Transportation; Kevin Barnes, Campus Landscape
Architect; and Michael Talton, Project Manager – Facilities Engineering &
Architectural Services.

To the best of our knowledge and belief, all steps in this selection were
conducted in accordance with requirements of the State Building Commission as
they apply to the institutions of the University of North Carolina.

This project is for the design of repairs and renovations along Student Plaza
Drive, adjacent to Austin and Rawl Buildings on the ECU campus with a focus
on improving safety for pedestrians and bicyclists in this area.

Approval by the Vice Chancellor’s Office is requested. If you have any
questions or need additional information, please do not hesitate to call.

Enclosure: Designer Advertisement Memo

cc: William E. Bagnell, Associate Vice Chancellor – Campus Operations
MEMORANDUM

TO: Bill Bagnell
FROM: Frederick Niswander
DATE: February 13, 2012
SUBJECT: Approval of recommendations

Per your memo request on February 13, 2013, I’m giving my approval on:

- The Designer Selection – Chancellor’s Delegated Authority Modifications to Student Plaza Drive.

Please proceed on to the next steps in this process.

Cc: John Fields
    Michael Talton
MEMORANDUM

TO: Interested Designers  
FROM: John G. Fields, PE  
       Director  
DATE: January 25, 2013  
SUBJECT: Roof Repair and/or Replacement for the Minges Coliseum and the Adjacent Office/Classroom and Natatorium.

East Carolina University is seeking the services of a roofing consultant/designer for the repair and or replacement of roofs on the Minges Coliseum and the adjoining office/classroom and natatorium building. The coliseum’s existing roof system is a three ply built up system exhibiting signs of deteriorating felts including visible blisters. The remaining roof areas are fully adhered or ballasted EPDM which is at the end of its useful life. Total roof area is approximately 97,700 square feet.

If feasible, the University desires to repair the coliseum’s roof substrate and apply a seamless aliphatic polyurethane roofing / waterproofing fluid applied membrane. The remaining roof areas will be replaced with a complete modified bitumen roof system.

Timing for this project is critical and requires design, bidding and contract execution to be completed on or before June 15, 2013.

Interested firms should submit four (4) copies of their combined letter of interest along with a current SF330 and a portfolio of relevant work.

To be considered for this project, ensure that your submission is received at the following address before 5:00 p.m. on February 5, 2013.

Robert M. Brown, AIA  
East Carolina University  
1001 East Fourth Street  
Greenville, NC 27858

In accordance with our qualifications-based selection system, designers are expected to make no contact with our University staff, faculty or trustees at this stage of the selection process. All questions should be directed to this office, attention Mr. Robert M. Brown, AIA. The use of fax is highly recommended. East Carolina University encourages participation by MWBE firms and supports the UNC system’s policy of ensuring and promoting opportunities for Historically Underutilized Businesses.

Thank you for your interest in East Carolina University.
MEMORANDUM

TO: Dr. Fredrick Niswander, Vice Chancellor
    Administration and Finance

FROM: John G. Fields, PE, Director

DATE: February 22, 2013

SUBJECT: Designer Selection Recommendation
         Minges Roof Renovation
         Code: NA    Item: NA

On February 18, 2013 the designer pre-selection committee for the above referenced project conducted interviews with the three firms listed below. A qualification based selection criteria was used in the interviews as required by the State Building Commission. Based on these interviews, the committee recommends the following three firms in prioritized order with Rooftop Systems Engineers being the committee’s top recommended firm:

   Rooftop Systems Engineers          Raleigh, NC
   Stafford Consulting Engineers      Raleigh, NC
   PNP Design Group                   Greensboro, NC

The committee consisted of Bill Cain from the College of Health and Human Performance, RV Parker, Assistant Director of the Facilities Building Services Department, Robert Brown, Assistant Director of Facilities Engineering and Architectural Services.

East Carolina University requires a Roofing consultant for the repair and or replacement of roofs on the Minges Coliseum and the adjoining office/classroom and natatorium building. The University desires to repair as many roof substrates as possible and apply a seamless waterproof fluid applied membrane. The un-repairable roof areas will be removed and replaced with a completely new modified bitumen roof systems.

Approval of the recommended firm, Rooftop Systems Engineers, is requested. If you have any questions or need additional information, please do not hesitate to call.

JGF/rmb

Enclosure: Designer Advertisement Memo
Cc: William Bagnell, Associate VC for Campus Operations
    Designer Pre-selection Committee Members
MEMORANDUM

TO: Bill Bagnell

FROM: Frederick Niswander

DATE: February 22, 2012

SUBJECT: Approval of recommendations

Per your memo request on February 22, 2013, I'm giving my approval on:

- The Designer Selection Recommendation – Minges Roof Renovation

Please proceed on to the next steps in this process.

Cc: John Fields
MEMORANDUM

TO: Dr. Frederick Niswander, Vice Chancellor
   Administration & Finance

FROM: John G. Fields, Director

DATE: March 18, 2013

SUBJ: Designer Selection
      ADA Transition Plan

The selection committee in Facilities Engineering and Architectural Services conducted a qualifications based selection of designers for this work, and recommends the following three firms in prioritized order:

- MHAworks
- Davis Kane Architects
- EMG

The committee consisted of:
- Disabled Support Services - Liz Johnston
- Parking Services - Debra Jo Garfi
- Campus Operations - William E. Bagnell, John G. Fields, PE,
  Griffin Avin, Ricky Hill, John Gill,
  Kevin Barnes, Michael Talton

To the best of our knowledge and belief, all steps in this selection were conducted in accordance with requirements of the State Building Commission as they apply to the institutions of the University of North Carolina.

This project is a continuation of ECU’s program to comply with the Americans with Disabilities Act (ADA).

Approval by the Vice Chancellor’s office is requested. If you have any questions or need additional information, please do not hesitate to call.

JGF/mwt

cc: William E. Bagnell – Associate Vice Chancellor - Campus Operations
    Committee members
MEMORANDUM

TO: Bill Bagnell

FROM: Frederick Niswander

DATE: March 21, 2013

SUBJECT: Approval of recommendations

Per your memo request on March 18, 2013, I'm giving my approval on:

- The Designer Selection – ADA Transition Plan

Please proceed on to the next steps in this process.

Cc: John Fields
<table>
<thead>
<tr>
<th>Session</th>
<th>Finance and Facilities Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsible Person</td>
<td>Vice Chancellor for Administration and Finance Frederick Niswander</td>
</tr>
<tr>
<td>Agenda Item</td>
<td>II.F.</td>
</tr>
<tr>
<td>Item Description</td>
<td>Employment of Related Persons Report</td>
</tr>
<tr>
<td>Comments</td>
<td>N/A</td>
</tr>
<tr>
<td>Action Requested</td>
<td>Information</td>
</tr>
<tr>
<td>Disposition</td>
<td></td>
</tr>
<tr>
<td>Notes</td>
<td></td>
</tr>
</tbody>
</table>
MEMORANDUM

TO: ECU Board of Trustees
FROM: Steve Ballard
      Chancellor
DATE: March 26, 2013
RE: Employment of Related Persons at East Carolina University

The Board of Governors’ policy on the UNC Employment of Related Persons requires that I report annually to the Board of Trustees at a time close to spring commencement concerning our application of the policy on our campus.

The policy requires that no family members be supervised by another family member. We are required to attest to the fact that either we have no such supervisory relationships or that if they have eventuated in any given office, that alternative supervisory arrangements were then immediately arranged.

This memorandum is to report to you we have completed a review of each Division within East Carolina University. East Carolina University continues to remain in compliance with this policy.

cc: Laurie J. Textor, MPA, SPHR
    Assistant Vice Chancellor for EPA Administration
<table>
<thead>
<tr>
<th>Session</th>
<th>Finance and Facilities Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsible Person</td>
<td>Vice Chancellor for Administration and Finance Frederick Niswander</td>
</tr>
<tr>
<td>Agenda Item</td>
<td>II.G.</td>
</tr>
<tr>
<td>Item Description</td>
<td>Report on Salaries for SAAO's</td>
</tr>
<tr>
<td>Comments</td>
<td>N/A</td>
</tr>
<tr>
<td>Action Requested</td>
<td>Information</td>
</tr>
<tr>
<td>Disposition</td>
<td></td>
</tr>
<tr>
<td>Notes</td>
<td></td>
</tr>
</tbody>
</table>
MEMORANDUM

TO: Steve Ballard
    Chancellor

FROM: Len Rhodes, Director of Institutional Research
       Institutional Planning, Assessment & Research

DATE: April 5, 2013

SUBJECT: CUPA Administrator Salary Analysis

Please find attached spreadsheets and bar graphs depicting salary information for your direct reports and EPA staff, academic deans, and the list of positions for which the university must report salary information to General Administration (GA) as part of the management flexibility provision.

Human Resources received copies of this information to assist them in preparing the university’s management flexibility report for GA. This information is provided to you for informational purposes as well as a reference as you make salary recommendations for senior administrators.

In July 2003, the president designated that salary ranges for selected administrative positions be calculated using CUPA salary data from the university’s peer institutions as identified by the Board of Governors for which data are available. Using the 80th percentile of these salaries as the salary target (1.0), the salary range was established to encompass from .7031 below the 80th percentile and 1.125 above the 80th percentile.

Each of the enclosed spreadsheets provides this information as well as the average and median salaries for the UNC institutions, all public research and doctoral institutions, and Carnegie Classification: Doctoral/Research Univ. When salary data were not available for our 2012 peer institutions, the 80th percentile calculations were performed using the public doctorate salaries. These are noted on the tables with a blue and white background respectively. Bar charts are attached to provide a visual representation of these data. The comparisons represented in the tables and charts use the base salary plus stipend for the ECU employee in the Chancellor Direct Reports and Deans. The comparisons represented in the Management Flexibility table and chart reflects the base salary only.

Please contact Laura Yan (328-9491 yanl@ecu.edu) if you have questions or need additional information.

Enclosures

cc: Marilyn Sheerer
    Phyllis Horns
    Ron Mitchelson
    Rick Niswander
    David Weismiller
    John Toller
    Laurie Textor
### 2012-2013 CHANCELLOR’S DIRECT REPORTS CUPA SALARY ANALYSIS

**East Carolina University**

**Key**
- **N** - Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 5 or if the data are ‘unbalanced’. Statistics have been weighted. UNC statistics do not include ECU, GA Peers, Public Research & Doctorate statistics as well as Carnegie Classification Doctoral/Research Univ. statistics include ECU.

CUPA-HR ADMINISTRATORS IN HIGHER EDUCATION SALARY SURVEY has been revised with 6-digit position numbers and some position title changes. Some positions have been deleted due to the low participation rate.

* The UNC General Administration’s established list of peer institutions has been used for the 80th percentile median and the range from .703 to 1.20 above the 80th percentile except when such comparisons were not available. In this case, the 80th percentile of the public research & doctoral institutions was used. The employee’s Base Salary plus Stipend was used in the percentile calculations.

**Public institution salaries reported by the Association of Academic Health Centers, in their Report: 2012-2013 Salary Survey of Academic Health Centers Chief Executive Officers, Hospital Administrators and Other Senior Center-Wide Officers**

<table>
<thead>
<tr>
<th>CUPA code</th>
<th>CUPA Title</th>
<th>ECU Administrative Title</th>
<th>Name</th>
<th>2012-13 Base salary</th>
<th>Stipend</th>
<th>UNC</th>
<th>All Public Research &amp; Doctorate</th>
<th>Carnegie Classification: Doctoral/Research Univ.</th>
<th>GA Peers</th>
<th>80%ile GA Peers*</th>
<th>%dev from 80%ile</th>
<th>$dev from 80%ile</th>
<th>Min (.7031 of 80%ile)</th>
<th>Max (1.125 of 80%ile)</th>
</tr>
</thead>
<tbody>
<tr>
<td>101000</td>
<td>Chief Executive Officer, Single Institution or Campus within a System</td>
<td>Chancellor</td>
<td>Steve Ballard</td>
<td>335,000</td>
<td>13</td>
<td>295,609</td>
<td>279,679</td>
<td>227</td>
<td>329,327</td>
<td>325,000</td>
<td>52</td>
<td>366,167</td>
<td>329,327</td>
<td>315,000</td>
</tr>
<tr>
<td>105000</td>
<td>Chief Academic Affairs Officer and Provost</td>
<td>Provost/VC Academic Affairs</td>
<td>Marilyn Steiner</td>
<td>280,612</td>
<td>12</td>
<td>220,843</td>
<td>206,426</td>
<td>213</td>
<td>251,347</td>
<td>237,000</td>
<td>47</td>
<td>233,648</td>
<td>222,892</td>
<td>18</td>
</tr>
<tr>
<td>125000</td>
<td>Chief Health Affairs Officer</td>
<td>VC Health Sciences</td>
<td>Phyllis Horns</td>
<td>375,646</td>
<td>9</td>
<td>472,103</td>
<td>505,235</td>
<td>31</td>
<td>516,603</td>
<td>490,820</td>
<td>56.6%</td>
<td>-265,154</td>
<td>450,546</td>
<td>16</td>
</tr>
<tr>
<td>107000</td>
<td>Chief Business Officer</td>
<td>VC Administration &amp; Finance</td>
<td>Frederick Niswander</td>
<td>270,000</td>
<td>13</td>
<td>203,280</td>
<td>179,845</td>
<td>184</td>
<td>213,147</td>
<td>204,503</td>
<td>30</td>
<td>217,600</td>
<td>200,425</td>
<td>15</td>
</tr>
<tr>
<td>143000</td>
<td>Chief Research Officer</td>
<td>VC Research &amp; Graduate Studies</td>
<td>Michael Doody</td>
<td>227,668</td>
<td>12</td>
<td>186,934</td>
<td>153,433</td>
<td>184</td>
<td>204,520</td>
<td>195,139</td>
<td>47</td>
<td>193,767</td>
<td>186,822</td>
<td>15</td>
</tr>
<tr>
<td>113000</td>
<td>Chief Dev/Advance Office</td>
<td>VC University Advancement</td>
<td>Michael Doody</td>
<td>227,668</td>
<td>12</td>
<td>186,934</td>
<td>153,433</td>
<td>184</td>
<td>204,520</td>
<td>195,139</td>
<td>47</td>
<td>193,767</td>
<td>186,822</td>
<td>15</td>
</tr>
<tr>
<td>145000</td>
<td>Chief Student Affairs/Chief Officers</td>
<td>VC Student Affairs</td>
<td>Virginia Hardy</td>
<td>203,400</td>
<td>12</td>
<td>167,640</td>
<td>146,856</td>
<td>204</td>
<td>174,030</td>
<td>164,281</td>
<td>40</td>
<td>165,822</td>
<td>156,281</td>
<td>15</td>
</tr>
<tr>
<td>137000</td>
<td>Chief Legal Affairs Officer</td>
<td>University Attorney</td>
<td>Danna Payne</td>
<td>183,160</td>
<td>14</td>
<td>163,960</td>
<td>141,369</td>
<td>154</td>
<td>182,592</td>
<td>173,139</td>
<td>33</td>
<td>175,627</td>
<td>164,063</td>
<td>15</td>
</tr>
<tr>
<td>111000</td>
<td>Chief Audit Officer</td>
<td>Director of Internal Audit</td>
<td>Stacie Tronto</td>
<td>116,351</td>
<td>12</td>
<td>98,083</td>
<td>97,127</td>
<td>146</td>
<td>111,402</td>
<td>101,738</td>
<td>28</td>
<td>108,780</td>
<td>99,386</td>
<td>15</td>
</tr>
</tbody>
</table>

**ECU Peer Institutions:**
- Florida International University
- Northern Illinois University
- Southern Illinois University Edwardsville
- University of Louisville
- Western Michigan University
- Central Michigan University
- University Of Messan-Kaneo City
- University of Southern Mississippi
- University of North Dakota-
- University at Buffalo
- Old Dominion University
- University Of South Carolina-College
- West Tennessee State University
- Texas Tech University
- Old Dominion University
- Virginia Commonwealth University

**Florida International University, Northern Illinois University, Southern Illinois University Edwardsville, University of Louisville, Western Michigan University, Central Michigan University, University Of Messan-Kaneo City, University of Southern Mississippi, University of North Dakota-Main Campus, University of Nevada-Reno, University at Buffalo, Ohio University-Main Campus, Wright State University-Main Campus, University Of South Carolina-Columbia, West Tennessee State University, Texas Tech University, Old Dominion University, Virginia Commonwealth University.**

Institutional Planning, Assessment, and Research

Source: CUPA-HR Data on Demand
### 2012-2013 ACADEMIC DEANS CUPA SALARY ANALYSIS

**East Carolina University**

**Key**
- *N* - Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 5 or if the data are ‘unbalanced’. Statistics have been weighted. URC statistics do not include ECU, GA Peers, Public Research & Doctorate statistics as well as Carnegie Classification Doctoral/Research Univ. statistics include ECU.
- CUPA-HR ADMINISTRATORS IN HIGHER EDUCATION SALARY SURVEY has been revised with 6-digit position numbers and some position title changes. Some positions have been deleted due to the low participation rate.
- *The UNC General Administration’s established list of peer institutions has been used for the 80th percentile median and when the peer institutions list is not included in the data. In this case, the 80th percentile of the public research & doctoral institutions was used. The employee’s Base Salary plus Stipend was used in the percentile calculations.*
- **Public institution salaries reported by the Association of Academic Health Centers, in their Report: 2012-2013 Salary Survey of Academic Health Centers Chief Executive Officers, Hospital Administrators and Other Senior Center-Wide Officers**

#### CUPA code | CUPA Title | ECU Administrative Title | Name | 2012-13 Base salary | Stipend | N | Average | Median | 100%ile | 90%ile | 80%ile | GA Peers | %dev from 80%ile | $dev from 80%ile | Min (‐.7031 of 80%ile) | Max (1.125 of 80%ile) | Min (‐.7031 of 80%ile) | Max (1.125 of 80%ile)
153200 | Dean, Health-Related Professions | Dean, College Allied Hlth Sci | Stephen Thomas | 202,337 | 20 | 72 | 179,377 | 170,051 | 13 | 172,318 | 171,000 | 12 | 180,510 | 180,341 | 202,476 | 97.1% | -6,132 | 146,571 | 234,520
153200 | Dean, Health-Related Professions | Dean, College Allied Hlth Sci** | Stephen Thomas | 202,337 | 20 | 200,470 |
153200 | Dean, Arts and Sciences | Dean, Arts and Sciences | Nan White | 205,389 | 7 | 189,003 | 177,177 | 135 | 200,392 | 185,514 | 40 | 180,295 | 168,790 | 13 | 217,072 | 202,705 | 207,470 | 79.6% | -61,881 | 188,058 | 300,956
153200 | Dean, Business | Dean, Business | Glen Eakins | 224,664 | 11,300 | 10 | 227,822 | 193,788 | 212 | 241,068 | 210,670 | 51 | 206,964 | 185,658 | 18 | 279,368 | 230,778 | 265,672 | 64.5% | -129,663 | 257,072 | 411,330
153210 | Dean, Dentistry | Dean, School of Dental Medicine | Gregory Chadwick | 227,700 | 70,000 | 4 | 24 | 305,479 | 310,448 | 2 | 276,607 | 239,802 | 311,777 | 95.5% | -14,077 | 215,210 | 350,740
153210 | Dean, Dentistry | Dean, School of Dental Medicine** | Gregory Chadwick | 227,700 | 70,000 | 22 | 284,443 |
153210 | Dean, Education | Dean, Education | Linda Faierman | 177,100 | 9 | 174,805 | 175,440 | 137 | 174,468 | 163,218 | 45 | 159,430 | 155,000 | 17 | 177,547 | 177,100 | 161,942 | 90.6% | -18,319 | 137,933 | 219,836
153210 | Dean, Fine Arts | Dean, Fine Arts and Communications | Linda Faierman | 177,100 | 9 | 174,725 | 160,550 | 9 | 158,823 | 153,375 | 3 | 171,981 | 149,051 | 238,492
153220 | Dean, Health-Related Professions | Dean, Health and Human Performance | Glen Gilbert | 214,569 | 3 | 179,170 | 170,571 | 13 | 173,218 | 170,000 | 12 | 180,510 | 180,341 | 202,476 | 102.9% | -6,096 | 146,571 | 234,520
153210 | Dean, Family and Consumer Sciences | Dean, Human Ecology | Judy Siquez | 189,244 | 1 | 195,827 | 201,490 | 2 | 213,287 | 81.1% | -44,043 | 164,024 | 262,492
153220 | Dean, Medicine | Dean BSOM/Assoc VC Med AFF | Paul Cunningham | 506,001 | 41 | 427,952 | 446,999 | 5 | 427,839 | 400,207 | 10 | 367,060 | 310,695 | 461,199 | 109.7% | -44,802 | 324,269 | 518,849
153220 | Dean, Medicine | Dean BSOM/Assoc VC Med AFF** | Paul Cunningham | 506,001 | 38 | 424,861 |
153300 | Dean, Nursing | Dean, Nursing | Sylvia Brown | 211,150 | 4 | 89 | 190,097 | 189,659 | 21 | 165,715 | 165,590 | 11 | 201,487 | 211,150 | 225,000 | 93.8% | -13,850 | 158,198 | 253,125
153300 | Dean, Nursing | Dean, Nursing** | Sylvia Brown | 211,150 | 35 | 244,689 |
153300 | Dean, Computer and Information Science | Dean, Technology & Computer Science | David White | 197,340 | 3 | 11 | 192,195 | 180,360 | 6 | 203,266 | 197,340 | 3 | 216,305 | 51.3% | -18,960 | 152,081 | 243,350
153300 | Dean, Hospital Studies/Vocational Education/Technology | Dean, Technology & Computer Science | David White | 197,340 | 3 | 14 | 133,866 | 137,412 | 4 | 145,568 | 134.6% | 50,772 | 102,051 | 184,689
153310 | Dean, Graduate School | Dean, Graduate School | Paul Gampper | 172,040 | 6 | 148,634 | 147,941 | 135 | 165,377 | 156,070 | 22 | 131,713 | 137,200 | 10 | 169,292 | 165,080 | 195,980 | 87.8% | -23,049 | 137,794 | 220,479
153310 | Dean, Honors Program | Dean, Honors College | Richard Eakins | 161,920 | 4 | 81 | 135,953 | 135,500 | 12 | 129,120 | 122,741 | 11 | 128,093 | 121,412 | 143,000 | 105.8% | 8,920 | 187,574 | 272,125
139000 | Chief Library Officer | Dean, Academic Library Services | 12 | 133,293 | 116,768 | 148 | 144,847 | 133,592 | 38 | 122,527 | 118,817 | 7 | 164,916 | 157,000 | 179,194 | 125,951 | 201,593

**ECU Peer Institutions:**
- Florida International University, Northern Illinois University, Southern Illinois University Carbondale, University of Louisville, Western Michigan University, Central Michigan University, University Of Missouri-Kansas City, University of Southern Mississippi, University of North Dakota-Main Campus, University at Buffalo, Ohio University-Main Campus, Wright State University-Main Campus, University Of South Carolina-Columbia, West Tennessee State University, Texas Tech University, Old Dominion University, Virginia Commonwealth University.
### 2012-2013 MANAGEMENT FLEXIBILITY CUPA SALARY ANALYSIS

**East Carolina University**

#### Key
- Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 5 or if the data are "unblended". Statistics have been weighed. UNC data do not include ECU, GA Peers, Public Research & Doctorate statistics as well as Carnegie Classification Doctoral/Research Univ. statistics include ECU.
- CUPA-HR ADMINISTRATORS IN HIGHER EDUCATION SALARY SURVEY has been revised with 6-digit position numbers and some position title changes. Some positions have been deleted due to the low participation rate.
- * The UNC General Administration's established list of peer institutions has been used for the 80th percentile median and the Max (1.125 of 80%ile) in this case, the 80th percentile of the public research & doctoral institutions was used. The employee's Base Salary was used in the percentile calculations.
- **Public institution salaries reported by the Association of Academic Health Centers, in their Report: 2012-2013 Salary Survey of Academic Health Centers Chief Executive Officers, Hospital Administrators and Other Senior Center-Wide Officers**

#### CUPA code Title Name 2012-13 Base Salary Stipend % of 2011-12 Base Salary

<table>
<thead>
<tr>
<th>Code</th>
<th>Name</th>
<th>Salary</th>
<th>Stipend</th>
<th>% from 2011-12</th>
</tr>
</thead>
<tbody>
<tr>
<td>15322</td>
<td>Dean, College Allied Hlth Sci</td>
<td>Stephen Thomas</td>
<td>202,337</td>
<td>20,000</td>
</tr>
<tr>
<td>15328</td>
<td>Dean, School of Dental Medicine</td>
<td>Gregory Chadwick</td>
<td>227,700</td>
<td></td>
</tr>
<tr>
<td>15323</td>
<td>Dean, College Allied Hlth Sci**</td>
<td>Stephen Thomas</td>
<td>202,337</td>
<td></td>
</tr>
<tr>
<td>15320</td>
<td>Dean, College Allied Hlth Sci</td>
<td>Stephen Thomas</td>
<td>202,337</td>
<td>20,000</td>
</tr>
<tr>
<td>15305</td>
<td>Dean, Arts and Sciences</td>
<td>Alan White</td>
<td>205,589</td>
<td></td>
</tr>
<tr>
<td>15310</td>
<td>Dean, School of Dental Medicine **</td>
<td>Gregory Chadwick</td>
<td>227,700</td>
<td>20,000</td>
</tr>
<tr>
<td>15315</td>
<td>Dean, School of Dental Medicine</td>
<td>Gregory Chadwick</td>
<td>227,700</td>
<td></td>
</tr>
<tr>
<td>15321</td>
<td>Dean, School of Dental Medicine</td>
<td>Gregory Chadwick</td>
<td>227,700</td>
<td></td>
</tr>
<tr>
<td>15319</td>
<td>Dean, Human Ecology</td>
<td>Judy Siguaw</td>
<td>189,244</td>
<td></td>
</tr>
<tr>
<td>15318</td>
<td>Dean, Human Ecology</td>
<td>Judy Siguaw</td>
<td>189,244</td>
<td></td>
</tr>
<tr>
<td>15307</td>
<td>Dean, Technology &amp; Computer Science</td>
<td>David White</td>
<td>197,340</td>
<td></td>
</tr>
<tr>
<td>15316</td>
<td>Dean, Fine Arts and Communications</td>
<td>Linda Patriarca</td>
<td>177,100</td>
<td></td>
</tr>
<tr>
<td>15311</td>
<td>Dean, Technology &amp; Computer Science</td>
<td>David White</td>
<td>197,340</td>
<td></td>
</tr>
<tr>
<td>15304</td>
<td>Dean, Arts and Sciences</td>
<td>Alan White</td>
<td>205,589</td>
<td></td>
</tr>
<tr>
<td>15303</td>
<td>Dean, Arts and Sciences</td>
<td>Alan White</td>
<td>205,589</td>
<td></td>
</tr>
<tr>
<td>15302</td>
<td>Dean, Business</td>
<td>Glen Eakin</td>
<td>224,664</td>
<td>11,300</td>
</tr>
<tr>
<td>15313</td>
<td>Dean, School of Dental Medicine</td>
<td>Gregory Chadwick</td>
<td>227,700</td>
<td>20,000</td>
</tr>
<tr>
<td>15312</td>
<td>Dean, Education</td>
<td>Linda Patriarca</td>
<td>177,100</td>
<td></td>
</tr>
<tr>
<td>15309</td>
<td>Dean, Nursing</td>
<td>Sylvia Brown</td>
<td>211,150</td>
<td>4</td>
</tr>
<tr>
<td>15308</td>
<td>Dean, Nursing</td>
<td>Sylvia Brown</td>
<td>211,150</td>
<td>4</td>
</tr>
<tr>
<td>15307</td>
<td>Dean, Technology &amp; Computer Science</td>
<td>David White</td>
<td>197,340</td>
<td>4</td>
</tr>
<tr>
<td>15310</td>
<td>Dean, Technology &amp; Computer Science</td>
<td>David White</td>
<td>197,340</td>
<td>4</td>
</tr>
<tr>
<td>15306</td>
<td>Dean, Academic Library Services</td>
<td>Paul Cunningham</td>
<td>506,001</td>
<td>14</td>
</tr>
<tr>
<td>15300</td>
<td>Dean, Academic Library Services</td>
<td>Paul Cunningham</td>
<td>506,001</td>
<td>14</td>
</tr>
<tr>
<td>15305</td>
<td>Dean, Arts and Sciences</td>
<td>Alan White</td>
<td>205,589</td>
<td></td>
</tr>
<tr>
<td>15304</td>
<td>Dean, Arts and Sciences</td>
<td>Alan White</td>
<td>205,589</td>
<td></td>
</tr>
<tr>
<td>15303</td>
<td>Dean, Arts and Sciences</td>
<td>Alan White</td>
<td>205,589</td>
<td></td>
</tr>
<tr>
<td>15302</td>
<td>Dean, Business</td>
<td>Glen Eakin</td>
<td>224,664</td>
<td>11,300</td>
</tr>
<tr>
<td>15313</td>
<td>Dean, School of Dental Medicine</td>
<td>Gregory Chadwick</td>
<td>227,700</td>
<td>20,000</td>
</tr>
<tr>
<td>15312</td>
<td>Dean, Education</td>
<td>Linda Patriarca</td>
<td>177,100</td>
<td></td>
</tr>
<tr>
<td>15311</td>
<td>Dean, Technology &amp; Computer Science</td>
<td>David White</td>
<td>197,340</td>
<td>4</td>
</tr>
<tr>
<td>15310</td>
<td>Dean, Technology &amp; Computer Science</td>
<td>David White</td>
<td>197,340</td>
<td>4</td>
</tr>
<tr>
<td>15306</td>
<td>Dean, Academic Library Services</td>
<td>Paul Cunningham</td>
<td>506,001</td>
<td>14</td>
</tr>
<tr>
<td>15300</td>
<td>Dean, Academic Library Services</td>
<td>Paul Cunningham</td>
<td>506,001</td>
<td>14</td>
</tr>
</tbody>
</table>

#### ECU Peer Institutions:
- Florida International University, Northern Illinois University, Southern Illinois University Carbondale, University of Louisville, Western Michigan University, Central Michigan University, University Of Missouri-Kansas City, University of Southern Mississippi, University of North Dakota-Main Campus, University of Nevada-Reno, University at Buffalo, Ohio L Main Campus, Wright State University-Main Campus, University Of South Carolina-Columbia, West Tennessee State University, Texas Tech University, Old Dominion University, Virginia Commonwealth University.

### Institutional Planning, Assessment, and Research
Source: CUPA-HR Data on Demand
Chancellor's Direct Reports CUPA Salary Comparison
80th Percentile Median Exception Graph with GA Established Target Range .7031 to 1.125%
2012-2013

- Chancellor: 81%
- Provost/Sr VC Academic Affairs: 91%
- VC Health Sciences: 59%
- VC Administration & Finance: 105%
- VC Research & Graduate Studies: 82%
- VC University Advancement: 82%
- VC Student Affairs: 100%
- University Attorney: 94%
- Director of Internal Audit: 73%

Source: CUPA-HR Data on Demand
Management Flexibility CUPA Salary Comparison
80th Percentile Median Exception Graph with GA Established Target Range .7031 to 1.125%
2012-2013

1 Reference Group - Deans of Computer and Information Science
2 Reference Group - Deans of Occupational Studies/Vocational Education/Technology

Source: CUPA-HR Data on Demand
<table>
<thead>
<tr>
<th>Session</th>
<th>Finance and Facilities Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsible Person</td>
<td>Vice Chancellor for Administration and Finance Frederick Niswander</td>
</tr>
<tr>
<td>Agenda Item</td>
<td>II.H.</td>
</tr>
<tr>
<td>Item Description</td>
<td>Other</td>
</tr>
<tr>
<td>Comments</td>
<td>N/A</td>
</tr>
<tr>
<td>Action Requested</td>
<td>Information</td>
</tr>
<tr>
<td>Disposition</td>
<td></td>
</tr>
<tr>
<td>Notes</td>
<td></td>
</tr>
</tbody>
</table>