
**BOARD OF TRUSTEES
NORTH CAROLINA STATE UNIVERSITY
April 23-24, 2020**

THURSDAY, April 23, 2020

Meetings will be held by Zoom Video Conferencing

Thursday, April 23, 2020

9 – 10:15 a.m. Audit, Risk Management and Finance Committee
Weisiger, Goodnight, Kelly, Stack, Murphy, Washington

[Meeting Zoom Link](https://ncsu.zoom.us/j/829198997) (https://ncsu.zoom.us/j/829198997)

10:30 – noon Advancement and External Affairs Committee
Andrews, Goodnight, Stack, Murphy,
Washington, Weisiger

[Meeting Zoom Link](https://ncsu.zoom.us/j/832596011) (https://ncsu.zoom.us/j/832596011)

10:30 – noon University Affairs Committee
Kelly, Carter, Clark, Harrell, Poole, Prestage

[Meeting Zoom Link](https://ncsu.zoom.us/j/610046078) (https://ncsu.zoom.us/j/610046078)

Friday, April 24, 2020

9 – 10 a.m. Coronavirus Update
(Arden, Maimone, Casani, Hunt, Newhart, Orders, Stewart, Zapata)

[Meeting Zoom Link](https://ncsu.zoom.us/j/107419173) (https://ncsu.zoom.us/j/107419173) *BOTH Coronavirus & Buildings*

10:15 – 11:45 a.m. Buildings and Property Committee
Clark, Andrews, Carter, Harrell, Poole, Prestage

[Meeting Zoom Link](https://ncsu.zoom.us/j/107419173) (https://ncsu.zoom.us/j/107419173) *BOTH Coronavirus & Buildings*

12:15 – 1:30 p.m. Full Board Meeting

[Meeting Zoom Link](https://ncsu.zoom.us/j/329632201) (https://ncsu.zoom.us/j/329632201)

**BOARD OF TRUSTEES
NORTH CAROLINA STATE UNIVERSITY
FRIDAY, APRIL 24, 2020**

AGENDA

- 12:15 p.m.** ■ **Call to Order and Ethics Statement**
Thomas E. Cabaniss, Chair of the Board
- **Roll Call**
- **Approval of Minutes** **TAB 1**
✓ — February 28, 2020, Meeting of the Full Board
✓ — February 28, 2020, Closed Session of Full Board
- **Chair's Report** **TAB 2**
Chair Cabaniss
✓ — Endowment Board Appointments
- **Chancellor's Report** **TAB 3**
Randy Woodson
- COMMITTEE REPORTS:**
- **Audit, Risk Management and Finance Committee** **TAB 4**
Ed Weisiger, Jr., Chair
On the Agenda: Committee Approvals; Informational Reports
— Approval of Internal Audit Plan for Fiscal Year 2021
— Informational Reports
 — Internal Audit Update
 — Legislative Update
 — Finance Update
 — Investment Update
 — Annual Associated Entities Review
 — Annual University Debt Update
— Committee Discussion
— Additional Informational Materials
 — NC State Investment Fund Performance Review
 — NC State Intermediate Term Fund Performance Review
- **Buildings and Property Committee** **TAB 5**
Jimmy Clark, Chair
On the Agenda: Board, Committee Approvals; Informational Reports
— Property Matters
✓ — Disposition by Demolition. The North Carolina State University Facilities Department and the College of Agriculture and Life Sciences have requested the demolition of four structures located on Varsity Drive, due to poor condition of the structures and future use of the site for Greek Village.

■ **Buildings and Property Committee (continued)**

- ✓ — Disposition by Demolition. The North Carolina State University College of Agriculture and Life Sciences has requested the demolition of a pole barn located at Lake Wheeler Field Lab, due to poor condition of the structure.
- Designer Selections
 - Varsity Drive Parking Lot expansion
 - Ricks Hall 2nd Floor Renovations
 - Open Ended Service Agreement Designer Selections 2020-2021
 - Approval of Designer Selections \$1 million or less
- Acceptance of Completed Buildings and Projects
- Non-appropriated Capital Projects Update
- Site and Plan Review/Approval
 - College of Veterinary Medicine Dairy Facility
 - Jordan Hall Library Renovation
 - Approval of Plans and Specifications of Formal Projects less than \$2 million
- ✓ — Proposed Revision to Policy 7.60.01 Parking and Transportation Ordinances 2020-21

■ **University Advancement and External Affairs Committee** **TAB 6**

Chip Andrews, Chair

On the Agenda: Board, Committee Approvals; Informational Reports and Closed Session

- Informational Reports
 - University Advancement Update
 - Fundraising and Campaign Report
- Committee Discussion
 - Naming Opportunity Proposals
- ✓ — Closed Session

■ **University Affairs Committee** **TAB 7**

Stan Kelly, Chair

On the Agenda: Board, Committee Approvals; Informational Items and Closed Session

- ✓ — Consent Agenda
 - Center and Institute Continuation Requests
 - Center for Environmental and Resource Economic Policy (CEnREP)
 - Institute for Emerging Issues
 - Small Business and Technology Development Center (SBTDC)
 - Designation of Time Limited Option for Distinguished Professorships
 - Conferral of Tenure Requests
- Requested Action
 - Salary Ranges for Senior Academic and Administrative Officers, Tier II

- **University Affairs Committee (continued)**
 - Reports
 - Residency for Full Scholarship Undergraduate Students
 - Students Requiring Special Consideration
 - Annual Human Resources Compliance Report (FY 2018-19)
 - Staff Senate Report (*written report only*)
 - Provost Update
 - Closed Session

- **Chair of the Board of Visitors Report (*written report only*)** **TAB 8**
 Judi Grainger, Chair

- **Chair of the Faculty Report (*written report only*)** **TAB 9**
 Hans Kellner, Chair

- **Student Government Report** **TAB 10**
 Emma Carter, Student Body President

- **Presentation of Walter Hines Page Award**
 Randy Woodson, Chancellor

- **Items of Interest to Members of the Board**

- **CLOSED SESSION**

- **Reconvene in OPEN SESSION for Any Additional
 Items to Come Before the Board**

- 1:30 p.m. * ■ **Adjourn**

* Ending time is approximate
 ✓ Denotes full board approval

Board of Trustees
North Carolina State University
Raleigh, North Carolina
February 28, 2020

The North Carolina State University Board of Trustees met in regular session in the Hood Board Room of the Dorothy and Roy Park Alumni Center on Centennial Campus, in Raleigh, NC, on Friday, February 28, 2020.

Members present:

Thomas E. Cabaniss, Chair
Robert F. Andrews III
Jimmy D. Clark
Ann B. Goodnight
James A. Harrell, III
Stanhope A. Kelly
Wendell H. Murphy
Ven Poole
Ronald W. Prestage, DVM
Edwin J. Stack, III
Dewayne N. Washington
Emma Carter, *ex officio*

Chair Tom Cabaniss called the meeting to order at 9:30 a.m. He reminded all members of their duty to avoid conflicts of interest and appearances of conflicts of interest under the State Government Ethics Act and inquired as to whether there were any known conflicts of interest or appearances of conflict with respect to any matters coming before the board at this meeting. He also reminded those in attendance that while the Full Board meeting is a public meeting, it is not a meeting for public comment and only those on the agenda will be permitted to speak. He then called on Assistant Secretary PJ Teal for the roll call.

ROLL CALL

Assistant Secretary PJ Teal called roll and certified that a quorum was present.

MINUTES

Mr. Harrell made the motion, seconded by Mr. Washington, to approve the open and closed session minutes of the November 22, 2019 meeting of the full board. The motion passed.

CHAIR'S REPORT- TOM CABANISS

Chair Cabaniss called upon Randy Ramsey, NC State's Board of Governors Liaison, to share updates. Randy Ramsey shared that the Board of Governors is working on a number of projects and initiatives that will benefit the people of North Carolina, including a project to improve literacy among K-12 students and a construction taskforce dedicated to constructing better buildings for future generations of students. The graduation rate across UNC System institutions is at 71%. The Board of Governors is conducting searches for five chancellors and hopes to announce the chancellor for the University of North Carolina at Charlotte in April. The search for a new president of the University of North Carolina System continues. The search committee has reviewed 91 candidates and is excited about the quality and number of applicants.

Chair Cabaniss shared that the Board of Governors updated their regulation on acquisition and disposition of real property authority to allow for an institution's chancellor or the chancellor's designee to authorize acquisitions and dispositions of real property by lease with an annual value less than or equal to \$150,000 and term of 10 years or less. A proposed revision to the Board of Trustees bylaws to reflect those changes was drafted and provided for review.

Mr. Washington made a motion, seconded by Mrs. Goodnight, to approve the change in bylaws. The motion passed.

Chair Cabaniss also shared with Trustees that the Board of Governors had passed a resolution, urging state leaders to enact House Bill 966 and approve it with the provisions originally included in Senate Bill 354. The Board of Governors asked that Trustees of UNC System institutions pass concurring resolutions. A draft resolution was provided in the Trustee materials.

Mr. Kelly made a motion, seconded by Mrs. Goodnight, to pass the resolution. The motion passed.

Chair Cabaniss notified Trustees that it is time for Chancellor Woodson's biennial review per Board of Governors' policy. A paper copy of the survey and a return addressed envelope were provided for Trustees who would prefer to submit their responses that way. An email with a link to a digital version of the survey will be sent for those who would rather submit digitally. Chair Cabaniss reminded the Trustees that it was important to have 100% completion and asked that they all take time to share thoughtful responses to the survey questions.

Trustees were reminded that the Founders' Day Celebration will be held on March 5, 2020 in the Talley Ballroom. The Watauga Medals will be awarded to this year's recipients: Stephen Angel, Kady Gjessing, and Nancy Ridenhour.

Chair Cabaniss also shared the Endowment Fund Board of Directors report. At the September meeting, the Endowment Fund Board approved the annual report. Charles Maimone presented gifts and other additions on behalf of the Chancellor for the Board's acceptance. The Board accepted new gifts and other additions of approximately \$3.8 million. The Board also heard a report on the Endowment Fund's investment performance. Investable assets increase from \$372.5 million at June 30, 2019 to \$392.4 million as of December 31, 2019. For the six months ended December 31, 2019 the Fund posted a 4.7% return, net of fees, and a 12-month return of 13.9%. The Fund's performance was comparable to the UNC Investment Fund, which experienced a six-month return of 4.6% and a 12-month return of 13.7%.

The Board heard its annual report on the performance of the University's total endowment compared with other universities for fiscal 2019. The University reported a positive return of 7.3% for its \$1.4 billion endowment for fiscal 2019, surpassing the NACUBO average of 5.3% for all endowments in the survey. The University's total endowment ranked 81st largest out of 786 survey responses. The five-year average annual return of 7.4% reflected top quartile performance. NC State's endowment per FTE, of \$45,566 at June 30, 2019 ranked NC State 8th among its sixteen institutional peers, placing NC State between UC-Davis and Purdue in the rankings.

The Board also heard a report on endowment spending budgets for fiscal 2021, and the Endowment Fund's portion of the total. For fiscal 2021, our endowments will produce programmatic spending of \$36.6 million (not including WPC and Textiles Foundation), as compared to the current fiscal year total of \$33.2 million.

Charles Maimone presented an update on all real estate assets held by the Endowment Fund. There are 79,800 acres of real estate assets held by the Endowment Fund for programmatic purposes. There are also 99.3 acres that are considered enhancements and produce ground rent income, of which 75 acres are on Centennial Campus. The Board heard the status of recent ground leased projects, endowment income generated by ground leases, and an update on plans for the Innovation District on Centennial Campus.

The Board heard a report from Brian Sischo on progress of the "Think and Do the Extraordinary" Campaign for NC State. Even though the University surpassed the original campaign goal of \$1.6 billion,

the campaign will continue until 2021, including highlights of the campaign thus far. The Board also heard an update on the upcoming day of giving plan for March 25, 2020.

The Board received an activity update from Dean Myron Floyd on Hofmann Forest. Monetization efforts continue with solar farming, mitigation bank credits, and leases.

CHANCELLOR'S REPORT – RANDY WOODSON

Chancellor Woodson shared some updates from around campus, beginning with recent research partnerships. The World Health Organization (WHO) designated the College of Veterinary Medicine's Department of Population Health and Pathobiology as a collaborating center. The center is one of less than 10 around the world and will aid the WHO in its efforts to combat antimicrobial resistance worldwide. Delta Airlines, the world's largest global airline, has joined the IBM Q Hub as a foundational partner. This partnership will provide Delta with access to the largest universal quantum system available for commercial and research use and will provide NC State students and faculty with cutting-edge opportunities for collaboration. This is the fourth major project between NC State and Delta in recent years.

Department of Labor Secretary Eugene Scalia came to Centennial Campus to announce NC State as the recipient of a \$6 million award from the *Apprenticeships: Closing the Skills Gaps* program, a \$100 million initiative to promote apprentice ships across the United States. The \$6 million will finance the development of a four-year Artificial Intelligence Academy on NC State's campus. The program will be headed by Dr. Carla Johnson, a professor in the STEM Department of the College of Education and the executive director of the William and Ida Friday Institute for Educational Innovation.

Chancellor Woodson concluded his remarks by sharing information on NC State's applicants for the Class of 2024. The university received 22,000 early-action applications and an additional 10,000 applications for regular decision. Early-action decisions have been released. The admitted pool includes 707 valedictorians and salutatorians, along with 160 students with perfect scores on their SAT or ACT scores. They represent 99 of North Carolina's 100 counties, all 50 states, and 24 countries. A notable 57% are women. Additional statistics include: average weighted GPA of 4.33, average unweighted GPA of 3.89, average SAT score of 1356 (out of 1600) and an average ACT score of 30 (out of 36). Students have until May 1 to make their final decision. Regular decision applicants will be notified of their status by March 30 with transfer applicants being notified by April 15. NC State will continue its Spring Connect program and hopes to offer an additional 300 students admission to the university for the Spring 2021 semester.

COMMITTEE REPORTS

AUDIT, RISK MANAGEMENT AND FINANCE COMMITTEE – ACTING CHAIR DEWAYNE WASHINGTON

Mr. Washington reported that the Committee met and heard a number of updates. Cecile Hinson, Director of Internal Audit, reviewed the status of audit engagements for fiscal 2020 and updated the Committee on activities since the last meeting. Julie Smith, Assistant Vice Chancellor for External Affairs, Partnerships and Economic Development, discussed the one-day legislative session in January, which included current year funding budget and scholarships for children of wartime veterans. The committee was also provided the annual budget and financial brochure which shows projected revenue by source and expenditures by program and account.

The committee also heard a brief report on interim financials for the current fiscal year. University Treasurer Mary Peloquin-Dodd reported that balance sheet performance for the first six months of fiscal 2020 is good. While operating revenues are up modestly, expense growth is outpacing revenue growth. NC State's bond ratings have not changed, but recent rating agency actions at other UNC-system schools reflects the rating agencies' concern about constrained student revenue growth and flat state

support. Links to both the State of North Carolina Auditor's report and the NC State Annual Financial Report were provided in the pre-materials. The Committee was also provided the required annual report on endowment and investments, both long-term and operating cash. Chair Cabaniss provided information about the endowment's performance in the Endowment Fund report.

The Committee heard a report for fiscal 2018-2019, "Financial Reporting for Intercollegiate Athletics," from Beverly Armwood. NC State Athletics self-generated 89% of all Athletic revenue for FY18, and is in the 70th percentile of athletics-generated revenue compared with other schools in the ACC and the 36th percentile of the Power Five. A small portion (7%) of revenue is funded from student fees in exchange for student tickets to athletic events. NC State's \$232 Student Fee for Operations, which has not increased since FY 2013, continues to be the lowest in the UNC System. NC State's athletic expenses for FY18 were \$86.8 million and are in the bottom quartile of the ACC, \$15.6 million below the Conference median and in the 8th percentile of the Power Five, \$28.6 million below the median. Athletic revenues for fiscal 2019 exceeded expenses by \$2 million.

As outlined by Board of Governors' policy, the Committee received the annual report on Cybersecurity and Technology Risks from Vice Chancellor for Information Technology Marc Hoit. Risk factors to information technology in general were explained. NC State continues to see a reduction in accounts needing to be disabled each month due to phishing or data breaches. The top five security weaknesses, processes and challenges in monitoring risk and how cybercriminals exploit the weaknesses were discussed in addition to long term cybersecurity planning and the integration within the IT Strategic Plan. The Committee was also informed of the overlap in federal and state laws, contractual agreements and UNC System Office standards.

The Committee then went into closed session under attorney client privilege to hear a report on a legal matter.

BUILDINGS AND PROPERTY COMMITTEE - CHAIR JIMMY CLARK

Mr. Clark reported that the Buildings and Property Committee reviewed and approved two property matters that require full board approval. They are:

- Acquisition by Lease. North Carolina State University requests permission to acquire strategically located space by lease on behalf of the Poole College of Management, Jenkins MBA Program – Research Triangle Park Satellite location. Securing a new office space and classroom space in RTP, will accommodate the program's growth as well as continue to provide easy access for students attending from various locations across North Carolina.
- Acquisition by Lease. North Carolina State University requests permission to acquire by lease three (3) floors in the University Towers residence hall for the 2020-2021 academic year. The leased space will provide overflow housing for 384 students and six resident advisors.

Mr. Clark made a motion, seconded by Dr. Prestage, to approve the two property matters. The motion passed.

Mr. Clark reported that the Committee approved two selections of designers for the Athletics Development Plan, McKimmon Center Restroom Renovations and a construction manager for the Greek Village Phase IV. The Committee accepted 26 building projects at a combined value of \$24,338,316, and Designer Selections under \$1 million or less.

The Committee also approved two Non-Appropriated Capital Improvement Projects; Dining Hall renovations and ADA bathroom addition – Millstone 4-H Camp and Sterilization Core Renovation – Scott Hall. The Committee approved four plans and specifications of Formal Projects costing less than \$2 million.

The Committee then heard updates for capital projects in progress and the status of projects in planning as well as an update on the physical Master Plan.

UNIVERSITY ADVANCEMENT AND EXTERNAL AFFAIRS COMMITTEE – CHAIR CHIP ANDREWS

Mr. Andrews reported that the Committee heard an update from University Advancement, starting with an overview of 19 awards recently presented to NC State by the Advancement professional association CASE (Council for Advancement and Support of Education). NC State received the second highest number of awards among all private and public universities in the Southeast. The current Campaign total has now surpassed \$1.7 billion, and overviews anticipated milestones leading to an aspirational target of \$2 billion. The Extraordinary Opportunity Scholarship initiative is a new campaign effort to raise new scholarship funds for those students with the largest demonstrated financial need. This new scholarship initiative will be launched publicly on our second Day of Giving, March 25, 2020. Discussion on the University Advancement Five year Roadmap focused on how NC State can model the characteristics of high return on investment advancement programs.

Associate Vice Chancellor Jim Broschart shared an overarching campaign and fundraising update, informing the Committee that the year to date total for new gifts and commitments is \$160,730,951. This total reflects the best December ever (with \$54 million raised), and the second best first half of the fiscal year (only second to the year the Campaign was launched in 2016). Furthermore, efforts to reduce the size of fundraiser's individual portfolios has actually increased the number of donor visits, discovery visits, and solicitations dramatically. The Committee then heard an overview of University Development functions in Major Gifts, Gift Planning, Annual Giving, and touched on strategies for the upcoming Day of Giving.

The Committee reviewed and approved one naming opportunity proposal in the College of Agriculture and Life Sciences and one in the College of Sciences.

Following the presentations, the committee met in closed session and approved three donor naming proposals, which included two in the College of Agriculture and Life Sciences and one in the College of Engineering, for recommendation to the full board.

UNIVERSITY AFFAIRS COMMITTEE – CHAIR STAN KELLY

Mr. Kelly reported that the Committee met and approved the establishment of the Belk Center for Community College Leadership and Research, the continuation of the Water Resources Research Institute, the option for a distinguished professorship to be awarded on a time-limited basis, and conferral of tenure to a new faculty member under the consent agenda. The Committee also recommended for full board approval the request to establish the Masters in Foundations of Data Science under the consent agenda.

Mr. Kelly made a motion, seconded by Mr. Andrews, to approve the request to establish the Masters in Foundations of Data Science degree program. The motion passed.

The Committee heard several reports, beginning with the Annual Report on Intercollegiate Athletics. This report highlighted the profiles of admitted student-athletes, the student-athlete exceptions to the minimum course requirements set by the Board of Governors, information about the majors chosen by student-athletes, and NC State's scores for the NCAA's Graduation Success Rate and Academic Progress Rate. NC State's student-athletes currently carry an average GPA of 3.04. The most recent Graduation Success Rate was 87%, which is an all-time high for NC State.

The graduation report showed that the university continues to increase retention and graduation rates. Of particular note was the improvement in the 4-year graduation rate and the 44% growth in doctoral degrees awarded over the past ten years.

Student Body President Emma Carter shared some initiatives underway in Student Government including the Pack the Polls Ambassador Program, efforts to extend diversity programs for fall admitted students to Spring Connect Students as well, and a collaborative effort to shorten and streamline the student organization registration process. There are now over 650 registered student organizations. Upcoming student government initiatives will include elections for the 100th session.

Executive Vice Chancellor and Provost Warwick Arden also shared information with the committee, including:

- an update on academic programs including notice of a name change from the Department of Social Work to the School of Social Work in the College of Humanities and Social Sciences in order to align with peer institutions and attract more highly qualified students.
- an update on searches for the Dean of the College of Natural Resources and the Vice Chancellor and Dean of the Division of Academic and Student Affairs.
- the process for NC State's next strategic plan is underway; nine task forces have been launched in order to assist in the plan development.
- the annual reappointment, promotion and tenure process is also underway with 186 faculty members participating. Faculty will be notified about the outcome of the review at the end of April.

Chair of the Faculty Hans Kellner concluded the Committee's reports by sharing topics, including issues of concern that have been discussed at recent Senate meetings. At its February 4 meeting, the Senate passed a resolution in support of the efforts of the Pack Essentials program. Elections for Senate seats, Faculty Assembly, Grievance and Hearing Pools, Athletic Council representatives and the Chair-Elect of the Faculty will occur this spring.

Associate Vice Chancellor for Research Dr. Jon Horowitz provided an overview of Centers and Institutes. NC State is home to 34 Centers and 12 Institutes which engage over 800 faculty, 280 industry partners and approximately 7,000 graduate and undergraduate students in developing collaborative solutions for North Carolina and beyond through interdisciplinary research, instruction and public service.

In closed session, the committee approved a head coach employment agreement for Volleyball and addenda to three other head coach contracts. We recommended salary actions for approval by the Board of Governors and made recommendations for awarding of the Holladay Medal and Honorary Degrees. These recommendations will be considered by the Full Board in closed session at the conclusion of this meeting.

STAFF SENATE REPORT – JANICE SITZES

Chair Janice Sitzes provided an update on the Staff Senate and their activities since Chair Sitzes last spoke to the Board of Trustees. Staff Senate representatives participated in the Staff and Faculty Appreciation event on November 11, where they distributed Meet Your Senator flyers to increase awareness and accessibility of senators among their constituents. Staff Senate also offered a non-traditional parent chat for NC State employees who identify as non-traditional parents (foster, adoptive, single, grandparents raising grandchildren, LGBT, parents of children with special needs, etc.) At its conclusion, employees were asking when the next event would be held.

The Staff Senate has also been working on a number of service and community engagement initiatives. For the Warm the Pack Winter Coat Drive, Staff Senate collected over 500 coats and other winter items in 25 locations throughout campus; we distributed these items on the Brickyard on Dec. 9. Remaining items were delivered to the coat rack outside room 605 in Poe Hall, which is available year-round. During the Bountiful Harvest Food Drive, Staff Senate collected 1,254 pounds of food in 30 locations around campus. Donations were divided between the Feed the Pack Food Pantry (674 pounds)

and the Food Bank of Central and Eastern North Carolina (580 pounds). A total of 675 toys, collected in 48 boxes from 28 locations across campus, were donated to Toys for Tots on behalf of NC State.

In an effort to ensure that staff senators are informed and engaged with the university, they had a number of presentation from offices around campus at their general body meetings. These include: Matt Peterson director of federal research affairs, who introduced his role as Director of Federal Research Affairs, as well as provided an overview of funding sources and an update on the budget; Marie Williams, associate vice chancellor for human resources, and Dr. Nancy Whelchel, director of survey research, provided an update on the employee engagement survey, including results from the 2018 survey and the action plan for the 2020 survey; Than Austin, NC State's recently hired director of transportation, who offered insight as to what his department does, why they do it, costs and funding issues, and upcoming initiatives, which provided senators with a greater understanding of the complexity of the bigger picture. Most recently, Staff Senate heard from Charlie Maimone, vice chancellor for finance and administration, who provided an organizational overview of the office of finance and administration and shared OFA's commitment to principles for employee engagement, customer service, and responsible stewardship

Staff Senate is currently evaluating how to make their election process more accessible and sustainable through more extensive use of electronic ballots. Through research and collaboration with Facilities, who will give their employees time during their shifts to access a computer and vote, it is estimated that the number of paper ballots can be reduced by over 63%.

CLOSED SESSION

With no further business in open session, Mr. Clark made the motion, seconded by Mr. Harrell, at 10:30 a.m. to go into closed session to preserve the attorney-client privilege and to prevent the premature disclosure of an honorary award. The motion passed.

RECONVENE IN OPEN SESSION

At 11:15 a.m. the board came out of closed session. With no further business in open session, Chair Cabaniss adjourned the meeting at 11:16 a.m.

Respectfully submitted,

Assistant Secretary

Secretary

Approved:

Chair of the Board



NORTH CAROLINA STATE ETHICS COMMISSION

SAMPLE¹

ETHICS AWARENESS & CONFLICT OF INTEREST REMINDER

(to be read by the Chair or his or her designee at the beginning of each meeting)

In accordance with the State Government Ethics Act, it is the duty of every [Board] member to avoid both conflicts of interest and appearances of conflict.

Does any [Board] member have any known conflict of interest or appearance of conflict with respect to any matters coming before the [Board] today?

If so, please identify the conflict or appearance of conflict and refrain from any undue participation² in the particular matter involved.

Rev. 1-16-07

¹ N.C.G.S. §138A-15 (e): “At the beginning of any meeting of a board, the chair shall remind all members of their duty to avoid conflicts of interest and appearances of conflict under [Chapter 138A].” There is no set language required by the Act. Specific language can and should be tailored to fit the needs of each covered board as necessary.

² “A public servant shall take appropriate steps, under the particular circumstances and considering the type of proceeding involved, to remove himself or herself to the extent necessary, to protect the public interest and comply with this Chapter, from any proceeding in which the public servant’s impartiality might reasonably be questioned due to the public servant’s familial, personal, or financial relationship with a participant in the proceeding.” See N.C.G.S. §138A-36 (c). If necessary, the Chairman or individual member involved should consult with his ethics liaison, legal counsel, or the State Ethics Commission to help determine the appropriate response in a given situation.

The Chancellor's Report

April 2020

Coronavirus Response

NC State continues to work with county and state health officials, the University of North Carolina System Office, and government leaders to monitor the coronavirus (COVID-19) outbreak and its impact. A number of measures have been enacted by NC State to ensure the safety of our campus community while maintaining academic and business continuity. Classes resumed using distance delivery methods on Monday, March 23, 2020 after an extended spring break. The number of students, faculty and staff on campus has been significantly reduced so that we can maintain daily operations but practice social distancing. Spring Commencement has been postponed after guidance from the University of North Carolina System. The most recent updates can be found on our Coronavirus Response website at www.ncsu.edu/coronavirus/.

PFAS Research Grant

A team of researchers received a five-year, \$7.4 million grant from the National Institute of Environmental Health Sciences (NIEHS) Superfund Research Program. The grant will establish a Center for Environmental and Human Health Effects of Per- and Polyfluoroalkyl Substances (PFAS) led by Carolyn Mattingly, professor and head of the Department of Biological Sciences. There are approximately 5,000 known PFAS, a class of chemicals used to make consumer and industrial products more water, stain, and grease resistant. The project will bring together researchers from NC State and East Carolina University to study PFAS toxicity, bioaccumulation, mechanism of action, and remediation as well as develop new analytical methods for detecting the compounds and train the next generation of environmental health researchers.

FAIA Fellows

Three alumni and two professors of practice from the College of Design were inducted as Fellows for the American Institute of Architects. Our alumni inductees for the 2020 cohort are: Randy Deutsch, Clinical Associate Professor at the University of Illinois Urbana-Champaign; Jason Forney, Principal at Bruner/Cotts Architects; and Steve White, Principal and Director of Washington, D.C.] Fentress Architects. Our professors of practice fellows are Don Kranbuehl, Principal at ClarkNexsen, and Erin Sterling Lewis, Architect and Firm Principal at in situ studio. AIA Fellows are recognized for their exceptional work and contributions to architecture and society. Only 3 percent of AIA members earn this distinction.

IBM Q Hub at NC State Announces First University Partner

The IBM Q Hub announced the University of New Mexico as its first university partner. Membership will provide the University of New Mexico with new opportunities in research and education that harness the cutting-edge technology at the heart of the National Quantum Initiative, a federal program that seeks to accelerate the development of quantum applications.

Knight-Hennessy Scholar

Gracie Hornsby, a senior from Franklinton, North Carolina, was recently admitted into the 2020 cohort of Knight-Hennessy Scholars. The Knight-Hennessy program is an international, graduate-level scholarship program at Stanford. Scholars receive full funding to pursue any graduate degree at Stanford with additional opportunities for leadership training, mentoring and experiential learning across disciplines. Gracie is currently a civil engineering major with a minor in environmental science. She plans to study environmental engineering at Stanford and ultimately improve global access to clean water.

National Academy of Engineering Regional Meeting

The College of Engineering hosted a regional meeting for the National Academy of Engineering (NAE) in early March on Centennial Campus. The meeting was focused on Engineering Therapies for the Future and featured lectures from a number of leading minds in academia, research, and industry on the future of medicine. The NAE hosts multiple regional meetings across the country each year as part of the organization's mission to advance the well-being of the nation by promoting a vibrant engineering profession and by marshalling the expertise and insights of eminent engineers to provide independent advice to the federal government on matters involving engineering and technology.

Counselor of the Year

Yuka Kato, a licensed psychologist with the NC State Counseling Center, was named the Counselor of the Year at the American College Counseling Association's (ACCA) annual conference. The ACCA is a branch of the American Counseling Association that ACCA strives to support and enhance the practice of college counseling, promote ethical and responsible professional practice, promote communication and exchange among college counselors across service areas and institutional settings, encourage cooperation with other organizations related to higher education and college student development, and provide leadership and advocacy for the profession of counseling in higher education. The Counselor of the Year award recognizes a college counselor who has made a significant impact at the national, state or local level through their work. Kato works with students on issues related to depression, anxiety and trauma.

**BOARD OF TRUSTEES
NORTH CAROLINA STATE UNIVERSITY
AGENDA**

Audit, Risk Management and Finance Committee
9:00 a.m. – 10:15 p.m., April 23, 2020
Via Zoom

Members: Ed Weisiger, Chair, Ann B. Goodnight, Stan Kelly, Ed Stack, Wendell Murphy, Dewayne Washington

CALL TO ORDER Chair of Committee

ROLL CALL Chair of Committee

**PUBLIC MEETING REMINDER AND READING OF STATE GOVERNMENT ETHICS ACT
CONFLICT OF INTEREST STATEMENT** Chair of Committee

1. APPROVAL OF MINUTES **TAB 4.1**
Approval of February 27, 2020 Open and Closed Session Minutes

2. ACTION ITEMS **TAB 4.2**
A. Approval of Internal Audit Plan for Fiscal Year 2021 4.2A
Office of Internal Audit
Cecile Hinson, Chief Audit Officer and Director, Internal Audit

3. INFORMATIONAL REPORTS **TAB 4.3**

A. Internal Audit Update 4.3A
Office of Internal Audit
Cecile Hinson, Chief Audit Officer and Director, Internal Audit

B. Legislative Update 4.3B
Office of External Affairs, Partnerships & Economic Development
*Kevin Howell, Vice Chancellor, External Affairs, Partnerships
& Economic Development*

C. Finance Update 4.3C
Office of Finance and Administration
Charles Maimone, Vice Chancellor, Finance and Administration

D. Investment Update 4.3D
Office of Finance and Administration
Mary Peloquin-Dodd, Associate Vice Chancellor, Finance and University Treasurer

E. Annual Associated Entities Review 4.3E
Office of Finance and Administration
Mary Peloquin-Dodd, Associate Vice Chancellor, Finance and University Treasurer

- F. Annual University Debt Update 4.3F
Office of Finance and Administration
Lori Johnson, University Controller, University Controller's Office

4. COMMITTEE DISCUSSION TAB 4.4

5. ADDITIONAL INFORMATIONAL MATERIALS TAB 4.5

- A. NC State Investment Fund Performance Review 4.5A
B. NC State Intermediate Term Fund Performance Review 4.5B

ADJOURN

OPEN SESSION MINUTES

AUDIT, RISK MANAGEMENT AND FINANCE COMMITTEE

Board of Trustees
North Carolina State University
February 27, 2020

The Audit, Risk Management and Finance Committee of the Board of Trustees of North Carolina State University met February 27, 2020 in the Winslow Conference Room.

Members Present: Dewayne Washington, Acting Committee Chair
 Ann Goodnight
 Stan Kelly
 Wendell Murphy
 Ed Stack
 Tom Cabaniss, Board Chair

Chair Washington called the meeting to order at 3:15 p.m., and explained that he was acting on behalf of Mr. Weisiger who could not be in attendance. The roll was called and a quorum was present.

Chair Washington reminded those in attendance that this was a public meeting but was not a meeting for public comment. Only those included on the agenda are invited speak. He then read the State Government Ethics Act to remind all members of their duty to report conflicts of interest or appearances of conflict.

Approval of Minutes

The minutes from the November 21, 2019 meeting were presented for approval, and with no changes, they were approved.

Action Items

No action items.

Informational Reports

Internal Audit Update

The Committee heard a review on the status of audit engagements for fiscal 2020 and activities in process since the last meeting: four (4) reports, three (3) audits, and nine (9) consultations are in progress. For fiscal year 2020, four (4) reports have been issued and seven (7) audits are in follow-up. There are also nine (9) audits/consultations that may roll forward into next fiscal year. The results of one audit were discussed in closed session.

Legislative and Finance/Budget Update

The committee was briefed on the NC General Assembly's single day session on January 14. It was noted that elections this year could have significant impact to the General Assembly.

The committee received the annual budget brochure in pre-materials and heard an overview of the materials represented in it.

An update on interim financials for fiscal year 2020 was also given. Balance sheet performance for the first six months of fiscal 2020 is good. Operating revenues are up modestly, however, expense growth is outpacing revenue growth. NC State's bond ratings have not changed, but recent rating agency actions at other UNC-system schools reflects the rating agencies' concern about constrained student revenue growth and flat state support. The Committee was also reminded that links to both the State of North Carolina Auditor's report and the NC State Annual Financial Report were provided in the pre-materials.

Annual Report on Endowment and Investments

The Board heard its annual report on the performance of the University's total endowment compared with other universities for fiscal 2019. The University reported a positive return of 7.3% for its \$1.4 billion endowment for fiscal 2019. This performance surpassed the NACUBO average of 5.3% for all endowments in the survey. The University's total endowment ranked the 81st largest out of 786 survey responses. The five-year average annual return of 7.4% reflected top quartile performance. NC State's endowment per FTE, of \$45,566 at June 30, 2019 ranked NC State 8th among its sixteen institutional peers, placing NC State between UC-Davis and Purdue in the rankings.

In addition to long term investments, NC State invests its operating cash in the State Treasurer's Short-Term Investment Fund, which had a December 31, 2019 market value of \$438.9 million, and the NC State Intermediate Term Fund which held \$165.3 million at the same time.

Intercollegiate Athletics Finance and Budget Reporting

The Committee heard a report for fiscal 2018-2019, "Financial Reporting for Intercollegiate Athletics". NC State Athletics self-generated 89% of all Athletic revenue for FY18, and is in the 70th percentile of athletics generated revenue compared to other schools in the ACC and in the 36th percentile of the Power Five.

The other 7% of revenue is funded from student fees in exchange for student tickets to athletic events. NC State's \$232 Student Fee for Operations continues to be the lowest in the UNC System and has not increased since FY13. NC State supports 23 sports and an average of 530 (unduplicated) student athletes.

NC State's athletic expenses for FY18 were \$86.8 million which ranks in the bottom quartile of the ACC, \$15.6 million below the Conference median and in the 8th percentile of the Power Five, or \$28.6 million below the median. Athletic revenues for fiscal 2019 exceeded expenses by \$2 million.

The Committee was also provided additional financial information including the annual budget for fiscal 2019-2020.

Enterprise Risk Management and Compliance Update Cybersecurity and Technology Risks: A Status Report

A status report of cybersecurity and technology risk was presented to the Committee. Risk includes asset inventory, third party risk assessment and monitoring, and critical vulnerabilities on sensitive systems. NC State has about 57 accounts disabled each month primarily due to phishing. There are approximately 160,880 bad login attempts to university equipment every hour. Security weaknesses such as default and weak credentials as well as unpatched software contribute to these numbers.

NC State saw 447 external notification of cyber threats in 2019. Cybersecurity requires long term planning and actions. Current actions in place include two factor authentication which is already in place for faculty and staff and is now being rolled out to students. Compliance includes overlap in federal and state laws, contractual agreements and UNC System Office standards.

Office of Information and Technology biggest accomplishments in 2019 included achieving 100% compliance with PCI DSS, requiring university –owned endpoints with IT support be in a configuration management system and IT purchase compliance processes. New initiatives are underway to further strengthen cybersecurity.

Audit, Risk Management and Finance Committee
North Carolina State University
Board of Trustees
February 27, 2020
Page 3

Closed Session

Tabitha Groelle made a motion that the Committee convene to closed session to plan, conduct and hear a report concerning an audit under N.C. General Statutes 143-318.11(a)(3) to preserve the attorney-client privilege. Mr. Stack moved to convene to closed session, Ms. Goodnight seconded, and with no dissent the Committee convened to closed session at 4:35 p.m.

The Committee reconvened to open session at 4:55 p.m.

Additional Informational Materials

Chair Washington made reference to additional information in the materials under Tab 4.5

Adjournment

With no further business, Chair Washington announced the meeting adjourned at 4:55 p.m.

Submitted by _____

Secretary to the Committee

Approved by _____

Chair of the Committee



NCSU Internal Audit Division Fiscal Year 2021 Audit Plan

Audits

Poole College of Management - Financial Business Operations	The objective will be to audit internal controls and governance over the financial business processes, efficiency and effectiveness of processes, and compliance to federal, state, and university requirements. This audit will serve as follow-up to issues found in fiscal year 2019 audit engagements: Audit of Expenditures from Special Academic Resources and the Audit of Non-Salary Year End Transfer of Expenses.
College of Humanities and Social Sciences - Institute for Nonprofits - Business Operations	The objective will be audit is to review the business operations of the institute including governance, internal controls, efficiency and effectiveness of processes, and compliance to federal, state, and university requirements.
College of Engineering - Department of Materials Science and Engineering	The objective will be to audit internal controls and governance over the research, financial, and human resources business processes and compliance to federal, state and University requirements. This audit will serve as follow-up to issues found in fiscal year 2019 engagements: College of Engineering - Materials Science and Engineering Investigation, College of Engineering - Materials Science and Engineering - Vendor Management Investigation, and College of Engineering - Materials Science and Engineering - Purchasing Investigation.
Wilson College of Textiles - Nonwovens Institute - Business Operations	The objective of this audit is to review the business operations of the institute including governance, internal controls, efficiency and effectiveness of processes, compliance to federal, state, and university requirements.

Information Technology Audits

Application Programming Interface (API) Audit	<p>The objective of this audit is to:</p> <ul style="list-style-type: none"> • Identify population of APIs transferring University data outside of PS Enterprise Systems • Identify ultra-sensitive and sensitive data that is being transferred by APIs • Assess controls governing these types of transfers • Assess security of transfers of ultra-sensitive and sensitive data
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Fiscal Year 2020 Engagements in Progress on July 1, 2020

Office of Finance and Administration - Environmental Health and Public Safety - Security Applications and Technologies (SAT) - Physical Access Services

Investigations

The Audit Plan includes estimated time for analysis of allegations reported through the Internal Audit Division Hotline, Ethics Point Hotline, the Office of the State Auditor Hotline, or other internal and external sources and subsequent investigation.

Prior Year's Follow-up Audits

The Internal Audit Division performs follow-up activities on all audit issues reported by our office or the Office of the State Auditor. As of March 9, 2020, corrective actions for issues noted in the following audit reports will be assessed/reviewed in fiscal year 2021:

User Controls Over Ultra-Sensitive Data

Campus Enterprises - NC State Dining - Vendor Processes Fraud Risk Assessment

Campus Enterprises - NC State Stores - Vendor Processes Fraud Risk Assessment

College of Agriculture and Life Sciences (CALS) - NC Cooperative Extension (NCCE) - Business Process Governance

College of Sciences (COS) - General Information Technology (IT) Controls

College of Agriculture and Life Sciences - Prestage Department of Poultry Science

Advisory Services

Office of Research and Innovation and Office of Finance and Administration - Research Administration Systems Replacement - Enterprise Research Administration Research Enterprise Data System Implementation

Internal Audit is providing advisory and consulting services on the replacement of multiple legacy systems used for enterprise research administration activities.

Special Assignments

University Information Technology (IT) Governance Committees

Chief Audit Officer & Director, Assistant Director, IT Auditor are providing advisory services to various IT governance committees.

Case Study Development

Development of case studies using business risk intelligence gleaned from internal audit engagements for the Office of Finance and Administration use in University-wide process improvement initiatives.

Continuous Risk Assessment and Audit Planning

Every week, Internal Audit Division team members visit University faculty and staff to discuss their unit's strategic plans, goals, and risk posture in relation to the University's Mission. This includes new and on-going activities related to their academic, research, and outreach missions and potential concerns or emerging risks to both strategic and tactical goals at the unit and university level. This process supports the identification of potential audit and advisory engagements and is used as an objective tool in the development of our Annual Audit Plan.

NCSU Internal Audit Division

Continuous Risk Assessment and Audit Planning Process

Audit Risk Universe (see illustration, page 5)

Current best practices relating to development of the audit universe contend that a risk-based internal audit function considers all risks that affect their enterprise, not just the "auditable risks." Specifically, at NCSU, this broader concept of the audit universe begins with the core elements of the NC State Mission: academics, research, and engagement. The NC State Internal Audit Division (IAD) identifies three integral activities necessary for the achievement of our mission:

- 1) Governing – performed by our university leadership team and the Board of Trustees who set the direction and ethical expectations for university constituents
- 2) Doing – performed by our faculty, engagement agents, and staff around the globe
- 3) Supporting – performed by university units through various processes and practices carefully designed to manage risk and ensure the university meets its goals, objectives, and requirements

Risks to these mission-critical activities and the ways in which risks are mitigated are the focus of our Continuous Risk Assessment (RA) Process that leads to the development of our Audit Risk Inventory and Audit Plan.

Continuous Risk Assessment Process (see illustration, page 6)

IAD continuously performs risk assessment activities across the Audit Risk Universe to identify areas of high risk to the university "enterprise" in relation to achieving both its strategic and tactical goals and objectives. The RA process is at the core of our audit and consulting engagements and is used as an objective tool in the development of our risk-based Audit Plans. We use our Audit Risk Inventory to compile and track risk exposures to the university's governance, operations, and information systems that relate to components such as the:

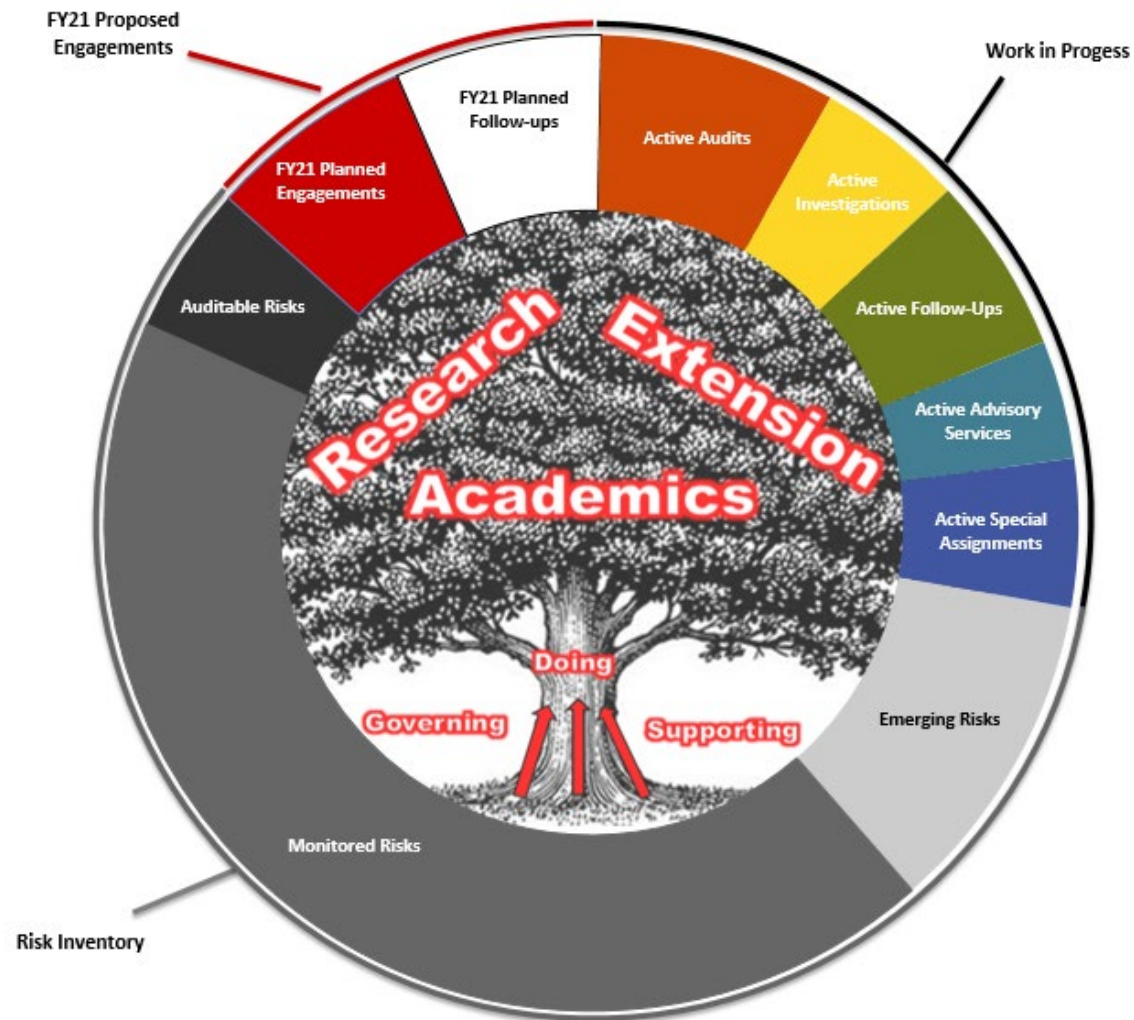
- Reliability and integrity of research, financial, and operational information
- Effectiveness and efficiency of operations
- Safe-guarding of assets
- Compliance with university and UNC System policies
- Compliance with legal, regulatory, and contractual obligations
- Detection and prevention of fraud
- Effectiveness of information technology security and compliance

Audit Plan Development (see illustration, page 6)

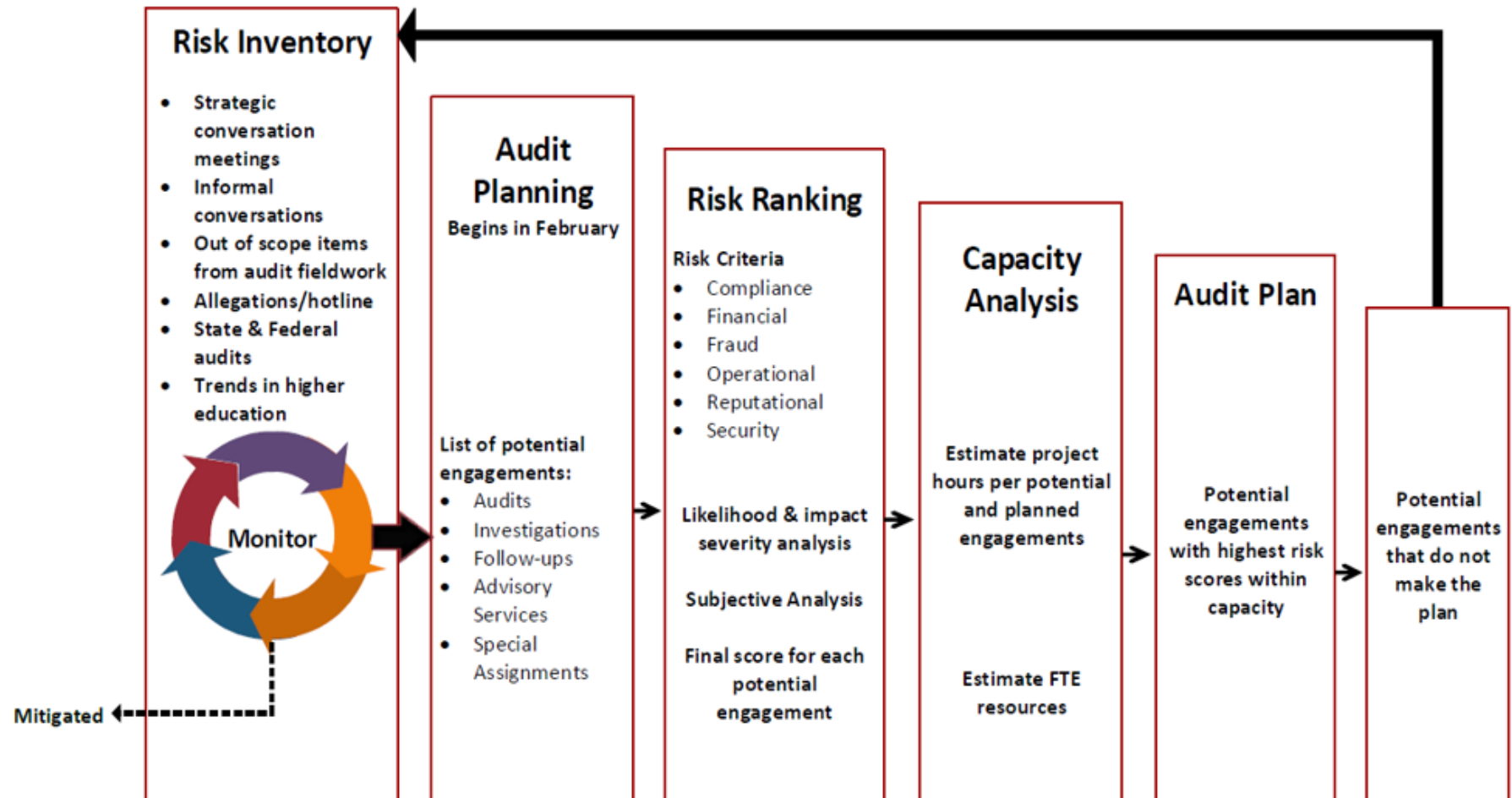
All objective and subjective information and data gathered through our continuous RA process is analyzed when received and at weekly RA staff meetings. This on-going analysis process allows IAD to determine areas that may need immediate attention, areas that are potential near-term or future audits, and areas that we will continue to watch and monitor through our process.

Our Audit Plan reflects the results of our continuous assessment and analysis process as of the end of the first quarter of each calendar year. Each year's Plan is presented for approval at the regularly scheduled April meeting of the NC State Board of Trustees and is implemented at the start of the new fiscal year on July 1.

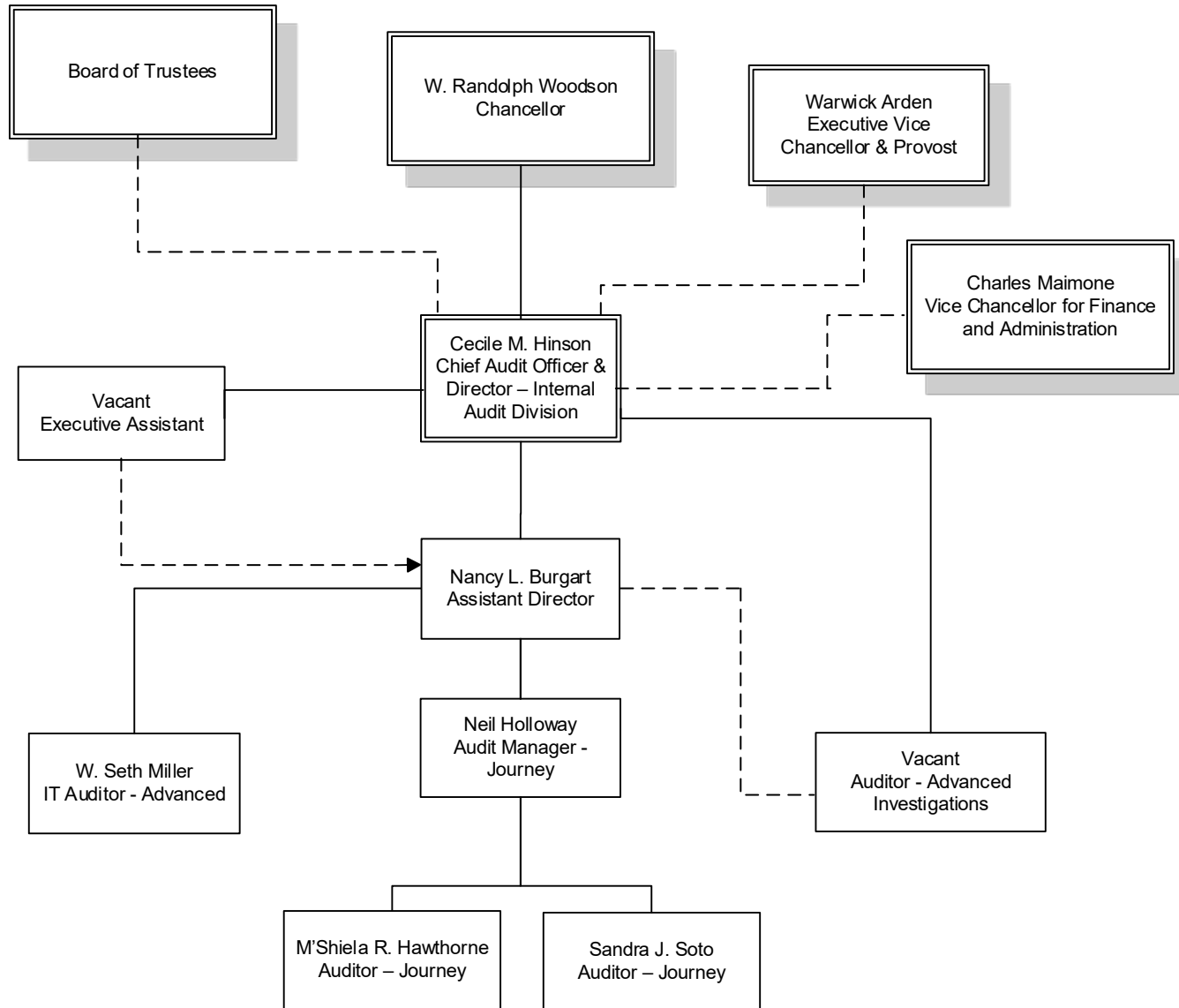
NCSU Internal Audit Division
Continuous Risk Assessment and Audit Planning Process
Audit Risk Universe as of March 9, 2020



NCSU Internal Audit Division
Risk Assessment and Audit Planning Process
Continuous Risk Inventory and Audit Plan Development



NCSU Internal Audit Division Organization Chart
March 5, 2020



NCSU Internal Audit Division

Staff Bios

Chief Audit Officer & Director

Cecile M. Hinson, CCEP, CFE, CISA

Cecile joined the Internal Audit Division in February 2001. Prior, she worked for Lockheed Martin and PricewaterhouseCoopers, LLP, in the areas of financial, operational, and information technology auditing. Cecile received her Bachelor of Science in Business with an emphasis in Accounting from Meredith College. She is a Certified Compliance and Ethics Professional (CCEP), a Certified Fraud Examiner (CFE), and a Certified Information Systems Auditor (CISA). She is also a graduate of the NC State Equal Opportunity Institute and holds an Information Technology Audit Certificate from the MIS Training Institute.

Assistant Director

Nancy L. Burgart, CFE, CISA

Nancy re-joined the Internal Audit Division in October 2010 after working as an IT Compliance Auditor in the NC Office of the State Chief Information Officer. Nancy began her career at NC State in August 1994 and worked in various departments across campus, including Telecommunications, NCSU Libraries, and Internal Audit. Nancy has a Bachelor of Science in Accounting from East Carolina University. She is a Certified Information Systems Auditor (CISA) and a Certified Fraud Examiner (CFE).

Audit Manager

Neil Holloway, MBA, CFE, CGFM, PMP

Neil joined the Internal Audit Division in February 2015. Previously, he worked as a financial management consultant for IBM and an auditor for the U.S. Department of Defense, Office of the Inspector General. Neil earned his Bachelor of Science in Accounting from Juniata College in 2007. He earned his Master of Business Administration (MBA) from NC State in 2017. He is a Project Management Professional (PMP), a Certified Government Financial Manager (CGFM), and a Certified Fraud Examiner (CFE).

Staff

M'Shiela R. Hawthorne, CIA, CFE

M'Shiela joined the Internal Audit Division in December 2014. She has over 20 years of accounting experience in various industries including the military. M'Shiela has a Bachelor of Science Degree in Accounting with a concentration in Internal Audit from NC State University. She is a Certified Internal Auditor (CIA) and a Certified Fraud Examiner (CFE).

Sandra J. Soto, CFE

Sandra joined the Internal Audit Division in December 2017. She has over 20 years of accounting experience in various industries. Sandra graduated with honors and has a Bachelor of Science Degree in Accounting with a concentration in Internal Audit from NC State University. She is currently enrolled in the MBA program at NC State. Sandra is a Certified Fraud Examiner (CFE). She is also trilingual, speaking English, Spanish and French.

Seth Miller, CISA, Net+

Seth joined the Internal Audit Division in August 2018. He has over 7 years of compliance and auditing experience in regulated industries. Seth started his career at a non-profit organization (RTI International) focusing on governance, security, and compliance. He then moved to a large private software company (SAS) where he was focused on compliance, operations, and auditing. Seth has a Bachelor of Science Degree in Business Administration with a concentration in Marketing from Appalachian State University. Seth holds both Certified Information Systems Auditor (CISA) and Network Plus (Net+) certifications.

Review of Audit Reports - University Associated Entities
Audit, Risk Management and Finance Committee
North Carolina State University
June 30, 2019

	Total Net Assets June 30, 2019 In 000's	Unqualified Audit Opinion	Management Letter	Signed Operating Agreement
INVESTMENT ENTITY:				
NC State Investment Fund, Inc.	\$ 1,261,957	Yes	No	Yes
FUNDRAISING ENTITIES:				
The North Carolina Agricultural Foundation, Inc.	175,251	Yes	No	Yes
NC State Engineering Foundation, Inc.	151,223	Yes	No	Yes
North Carolina State University Foundation, Inc.	460,202	Yes	No	Yes
NC State Executive Education, LLC (a, b, c)	-	N/A	N/A	Yes
North Carolina Tobacco Foundation, Inc.	11,203	Yes	No	Yes
NC State Natural Resources Foundation, Inc.	40,069	Yes	No	Yes
North Carolina Veterinary Medical Foundation, Inc.	86,838	Yes	No	Yes
North Carolina State University College of Sciences Foundation, Inc.	27,122	Yes	No	Yes
NC State University Alumni Association, Inc.	45,033	Yes	No	Yes
NCSU Student Aid Association, Inc.	83,918	Yes	Yes	Yes
North Carolina Textile Foundation, Inc.	62,919	Yes	No	Yes
SOCIAL CLUB ENTITIES:				
North Carolina State University Club (d)	8,497	Yes	No	Yes
The NC State Alumni Club, Inc.(d)	171	Yes	No	Yes
OTHER ENTITIES:				
NC State University Partnership Corporation	161	Yes	No	Yes
Leaders in Innovation and Nonwovens Commercialization, LLC (a, e)	883	N/A	N/A	Yes
NC State University Centennial Development, LLC (a, e)	16,651	N/A	N/A	Yes
NC State Upfit, LLC (a, e)	2	N/A	N/A	Yes
Bell Tower Holdings LLC (a, e)	-	N/A	N/A	Yes
NC State CBC Land I, LLC (a, e)	27	N/A	N/A	Yes
NC State CC Holdings I, LLC (a, e)	96	N/A	N/A	Yes
Wolfpack Investor Network, LLC (a, e)	204	N/A	N/A	Yes
C2I, LLC (a,e)	42	N/A	N/A	Yes

(a) LLC's are wholly owned by aforementioned entity

(b) Net Assets also included in NCSU Fdn Total Net Assets

(c) Operating Agreement is between LLC and NC State University Foundation

(d) December 31 year end; numbers are as of December 31, 2018

(e) Operating Agreement is between LLC and NC State University Partnership Corporation

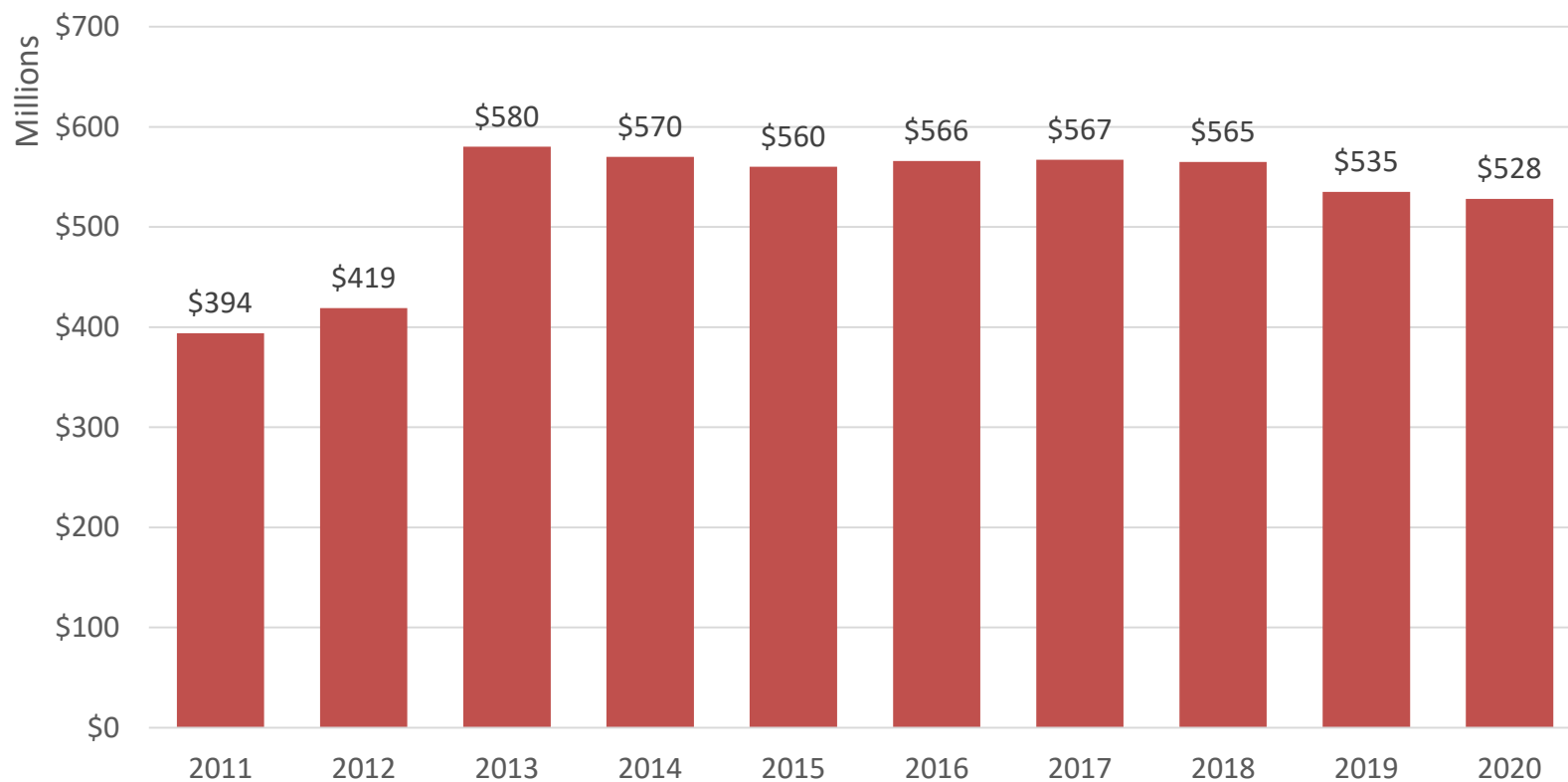
N/A - Not applicable

University Debt Update

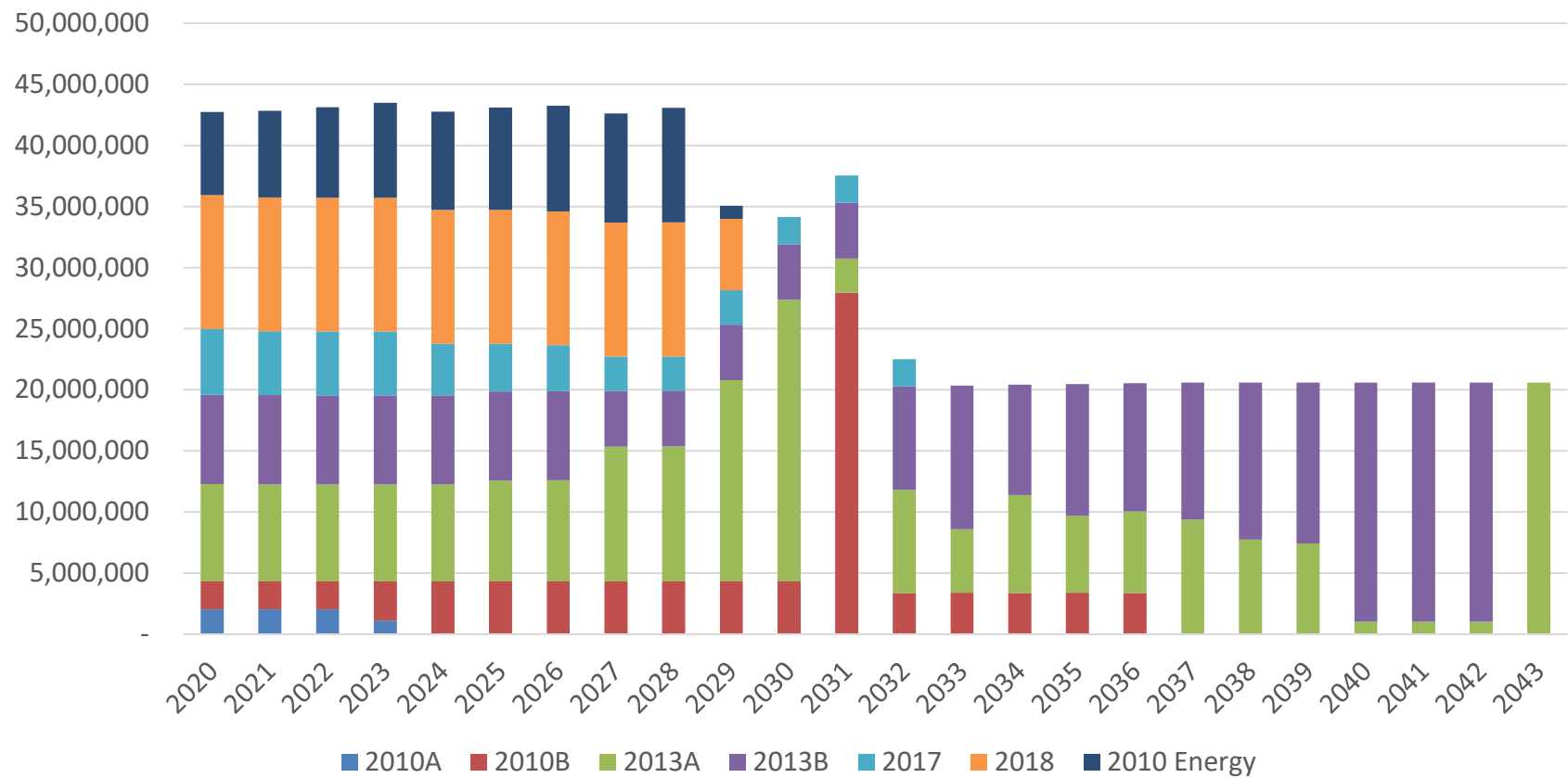
North Carolina State University
Audit, Risk Management and Finance Committee
April 23, 2020

Lori Johnson
University Controller

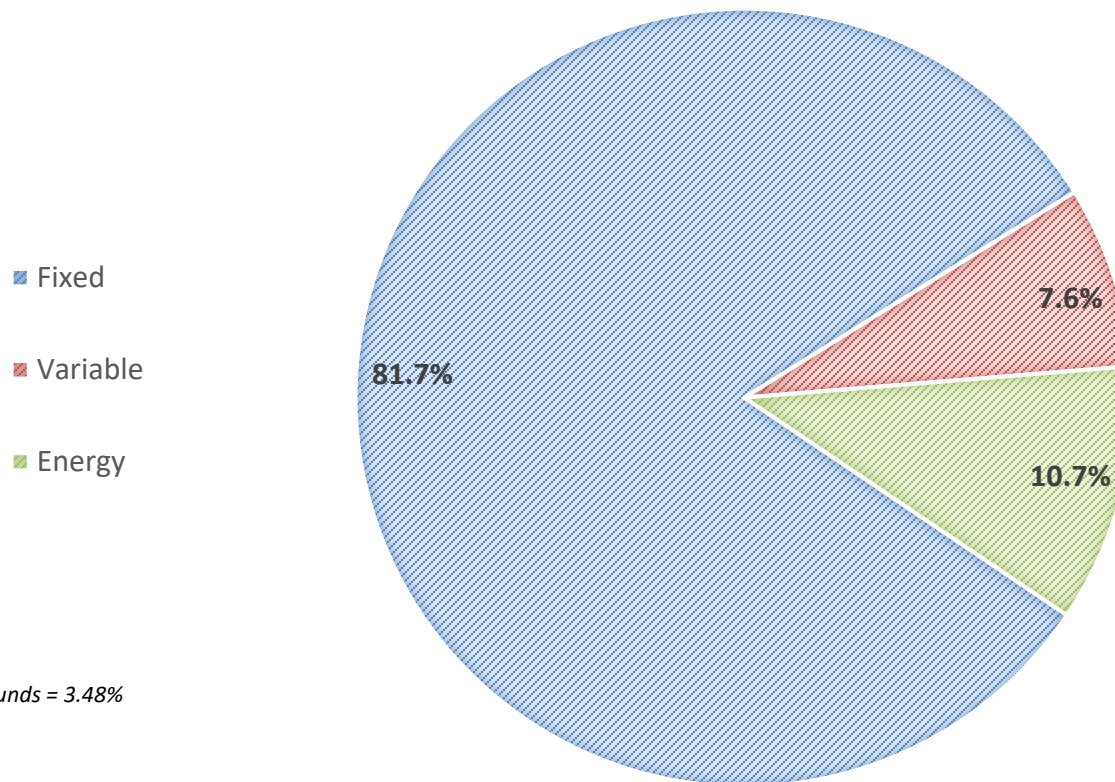
Debt Outstanding 10 year history



Annual Scheduled Debt Service

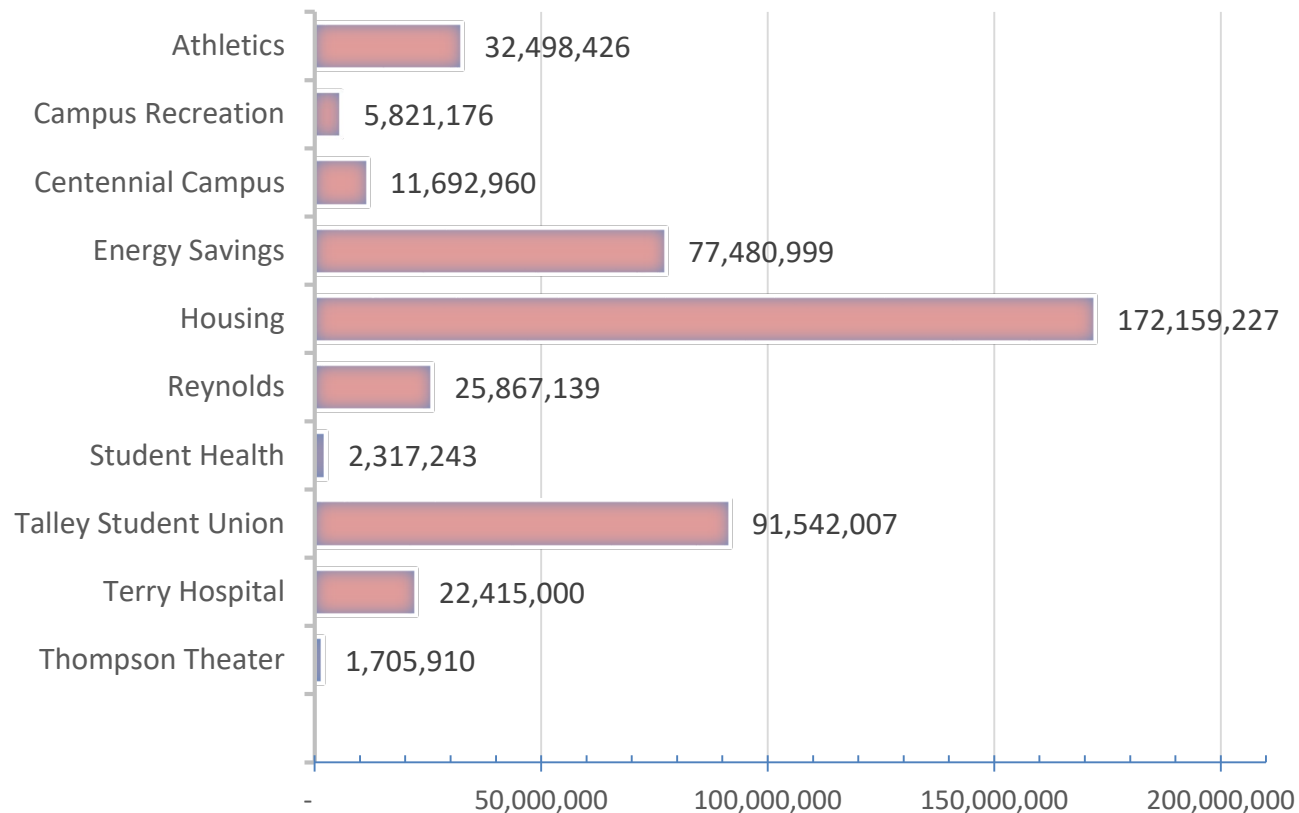


Debt Outstanding by Type June 30, 2020



FY2019 Cost of Funds = 3.48%

Debt Outstanding by Purpose June 30, 2020



Upcoming Borrowing

(Estimates as of March, 2020)

Project	Cost (millions)	Debt (millions)	Source of Repayment
Carmichael Renovation	\$45	\$40	Student Fees (Chapter 97, 2016 Session Law)
Engineering Oval	\$154	\$30* \$17	Gifts Energy Savings (Chapter 275, 2015 Session Law)
Plant Sciences	\$160	\$5*	Gifts (Chapter 97, 2016 Session Law)
Advance Refund 2010B (BAB issue)		\$59	Callable 10/1/2020
Advance Refund 2013A		\$114	Callable 10/1/2023

Commercial Paper is used during the design and construction phase to reduce borrowing costs. Current plan is to issue debt in June 2020, dependent on market conditions. Refunding portion will only be done if savings continue to be significant.

* Amount dependent on timing and amount of pledge receipts

Spring 2020 Market Disruptions

- COVID-19: mayhem in the US and global capital markets
- Treasury and Municipal markets reacting to decreased demand
- Federal Reserve intervention largest since the Great Recession
- Federal fiscal stimulus package
- University commercial paper: How it all affects us.

NC State Investment Fund, Inc.

NC State University, Campus Box 7207, Raleigh, NC 27695-7207

Inception Date: April 1, 1999

December 31, 2019

MARKET COMMENTARY

Geopolitical tensions abated during the fourth quarter which led to a strong finish to an already robust 2019 for risk-on assets. Although the US/China trade deal will not officially be signed until mid-January, the apparent willingness of both sides to compromise gave investors hope that a long-term solution could be reached. The Federal Reserve cut its target rate once during the quarter and reiterated its stance on being data dependent now that the yield curve has normalized and is no longer inverted. Economic readings for the domestic economy continue to point to slow but steady growth and unemployment remains at near multi-decade lows. Internationally, the general election victory for the Conservative Party in the United Kingdom provides the country with a more direct path for its withdrawal from the European Union, and positive signals out of Germany provided investors hope that its recession would be short-term in nature.

Domestic equities, as measured by the S&P 500 Index, posted a strong 9.1% gain for the quarter. Small-cap stocks finally outperformed their larger counterparts, with the Russell 2000 Index gaining 9.9%. Mid-cap stocks, as measured by the Russell Mid Cap Index, lagged with a gain of 7.1% for the period. Over the last year, returns across these domestic indices have been significant with the S&P 500 up 31.5%, the Russell Mid Cap Index up 30.5% and the Russell 2000 returning 25.5%.

International equities, as measured by the MSCI EAFE Index, returned 8.2% for the quarter and 22.7% for the year. International returns were boosted by a weaker US dollar, the cooling of trade tensions worldwide, and a more certain Brexit path going forward.

Emerging markets, as measured by the MSCI Emerging Markets Index, was one of the strongest return asset classes for the fourth quarter, with a gain of 11.9%, and a one-year return of 18.9%. Given China's great influence on investment markets, the phase one trade deal provided a significant tailwind for the index. Additionally, oil prices stabilized and the dollar weakened, a double tailwind for many of the oil-centric economies within the emerging market landscape. However, Chile was a discernable outlier, posting negative returns as massive protests erupted about concerns over inequality.

The fourth quarter of 2019 saw intermediate and long-term rates increase modestly with the 10-year beginning the period at 1.68% and closing at 1.92%. The 20-year Treasury opened at 1.94% before closing 2019 at 2.25%. Front-end rates fell during the period mainly due to the Fed's rate cut, with the 3-month maturity beginning at 1.88% before closing at 1.55%. As previously mentioned, the yield curve is no longer inverted and has now normalized to a degree, with longer dated maturities out-yielding short-term instruments. From an investment perspective, fixed income returns were mixed for the quarter with longer-dated Treasury instruments posting 400bps+ losses while more credit centric investments, like the Bloomberg Barclays High Yield Corporate Bond Index posted gains of 2.6%.

Subsequent to quarter end, tensions and conflict between the U.S. and Iran increased significantly. Although further escalation seems unlikely at this juncture, oil prices temporarily spiked, highlighting the volatile and uncertain geopolitical environment. On the trade and economic front, the execution of and adherence to the phase one trade deal between the United States and China continues to be investors' primary focus in 2020. The Fed appears to be on pause and on balance the likelihood of near-term recession has been reduced. We expect slow growth to remain for 2020, but investment markets are not without risks as the current expansion retains its record as the longest in recent history.

This report is based on information available at the time of distribution. The information comprising this report has not been audited and is subject to change.

Second Quarter Fiscal Year 2020

PERFORMANCE

December 31, 2019

Market Value	\$1,135,084,513					Participants	9
Performance	QTD	FYTD	1 Year	3 Year	5 Year	10 Year	
NCSIF	3.3%	4.7%	13.9%	9.9%	7.9%	8.7%	
Policy Index (1)	6.1%	6.7%	19.8%	8.9%	6.6%	8.2%	
Global Index (2)	6.3%	7.0%	21.2%	10.0%	6.9%	7.5%	
BNY E&F Univ (3)	5.1%	5.9%	17.0%	9.3%	6.9%	8.1%	
UNCIF	3.2%	4.6%	13.7%	10.1%	8.0%	8.6%	
NCSIF Private Assets	-3.1%	-1.2%	2.8%	9.2%	8.7%	11.9%	
BlackRock LPP	6.3%	7.4%	21.7%	9.6%	7.4%		

Note 1: Policy Index= NCSIF's Strategic Investment Policy Portfolio Index (SIPP)

Note 2: Global Index= 70% ACWI; 30% Barclay's Aggregate

Note 3: BNY Mellon Endowment & Foundation Universe Median Return—

141 portfolios are represented for the one-year period ended December 31, 2019

FUND PERFORMANCE

The NCSIF (Fund) is a large, diversified investment pool with a long-term perspective. At December 31, 2019 the Fund had \$1.1 Billion invested with several managers in a wide variety of asset classes. The largest manager for the Fund, UNCMC, managed 85.1% of the Fund's assets. The UNC Investment Fund (UNCIF) produced a three-month return of 3.2%, and a 12-month return of 13.7% for the period ended December 31, 2019. The NCSIF employs ten additional private equity managers, who oversee 2.2% of the portfolio. This portion of the Fund produced a three-month and 12-month return of -3.1% and 2.8%, respectively, for the period ended December 31, 2019. The Fund's Liquid Policy Portfolio (LPP), managed by Blackrock, was another 10.7% of the portfolio. This investment returned 6.3% for the three months and 21.7% for the 12 months ended December 31, 2019. The remaining 2.0% of the portfolio is invested in cash with the State Treasurer's Short-Term Investment Fund (STIF).

RISK METRICS

3 Year Period	Fund	UNCIF	Policy Index	MSCI ACWI
Annualized Return	9.9%	10.1%	8.9%	12.4%
Annualized Volatility	4.1%	3.9%	7.3%	11.4%
Annual Sharpe Ratio (1)	2.41	2.59	1.22	1.09
Correlation to Global Index	0.90	0.86	0.98	0.99
Max Drawdown	-4.1%	-3.7%	-8.5%	-14.2%

Note 1: Sharpe Ratio: Excess return per unit of risk

NC State Investment Fund, Inc.

NC State University, Campus Box 7207, Raleigh, NC 27695-7207

Inception Date: April 1, 1999

December 31, 2019

INVESTMENT STRATEGY

The Fund is managed as a broadly diversified portfolio with exposure to seven primary asset classes and many sub-strategies within each asset class. The Fund seeks to diversify exposure to the sub-strategies through the use of multiple investment managers that utilize a variety of investment approaches. The purpose of diversification is to provide reasonable assurance that no single security, class of securities, or investment manager has a disproportionate impact on the Fund's aggregate results. At times, the Fund invests in passive strategies. In working toward the Fund's investment strategy, through UNCMC, the Fund invests in a number of niche managers that can employ different types of hedging strategies such as short-selling and derivative investing to help reduce the volatility of the Fund. The focus on controlling volatility preserves capital and benefits Fund participants through the power of compounding.



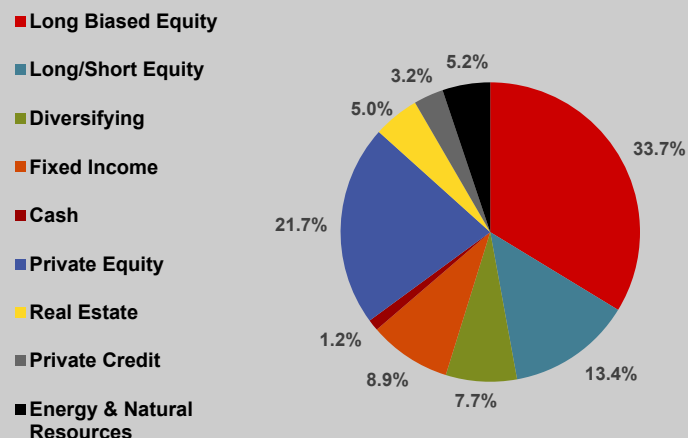
UNC MANAGEMENT CO.

The UNCMC was established on January 1, 2003 as an exempt 501 (c)(3) organization. It is a professionally-staffed asset management company created to provide investment services to the University of North Carolina at Chapel Hill and its affiliated entities, to the constituent institutions of the UNC system and system affiliated foundations, associations, trusts, and endowments. With over 40 employees, UNCMC has two teams, Investment Management and Operations. The Investment Management team manages all public and private investments of the UNCIF. Their responsibilities include evaluating and monitoring investment managers, recommending changes to investment objectives and asset allocation, monitoring risk, and implementing investment decisions approved by the UNCIF's Executive Committee. The Operations Team performs all administrative, legal, compliance, accounting, and performance reporting duties.

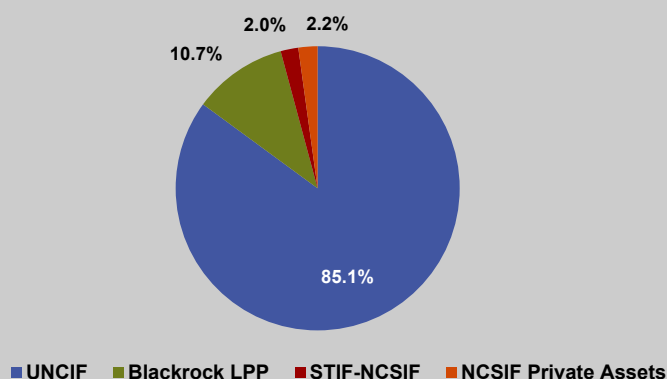
This report is based on information available at the time of distribution. The information comprising this report has not been audited and is subject to change.

Second Quarter Fiscal Year 2020

ASSET ALLOCATION



ALLOCATION BY MANAGER



HISTORY OF THE FUND

The NC State Investment Fund, Inc., (Fund) was established in April 1999 to combine NC State University's and its affiliated entities' endowments in an external pooled investment vehicle. The goal of the investment program for the Fund is to provide a real total return from assets invested that will preserve the purchasing power of Fund capital, while generating an income stream to support the spending needs of the University. Effective July 2008, the Fund partnered with UNC Management Company (UNCMC) to invest in the UNC Investment Fund (UNCIF), with the remaining investments committed to a Liquid Policy Portfolio (LPP) of Exchange Traded Funds (ETF's) and to three private equity managers which includes an allocation for cash to fund capital calls. The transition of assets to UNCMC was completed December 2009.

NC State Intermediate Term Fund

NC State University, Campus Box 7207, Raleigh, NC 27695-7207

Inception Date: July 3, 2014

December 31, 2019

FUND HISTORY AND PHILOSOPHY

As a pooled fund for the collective investment of operating funds, the NC State Intermediate Term Fund (ITF) consists of Participants' excess cash balances, which are defined as funds not needed for normal operating purposes. Generally, the ITF will not include operating funds needed within the next year, endowed funds or those funds that are specifically excluded by law or contractual agreement.

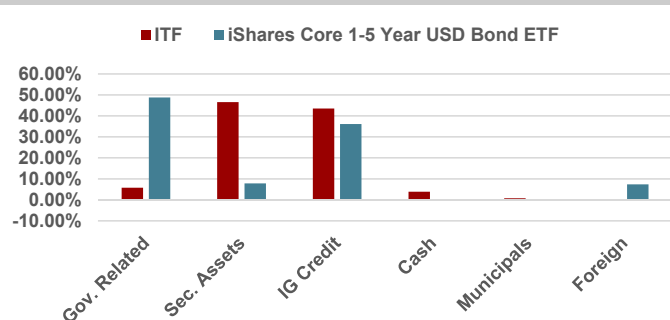
The decision to invest funds takes into account various factors including duration, credit, concentration, and manager risk, along with total return, suitability, and the experiences, quality and capability of external managers.

The primary investment objectives of the ITF are: 1) Preservation and safety of principal; 2) Liquidity; and 3) Maximization of returns within acceptable levels of risk. Because of current concerns about potential changes in monetary policy and rising interest rates, duration is limited. The investment policy calls for an average weighted maturity between one and five years, with an overall credit rating in general of A+/A as rated by a nationally-recognized rating agency. However, for any mutual funds selected by the ITF, their respective approved investment policy guidelines supersede those of the ITF.

The ITF was established on July 3, 2014 with an initial investment of \$122 million. Additional investments were made during FY 2015 and FY 2017, bringing the total invested to \$193.83 million. The ITF can be compared with the State Treasurer's Short-Term Investment Fund (STIF) on both a total return and on an SEC yield basis. In order to provide a buffer for changes in the NAV of the different investments, some of the excess earnings are being used to create a loss reserve. FMV fluctuates on a day-to-day basis.

BlackRock's SIO was liquidated from the fund on June 30, 2016. Proceeds were invested in Vanguard's Short Term Fund and DoubleLine's Total Return Fund on July 1, 2016. Additionally, a small position with PIMCO Income was initiated on November 2, 2016. The ITF's position in JP Morgan was liquidated on September 27, 2017 and PIMCO Low Duration was liquidated on October 2, 2017. The proceeds from these liquidations were reinvested into Vanguard's Short Term Fund and PIMCO Income, bringing the total cost basis to \$190.4 million.

SECTOR ALLOCATION



This report is based on information available at the time of distribution. The information comprising this report has not been audited and is subject to change.

Second Quarter Fiscal Year 2020

PERFORMANCE

Market Value	\$188,423,539			
Performance	QTD	FYTD	1 Year	3 Year
ITF Fund	1.0%	1.8%	6.4%	3.3%
<i>Barclays 1-3 yr Treasury</i>	0.5%	1.1%	3.6%	1.9%
<i>Barclays Universal 1-5 yr</i>	0.7%	1.5%	5.6%	2.9%
<i>DoubleLine</i>	-0.2%	1.4%	5.8%	3.8%
<i>PIMCO Income</i>	2.5%	2.4%	8.1%	5.7%
<i>Vanguard Short Term</i>	0.6%	1.6%	5.9%	3.0%

STATISTICS	Fund	Index (1)
Volatility	1.2%	1.4%
Sharpe Ratio	0.6	0.5
SEC Yield	2.7%	2.2%
Effective Duration	2.2	2.6
FYTD Net Interest & Dividends**	\$3,457,738	N/A
Net Interest & Dividends Since Inception**	\$27,781,327	N/A

**Net of Fund expenses

Note 1: The iShares Core 1-5 Year Bond ETF is used as a proxy for the benchmark for Statistics information

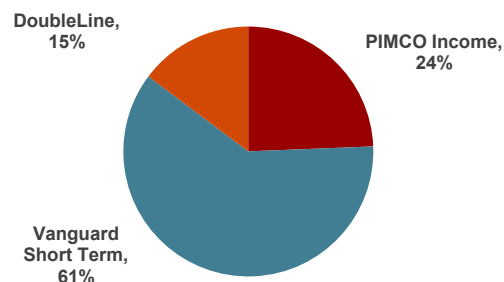
MANAGERS

Vanguard's Short Term Fund has a low tracking error and is a low cost portfolio option consisting primarily of investment grade corporates.

PIMCO's Income Fund is a portfolio of a broad range of intermediate-duration bonds that is actively managed to maximize current income while maintaining a relatively low risk profile.

DoubleLine's Total Return Fund seeks to maximize total return by exploiting inefficiencies within the subsectors of the mortgage market while maintaining active risk management constraints.

MANAGER ALLOCATION



AGENDA

Building and Property Committee
Board of Trustees
North Carolina State University
10:15 – 11:45 a.m. April 24, 2020
Zoom Conference

Jimmy D. Clark, Committee Chair
Members: Andrews, Carter, Harrell, Poole, Prestage

CALL TO ORDER

Jimmy Clark, Committee Chair

ROLL CALL

Jimmy Clark, Committee Chair

READING OF PUBLIC MEETING NOTICE AND STATE GOVERNMENT ETHICS ACT

Jimmy Clark, Committee Chair

1. MINUTES

TAB 5.1

Approval of February 27, 2020 meeting minutes

5.1.A

2. ACTION ITEMS

TAB 5.2

A. PROPERTY MATTERS

5.2.A

Harlan Stafford, Interim Associate Vice Chancellor, University Real Estate and Development

- ✓ Disposition by Demolition. The North Carolina State University Facilities Department and the College of Agriculture and Life Sciences have requested the demolition of four structures located on Varsity Drive, due to poor condition of the structures and future use of the site for Greek Village. 5.2.A.1
- ✓ Disposition by Demolition. The North Carolina State University College of Agriculture and Life Sciences has requested the demolition of a pole barn located at Lake Wheeler Field Lab, due to poor condition of the structure. 5.2.A.2

B. PROPERTY MATTERS (Received after Full Board Mailing)

5.2.B

C. DESIGNER SELECTIONS

5.2.C

Doug Morton, Associate Vice Chancellor, Facilities

- Varsity Drive Parking Lot expansion 5.2.C.1
- Ricks Hall 2nd Floor Renovations 5.2.C.2
- Open Ended Service Agreements Designer Selections 2020-2021 5.2.C.3
- Approval of Designer Selections \$1 million or less 5.2.C.4

✓ Requires full board approval

¹ Materials will be distributed to committee members at the meeting

- | | |
|--|---------|
| D. ACCEPTANCE OF COMPLETED BUILDINGS AND PROJECTS | 5.2.D |
| <i>Doug Morton, Associate Vice Chancellor, Facilities</i> | |
| <ul style="list-style-type: none"> The University and Office of State Construction have accepted the attached list of completed buildings and projects with dollar values greater than \$2,000,000. The University has accepted the attached list of completed buildings and projects with dollar values less than \$2,000,000. All are recommended to the Buildings and Property Committee for formal acceptance. This listing represents buildings and projects received since the February 27, 2020 meeting. | 5.2.D.1 |
| E. NON-APPROPRIATED CAPITAL PROJECTS UPDATE | 5.2.E |
| <i>Doug Morton, Associate Vice Chancellor, Facilities</i> | |
| <ul style="list-style-type: none"> Approval Non-Appropriated Capital Improvement Projects less than \$750,000 | 5.2.E.1 |
| F. SITE AND PLAN REVIEW/ APPROVAL | 5.2.F |
| <i>Lisa Johnson, University Architect</i> | |
| <ul style="list-style-type: none"> College of Veterinary Medicine Dairy Facility | 5.2.F.1 |
| <ul style="list-style-type: none"> Jordan Hall Library Renovation | 5.2.F.2 |
| <ul style="list-style-type: none"> Approval of Plans and Specifications of Formal Projects less than \$2 million | 5.2.F.3 |
| G. PARKING AND TRANSPORTATION ORDINANCES | 5.2.G |
| <i>Than Austin, Director, Transportation</i> | |
| <ul style="list-style-type: none"> Proposed revision to Policy 07.60.01 Parking and Transportation Ordinances 2020-2021 | 5.2.G.1 |

3. DISCUSSION

ADJOURN

✓ Requires full board approval

¹ Materials will be distributed to committee members at the meeting

OPEN SESSION MINUTES

Buildings and Property Committee
Board of Trustees
North Carolina State University
February 27, 2020

The Buildings and Property Committee of the Board of Trustees of North Carolina State University met February 27, 2020 in the Winslow Hall Conference Room 101.

Members Present: Jimmy D. Clark, Committee Chair
Robert "Chip" Andrews, III
Emma Carter
James A. "Jim" Harrell, III
Ven Poole
Ronald W. Prestage
Thomas E. Cabaniss, Board Chair

Chair Clark called the meeting to order at 10:16 a.m. The roll was called and a quorum was present.

Chair Clark reminded all attendees that this is a public meeting but not a meeting for public comment and read the State Government Ethics Act to remind all members of their duty to report conflicts of interest or appearances of conflict.

Approval of Minutes

The minutes from the November 21, 2019 meeting were presented for approval, and with no changes, they were approved.

Action Items

Full Board Approval Property Matters

Chair Clark asked Vice Chancellor Maimone to present the two property matters that require committee approval only.

- Acquisition by Lease. North Carolina State University requests permission to acquire strategically located space by lease on behalf of the Poole College of Management, Jenkins MBA Program – Research Triangle Park Satellite location. Securing a new office space and classroom space in RTP, NC will accommodate the program's growth as well as continue to provide easy access for students attending from various locations across North Carolina.
- Acquisition by Lease. North Carolina State University requests permission to acquire by lease three (3) floors in the University Towers residence hall for the 2020-2021 academic year. The leased space will provide overflow housing for 384 students and six resident advisors.

Chair Clark called for a motion and a second to recommend acceptance as outlined. Mr. Prestage made the motion, which Ms. Carter seconded. Chair Clark asked if there was any further discussion on the motion. There being none, he called for a vote. The motion passed.

Designer Selections

Chair Clark ask Mr. Morton to present the two designer selections, one construction manager at risk, and approval of four designer selections less than \$1 million.

Chair Clark called for a motion and a second to recommend acceptance as outlined. Mr. Poole made the motion, which Mr. Harrell seconded. Chair Clark asked if there was any further discussion on the motion. There being none, he called for a vote. The motion passed.

Acceptance of Completed Buildings and Projects

Chair Clark asked Mr. Morton to present the completed buildings and projects for acceptance. Mr. Morton requested acceptance of twenty-six completed projects listed with a combined value of \$24.3 million.

Chair Clark called for a motion and a second to recommend acceptance as outlined. Mr. Poole made the motion, which Mr. Prestage seconded. Chair Clark asked if there was any further discussion on the motion. There being none, he called for a vote. The motion passed.

Non-Appropriated Capital Projects Update

Chair Clark asked Mr. Morton to present the Non-Appropriated Capital Improvement Projects procedure and projects. Mr. Morton stated the UNC Board of Governor's delegated authority to approve and administer non-appropriated capital improvement projects funded entirely with non-general fund money that are projected to be less than \$750,000. Mr. Morton requested acceptance of two projects: Dining Hall Renovation and ADA Bathroom Addition to Millstone 4-H Camps, and Sterilization Core Renovation in Scott Hall.

Chair Clark called for a motion and a second to recommend acceptance as outlined. Mr. Harrell made the motion, which Mr. Prestage seconded. Chair Clark asked if there was any further discussion on the motion. There being none, he called for a vote. The motion passed.

Site and Plan Review/Approval

Chair Clark asked Ms. Johnson to present the Site and Plan for review and approval. Ms. Johnson presented and requested for approval of four projects including fire alarm replacement in Bostian Hall and Brooks Hall, server room 115 in McKimmon Center, kitchen hood make-up air design in Clark Dining Hall, and uninterrupted power supply installation in Materials Support Warehouse.

Chair Clark called for a motion and a second to recommend acceptance as outlined. Mr. Harrell made the motion, which Mr. Prestage seconded. Chair Clark asked if there was any further discussion on the motion. There being none, he called for a vote. The motion passed.

Informational Reports

Capital Projects Update

Chair Clark recognized Mr. Morton to present the Capital Projects at a Glance. Mr. Morton provided a detailed update with photos for the Greek Village Phase 4 Infrastructure, Library Renovations Jordan Hall, Centennial Campus Utility Infrastructure, D.H. Hill Academic Success Center, Carmichael Renovation and Expansion, Restoration of Memorial Belltower, Plant Sciences Building, and Fitts-Woolard Hall.

Physical Master Plan

Chair Clark recognized Ms. Johnson to present a Physical Master Plan update. Ms. Johnson stated that the University plans to hire a consultant for a new master plan this calendar year. She reviewed the master plan history at NC State noting that the current master plan was developed in 2000 with updates in 2007 and 2014. A Campus Capacity and Assessment study was completed in 2017 which complements the current master plan as a high-level overlay and guiding document. Ms. Johnson reminded the committee that the preparation and maintenance of a physical master plan is a delegated responsibility to the Board of Trustees from the Board of Governors.

Status of Projects in Planning

Chair Clark recognized Mr. Morton to present the Status of Projects in Planning. Mr. Morton provided update of all the current status of projects in planning.

Adjournment

With no further business, Chair Clark announced the meeting adjourned at 11:32 a.m.

Submitted by _____

Secretary to the Committee

Approved by _____

Chair of the Committee

STATE OF NORTH CAROLINA
Department of Administration
***DISPOSITION OF REAL PROPERTY**

Institution or Agency: State of North Carolina

Date: 4/23/2020

The Department of Administration is requested, as provided by GS 146-28 to dispose of the real property herein described by (sale), (lease), (rental), or (other specify): Demolition

The disposition is recommended for the following reasons:

Disposition by Demolition. North Carolina State University Facilities Department and the College of Agriculture and Life Sciences have requested the demolition of four structures located on Varsity Drive. These buildings are in poor condition and their removal is required for completion of the university's Greek Village housing project.

Description of Property:

Building:	Construction:	Size:	Built:	Asset #	Condition:
Storage Bldg UFL 611 1401 Varsity Drive	Wood or exposed steel frame	1236 sq. ft.	1952	4825	Poor
Entomology Lab UFL 614 1405 Varsity Drive	Wood or exposed steel frame	3555 sq. ft.	1935	5320	Poor
Storage Bldg UFL 616 1407 Varsity Drive	Wood or exposed steel frame	1521 sq. ft.	1935	5547	Poor
Storage Bldg UFL 248 1409 Varsity Drive	Wood or exposed steel frame	495 sq. ft.	1981	n/a	Poor

Term: N/A

Estimated value: N/A

Where deed is filed, if known: Wake County Register of Deeds.

If deed is in the name of agency other than applicant, state the name. N/A

Rental income, if applicable, and suggested terms: N/A

Funds from the disposal of this property are recommended for the following use. N/A

Action recommending this transaction was taken by the Building and Property Committee of the Board of Trustees at its meeting held on April 24, 2020.

Signature _____
Chancellor

**DISPOSITION
OF REAL PROPERTY**

DEMOLITION

GRANTOR The State of North Carolina

GRANTEE Not Applicable

LOCATION 1401 Varsity Drive, Raleigh, NC 27607
1405 Varsity Drive, Raleigh, NC 27607
1407 Varsity Drive, Raleigh, NC 27607
1409 Varsity Drive, Raleigh, NC 27607

SIZE Aggregate total +/- 6,807 square feet
1401 Varsity Drive – 1,236 sq.ft.
1405 Varsity Drive – 3,555 sq.ft.
1407 Varsity Drive – 1,521 sq.ft.
1409 Varsity Drive – 495 sq.ft.

RATE Not Applicable

TERM Not Applicable

USE Disposition by Demolition. North Carolina State University Facilities Department and the College of Agriculture and Life Sciences have requested the demolition of four structures located on Varsity Drive. These buildings are in poor condition and their removal is required for completion of the university's Greek Village housing project.

TRANSMITTAL OF REQUEST FOR ACQUISITION/DISPOSITION OF REAL PROPERTY

Form

Number: PO-2

Preparation

Date: 4/23/2020

Request: This is a Disposition by Demolition. North Carolina State University Facilities Department and the College of Agriculture and Life Sciences have requested the demolition of four structures located on Varsity Drive. These buildings are in poor condition and their removal is required for completion of the university's Greek Village housing project. The structures are as follows the 1401 Varsity Drive, 1405 Varsity Drive, 1407 Varsity Drive, and 1409 Varsity Drive.

Institution NORTH CAROLINA STATE UNIVERSITY

.....

RECOMMENDED BY CHANCELLOR, NCSU

(Chancellor's Signature)

.....

RECOMMENDED BY COMMITTEE ON
BUILDINGS AND PROPERTY

(Chairman's Signature)

.....

RECOMMENDED BY BOARD OF TRUSTEES,
NCSU

(Chairman's Signature)

.....

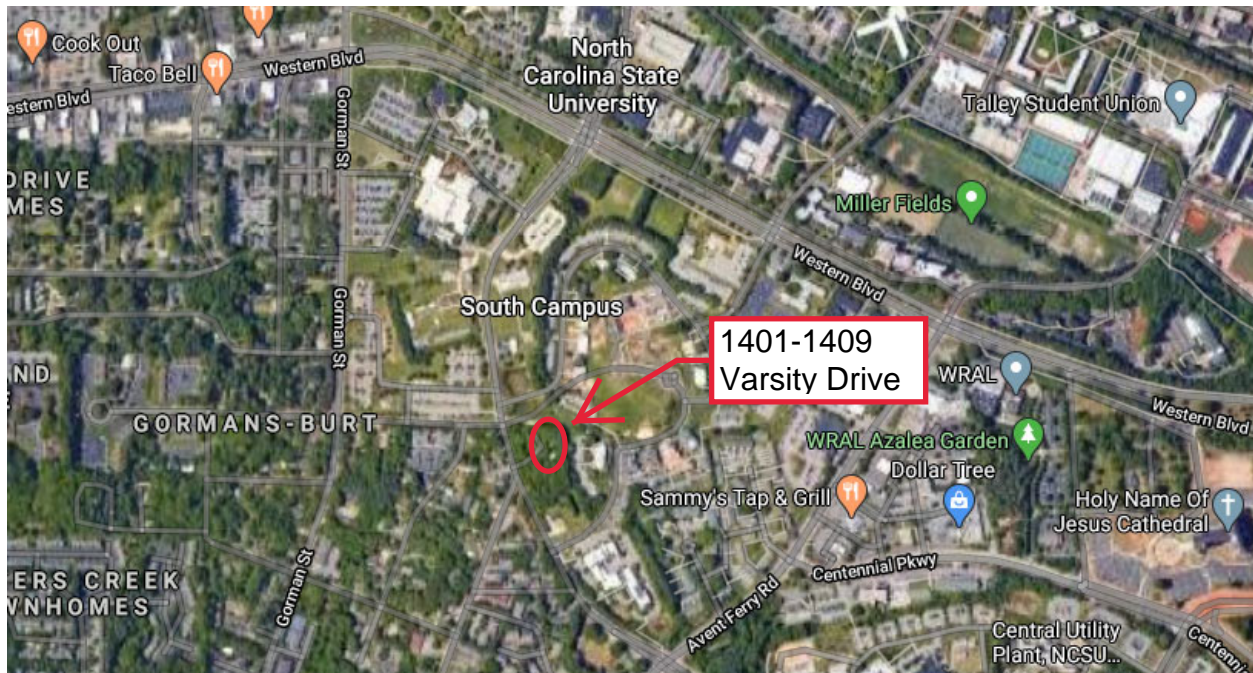
RECOMMENDED BY BOARD OF GOVERNORS

(Secretary's Signature)

.....

North Carolina State University Facilities Department and the College of Agriculture and Life Sciences have requested the demolition of four structures located on Varsity Drive.

Vicinity Map



Property Image



Form-PO 2
Original and one copy to
to State Property Office

STATE OF NORTH CAROLINA
Department of Administration
***DISPOSITION OF REAL PROPERTY**

Institution or Agency: State of North Carolina

Date: 4/23/2020

The Department of Administration is requested, as provided by GS 146-28 to dispose of the real property herein described by ~~(sale)~~, ~~(lease)~~, ~~(rental)~~, or (other specify): Demolition

The disposition is recommended for the following reasons:

Disposition by Demolition. The North Carolina State University College of Agriculture and Life Sciences has requested the demolition of a dairy feed barn at the Lake Wheeler Field Lab. This building is a pole barn style structure in poor condition. Based on its condition, the Institutional Animal Care and Use Committee has forbidden its use for animal housing.

Description of Property:

401 Dairy Lane, Raleigh, NC

Term: N/A

Estimated value: N/A

Where deed is filed, if known: Wake County Register of Deeds.

If deed is in the name of agency other than applicant, state the name. N/A

Rental income, if applicable, and suggested terms: N/A

Funds from the disposal of this property are recommended for the following use. N/A

Action recommending this transaction was taken by the Building and Property Committee of the Board of Trustees at its meeting held on April 24, 2020.

Signature _____
Chancellor

*The term "real property" includes timber rights, mineral rights, etc. (GS 146-64)

**DISPOSITION
OF REAL PROPERTY**

DEMOLITION

GRANTOR The State of North Carolina

GRANTEE Not Applicable

LOCATION 401 Dairy Lane, Raleigh, NC

SIZE 500 sq. ft.

RATE Not Applicable

TERM Not Applicable

USE Disposition by Demolition. The North Carolina State University College of Agriculture and Life Sciences has requested the demolition of a dairy feed barn at the Lake Wheeler Field Lab. This building is a pole barn style structure in poor condition. Based on its condition, the Institutional Animal Care and Use Committee has forbidden its use for animal housing.

TRANSMITTAL OF REQUEST FOR ACQUISITION/DISPOSITION OF REAL PROPERTY

Form
Number: PO-2

Preparation
Date: 4/23/2020

Request: This is a Disposition by Demolition. The North Carolina State University College of Agriculture and Life Sciences has requested the demolition of a dairy feed barn at the Lake Wheeler Field Lab. This building is a pole barn style structure in poor condition.

Institution NORTH CAROLINA STATE UNIVERSITY
.....

RECOMMENDED BY CHANCELLOR, NCSU

(Chancellor's Signature)

.....

RECOMMENDED BY COMMITTEE ON
BUILDINGS AND PROPERTY

(Chairman's Signature)

.....

RECOMMENDED BY BOARD OF TRUSTEES,
NCSU

(Chairman's Signature)

.....

RECOMMENDED BY BOARD OF GOVERNORS

(Secretary's Signature)

.....

The North Carolina State University College of Agriculture and Life Sciences has requested the demolition of a dairy feed barn at the Lake Wheeler Field Lab.

Vicinity Map



Property Image



Varsity Drive Parking Lot Expansion**Project # 201920029**Total Project Scope – \$5.5M (Parking Receipt Trust Fund)

01/20/20 Advertised in NC Purchase Directory

02/07/20 Closing date for submittals
 (12 proposals received)

02/12/20 Appointment of Selection Committee
 By Doug Morton, Secretary – Buildings and Property Committee

02/12/20- Selection Committee review:
 03/06/20 Ven Poole, Trustee
 Lisa Johnson, University Architect
 Melanie Butler, Project Manager, Capital Project Management
 Cameron Smith, Senior Director, Capital Project Management
 Than Austin, Director, Transportation
 Mike Kennon, Assistant Director, Transportation
 Others who assisted in review and short listing process
 Bill Davis, Associate Director, Capital Project Management
 Charlie Marshall, Associate Director, Capital Project Management
 Tom Skolnicki, University Landscape Architect

02/14/20 Short list recommendation by Selection Committee:
 Draper Aden Associates – Cary, NC
 NV5 Engineers and Consultants, Inc. – Raleigh, NC
 Timmons Group – Cary, NC

02/18/20 Short list approved by Jimmy D. Clark

02/28/20 Pre-interview briefing of Designers

03/06/20 Designers interviewed. Recommendation in priority order:
 Draper Aden Associates – Cary, NC
 Timmons Group – Cary, NC
 NV5 Engineers and Consultants, Inc. – Raleigh, NC

Ricks Hall 2nd Floor Renovation**Project # 201920033**

Total Project Scope – \$\$5.5M (Compensation from I-440 Widening project)

09/26/19	<u>Advertised in NC Purchase Directory</u>
10/25/19	<u>Closing date for submittals</u> (25 proposals received)
01/25/20	<u>Appointment of Selection Committee</u> By Doug Morton, Secretary – Buildings and Property Committee
01/25/20- 03/05/20	<u>Selection Committee review:</u> Jimmy Clark, Trustee Lisa Johnson, University Architect Bob Cwikla, Project Manager, Capital Project Management Carolyn Dunn, Agriculture & Human Sciences, Department Head Cameron Smith, Senior Director, Capital Project Management <u>Others who assisted in review and short listing process</u> Dr. Harry Daniels, CALS Senior Associate Dean Bill Davis, Associate Director Design, Capital Project Management Charlie Marshall, Associate Director Construction, Capital Project Management Liz Moore, Facility Planner, Office of the University Architect
01/25/20	<u>Short list recommendation by Selection Committee:</u> HH Architecture – Raleigh, NC Huffman Architects – Raleigh, NC RND Architects – Durham, NC
01/25/20	<u>Short list approved by Jimmy D. Clark</u>
01/31/20	<u>Pre-interview briefing of Designers</u>
03/05/20	<u>Designers interviewed. Recommendation in priority order:</u> HH Architecture – Raleigh, NC RND Architects – Durham, NC Huffman Architects – Raleigh, NC

Firm Type

A: Small Business
 B: Disadvantaged Business
 C: Women Owned Business
 D: HUB Certified

The 2020-2021 Open-Ended Service Agreement Designer Selections

Architecture:

Caidus Design	Raleigh, NC	
Clearscapes, PA	Raleigh, NC	
IA Interior Architects	Raleigh, NC	
Skinner Farlow Kirwan Architecture	Raleigh, NC	A
ThoughtCraft Architects, PLLC	Chapel Hill, NC	A

Asbestos/Environmental/Hazardous Materials:

A1 Consulting Group, Inc.	Morrisville, NC	D
Matrix Health & Safety Consultants, LLC	Raleigh, NC	A

Electrical Engineering:

Sigma Engineered Solutions, PC	Morrisville, NC	A
Engineered Design Inc. (EDI)	Cary, NC	B
McVeigh & Magnum	Morrisville, NC	
NV5	Morrisville, NC	

GIS/Surveying:

DRMP, Inc.	Cary, NC	
Johnson, Mirmiran & Thompson, Inc. (JMT)	Raleigh, NC	
So-Deep SAM	Raleigh, NC	

Lab Design:

Integrated Design	Raleigh, NC	
Hanbury	Raleigh, NC	

Landscape Architecture/Civil Engineering:

Sepi Engineering and Construction, Inc.	Raleigh, NC	C
McAdams Company	Durham, NC	A
Cole-Jenest & Stone, PA	Raleigh, NC	

Mechanical:

Sud Associates, P.A.	Durham, NC	A
Heapy Engineering	Raleigh, NC	
Atlantec Engineers, P.A.	Raleigh, NC	
Progressive Design Collaborative (PDC)	Raleigh, NC	

Firm Type

A: Small Business
 B: Disadvantaged Business
 C: Women Owned Business
 D: HUB Certified

The 2020-2021 Open-Ended Service Agreement Designer Selections

Roofing:

Atlas Engineering, Inc	Raleigh, NC	A
Terracon Consultants, Inc.	Raleigh, NC	

Structural Engineering:

Lynch Mykins Structural Engineers, P.C.	Raleigh, NC	C
SKA Consulting Engineers	Greensboro, NC	

Testing:

ATC Associates of NC, P.C	Raleigh, NC	
Building & Earth Sciences, LLP	Dunn, NC	C
Summit Engineering, Laboratory, and Testing P.C	Raleigh, NC	

Approval of Designer Selections for Projects \$1M or Less

Note: The projects below are submitted to the Board of Trustees Buildings and Property Committee for formal approval of designer selections for projects for \$1M or less that are not on the OESAD list. This listing represents designers selected since February 27, 2020.

<u>Project:</u>	<u>Fee:</u>
Carmichael Racquetball Court Conversion Designer: CRA Associates, Inc. Source: Wellness & Recreation Trust Funds	\$3,800
Sterilization Core Renovation- Scott Hall Designer: O'Brien Atkins Associates Source: Poultry Science Trust Funds	\$41,702
Water Line Modifications at Ligon Street Bridge Designer: Wetherill Engineering Source: I-440 Widening Reimbursement Funds	\$35,720
Update Relay Settings for CC Substation Designer: Utility Technology Engineers Consultants Source: U&E Appropriated Funds	\$22,805
Dining Hall Renovation & ADA Bathroom Addition- Millstone 4H Camp Designer: Hobbs Architects Source: Millstone 4-H Dining Trust Funds	\$33,150
Culinary Lab Renovations- Schaub Hall Designer: The Wooten Company Source: Food Science Trust Funds	\$45,000
Chiller Replacement- Lee Hall Designer: Sud Associates, Inc. Source: Housing Trust Funds	\$73,500
Carmichael Renovation & Addition- Experiential Graphics Designer: HOK Source: Student Fees	\$47,200

**Buildings and Property Committee
Board of Trustees
Acceptance of Completed Buildings and Projects**

5.2.D.1

Code/Item	Project#	Location	Title	Project Cost	University Acceptance
N/A	201935075	McKimmon Center	Server Room 115- McKimmon Center	\$123,364	1/10/2020
N/A	201920004	Patterson Hall	Bathroom Renovations- Patterson Hall	\$172,740	2/7/2020
N/A	2019350006	Weisiger-Brown	Chiller & Chilled Water Pump Replacement- Weisigner Brown Building	\$146,906	3/12/2020
			TOTAL	\$443,010	

Approval of Non-Appropriated Capital Improvement Projects Less than \$750,000
April 24, 2020

5.2.E.1

Project Title	Total Project Cost (\$)	Previous Authorization (\$)	Requested Authorization (\$)	Authorization Type	Funding Source	Description
Chiller Replacement – CMAST	\$500,000	-	\$500,000	Full	F&A - \$166,666 Carry Forward - \$333,334	This project replaces two failing 170-ton air-cooled chillers at the Center for Marine Sciences and Technology (CMAST) in Morehead City. Repairs and enhancements of the electrical system and the entire HVAC system will be completed as well.
Culinary Lab Renovations – Schaub Hall	\$380,000	-	\$380,000	Full	F&A - \$300,000 Gifts - \$80,000	This project renovates rooms G27 and G29 to create a new Good Manufacturing Practices (GMP) Culinary Lab in Schaub Hall for the Department of Food, Bioprocessing and Nutrition Sciences. Project scope includes modifications to the ductwork and mechanical systems, relocating floor drains and natural gas lines, and installing new exhaust hoods. Upgrades to finishes to meet FDA and GMP guidelines are also included.
Secure Computing Institute Renovations – Engineering Building II	\$495,000	-	\$495,000	Full	F&A	This project renovates 6,500 SF of space in Engineering Building II to create space for the Secure Computing Institute in the Department of Computer Science. The renovation creates computational lab and open office collaborative work space. Faculty and Program Director offices will also be enclosed.

**BOARD OF TRUSTEES
NORTH CAROLINA STATE UNIVERSITY**

Committee: Buildings and Property

Meeting Date: April 24, 2020

Agenda Item / Issue:	5.2.F.1	Plan and Site Approval / CVM Dairy Facility – Centennial Biomedical Campus Project # 201920022										
Requested / Required Action:	Approval											
Functions:	This project demolishes the outdated dairy milking parlor and constructs a new 10,835 gross square foot dairy facility at the College of Veterinary Medicine's (CVM) on-site Teaching Animal Unit (TAU), which merges teaching and live-animal experiential training with commercial operations for the Doctorate of Veterinary Medicine (DVM) program. The new facility will have an efficient layout with all-weather observation with direct access to the pasture, improved treatment stalls, and new equipment for milking, feed, water, and waste.											
Project Scope:	<table><tr><td>\$ 378,000</td><td>Design/Consultant Costs</td></tr><tr><td>\$ 4,100,000</td><td>Construction</td></tr><tr><td>\$ 322,000</td><td>Contingency/Other Project Costs</td></tr><tr><td><hr/></td><td></td></tr><tr><td>\$4,800,000</td><td>Total Project Budget</td></tr></table>		\$ 378,000	Design/Consultant Costs	\$ 4,100,000	Construction	\$ 322,000	Contingency/Other Project Costs	<hr/>		\$4,800,000	Total Project Budget
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\$ 4,100,000	Construction											
\$ 322,000	Contingency/Other Project Costs											
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\$4,800,000	Total Project Budget											
Design Team:	HH Architecture – Lead Designer Surface 678 PA - Landscape Architect Stanford White - MEP & FP											
Master Plan Summary:	The Pastures at CVM are one of the university's nine Hallowed Places. The new barn design and siting should enhance the character of the current pastures and should not impact the views to the historic barns from Hillsborough Street.											
Recommendation:	Reviewed by CDRP on February 26, 2020. Approval recommended.											
Suggested Motion:	Move approval of site and plans for the CVM Dairy Facility.											
Funding Source:	CVM Trust Funds - \$4.8M											
Responsible University unit University Presenter/Contact:	Office of Finance and Administration, Facilities Division Lisa Johnson, University Architect											

TAU DAIRY FACILITY

Trustees Buildings and Property Committee
April 24, 2020



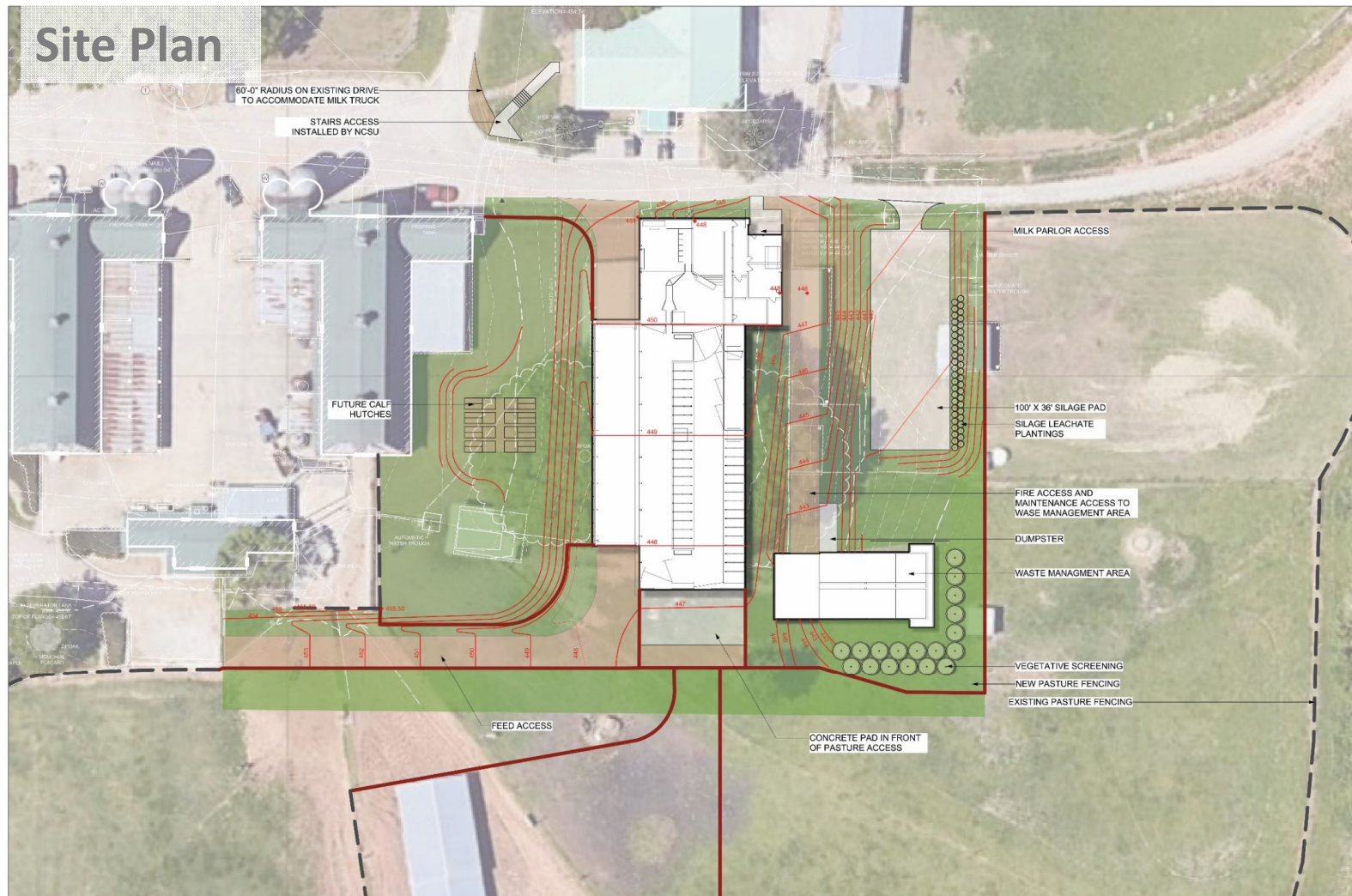


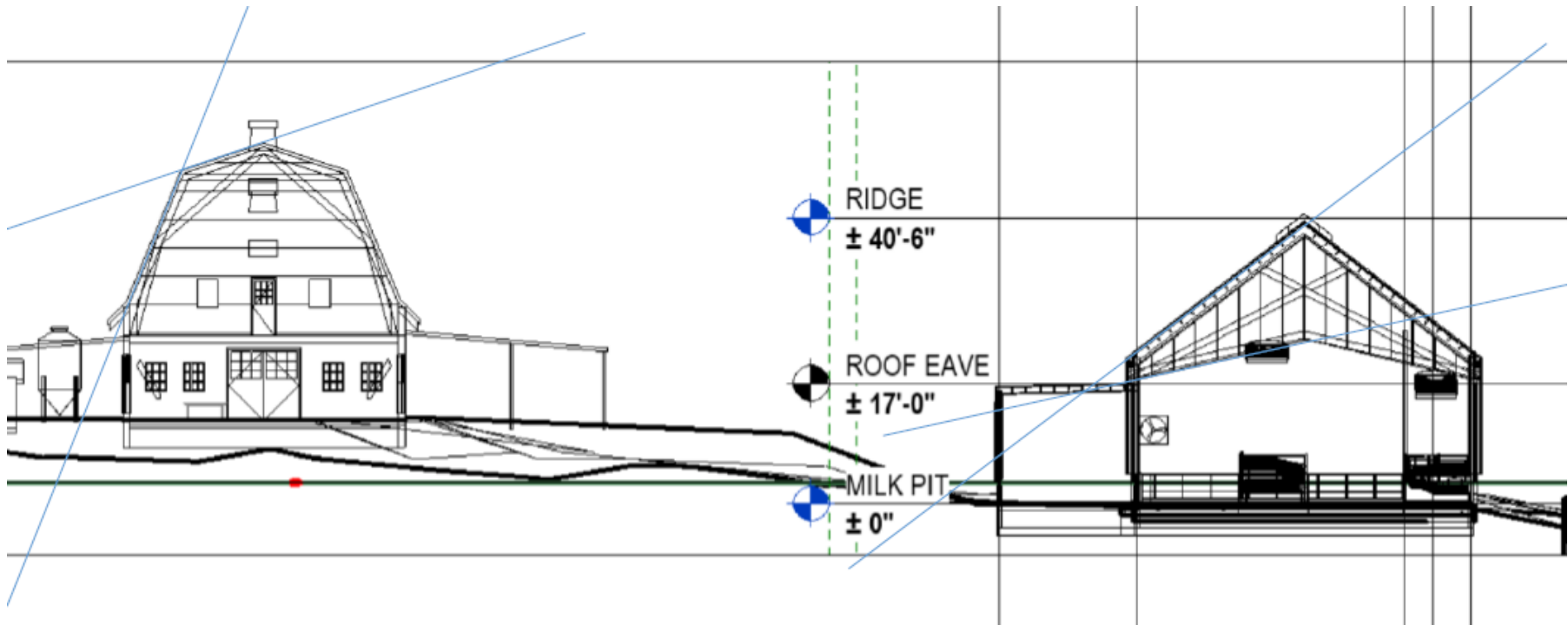


Site Plan

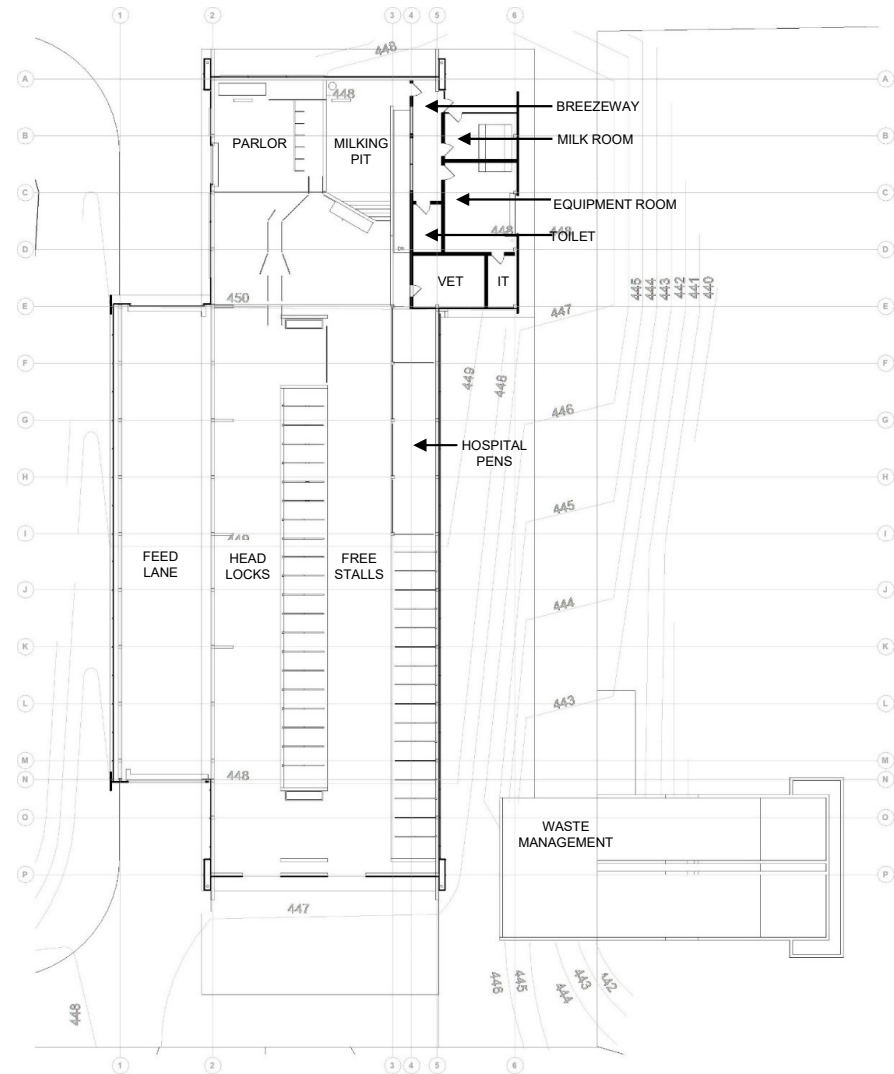


--- EXISTING PASTURE FENCE
— NEW PASTURE FENCE

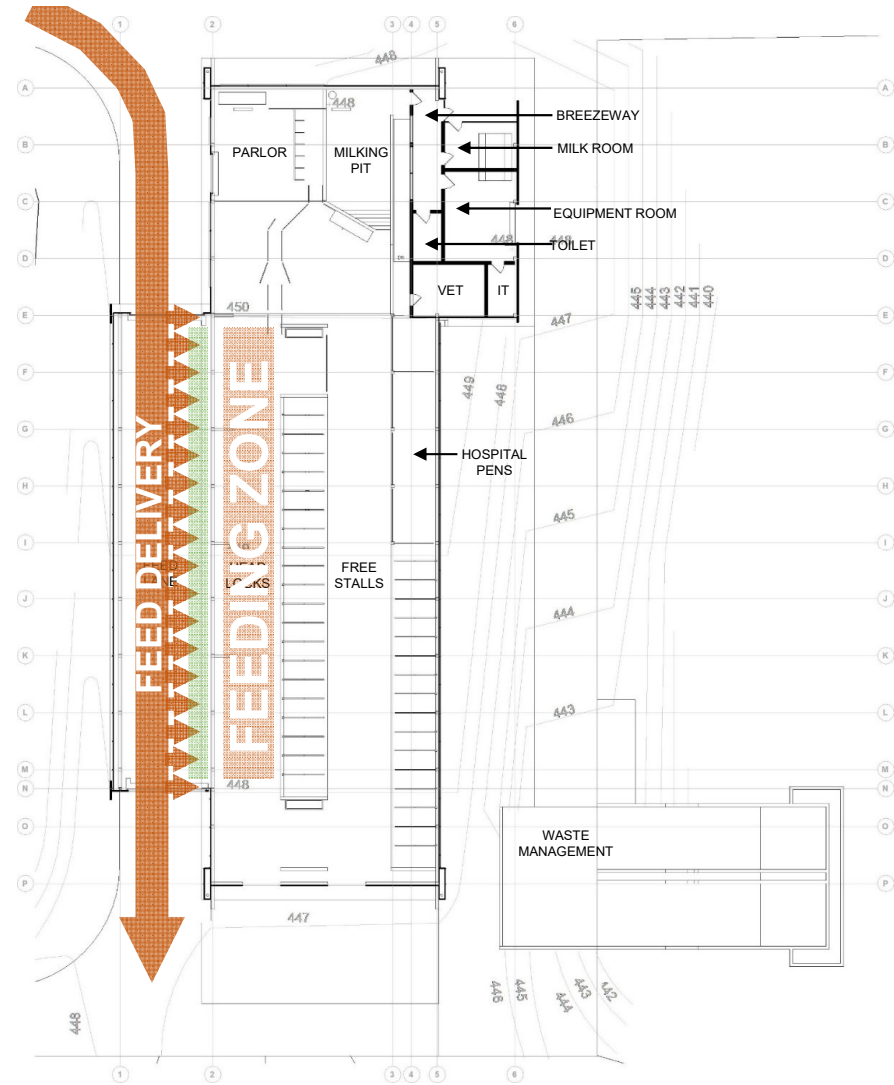




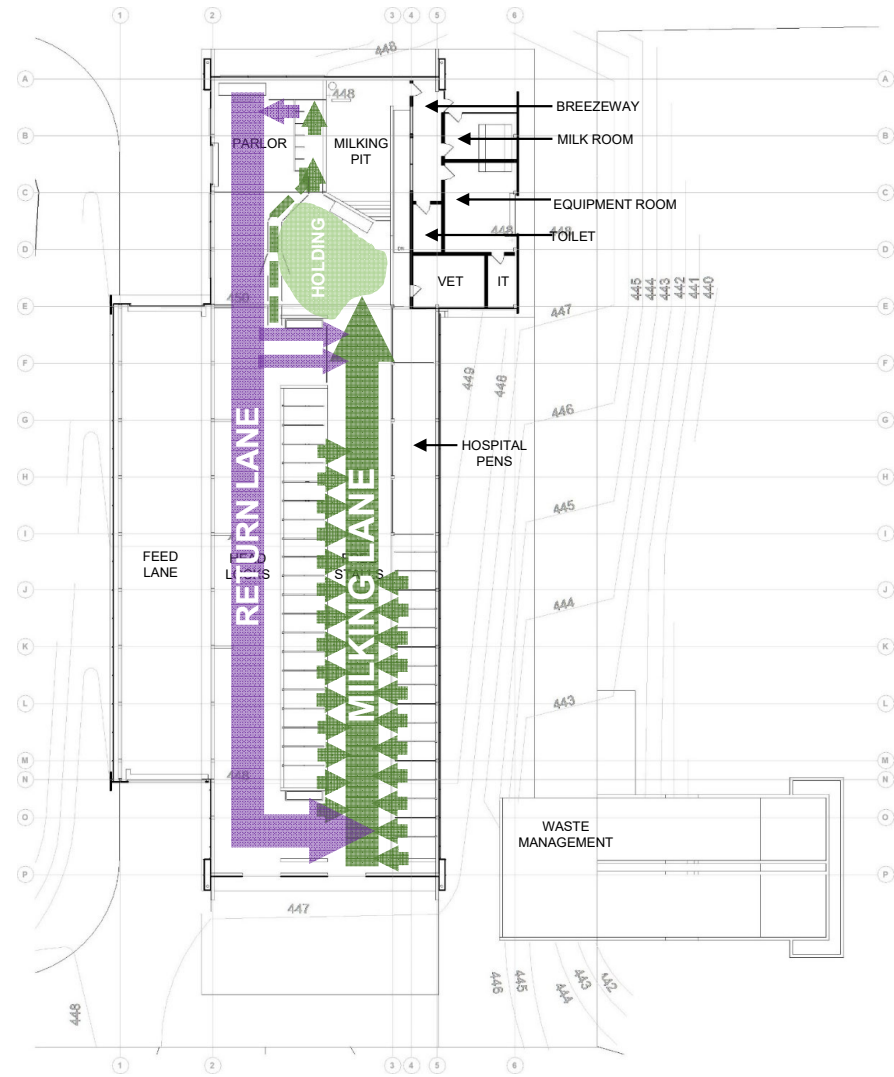
FLOOR PLAN



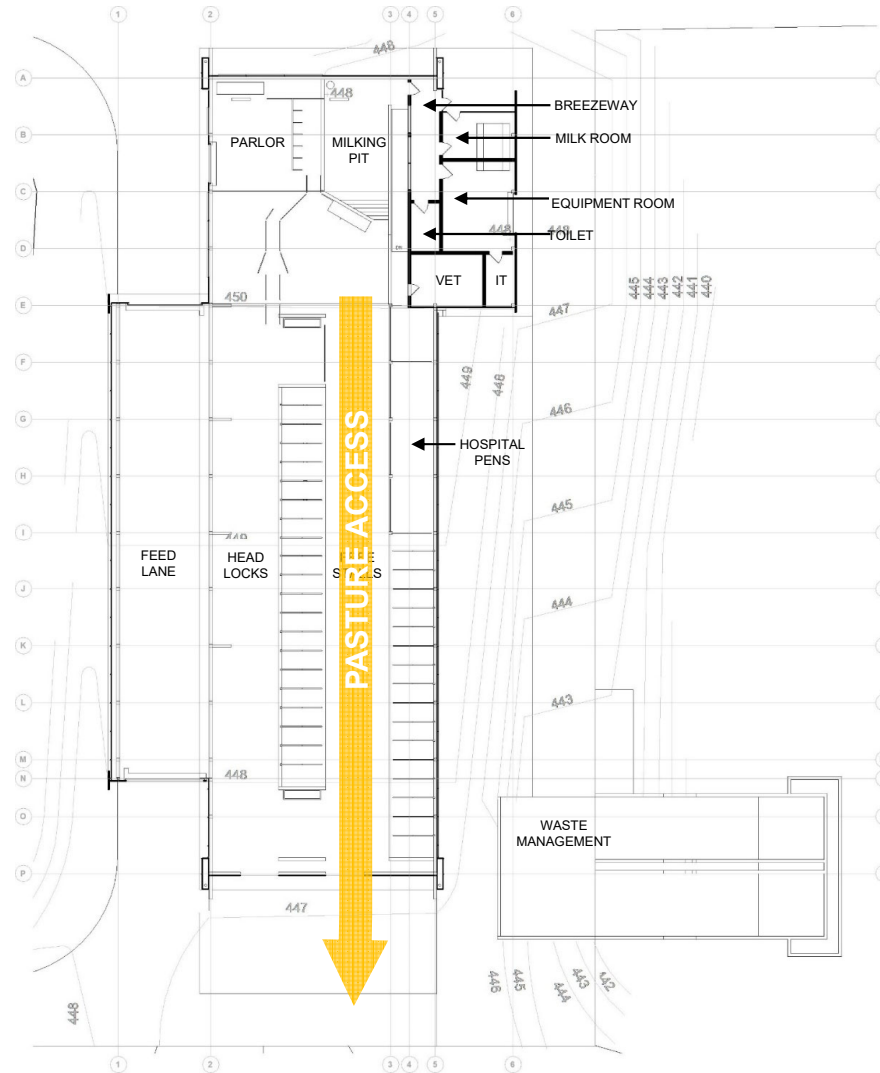
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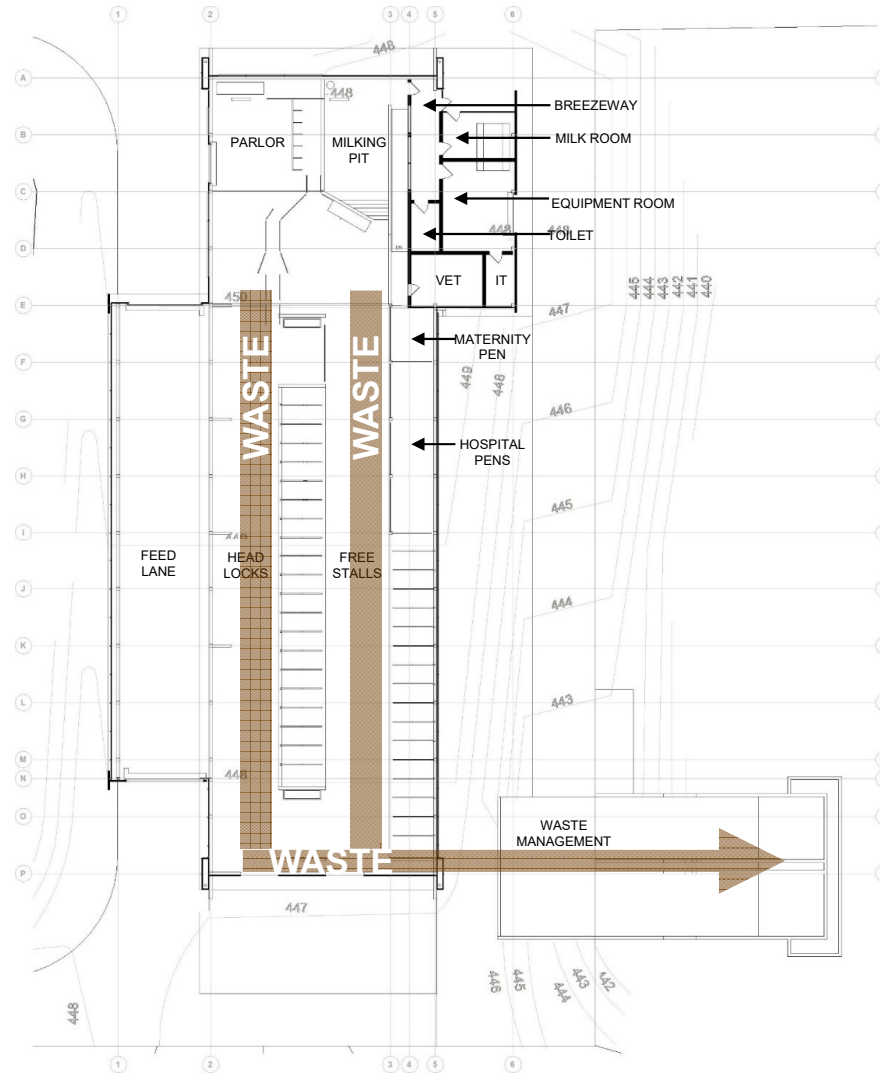
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FLOOR PLAN



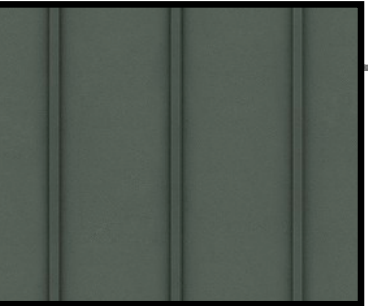
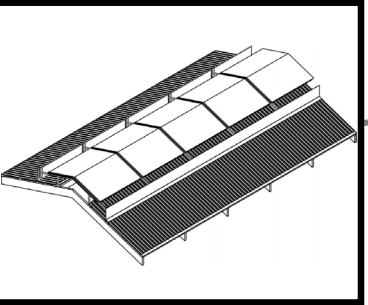
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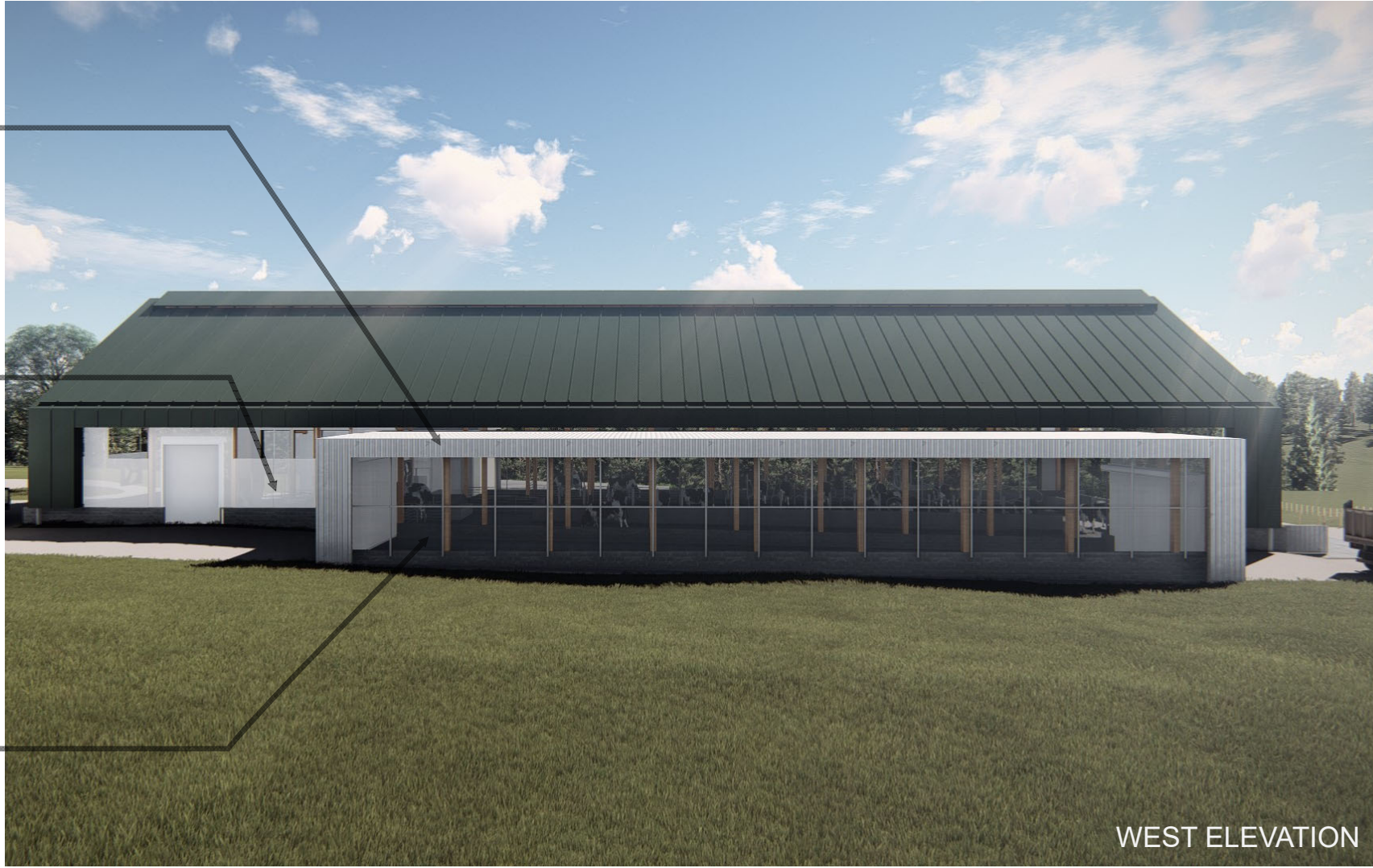






EAST ELEVATION





WEST ELEVATION



SOUTH ELEVATION



NORTH ELEVATION













**BOARD OF TRUSTEES
NORTH CAROLINA STATE UNIVERSITY**

Committee: Buildings and Property

Meeting Date: April 24, 2020

Agenda Item / Issue:	5.2.F.2	Plan Approval / Jordan Hall Library Renovation – Central Campus Project # 201920018
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Requested / Required Action:	Approval
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Functions:	<p>This project renovates approximately 6800 square feet of library, circulation and office space within Jordan Hall. The renovation will create collaboration space for students and faculty in the College of Natural Resources and the College of Sciences as well as a coffee shop with light food service. The reconfigured library will promote interaction between students and accommodate a variety of open and enclosed study and team areas. The project will also include any modifications and infrastructure required by the change in use and to achieve current code compliance.</p>
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Project Scope:	<table border="0" style="width: 100%;"> <tr> <td style="width: 15%;">\$ 121,000</td> <td>Design/Consultant Costs</td> </tr> <tr> <td>\$1,128,520</td> <td>Construction</td> </tr> <tr> <td>\$ 250,480</td> <td>Contingency/Other Project Costs</td> </tr> <tr> <td style="border-top: 1px solid black;">\$1,500,000</td> <td style="border-top: 1px solid black;">Total Project Budget</td> </tr> </table>	\$ 121,000	Design/Consultant Costs	\$1,128,520	Construction	\$ 250,480	Contingency/Other Project Costs	\$1,500,000	Total Project Budget
\$ 121,000	Design/Consultant Costs								
\$1,128,520	Construction								
\$ 250,480	Contingency/Other Project Costs								
\$1,500,000	Total Project Budget								

Design Team:	<p>Watson Tate Savory, Inc. – Lead Designer Optima Engineering, PA - MEP & FP</p>
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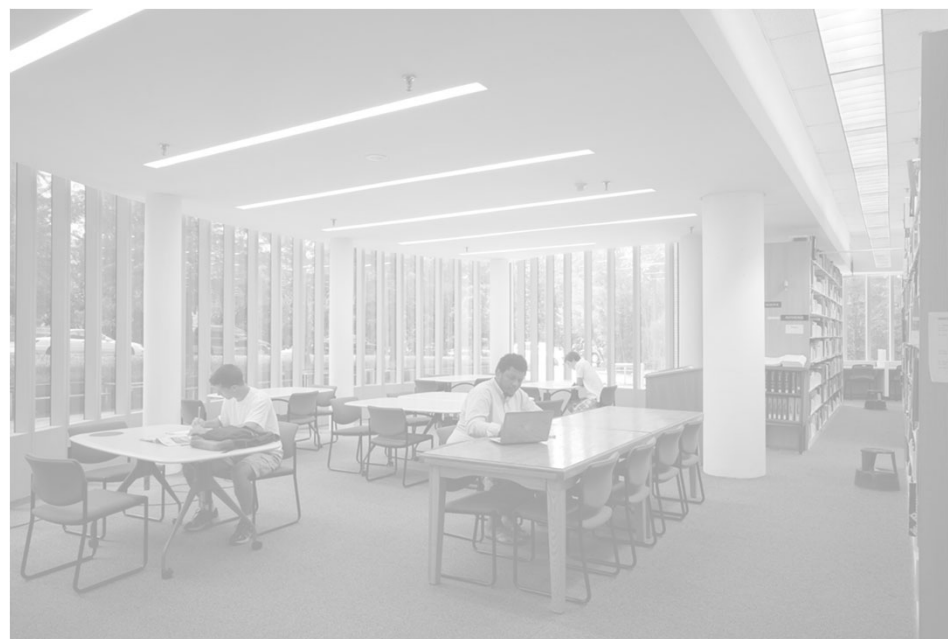
Master Plan Summary:	<p>All campus neighborhoods need interior hearths. These multi-purpose community spaces allow for informal interaction, study, learning, and larger scheduled functions. They are inviting places that may include food service, retail, or other support functions.</p>
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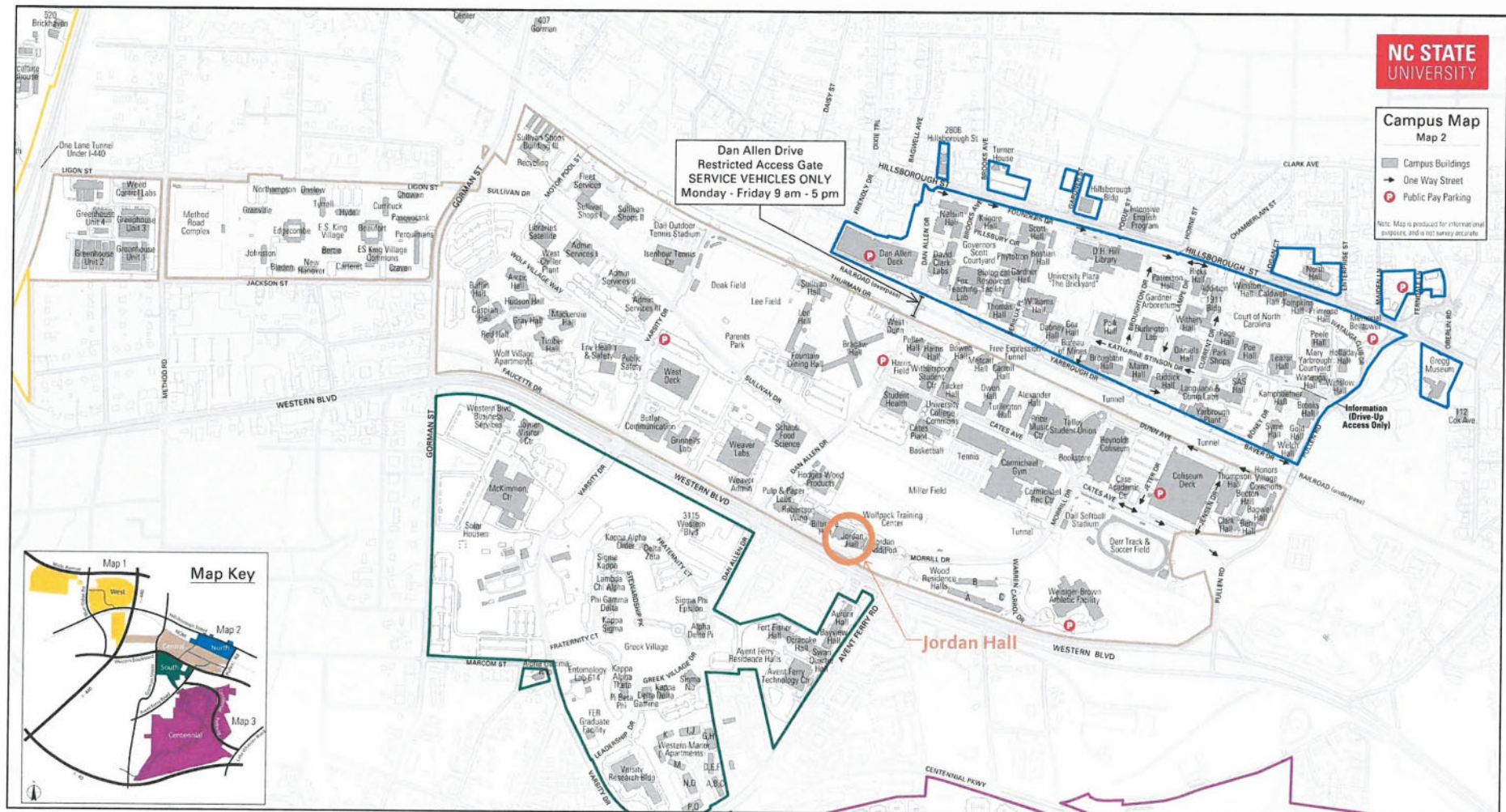
Recommendation:	Approval recommended.
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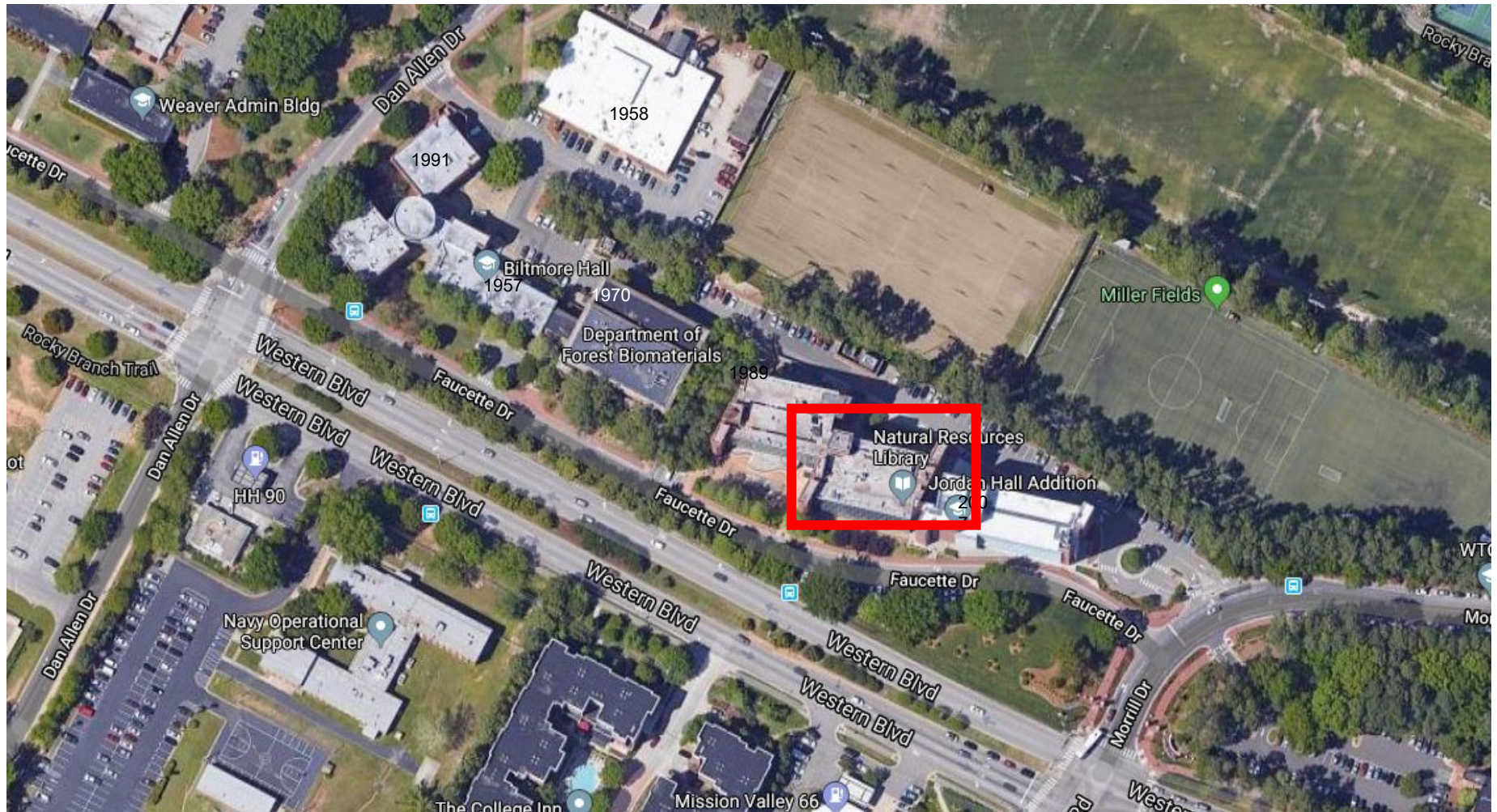
Suggested Motion:	Move approval of plans for the Jordan Hall Library Renovation.
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Funding Source:	Carry Forward - \$1.5M
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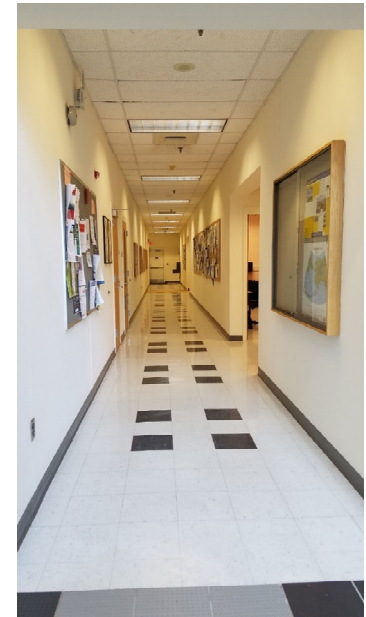
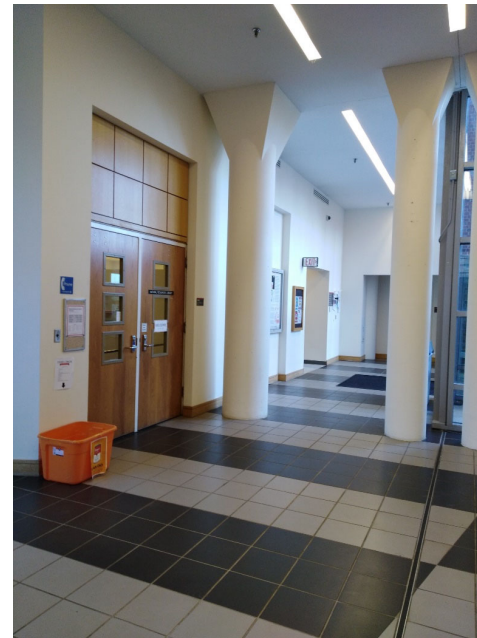
Responsible University unit University Presenter/Contact:	<p>Office of Finance and Administration, Facilities Division Lisa Johnson, University Architect</p>
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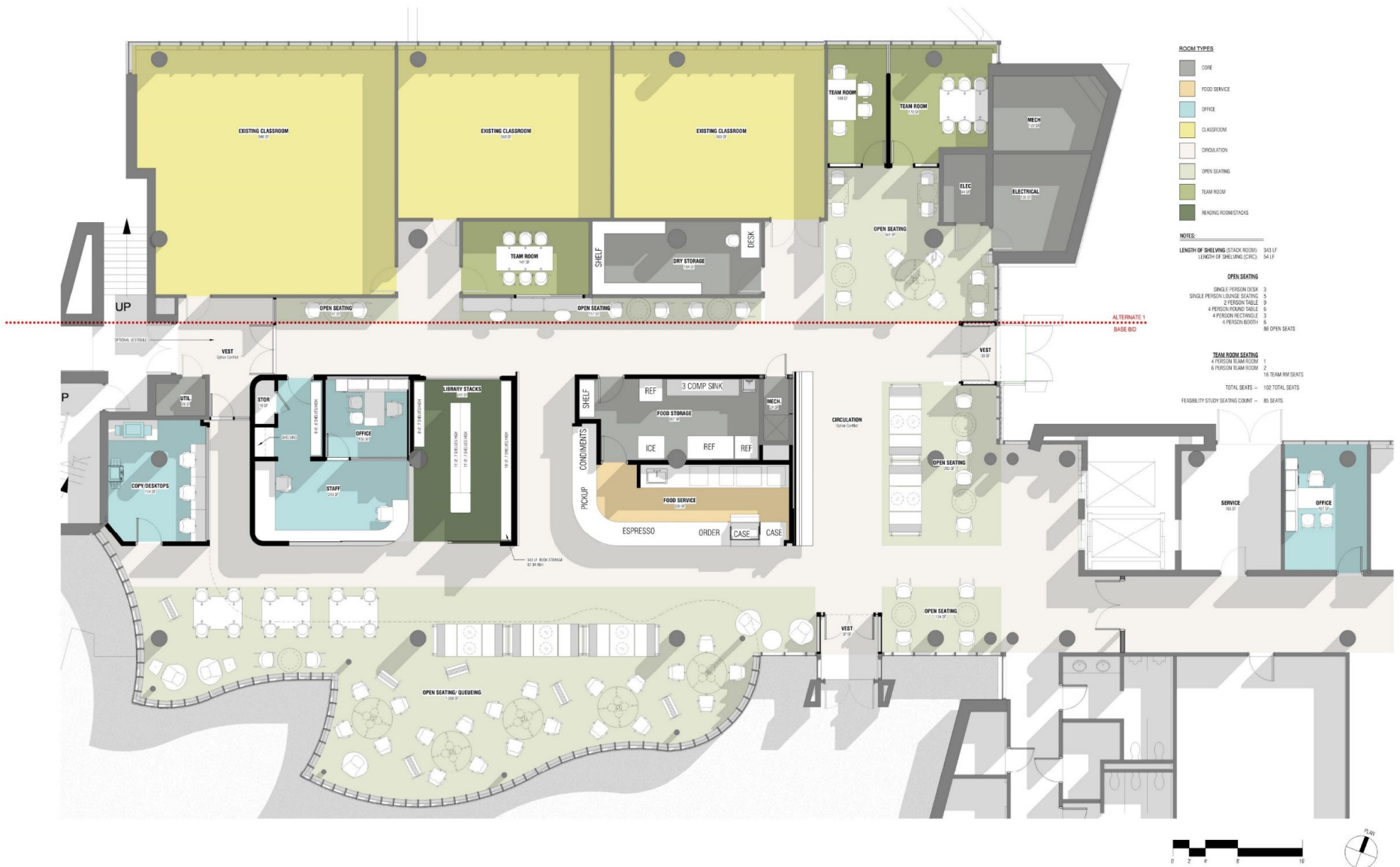
















COFFEE/FOOD SERVICE



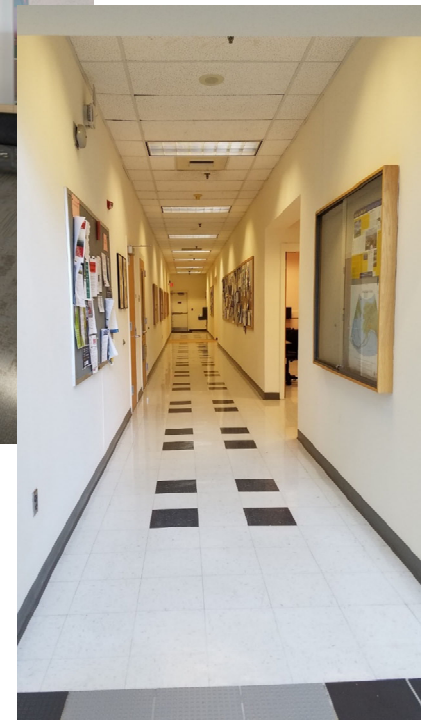
OPEN STUDY SEATING



LIBRARY STAFF / STACKS



AFTER RENOVATION



BEFORE



AFTER RENOVATION



BEFORE

**Approval of Plans and Specifications of Formal Projects
\$2M or Less**

Note: The project(s) below are submitted to the Board of Trustees Buildings and Property Committee for formal acceptance of plans and specifications. This listing represents projects received since the February 27, 2020 meeting.

<u>Project</u>	<u>Construction Estimate</u>
Varsity Research Building Project #201920015 Lab & Building Modifications Designer: Moseley Architects Morrisville, NC Fund Source: University Carry Forward	\$ 1,057,986
Tucker and Owen Residence Halls Project #201820113 Elevator Additions Designer: Caidus Design Raleigh, NC Fund Source: Housing Trust Funds	\$ 900,000
Cates Avenue Project #201935073 Water, Steam and Condensate Replacement Designer: Draper Arden Associates Fayetteville, NC Fund Source: Utilities & Engineering Trust Funds	\$ 805,172
Lake Wheeler Project #201935072 Equipment Storage Facility Designer: Timmons Group Raleigh, NC Fund Source: I-440 Widening Reimbursement Funds	\$ 400,000
Lee Residence Hall Project #201935122 Cooling Tower Replacement Designer: Dewberry Raleigh, NC Fund Source: Housing Trust Funds	\$ 170,000
Administrative Services Annex West Chiller Plant Project #201935091 Chilled Water Line Loop Designer: Sigma Engineered Solutions Morrisville, NC Fund Source: Utilities & Engineering Appropriate Funds	\$ 137,885

**Approval of Plans and Specifications of Formal Projects
\$2M or Less**

Deep Creek **\$ 107,890**

Project #201924079

Bridge Repair

Designer: Construction Engineering Services Inc.
Manteo, NC

Fund Source: College of Natural Resources Trust Funds

Broughton Hall **\$ 100,000**

Project #202013005

Renovations to Room 2223

Designer: Tonic Design
Raleigh, NC

Fund Source: Statistics Appropriated Funds

Authority	Board of Trustees
Title	Parking and Transportation Ordinances
Classification	POL07.60.1
PRR Subject	Transportation
Contact Info	Associate Vice Chancellor for Environmental Health & Public Safety (919-515-7915)

History: First Issued: July 27, 1972. Last Revised: ~~March 14~~[March 30](#), 202019.

Additional References: North Carolina General Statute 116-44.4, 20-219.11, and 20-137.7.

1. GENERAL PROVISIONS

1.1 Definitions

1.1.1 Abandoned Bicycle/Vehicle: Any bicycle or vehicle that has been parked illegally for more than ten days or which is determined to be "derelict" or inoperable under North Carolina General Statute 20-137.7.

1.1.2 Academic Year: The period of time from August 16 of one calendar year until August 15 of the next calendar year.

1.1.3 Access Point for Accessibility Spaces: The road space adjacent to all curb cuts built for wheel chair access from the street to the sidewalk and the space adjacent to each mobility-impaired parking space identified by white diagonal lines.

1.1.4 Administrative Sanctions: Penalties which may be assessed for repeated violations of these ordinances or for failure to pay validly due fines and/or fees. Administrative sanctions include, but are not limited to, revocation of parking permits and referral to the Office of Student and Community Standards.

1.1.5 Bicycle: A device propelled by human power upon which any person may ride, and supported by either two tandems or three wheels, one of which is 16 inches or more in diameter. For the purpose of this Ordinance, a bicycle shall be deemed a vehicle.

1.1.6 Bicycle Path: A paved strip or path that is designated for use by bicycles. May be adjacent to a roadway, or a separate route to a roadway, and may also include strips to delineate bicycle lanes from pedestrian lanes.

1.1.7 Bike Share: A system, through membership, that allows individuals to rent bikes, e-bikes and electric scooters for a period of time for a fee. Bike share can be a "docked" or "dockless" system.

1.1.8 Campus: All property located in and around Raleigh, North Carolina, which is owned or leased by the State of North Carolina and under the supervision of the Board of Trustees of North Carolina State University.

1.1.9 Car Share: A program that allows, through membership, individuals to rent a vehicle for a period of time for a fee.

- 1.1.10 Carpool: An organized group of two or more commuting members of campus who regularly ride together in one car and share the use of a carpool permit issued by Transportation.
- 1.1.11 Chancellor: The Chancellor of North Carolina State University at Raleigh, NC.
- 1.1.12 Chronic Offender: An individual who exhibits an observable pattern of recurring parking violations without demonstrating a recognizable intent to self-correct the violating behavior.
- 1.1.13 Concurrent Parking: When multiple vehicles, registered to one account (credential), are found parked on campus at the same time.
- 1.1.14 Corporate Partner: Any non-University entity, or employee of such, leasing land or space from the University, which is located on one of the University's campuses or properties.
- 1.1.15 Crosswalks: Any portion of a roadway distinctly indicated for pedestrian crossing by lines, other markings on the surface, a raised elevation of asphalt or concrete and/or signs.
- 1.1.16 Director of Transportation: That person designated by the Chancellor who shall be responsible for administering, implementing, and enforcing the provisions of the Ordinance, except where another person or party is specified in the Ordinance.
- 1.1.17 e-Bike: Pedal assist bicycle that cannot provide power when traveling over 15 mph.
- 1.1.18 e-Skateboard: A skateboard with an electric motor for propulsion and a remote control.
- 1.1.19 e-Scooter: A tandem two-wheeled motorized vehicle that is designed to be operated by a single person and capable of a max speed of 15 mph.
- 1.1.20 e-Citation: An electronic parking citation which is delivered via an electronic method (typically email).
- 1.1.21 Employee: Any individual employed by the University and who receives a salary or a non-salaried visiting faculty. Students, even those employed by the University, are not considered employees.
- 1.1.22 Fire Lane: Any area specifically marked, striped, signed or designated where vehicles are prohibited from parking, and/or any area in which direct and immediate access to a fire hydrant or firefighting apparatus would be blocked by a parked vehicle.
- 1.1.23 Fiscal Year: From July 1 to June 30 of any given year.
- 1.1.24 Food Truck: A vehicle equipped with facilities for cooking and selling food.
- 1.1.25 Greenway: Greenway trails are paved and are designed to accommodate a variety of users, including bicyclists, walkers, hikers, joggers and those confined to wheelchairs. e-Scooters, motorcycles and mopeds are not allowed on the Greenway.
- 1.1.26 LPR: A technology known as License Plate Recognition which is used for parking management purposes.
- 1.1.27 Loading Zone: A time limited space designated by signs and proclaimed for use for loading and unloading materials and supplies.

1.1.28 Low Speed Vehicle: A four-wheeled vehicle whose top speed is less than 20 miles per hour. This includes, but is not limited to, golf carts, golf cart-type utility vehicles and gator-type utility vehicles

1.1.29 Market Rate: Parking rate based on an annual sampling of comparable private parking rates in downtown Raleigh.

1.1.30 Motorcycle/Moped: Any motorized two or three wheeled vehicle capable of carrying a rider and capable of speeds greater than 15 mph.

1.1.31 No Parking Area: Any area not specifically marked, striped, or designated for parking.

1.1.32 Non-University: Any permit eligible company or individual not considered part of NC State University through enrollment or earned pay status, this includes University corporate partners.

1.1.33 Non-University Apartment Shuttles: Bus shuttle service, for off campus apartment residents, between residential areas and campus.

1.1.34 Operator: A person in actual physical control of a vehicle, which is in motion, stopped, or standing.

1.1.35 Park: The standing of a vehicle, whether occupied or not, other than while actually engaged in the loading or unloading of passengers.

1.1.36 Parking Area: Any place or area specifically set aside, marked or assigned by Transportation for the parking of vehicles, either permanently or temporarily.

1.1.37 Parking Pay Station: Any mechanical device activated by credit/debit card, coupon, or pay app which enables an individual to purchase parking in a designated paid hourly parking location

1.1.38 Parking Permit: A physical or virtual parking credential that defines and grants access to parking in designated area(s) during designated times. All permits require registration of a vehicle (with the exception of physical hang tags). Transportation reserves the right to limit the number of vehicles registered to each permit.

1.1.39 Parking Services: The office designated by the Director of Transportation, which issues parking permits, keeps registration and permits records, records violations, and collects transportation fees and fines.

1.1.40 Pay-By-Plate: A lot where users are required to enter their vehicle license plate at the machine where they pay for time parked.

1.1.41 Pay Lot: Any parking lot or area where payment for parking is required based on the length of time the vehicle is parked.

1.1.42 Pay Lot Invoice: A payment request issued for daily parking fees incurred in a visitor parking area when there is no evidence that parking fees were paid at the time of use.

1.1.43 Pedestrian Safety Zone: Areas where cyclists, skateboarders, and e-scooter drivers must either ride at the walking pace of the nearby pedestrians or dismount their vehicle. Pedestrians have the right-of-way in a pedestrian safety zone. All sidewalks, pathways, plazas, or walkways are pedestrian safety zones.

1.1.44 Personal Assistive Mobility device: A self-balancing device, designed to transport one person, with a propulsion system that limits the maximum speed of the device to 15 miles per hour or less.

1.1.45 Registered Vehicle: A vehicle registered with Transportation, authorized to park on campus.

1.1.46 Reserved Space: Any parking space, designated for a specific user or use.

1.1.47 Restitution: Compensation due to Transportation for the value of a product/service received without benefit of having made previous payment for the same.

1.1.48 Retired Employees: Individuals who no longer receive a salary from NCSU and are declared retired from the University by the State of North Carolina. (Employees participating in the Phased Retirement Program are not considered retired employees.)

1.1.49 Service Provider: One who is providing repair and/or maintenance of equipment or facility. Exceptions to this definition are by Transportation approval only.

1.1.50 Sharrow: An on-the-street marking denoting a “safety zone” where cyclists can ride on the street without being hit by an opened car door. These markings may also denote where cyclists should be riding, such as at intersections with multiple turn lanes. A sharrow also serves to alert both cyclists and drivers that the lane is for both types of vehicles.

1.1.51 Sidewalks: All property along or by any street, highway, or roadway which is intended for pedestrian use and which lies between the curb line and lateral line of any street, highway, or roadway and the line at which the use of property for purposes other than pedestrian traffic ends.

1.1.52 State: When unmodified, means the State of North Carolina.

1.1.53 Stop: When required, means complete cessation of movement. When prohibited, means any stopping of a vehicle except when necessary to avoid conflict with other traffic or in compliance with the direction of a law enforcement officer or traffic control sign or signal.

1.1.54 Store: The parking of a bicycle or vehicle for a continual period of more than twenty-four hours, or the parking of a bicycle or vehicle with the intent that it shall not be moved for a period of at least 24 hours.

1.1.55 Street, Highway, or Roadway: The entire width of a corridor designed or marked by proper authorities for vehicular traffic.

1.1.56 Student: Any person registered with the University as a full-time, part-time, graduate, or other special student. This does not include employees of the University who are in a full-time permanent position and subject to the SHRA or EHRA guidelines.

1.1.57 Temporary Employee: Any non-student part-time or full-time temporary (nonpermanent) employee of the University. This does not include Graduate Research Assistants and Teaching Assistants.

1.1.58 Traffic Signal: A road signal that cycles a red, green, or amber warning light to direct traffic to stop, proceed, or proceed with caution.

1.1.59 Traffic Way: Any way, area, or region where vehicles or bicycles are permitted to be operated or parked.

1.1.60 Transportation: The North Carolina State University department responsible for, among other things: transportation planning, transit services, enforcement of rules and regulations for parking and traffic, registration of vehicles, distribution of permits, issuance of parking penalties, collections of transportation receipts and the upkeep, renovations, and construction of transportation facilities.

1.1.61 Travel Lane: That portion of the road, street, or way between the centerline and curb on which vehicles or bicycles are permitted to operate, but where parking is prohibited.

1.1.62 University: Unless otherwise provided, North Carolina State University at Raleigh.

1.1.63 University Holidays: Those days named by the Chancellor as Official University Employee Holidays. This does not include Fall and Spring Break, or other student breaks.

1.1.64 Unsettled Fines, Fees and Charges: Any fines, fees, and charges (monetary or otherwise) levied by Transportation which have not been resolved by payment of outstanding debts, return of a parking permit or gate card as specified by Transportation, the Director of Transportation, or other University Agencies.

1.1.65 Vehicle: Every device in, upon, or by which any person or property is or may be transported or drawn upon a highway, except devices moved by human power or used exclusively upon fixed rails or tracks; provided, that for the purpose of this Ordinance, bicycles shall be deemed vehicles, and every rider of a bicycle on the campus shall be subject to the provisions of this Ordinance governing traffic and parking.

1.1.66 Vehicle Registration: The registration of vehicle(s) parked on campus as required by G.S 116-44.4.

1.1.67 Visitor: Individuals not identified by this section as an employee, student, non-university/corporate partner or temporary employee.

1.1.68 Walk or Walkway: A path designed for or marked for exclusive use by pedestrians whether along a street, roadway or other areas.

1.2 Authority

1.2.1 As provided by North Carolina General Statute 116-44.4 the Board of Trustees of North Carolina State University adopts these **Parking and Transportation Ordinances**, and through their designee, the Director of Transportation, shall be responsible for the registration, flow, and parking of vehicles on property owned or leased in whole or in part by the State of North Carolina and which is under the control of the Board of Trustees of North Carolina State University.

1.2.2 The Director of Transportation, acting pursuant to the authority vested by this Ordinance and the Board of Trustees, shall exercise discretion and authority in a manner as to assure the proper conduct of the necessary business of the University and the effective utilization and control of the available parking areas and facilities on the campus of the University for the benefit and maximum convenience of visitors, students and employees.

The Director of Transportation is authorized to issue exceptions to regulations within this Ordinance, to issue temporary regulations and suspend enforcement of parking regulations to allow for the benefit and maximum convenience of visitors, students, and employees. The Director of Transportation retains the right to authorize or deny the use of or closing of campus streets and parking lots. The Director of Transportation retains the right to remove vehicles from closed streets and/or parking lots.

The Director of Transportation may suspend enforcement of parking regulations to allow for special events on campus. Exceptions to regulations, temporary regulations and enforcement suspensions are valid only for when and how specified, and shall not be considered precedent for future situations.

1.2.3 Posting notice of this Ordinance: The Director of Transportation shall post notice of this Ordinance and the General Statutes of North Carolina Chapter 116-44.4 to the public.

1.2.4 Filing of this Ordinance:

All ordinances adopted under this Part shall be recorded in the minutes of the board of trustees. Each board of trustees shall provide for printing and distributing copies of its traffic and parking ordinances.

1.2.5 Liability: North Carolina State University assumes no liability or responsibility for damage to or theft of any vehicle parked or in operation on the properties leased or under the control of the Board of Trustees of North Carolina State University.

1.2.6 The provisions of this Ordinance shall apply to all NC State University employees, students, partners, vendors, contractors and visitors, as well as the operators of all vehicles, whether public or private, and they shall be enforced 24 hours a day, except as herein provided. It shall be unlawful for any operator to violate any of the provisions of the Ordinance, except as otherwise permitted in this Ordinance or the General Statutes of North Carolina.

1.2.7 The operator of any vehicle shall obey the lawful instruction of any law enforcement officer, parking enforcement officer, traffic officer, and any official traffic signs or control devices appropriately placed and in accordance with the provisions of these regulations. Whenever a particular section does not state that signs are required, such section shall be effective without signs being provided.

1.2.8 Nothing in this Ordinance shall be deemed to prohibit authorized vehicles of the University, or its agents, or of any public utility company from making any such stops as the establishment and maintenance of streets, grounds, water supply, and utility lines require. It is unlawful to drive or park a motor vehicle on sidewalks, grass, or shrubbery unless such areas are designated for parking.

1.2.9 Monies: Any ~~monies-revenue~~ collected ~~pursuant to this Ordinance~~ shall be used for Transportation staffing ~~and operations of Transportation, enforcement, planning for services, parking operations, consultants, construction and maintenance of parking facilities,~~ and such other purposes as deemed necessary by the Chancellor to carry out the transportation program at North Carolina State University, or as otherwise designated by North Carolina General Statutes.

1.3 Violation of Ordinance

1.3.1 In addition to the criminal penalties set out by North Carolina General Statute, any person violating this or any regulations issued hereunder is subject to a civil penalty as set forth in this Ordinance. In addition to any civil penalty that may be imposed, Administrative Sanctions may also be imposed if an offender does not pay a validly due penalty or upon repeated offenses. Violations of these Ordinances are not infractions as defined in General Statute 116-44-4.

1.3.2 Rules of Evidence: When a vehicle is found parked or unattended in violation of this Ordinance, it shall be considered prima facie evidence that the vehicle was parked:

- a. By the person assigned parking privileges for that vehicle
- b. By the person registered with the University for the parking privileges assigned to that vehicle or
- c. By the person on file as the vehicle's owner with the North Carolina Division of Motor Vehicles, or corresponding agencies of another state or nation.

2. REGISTRATION AND ISSUANCE OF VIRTUAL OR PHYSICAL PARKING PERMITS

2.1 General Terms and Conditions

2.1.1 For the purposes of this Ordinance, the terms "permit," "parking privilege" and "virtual permit," represent the required permission to park on the NC State campus in areas designated for permit parking. All vehicles issued a permit to park on campus must have a current and valid state issued license plate that is associated with the vehicle identification number of the vehicle on which it is displayed. Employees who have their parking fees paid through payroll deduction are responsible for monthly payment until they request termination of their parking privilege. Vehicles not registered to park in permitted areas on campus are subject to immobilization, towing, fines, and restitution on the value of the permit.

2.1.2 All eligible individuals may request parking through Transportation. Campus ~~v~~visitors may obtain a visitor parking permit from Transportation, park at pay lot or pay by platespace.

2.1.3 Parking permits and access control devices remain the property of Transportation. Parking permits, replacement permits, temporary permits, or access control devices may not be given, sold, or traded to another person. Employees, students and visitors have designated parking areas on campus which can be found online at the Transportation website: **Parking Map** (See Attachment 1)

2.1.4 Fines may result from failure to purchase parking via kiosk, pay station or application or failure to display an appropriate permit or obtain a virtual permit, while parked in a permit-required zone or space, ~~shall result in a fine.~~

2.1.5 All vehicles parked on campus, must be registered with transportation. Unregistered vehicles are subject to immobilization for identification purposes.

2.2 Employee Parking Permits

2.2.1 Employee Vehicle Registration – Employees who purchase a vehicle permit may register up to five cars. Motorcycle permits may add up to ~~two~~ five (5) motorcycles per parking permission. Only one (1) vehicle or one (1) motorcycle associated with the same account is permitted to park on campus at the same time (in locations other than visitor parking areas). If multiple vehicles associated with the same permit account are found to be on campus at the same time (in locations other than visitor parking areas), citations for Concurrent Parking may be written to ALL vehicles associated with the same account on campus at the same time.

2.2.2 Employees may request a parking permit at any time during the year. New employees must provide Transportation with the required documents verifying their employment with the University. ~~Employees are not eligible to use visitor permits. Employees are not eligible to purchase student permits. Employees may not purchase student designated permits or utilize guest parking credentials.~~

2.2.3 Employee parking assignments are based on availability.

2.2.4 Payroll deducted employee parking fees shall be deducted on a ~~post~~-tax basis determined by the University, in alignment with state/federal applicable tax laws. Refund amounts shall be prorated based on the week the permit is cancelled. Physical or virtual permits/parking permissions must be returned to Transportation prior to a refund.

2.2.5 Permit Returns

- a. Employees approved for medical leave or scholarly leave, may request to stop payment and suspend their parking privilege until they return to the University. Documentation of approved leave is required. These employees will be eligible to receive the same permit type when they return to the University and reinstate their payroll deducted parking fees. Employees who do not return their permits will be responsible for parking fees during their absence. Permit holders may not return or suspend payment prior to or during University holidays and academic break periods to avoid parking fees during said period.
- b. Employees who voluntarily return their B or U permit for any reason other than medical or scholarly leave will not be reissued a B or U permit type upon return.

2.2.6 Special Faculty – Salaried faculty who are classified as Visiting, Clinical, Research, Extension or USDA/USDI are considered employees of the University for the purposes of this Policy. Employee parking policies and permit eligibility apply to these individuals.

2.2.7 Retired University Employees

- a. Retired NCSU employees may request an R₇ permit if they wish to visit the University. Verification of retirement is required at the initial application and annually to renew the permit.
- b. Retiree parking privileges are assigned based on availability. Permits are valid in any non-reserved permitted employee parking areas. Permits are not valid in residential student parking areas.
- c. A retired employee who returns to work in either a part-time or full-time capacity must notify Transportation and exchange the R permit for the appropriate employee permit type.
- d. Individuals who falsify employment or compensation information are subject to suspended parking privileges. Permits issued to retirees may not be used by other individuals to attend work or classes on campus.

2.2.8 Permanent Twelve and Nine-Month Employees: Benefits eligible permanent employees are eligible to have their monthly parking permit fee deducted from their paycheck. If an individual leaves University employment prior to the expiration of their parking permit, they are responsible for notifying Transportation in order to stop payroll deduction. If permit fees cannot be collected through payroll deduction, Transportation reserves the right to terminate the employee's parking privileges. Departments may not pay for an employee's parking permit. Employees are not eligible for visitor parking permits.

2.2.9 Temporary Employees: Individuals employed in a nonpermanent position or capacity₇ or through University Temporary Service (UTS) may request a parking permit. Verification of employment, including duration of employment₁, is required. Payroll deduction is not permitted, payment must be made by cash, check or credit card. Payment must be for the full amount due on the parking permit. Permits may be purchased on a monthly, weekly or daily basis. Temporary employees are not eligible for parking within gated employee parking areas. Departments may not issue temporary employees departmental or visitor permits. Parking assignments are based upon space availability. Temporary employees are not eligible to be placed on a permit wait list.

2.2.10 Employees of Government and Military Agencies: These individuals are eligible for parking under the guidelines for University employees. They are not eligible for payroll deduction. Students who are active in the military shall receive a parking permit based upon their permit eligibility. Students may not receive faculty / staff designated permits.

2.2.11 Employees of Non-University/Corporate Partners: These employees are eligible for parking under the covenant of their leases with the University. They are not eligible for payroll deduction. Parking fees will be charged at market rates based on an annual sampling of comparable private parking rates in downtown Raleigh.

2.2.12 Adjunct Faculty: Adjunct faculty members must purchase a parking permit if they require parking on campus.

2.2.13 Contract Employees: Contract Employees are assigned parking based on availability and are not eligible to be placed on a permit wait list. Departments may not issue contract employees departmental or visitor permits.

2.3 Student Parking Permits

2.3.1 Per North Carolina General Statute 16-44.1,d – No permit to park shall be issued until the student requesting the permit provides the name of the insurer, the policy number under which the student has financial responsibility and the student certifies that the motor vehicle is insured at the levels set in G.S. 20-279.1(11) or higher. This subsection applies to motor vehicles that are registered in other states as well as motor vehicles that are registered in this State pursuant to Chapter 20 of the General Statutes.

2.3.2 Eligibility:

- a. Students are only eligible to receive parking per Section 2.3.3.
- b. Students are not eligible to use visitor permits in lieu of purchasing a student parking permission.
- c. All students are eligible to request parking based on space availability. All students are eligible for bicycle and motorcycle parking permits.
- d. Resident students are eligible for permits per Section 2.3.3.
- e. Eligible commuting students may purchase parking for:
 1. Zones CC, CB, CD, DD, F, V and W . Overnight parking is prohibited in these areas.
 2. Commuter students may request an L permit if parking is needed between 7 a.m. and 9 a.m. and/or after 3 p.m., Monday through Friday, as specified in section 2.3.32.
- f. Student permits are only sold on a semester and summer session basis, with the exception of RH.
- g. Student permits may be returned for a prorated refund through the respective semester/session drop/add date.
- ~~h. Student residents of privately owned proximate student housing facilities located on Centennial Campus and along Hillsborough Street between Rosemary and Cox Streets are not eligible for University parking.~~
 1. ~~Student residents of privately owned student housing facilities located on Centennial eCampus.~~
 2. ~~Students living along Hillsborough Street between Rosemary Street/Shepherd Street and Cox Street/Woodburn Road including Stanhope Student Apartments (3001 – 1114 Hillsborough Street), 2604 Hillsborough (2604 Hillsborough Street).-~~
 3. ~~Students living north of Hillsborough Street and south of Clark Avenue between Enterprise and Horne Streets.~~
- ~~h. —~~
 4. ~~Students who reside in University Towers (111 Friendly Drive), Valentine Commons (3009 ME Valentine Drive), Stanhope and the College Inn (2717 Western Blvd.) are not eligible for University parking.~~
- ~~j.i.~~ Transportation reserves the right to revoke parking privileges if a student is found ineligible for parking even after a permit is issued.

2.3.3 The following provides general locations and proximity of areas that may be designated for student parking.

PERMIT	GENERAL CAMPUS AREA FOR PERMIT ASSIGNMENT
CC	Designated Centennial Campus Decks, CVM North Lot, E. S. King Village, Western Manor
CB	CBC Deck, North Lot and Annex Lot on the CBC Campus. Centennial Campus Fringe Lots
CD	Coliseum Parking Deck Area
DD	Dan Allen Deck
F	Centennial Campus Fringe Lots
GV	Greek Village Lots
RC	Residence Hall Areas on Centennial Campus that serve Wolf Ridge-
RE	Residence Hall areas located East of Dan Allen Drive
RF	Avent Ferry Residence Hall
RH	Resident E. S. King Village and Western Manor
RS	Centennial Campus Storage Lots
RV	Wolf Village
RW	Residence Hall areas located West of Dan Allen Drive
<u>TC*</u>	<u>Auxiliary permit for active ROTC students</u>
W	Main Campus West Deck, Main Campus West Lot and Armory Lot
L	CC, CB, CD, DD, F and W, 7 a.m. to 9 a.m. and/or after 3 p.m.
BB	Designated Bicycle Parking Throughout Campus
M	Designated Motorcycle Parking throughout Campus at specific locations
V	Varsity Lot

*TC – Auxiliary permit for active ROTC students that may be purchased in conjunction with a residential (RV, RW, RC, RF) or commuter permit. Provides parking in the Coliseum Deck between 7 am and 9 am.

2.3.4 Resident Student Parking Permits:

Eligible students may request parking permits that are applicable to their residence location or commuter status. Permits are issued based on availability.

Resident Students	Applicable Parking Permits
Wolf Ridge	RC
North Hall	RE, RS
Watauga, Syme, Gold and Welch	RE, RS
Berry, Becton and Bagwell	RE, RS
Wood, Alexander, Owen, Turlington and Tucker	RE, RS
Metcalf, Bowen, Carroll	RE, RW, RS
Lee, Sullivan and Bragaw	RW, RS
Greek Village	GV
E S King Village and Western Manor	RH, CB, CC, DD, CD,
Avent Ferry	RF
Wolf Village	RV
Commuting Students	Applicable Parking Permits
Commuting Students (Including Graduate Students)	CC, CB, CD, DD, F, L, W and V

2.4 Other Permits

2.4.1 Permits for Departments

- Service, Academic and Administrative departments may purchase UD (Universal Departmental) permits for employee use while conducting University-related business. They are nNot to be used while parked at principal work location. The UD permit is only to be used when conducting University business and not for personal parking.
- Service departments may purchase SV permits for State-Licensed vehicles used to provide service as defined in Section 1.1.47 of this Ordinance.
- Departments may purchase Loading/Unloading permits to facilitate short term departmental loading and/or unloading needs. B zone gate access is included with these permits. The permit validates parking up to 30 minutes in designated Loading/Unloading spaces. When displayed on a state-licensed vehicle this permit validates long term parking on the top level of Coliseum, Dan Allen, West or Partner's Way decks.
- d. All university equipment parked on property shall have a license plate, UE (University Equipment) sticker, provided by transportation and/or CAM's number displayed on equipment.
- d.e. Service provider permits may not be purchased by departments for employee use.

2.4.2 Permits and Fees for Electric Vehicle Charging Stations: Vehicles parked in EV (Electric Vehicle) Charging Stations may purchase ~~and display~~ an EV access permit in addition to the appropriately designated University parking permit for the area in which the EV station is located. ~~This permit will allow vehicles to charge with no additional use fee.~~

- Permitted vehicles that do not have an EV access permit, but who have specifically registered their EV with the Transportation Department will receive an hourly use fee.
- All visitors using an EV station must pay the visitor hourly rate for use of the stations.
- All users except EV permit holders are responsible for appropriate usage fees while parked at the charging location between the hours of 5 p.m. and 7 a.m. weekdays and during weekends. Use of the

charger spaces is limited to four (4) consecutive hours per day and the vehicle must be actively charging while parked.

2.4.3 Visitor Parking

- ~~a. Visitors may use pay lot/pay by plate or a valid issued visitor permit to park on campus.~~
- ~~b. Students and employees are not eligible to use visitor permits.~~

2.4.34 Permits for Service Providers and Cartage

- a. Companies delivering supplies and materials on campus are not required to purchase a parking permit if they have a visible company logo displayed on the vehicle and if the vehicles are parked in an unreserved parking space or designated Loading/Unloading space within the time limits of the space. Vehicles may not pull up on curbs, sidewalks, landscape areas, other no parking areas, or block traffic.
- b. Representatives, vendors and service providers must purchase a parking permit or pay to park in visitor parking.
- c. Public utility companies performing repairs or surveys of utility infrastructures are not required to purchase a parking permit, but must notify Transportation in advance of any work done and must have a visible company logo on their vehicle. Vehicles parked in no parking areas are subject to citations and fines.

2.4.45 Special approval is required for the following permits:

Parking Permit	Authorization Required
AS / T	Vice Chancellor of Finance and Administration
SP / SV / U / UD / UV	Transportation
AH (Accessibility)	Transportation
R (Retirees only)	Transportation/Verification from Payroll
RD	Transportation/University Housing/Greek Life
SL	Transportation/DASA

2.4.56 Carpools and Vanpools: Individuals who wish to purchase a carpool permit must apply with Transportation. Individuals who participate in a GoTriangle vanpool apply through that agency.

a. Carpools

- 1. Individuals who wish to form a carpool should contact Transportation for information regarding carpool eligibility and registration procedures.
- 2. Members of carpools are required to follow all procedures and regulations according to this Ordinance with the following modifications:
 - i. All members must live at least one-quarter mile from a Wolfline route and reside within a reasonable vehicular route between each member's home to campus.
 - ii. Each member of a carpool must register their own separate vehicle with Transportation.
 - iii. One parking privilege shall be issued to the carpool.
 - iv. Members who need to drive alone occasionally may receive daily parking privileges in zones assigned by Transportation. Privileges may not exceed twenty-four daily privileges for employees and twelve daily privileges for students during the permit cycle.
- 3. Transportation reserves the right to limit carpool assignments, ~~refuse and to not grant~~ or ~~to~~ revoke carpool permits that do not meet the guidelines, ~~or~~ intent of the program or that were fraudulently submitted.

2.4.67 Accessibility Parking

Any employee (including employees of non-university/corporate partners or employees of other entities located within the University) or student who, because of a short-term or permanent disability, requires a vehicle on campus, must apply for a parking permit to park in an accessible space. The individual is responsible for providing Transportation with all information required to process and review their request for an exception due to disability.

Student requests will be reviewed by Transportation (with assistance from Student Health Services and the Disability ~~Services~~Compliance Office). All possibilities for accessible travel for the student shall be considered, and a decision shall be made for the best alternative. A student may be issued an AH permit if a need is documented ~~to have~~requiring access to employee parking areas to attend classes. Temporary parking up to 2 weeks will be provided, if more than 2 weeks, a student must have a state issued placard.

A current state-issued accessibility placard, together with a valid University-issued permit, are required for individuals with permanent or long-term disabilities in order to park in a designated handicapped space on campus. The individual's assigned University permit must be valid for that zone/area. Individuals must provide a copy of their state-issued handicapped placard to Transportation. Individuals who falsify or use another individual's state issued d handicapped placard for their personal use to park on campus are subject to citation and loss of parking privileges.

2.4.8 ~~Trustee Permits~~

~~Members of the Board of Trustees of North Carolina State University shall be issued (T) permits at the beginning of each academic year at the direction of the Chancellor.~~

2.4.~~79~~ Student Leader Permits

- a. Division of Academic and Student Affairs vets and approves student requests for student leader permits.
- b. Permits for new leaders shall be issued only after the outgoing leader for that position has returned the previously assigned permit.
- c. The SL permit is valid in student resident and commuter parking areas.
- d. The Student Body President is eligible for a Trustee permit.
- e. Students must return their SL / Trustee permit at the conclusion of their elected term.

2.4.~~840~~ Permits for Non-Student Residents of E.S. King Village and Western Manor

Non-Student residents who live at E.S. King Village or Western Manor ~~and have a vehicle,~~ must display a valid University parking ~~permit-privilege/virtual permit foren~~ their vehicle ~~to parkwhen parked~~ in these areas.

2.4.~~944~~ Permits for Non-Resident Greek Life Members

Greek Life members who do not reside in a Greek house, but are required to take meals and attend meetings inside normal parking enforcement hours, must purchase and display a GL decal in addition to their valid University student permit. Students with V (Varsity) permits, or any student resident permit, may not ~~purchaseare not eligible for~~ the GL permit~~decal~~.

2.4.102 Non-University Apartment Shuttles

Non-University apartment shuttles that provide bus shuttle services for their residents, between the residential areas and campus, must annually purchase a bus shuttle permit for each vehicle and provide proof of insurance by August 1. The minimum bodily injury coverage is \$1.5 million per incident for less than 15 passengers and \$5 million per incident for 15 passengers or more. Violation of this section may result in fines and restrictions for serving campus.

2.5 Permit Costs

The Board of Trustees hereby directs the Director of Transportation to collect parking fees for parking permits as follows:

Employee/Department/Non-University Permits July 1 – June 30			
Permit	Description	FY 19/20	FY 20/21
		Annual Fee	Annual Fee
A4	Holladay Hall Reserved Lot	\$1,224	\$1,248
AS	Assigned Space Individual	\$1,392	\$1,428
AS	Assigned Space Department	\$2,000	\$2040
B	North Campus - Employee	\$519	\$528
CE	Employee	\$378	\$387
CDE	Coliseum Deck-Employee	\$450	\$480
DDE	Dan Allen Deck Employee	\$450	\$480
EV	Electric Vehicle Charging Decal	\$120	\$120
L1E/L2E	Off Peak (Per Semester)	\$76	\$80
LZ	Loading Zone (Departments Only)	\$42	\$45
M	Motorcycle	\$50	\$50
R	Retired	\$85	\$100
SHU	Apartment Shuttle	\$250	\$250
SP	Service Provider (off campus)	\$750	\$768
SV	Service Vehicle	\$550	\$560
T	Trustee	\$65	\$65
UV	University Vehicle	\$519	\$528
U/UD	Universal (faculty and staff)/Universal Department	\$519	\$528
C4	Non-University Employee	Negotiated Market Rate	Negotiated Market Rate
LN	Lexis-Nexis	\$1,550	\$1,600
Student Permits August 16-August 15			
Permit	Description	FY 19/20	FY 20/21
		Semester Fee	Semester Fee
AH	Handicapped Parking Permit	\$205	\$210
CC	Centennial Decks - Commuter	\$205	\$210
CB	Centennial BioMedical (CVM) Deck – Commuter	\$205	\$210
CD	Coliseum Deck - Commuter	\$205	\$210
DD	Dan Allen Deck - Commuter	\$205	\$210
EV	Electric Vehicle Charging Decal (Academic Year)	\$120	\$120
F	Fringe - Commuter	\$180	\$185
GV	Greek Village - Commuter/Resident	\$185	\$220
L	Off Peak Student (Per Semester) - Commuter	\$77	\$80
M	Motorcycle - Commuter/Resident	\$50	\$50
RF	Avent Ferry - Resident	\$185	\$220
RC	Wolf Ridge - Resident	\$210	\$220

RD	Resident Director	\$232	\$240
RE	East Campus-Resident	\$210	\$220
RH	ES King or Western Manor Resident (Annual Fee)	\$370	\$440
RS	Resident Storage - Resident	\$185	\$220
RV	Wolf Village - Resident	\$185	\$220
RW	West Campus-Resident	\$210	\$220
SL	Student Leader	\$205	\$210
V	Varsity Lot - Commuter	\$100	\$105
W	West Deck - Commuter	\$205	\$210
GL	Greek Life Auxiliary Decal (Academic Year)	\$10	\$10
SCP	Student Carpool Permit	Shared cost of permit	Shared cost of permit
S1 or S2	Summer Session 1 or 2 Permit - Resident or Commuter	\$50	\$50
SS	Full Summer Permit - Resident or Commuter	\$75	\$75

2.6 2.6 Temporary Parking Privileges

2.6.1 Authorized parkers who drive a temporary (i.e. rental or loaner, etc.) vehicle to campus may register that vehicle as their primary vehicle for the duration the vehicle is used to park on campus.

~~a.~~ A temporary vehicle must be registered prior to parking on campus and must be parked in the assigned parking area.

~~b. Registration of a temporary vehicle or any changes in vehicles, must be completed online through the customer's account.~~

2.7 Affixing/Displaying the Permit (Automobiles)

2.7.1 Where physical permits are required, the following guidelines must be used to display the permit:

- Daily Visitor, Accessibility, or Access Hang Tag permits must be placed on the rearview mirror so that the permit number faces out. In vehicles without suspended mirrors, place permit number side up on lower left hand (driver) side of dashboard. Non-hanging permits are to be displayed on the lower left hand (driver) side dashboard.
- A violation of this section (Improper Display of Permit) may result in a fine.

2.8 Permit Replacement

2.8.1 Replacement

If a permit holder returns an identifiable portion of a physical permit, including the number of the permit and the permit is registered to that individual, they may receive a replacement free of charge.

2.8.2 Charges for Replacement of Physical Permits

- If a permit has been lost or stolen, the person to whom the permit was registered may receive a replacement permit for a processing fee of \$10.
- A lost or stolen permit report must be filed with Transportation prior to replacement.
- If a lost/stolen permit is found, it must be returned to Transportation.

2.9 Unlawful transfer or Use on Unauthorized Vehicle

2.9.1 Parking privileges, permits and access control devices remain the property of Transportation and, as such, parking permits, replacement permits, and access control devices may not be given, sold or traded to another person. Parking privileges, permits and access control devices may only be displayed on the vehicle(s) to which they are registered.

2.9.2 Displaying and/or possession of a lost/stolen permit shall result in a fine, immobilization, loss of parking privileges for up to one year, restitution cost of the permit, loss of gate access and/or other judicial actions as applicable.

2.9.3 A violation of this section (Unlawful transfer or Use on Unauthorized Vehicle) may result in a fine, loss of parking privileges for up to one year and/or restitution of said permit.

2.10 Forging, Counterfeiting or Altering of Permits

2.10.1 It is a violation to forge, counterfeit or alter a parking permit or vanity plate in any manner, way, shape or form.

2.10.2 A violation of this section (Forging, Counterfeiting or Altering permits) shall result in a fine, loss of parking privileges for up to one year, restitution of the permit cost from beginning of the academic year up through recovery date of the counterfeit permit and/or other judicial actions as applicable.

2.11 Presenting False Information

2.11.1 It is a violation to present, attempt to present or conspire to present information that an individual would have reason to believe is false, to any employee or agent of Transportation for the purpose of obtaining a permanent or temporary parking permit, maintaining a parking permit, processing a petition/appeal or the purpose of deceiving any employee or agent.

2.11.2 Vehicles parked on campus must display a current valid state-issued license plate on the outside of the vehicle. Vehicles with obscured or blocked license plates or VIN numbers or vehicles with no license plates may be immobilized or towed. Vehicles that are backed into spaces or pull through spaces, where their license plate is not visible from the drive-lane, are subject to citation.

2.11.3 A violation of this section (Presenting False Information) may result in a fine and/or loss of parking privileges for up to one year.

3. LOW SPEED AND TWO OR THREE WHEELED VEHICLES

3.1 Motorcycles/ Mopeds/Scooters

3.1.1 Motorcycles and mopeds must have a valid motorcycle parking credential, from Transportation, to park on campus and must park in designated motorcycle parking spaces. Failure to register the vehicle may will result in citation; a motorcycle or moped deemed abandoned may be impounded or impoundment.

3.1.2 Motorcycle permits may not be used as part of a carpool.

3.1.3 Motorcycles and mopeds are prohibited from operating or parking on sidewalks, plazas, in pedestrian safety zones and at bike racks. Motorcycles and mopeds may not be parked or stored in a campus building.

3.1.4 Personally owned scooters/e-scooters require bike permits and should be parked at bike racks.

3.1.5 Battery operated vehicles, including scooters and bikes, may not be operated, charged, stored or parked inside a campus building.

3.2 Bicycles

3.2.1 For the purpose of this Ordinance, bicycles shall be deemed vehicles and cyclists shall be subject to the provisions of this Ordinance.

3.2.2 Bicycles must be parked and/or secured only to bicycle racks. They must not be parked in any manner which could impede the flow of pedestrian or vehicular traffic. ~~Failure to comply will result in immediate impoundment. The following are examples of impermissible bicycle parking locations: on a sidewalk, on a driveway, in stairways or at handrails, in hallways or classrooms, at building entrances, adjacent to a yellow curb, in cross hatched handicapped accessible spaces, against trees or posts, at pay stations, sign posts, or no parking areas.~~

3.2.3 Registration of Bicycles:

~~a. Registration of Bicycles:~~ All bicycles, which are operated, parked, or stored, on the campus by any employee, student, or non-university/corporate partner must be registered annually with Transportation.

~~b. Bicycle Permits:~~ Bicycle permits are required and are not transferable (either between persons or assigned bicycles). If a bicycle permit becomes damaged, or if the owner acquires a new bicycle, then the owner should obtain a replacement permit from Transportation. There is no charge for a permit. Permits must be visibly displayed on the bike/bicycle.

3.2.4 Bicycle Impounding

- a. Any bicycle may be impounded for lack of registration or for no permit, creating a safety hazard due to where or how it is parked in areas not deemed for bicycle parking or if such bicycle appears to have been abandoned.
- b. In the case of any impounded registered bicycle, notice shall be sent within 15 working days after impounding to the registered owner.
- c. In the case of any impounded unregistered bicycle, Transportation shall make reasonable inquiry to identify the owner or the person entitled to possession thereof, and shall, within 15 working days after such impounding, provide written information to Campus Police specifying: 1) the location where the bicycle was impounded, and 2) the color of the bicycle.
- d. Any impounded bicycle, which is not claimed within ninety (90) days after notice, shall be delivered to the NC State University Surplus Property Office for sale in accordance with NC State University procedures.

3.2.5 Operation of a Bicycle – Required Adherence to Traffic Laws: Every person operating a bicycle shall do so in adherence with traffic control devices and rules of the road applicable to motor vehicles under: North Carolina state laws as prescribed in the General Statutes of North Carolina Chapter 20, Motor Vehicles and these Parking and Transportation Ordinances for North Carolina State University (see section 6.0 Traffic Regulations). Persons who violate this subsection are subject to fines/citations.

3.2.6 Operation of a bicycle in pedestrian safety zones: Cyclists are permitted, though not encouraged, to operate their vehicle in pedestrian safety zones provided that 1) pedestrians are given the right-of-way, 2) vehicles are operated at speeds that do not endanger pedestrian or cyclist safety, 3) vehicles are dismounted in areas of pedestrian congestion. Persons failing to safely navigate these pedestrian areas are subject to fines/citations.

3.2.7 Operation of a bicycle in dismount zones: Cyclists must dismount their vehicle in a dismount zone. Persons who violate this subsection are subject to fines/citations.

3.2.8 Operation of a bicycle in buildings: Cyclists may not ride bicycles in buildings.

3.3 Skateboards/e-Skateboards/Roller Skates/In-line Skates/Segways/Hoverboard

3.3.1 Skateboards, e-skateboards, roller skates, ~~and~~ inline skates, Segways and hoverboards shall be considered a means of transportation on NC State campus. In point-to-point progression, ollies (the event of the rider jumping the device from the ground) and manuals (where only two wheels remain in contact with the ground in an exhibition of balance) shall be considered legal activities.

3.3.2 The use of skateboards, e-skateboards, roller skates, ~~or~~ inline skates, Segways and hoverboards on all of NC State University shall be allowed beyond a 50-foot radius surrounding all school buildings, and as a means of point-to-point transportation as defined above. As such, obstacles such as staircases, ledges, benches and flower planters shall be off limits to the riders due to the inherent destruction of property that may result from such activities.

3.3.3 Grinding (i.e., frictional contact between any part of the skateboard and a ledge, plant or bench) shall be illegal due to applicable damage to university property. Certain obstacles may be set up by campus recreation for permitted use outside of parking and pedestrian areas.

3.3.4 Skaters or operators of Segways and hoverboards must be responsible in consideration of pedestrians and vehicular traffic. Reckless operation, whereby the rider upholds no concern for the safety of others, including the clinging of skateboarders to a vehicle for travel and obstructing pedestrian and vehicular traffic, constitute violations of acceptable ~~skateboard~~ use.

3.3.5 Violations of this regulation by students, faculty, or staff shall be enforced in accordance with current University guidelines for violations of the University *Student Code of Conduct* or the University disciplinary policy for employees. Individuals who violate this regulation and are not affiliated with the University may be trespassed from the University. In addition, the skateboard, roller skates, ~~or~~ in-line skates, Segway or hoverboard may be temporarily confiscated for possible use in a University hearing.

3.3.6 Persons who violate this section 3.3 are subject to fines/citations.

3.3.7 Violation of section 3.3 by visitors may result in the person being asked to leave campus. Future violations or failure to leave the campus may result in an arrest for trespassing. The skateboard, e-skateboard, roller skates, ~~or~~ in-line skates, Segway or hoverboard may be seized for use as evidence in a criminal proceeding.

3.4 Low Speed Vehicles (Gators, Kubotas, Mules, Golf Carts)

3.4.1 Authorized Use - Acquisition, use, ~~and~~ parking is limited to University departments and University contractors with a valid business need. Departments or contractors operating gators, mules or golf carts are expected to comply with all provisions of this document. Personally owned gators, mules or golf carts are prohibited from operating on university property. Any exceptions must be approved by Transportation

3.4.2 Valid Business Need - Defined as: transporting personnel, equipment, ~~and/or~~ supplies for University purposes when other transportation means are unavailable or problematic; or transporting employees, students, and/or guests with temporary or permanent disability-related needs.

3.4.3 Registration - All Low Speed vehicles are required to be registered with Transportation. Transportation provided decal must be displayed on the vehicle to provide for identification.

3.4.4 Approved and Prohibited Areas – Low speed vehicles, gators, mules and golf carts may travel on University roads, streets and in University parking lots. They may be operated on sidewalks provided that pedestrians have the right-of-way and vehicles are operated at speeds that do not endanger pedestrian safety. Generally, these vehicles should not be operated in areas of pedestrian congestion or on sidewalks during times of class change. Persons failing to safely navigate these pedestrian areas are subject to fines/citations.

Additionally, these vehicles should not be operated on the grass except when necessary for a temporary detour. These vehicles may not be operated on streets or roads where the speed limit exceeds 35 miles per hour, except to cross such street or road.

3.4.5 Parking – Low speed vehicles, gators, mules and golf carts must be assigned a virtual parking permit or display a valid University parking permit for the assigned appropriate space or zone when utilizing a parking space. Parking is prohibited on sidewalks and grass in a manner that blocks any pedestrian access or route.

3.4.6 Low speed vehicles must comply with G.S. 20-121.1.1 to drive on University streets. Operators shall operate low speed vehicles, gators, mules and golf carts in compliance with all applicable laws and University traffic and parking rules.

3.5 Personal Assistive Mobility Device

3.5.1 Use - An electric personal assistive mobility device may be operated on the public highways, sidewalks and greenways. A person operating an electric personal assistive mobility device on a sidewalk, roadway, or greenway shall yield the right-of-way to pedestrians.

3.6 Impoundment

3.6.1 Bicycles and scooters of any kind are to be stored in an appropriate manner at bicycle racks. Motorcycles and mopeds are to be stored in designated motorcycle spaces. Those deemed to be stored in a manner that creates a safety issue or inhibits pedestrian movement may be impounded by Transportation.

4. PARKING REGULATIONS

4.1 Permit Enforcement

4.1.1 Permit enforcement for any non-reserved space/area is between the hours of 7 a.m. and 5 p.m. Monday through Friday. RC, RE and RW areas are enforced 7 a.m. to midnight, Monday through Thursday and 5 p.m. on Friday. The Hillsborough East and West Lots require a B permit from 7 a.m. to 5 p.m. Monday through Friday, and any valid University permit at all other times. This lot is enforced 24 hours a day, 7 days a week. During official University employee holidays permits are not required for unreserved spaces.

4.1.2 Parking enforcement for reserved spaces is twenty-four hours a day, seven days a week, including University Holidays. At all times, the appropriate permit for the reserved space/area/lot must be displayed on the vehicle.

4.1.3 Enforcement will be in place for gated areas 7 a.m. to 5 p.m. Monday through Friday, even if the gate is raised or malfunctioning.

4.1.4 Specifically designated Client/Visitor Spaces are for use by individuals utilizing business services of the adjacent building and not for general employee parking. Noted time frames apply.

4.1.5a L student permits may park in CC, CB, CD, DD and W designated areas between the hours of 7 a.m. and 9 a.m. and/or after 3 p.m. weekdays.

4.1.5b L employee permits may park in B, C and DD, -areas between the hours of 7a.m. and 9a.m. and/or after 3 p.m. weekdays.

4.1.6 Pay Lots shall be enforced during posted times noted at each lot.

4.1.7 Vehicle may receive citations daily until violation(s) are corrected.

4.1.8 A violation of section 4.1 shall result in a fine and/or booting/towing.

4.2 Permit Enforcement Areas

4.2.1 A valid parking credential is required to park in permit designated areas during enforcement times. Permit holders must pay the required fee for time parked in pay lots or pay spaces.

4.2.2 Employee/Department parking permit types are valid in the parking zone areas as indicated below:

Valid Permit Zone Area(s) for Each Permit Type																	
Permit	B	C	<u>CC</u>	CD	DD	F	GV	RF	RC	RE	RH	RS	RV	RW	SV	V	W
A4	X	X		X		X										X	X
AS	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X
B	X	X				X	X				X		X			X	X
C		X				X	X				X		X			X	X
CD				X													
DD					X												
R	X	X		X	X	X										X	X
<u>RDE</u>								<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>			
SP	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X
SV	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X
T	X	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X
UV	X	X		X	X	X	X	X	X	X	X	X	X	X		X	X
U	X	X				X	X				X		X			X	X
UD	X	X		X	X	X	X				X		X			X	X
<u>Carpool</u>	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>										<u>X</u>	<u>X</u>

Notes:

- 1) L1E and L2E employee permits are valid in the B, C and DD between 7 a.m. to 9 a.m. and/or after 3 p.m.
- 2) CD and DD permits are valid in Coliseum Deck, Partners Way Deck and West Deck after 3 p.m., and in the CVM North Lot at any time.

4.2.3 Student parking permit types are valid in the parking zone area as indicated below:

Valid Permit Area(s) for Each Permit Type																
Permit	CC	CB	CD	DD	F	GV	RF	RC	RD	RE	RH	RS	RV	RW	V	W
CC	X										X					
CB		X			X						X					
CD			X								X					
DD				X							X					

F					X											
GV						X										
RF							X									
RC								X								
RD							X	X	X	X	X	X	X	X		
RE										X						
RH											X					
RS												X				
RV													X			
RW														X		
V															X	
W																X
GL						X										
Carpool	X	X	X	X	X										X	X

Notes:

- 1) L student permits are valid in CC, CD, DD, F and W areas 7 a.m. to 9 a.m. and after 3 p.m.
- 2) CB student permits are valid in CC and CD areas 7 a.m. to 9 .am. and after 3 p.m.
- 23) CC, CD, DD and W permits are valid in Coliseum Deck, CBC Deck, Partners Way Deck and West Deck after 3 p.m., and in the CVM North Lot at any time.
- 34) A GL permit must accompany a valid commuter deck permit (CB, CC, CD, DD or W) in Greek Village parking areas.

4.3 Areas receiving 24 Hour Enforcement

4.3.1 No Parking Areas

It shall be unlawful for any person to park a vehicle on the campus in any area or lot except in spaces marked or designated for parking. This includes drive lanes and driveways, intersections, landscape areas, bus stop/zone and blocking of any pedestrian route or accessible aisle or route.

~~This section is not intended to prohibit the stopping of a vehicle, while actually loading or unloading passengers, yielding to an emergency vehicle, yielding to pedestrians or other traffic, following the direction of a traffic sign, signal or other device, the stopping of a public conveyance or by instruction of a law enforcement officer, so long as said vehicle does not obstruct any crosswalk, accessibility parking areas, walkway, intersection or access to any accessibility parking areas.~~

4.3.2 Chancellor's residence: No person shall park a vehicle at the Chancellor's residence, 1570 Main Campus Drive, except for the Chancellor, his/her family and their visitors or invited guests.

4.3.3 Fire Lanes: Certain campus areas are designated as "fire lanes" and carry a more severe penalty, including a fine and 24-hour towing, for blocking these zones. Fire lanes are designated with pavement markings and/or signage.

4.3.4 Fire Hydrants: Parking in a manner that blocks access to any fire hydrant, regardless of the presence of special "fire lane" designation, is a violation.

4.3.5 Stand pipes: Parking in such a manner that blocks access to any standpipe or sprinkler system is a violation.

4.3.6 Barrier Posts: Parking in front of or beyond removable barrier posts is a violation.

4.3.7 Street Access: Certain streets, lanes or curbs may be designated by Transportation as fire lanes for other life safety reasons, such as high rise building access, fire truck turning radius, ambulance access, etc.

4.3.8 Access areas to Accessibility Parking: Parking in a manner that blocks a curb cut, path, and/or access point to an accessibility parking space. Parking illegally in an accessible parking space or blocking access to such a space is subject to 24-hour enforcement. This includes a fine and booting/towing.

4.3.9 A violation of this section shall result in a fine and the vehicle is subject to booting/towing.

4.4 Parking Restrictions

4.4.1 A vehicle must always be parked in the manner and direction indicated by the parking markings and within the confines of the parking space. In ~~all pull-in~~ spaces, vehicles must park "head-in" with the rear of the vehicle facing the drive lane and a valid state issued license plate displayed on the rear bumper of the vehicle. Vehicles that pull through or back into a space must display a front license plate.

~~A vehicle may not encroach its wheels into another parking space, a hatched area or designated no parking area.~~

4.4.2 No vehicle parked on campus shall:

- a. be displayed for sale;
- b. have maintenance performed on it, including washing, greasing, or repairing the vehicle except in the case of repairs necessitated by an emergency, and only then if the vehicle is in a marked space and has been reported to Transportation;
- c. be exempted from ticketing because a note has been left on the vehicle windshield or flashing lights have been left on; ~~or~~
- d. have a trailer attached to it when parked. Trailers may not park on campus without authorization from Transportation.
- d-e. park in an unmarked or hatched area or encroach it's wheels into another parking space

~~4.4.3 No person shall park a vehicle in any space or hatched accessibility aisle designated for accessibility parking unless the proper handicapped placard/license plate and/or parking permit is displayed on the vehicle.~~

4.4.34 A violation of this section 4.4 shall result in a fine ~~_except for subsections 4.4.3 and 4.4.4, which shall result in a fine~~ and the vehicle is subject to towing.

4.5 Pay Lots/Pay Stations/Pay Devices

4.5.1 Any vehicle may park in lots designated as pay lots. Pay lots are controlled by automated collection devices and will be monitored by Parking Enforcement.

4.5.2 No person shall park a vehicle in a pay lot without making full payment for time. Payment for time parked in a pay-by-plate lot must be paid at the time the vehicle parks in a space. Payment for time parked in a gated pay lot must be paid at the time the vehicle exits the lot. No refunds are issued for unused time. Parking permits, including visitor permits, are not valid in pay lots.

4.5.3 Parking fees in hourly pay lots are charged for the initial sixty (60) minutes of parking and then any portion of an hour thereafter. Daily rates apply to vehicles parked continuously in a lot or space for 7 hours or longer. Customers are responsible for entering the correct vehicle license plate number in pay-by-plate lots. There are no refunds for unused time. Parking permits, including visitor permits, are not valid in pay lots.

4.5.4 A Pay Lot Invoice, as defined in Section 5.1, will be issued when there is no evidence that parking fees were paid at the time of use. A fine of Failure to Pay in a Payment Required Space, as defined in Section 5.1, in addition to the Pay Lot Invoice will be issued. Pay Lot Invoices cannot be appealed. However, if the driver can provide proof of payment for time parked, the invoice may be waived. ~~Paid or Unpaid~~ Pay Lot Invoices count towards boot/tow eligibility.

4.6 Timed Zones

4.6.1 It shall be unlawful for any vehicle to remain in a space or area with a designated time limit for more than the stated time.

4.6.2 A Violation of this section 4.6 shall result in a fine.

4.7 Repeat Offenders

~~4.7.1 Upon receiving the third (3rd) violation within any six month period, the vehicle shall be immobilized and placed on the tow/immobilization list. Any additional violation of the Parking Ordinance may result in the vehicle being towed or immobilized. A vehicle shall remain on the tow/immobilization list as long as three (3) violations (warnings are excluded) have been received in the immediate preceding six month period. Violations include citations and Pay Lot Invoices, paid or unpaid. Failing to pay 4 invoices or citations within a 12 month period (July 1 – June 30) will result in vehicle immobilization.~~

4.8 Prohibited Use of Streets and Transportation Facilities

4.8.1 It shall be unlawful for any person, firm, or corporation to use the streets, roadways, alleys, driveways, sidewalks, parking lots or parking areas on the campus for the purpose of:

- a. Advertising any article, commodity, service or event by sign, poster, drawing or photograph, by crying out the same or by using any loudspeaker, musical instrument or noise making device, without expressed, written permission of the University.
- b. Selling or offering for sale any article, commodity or service except by those persons, firms or corporations who are official selling agencies of the University.

4.8.2 Any person or group who wishes to use campus streets or parking areas for any purpose other than normal academic or administrative activities must obtain authorization from the Director of Transportation.

- a. There may be a rental fee charged based on size of lot, length of use and location.
- b. A fee will be assessed for any labor and/or materials provided by Transportation.
- c. A fee will be assessed for cleaning and maintenance if the facility is not returned to its original condition.

4.9 Abandoned Vehicles

4.9.1 The Director of Transportation is hereby authorized to remove any vehicle that has been parked illegally for more than ten days, or which is determined to be "derelict" under North Carolina General Statute 20- 137.7, and dispose of such vehicles as prescribed by North Carolina General Statute 20-137.6 to 20-137.14.

4.10 Blocking Vehicles/Disabled Vehicles

4.10.1 It shall be unlawful to park a vehicle in such a manner to prevent another vehicle from movement.

- a. Inoperable/disabled vehicles must be reported to NC State University Campus Police and/or Transportation.

- b. Inoperable/disabled vehicles left standing in driveways, driving lanes, blocking vehicles or other no parking areas are subject to being towed and fined.

5. ENFORCEMENT

5.1 Fines and Fees

5.1.1 The Director of Transportation is hereby authorized to collect ~~a~~ fines and fees in the following amounts for a violation of this Ordinance.

Violation Code	Violation Description	Amount of Fine
01	Permit Not Displayed, Unregistered Vehicle or Expired Permit	\$40
02	Concurrent Parking	\$40
03	Permit Improperly Displayed.	\$10
04	Vehicle Parked Against Traffic Flow or Rear of Vehicle not facing towards drive lane.	\$10
05	Parking Outside Authorized Permit Area	\$40
06	Encroachment of Two or More Spaces	\$20
07	Unauthorized Parking in any Reserved Space, Lot or Area	\$50
08	Overtime Parking in a Time-Limited Space	\$20
09	Unauthorized parking in an UE, UV or SV space	\$50
10	Failure To Pay in a Payment Required Space or Pay Lot Invoice	\$40
11	Parking in a No Parking Area or Damages to Facilities/Equipment	\$100, Plus repair costs
12	Parking in a fire lane, blocking vehicular/pedestrian flow	\$100
14	Parking in an Accessibility Space, Blocking an Accessible Aisle, Path or Curb cut	\$250
15	Displaying an Unauthorized Permit, Altering a Parking Permit or Forging a Parking Permit	\$250, plus permit restitution fees and loss of parking privileges
16	Overnight Parking in a Commuter Deck or Paylot	\$40
20	Warning for Violation 01	No Fine
21	Warning for Violation 02	No Fine
22	Warning for Violation 03	No Fine
23	Warning for Violation 04	No Fine
24	Warning, with directive to correct	No Fine
25	Warning for Low Speed Vehicle Parking Incorrectly	No Fine
30	Pay Lot Invoice Fee	\$15
31	Boot Removal Fee	1 st Boot \$50, 2 nd Boot \$150 and Subsequent Boots \$250
4032*	Bike ImpoundTowing Fee without dollie	1st \$0 / Subsequent \$20\$75
4133*	Moped ImpoundTowing Fee with dollie	\$40\$100
4240	Scooter ImpoundBike Impound	\$401st \$0 / Subsequent \$20
5044	Apartment Shuttle ViolationMoped Impound	1st \$100 / Subsequent \$250 \$40
42	Scooter Impound	\$40
50	Apartment Shuttle Violation	1st \$100 / Subsequent \$250

~~* All towing fees are paid directly to the towing company and must be paid before the vehicle is released. A towing company may charge drop fees to release a vehicle if an individual arrives at their vehicle while it is connected to the tow truck, but not yet removed from the parking area.~~

5.2 Towing

5.2.1 The Director of Transportation is hereby authorized to have vehicles towed from the campus of the University for any vehicle in violation of the following:

- unauthorized parking in a space marked 24 HOUR TOWING
- a violation of section 4.3.84.4 “unauthorized parking in an accessibility space”
- parking in a no parking area or fire lane
- unauthorized parking at 1570 Main Campus Drive

- e. repeat offenders
- f. abandoned or stored vehicles
- g. unauthorized parking in a reserved space and/or lot
- h. a vehicle that has had an immobilization device placed on it, and remains unclaimed after 36 hours.
- i. upon evidence of tampering with a boot or threatening to remove a boot.
- j. unauthorized use of permit.

5.2.2 In addition to any fine assessed for a violation of this Ordinance, the owner of a vehicle which is towed from the University is responsible for payment directly to the towing contractor of any towing and/or storage fee charged for such towing.

~~5.2.3 Notice of North Carolina State Law Concerning Towed Vehicles~~

~~North Carolina State University provides an appeal procedure for the resolution of booting, towing and parking violations (see Section 6). North Carolina General Statute 20-219.11 provides the following:~~

~~Whenever a vehicle with a valid license plate or registration is towed as provided in General Statute 20-219.11, the authorizing person shall immediately notify the last known registered owner of the vehicle of the following:~~

- ~~a. description of the vehicle;~~
- ~~b. location of vehicle;~~
- ~~c. violation with which the owner is charged, if any;~~
- ~~d. procedure the owner must follow to have the vehicle returned to him; and~~
- ~~e. procedure the owner must follow to request a probable cause hearing on the towing.~~

~~The owner or any other person entitled to claim possession of the vehicle may request in writing a hearing to determine if probable cause existed for the towing. The request must be filed with the magistrate in the county where the vehicle was towed by the person entitled to claim possession.~~

5.3 Vehicle Immobilization

5.3.1 Any vehicle parked in violation of this Ordinance or any parking regulation issued hereunder may be immobilized by use of a wheel boot. If a vehicle is not registered with Transportation, it may be immobilized to obtain identification from the owner/operator.

5.3.2 Wheel boots will only be removed by Transportation staff, upon payment of the boot removal fee and all outstanding fines. Vehicles are only released from immobilization Monday through Friday between ~~the hours of~~ 7 a.m. and 6 p.m., exclusive of University employee holidays. Contact must be made with Transportation to release the boot before 5 p.m. to have the vehicle released the same day; or the vehicle cannot be released until the next business day.

5.3.3 Vehicles immobilized for longer than thirty-six (36) hours shall be towed from the University. The owner or custodian of the vehicle shall be responsible for both the boot removal and towing fees, applicable storage fees and accumulated fines. A vehicle shall not be released until all fines and fees are paid.

5.4 Suspension of Parking Privileges

5.4.1 The Director of Transportation or designee may, in addition to any other penalty, suspend the parking privileges of any individual found to be in violation of the following:

- a. unauthorized use of a physical or virtual permit
- b. counterfeiting or altering of permits
- c. presenting false information

- d. chronic offender(s)
- e. failure to settle outstanding fines and fees
- f. destruction or damage to University property

Chronic offenders are subject to escalating punitive enforcement measures that include, but are not limited to, booting of the vehicle on each subsequent violation, increasing boot removal fees, towing of vehicle on each subsequent violation, revocation of parking privileges and/or (as applicable) referral to the Office of Student ~~Conduct and Community Standards~~. Employees may be referred to their appropriate administrator.

5.5 Payment of Fines, Fees and Charges

5.5.1 Payments due to Transportation may be made in the following manners:

- a. Cash (not mailed), valid one-party checks, payroll deduction (employees only), debit, credit cards or All Campus Card. Coins will not be accepted as a primary source of payment.
- b. Service Unit Billings - State funds may not be used for payment of parking violations or permits for personal vehicles.
- c. University Cashier - The University Cashier shall accept payments for delinquent student parking violations that have been forwarded to the University Cashier's Office from Transportation.

5.6 Failure to Settle Fines, Fees and Charges

5.6.1 Failure to settle outstanding transportation fines, fees, and/or charges within the required time frame can result in the University's arranging for the collection of fees assessed against faculty, staff, students, and visitors in the following manner:

- a. Penalties owed by employees of the University may be deducted from payroll checks.
- b. Penalties owed by students shall be forwarded to the University Cashier for collection in the same manner that other debts owed to the University by students are collected.
- c. Individuals whose fines are not collected through payroll deduction or by the University Cashier's Office shall be forwarded to ~~a collection agency, the North Carolina Attorney General's Office, or the Department of Revenue for collection.~~

5.6.2. Payments are expected for the following:

- a. permit fees
- b. pay lot invoices
- c. parking violation fines
- d. replacement of returned check
- e. returned check charges
- f. repairs to damaged property
- g. boot removal fees and towing fees
- h. imposed fines and fees

5.6.3 Permits may not be purchased or issued if unpaid fines or fees are outstanding for an individual or a vehicle being registered.

5.7 Appeals

5.7.1 Individuals issued a parking citation may appeal the penalty within seven (7) calendar days of the date of the citation or letter imposing punishment. There are no provisions under these Ordinances for appeal of a Pay Lot Invoice because it is a user fee for parking in a visitor parking area.

- a. Appeals must be filed online at the Transportation office or through the Transportation website.
- b. All information requested on the appeal form must be provided to constitute a valid appeal.
- c. Only those appeals received during the seven (7) calendar day deadline shall be reviewed.
- d. Late or incomplete appeals shall not be reviewed and do not require a response.
- e. Appellants shall be notified by mail and/or e-mail of the decision to grant or deny their request.

5.7.2 Appeal Rulings:

- a. If the appeal is granted, no further action is necessary.
- b. If the appeal is denied, the appellant may submit a Request for an Appeal Board Hearing.
 - 1. Fine amounts must be paid prior to a Board Hearing request being accepted.
 - 2. Board Hearing requests must be received within seven (7) days of the appeal decision.
 - 3. All information on the appeal form must be provided to constitute a valid Board Hearing Request.
- c. Only appeals that meet the requirements of 5.7.2.b. will be reviewed.

5.7.3 Accepted Board Hearing Requests shall be presented before an Appeals Hearing Board. The individual shall be notified in writing of the hearing date, time and location. Attendance at the hearing is not required. Each individual is permitted one continuance of the hearing if they are unable to attend. A continuance must be requested at least 48 hours prior to the scheduled date. Individuals must be on time for their hearing. ~~Ceases~~ shall not be rescheduled.

Appellants are required to notify Appeals Officer on whether or not they shall attend the hearing. Failure to do so shall result in nullification of the Hearing Request and the fine reverts to the original amount.

The decision reached by the Hearing Board is final. ~~If the appeal is denied, collection procedures will be initiated and payment must be made within seven (7) calendar days of the notice of denial.~~

5.7.4 The Appeals Hearing Board shall hear and make decisions for all eligible Board Hearing Requests.

~~Judgment of a~~ Board judgment is based on:

- a. Information provided by the appellant.
- b. Any information provided by Transportation or Campus Police to include previous violations records.
- c. ~~The~~ these ~~is~~ Ordinances.
- d. Motor Vehicle Laws of North Carolina.
- e. Information contained in the parking violation notice.
- f. The issuing officer's testimony.

5.7.5 Appeals Hearing Board Membership

~~Membership shall consist of students, faculty and staff. Student members are recommended by Student Government. Faculty members are recommended by Faculty Senate. Staff members are recommended by Staff Senate.~~

5.7.6 Appeals Hearing Board Structure and Process at Hearings

Each appeal shall be heard and a decision reached by a group of the appellant's peers.

- a. A member of the University Legal Counsel may be used as a consultant to answer legal concerns posed by the Appeals Hearing Board.
- b. A representative of Transportation may attend each hearing to clarify any operational questions that may arise.

- c. Appeals Hearing Board shall meet monthly, as the academic schedule allows. When additional hearings are necessary to process appeals, the AppealsHearing Officer shall determine and schedule appropriate date and time.

5.7.7 Outside Legal Counsel

Although active participation by legal counsel is not permitted, a third party observer may be allowed. This observer may not actively participate during the hearing process. The appellant must inform the AppealsHearings Officer at least 48 hours prior to their hearing date if they wish to have an observer present and the name of that individual.

6. TRAFFIC REGULATIONS

6.1 The Director of Transportation is responsible for establishing and posting all traffic control signs and devices on campus for the purpose of regulating vehicular operations and speeds for University streets, roads, parking lots, parking structures, or anywhere vehicles may travel. These signs/devices may regulate vehicle direction, vehicle stopping or yielding, fire lanes, no parking areas, pedestrian crossings or any other regulatory needs to direct or control the flow of vehicles.

6.2 ~~Speed Limits~~Bikecycle Lanes

~~6.2.1 Pursuant to the provisions of North Carolina General Statute 116-44.4, 25 miles per hour is the maximum allowable speed on the campus of the University, unless otherwise posted. A portion of roadway designated by signs and pavement marking for exclusive use by bicycles. Motor vehicles are not permitted to use bikecycle lanes as travel lanes, parking, stopping or standing.~~

~~6.2.2 Speed limits shall be enforced campus-wide by NC State University Campus Police for the maximum speed posted along each street, road, alley and driveway, and within each parking lot or parking deck.~~

6.3 ~~Directional Signs~~

~~6.3.1 No vehicle shall be parked, driven or operated to go in a direction opposite to that indicated by signs or markings placed, posted or installed to indicate one-way streets or "Do Not Enter" areas. All one-way streets are marked by "ONE WAY" and/or "DO NOT ENTER" signs.~~

6.4 ~~Instructional Signs~~

~~6.4.1 No vehicle shall be driven or operated in any manner or direction opposite to that indicated by traffic signs or markings.~~

6.5 ~~Stop Signs~~

~~6.5.1 When stop signs are posted, placed or installed, or when clearly marked stop bars are painted upon any streets or roadways intersecting any other streets or roadways, the operator of a vehicle shall stop in obedience thereto and yield the right of way to vehicles operating on designated main traveled or through streets.~~

6.6 ~~Yield Signs~~

~~6.6.1 When yield signs are posted, placed or installed, upon any streets or roadways, the operator of a vehicle shall yield at every such sign, except when directed otherwise by a law enforcement officer or by a traffic control signal or traffic control device.~~

6.7 Traffic Control Signals

~~6.7.1 Vehicles facing a red light from a steady or strobe beam traffic signal shall not enter the intersection while the steady or strobe beam traffic signal is emitting a red light; except where prohibited by an appropriate sign, vehicular traffic facing a red light, after coming to a complete stop at the intersection, may enter the intersection to make a right turn. Vehicles shall yield the right-of-way to pedestrians and to other traffic using the intersection. When the traffic signal is emitting a steady yellow light, vehicles facing the yellow light are warned that a red light shall be immediately forthcoming. When the traffic signal is emitting a steady green light, vehicles may proceed with due care through the intersection subject to the rights of pedestrians and other vehicles as may otherwise be provided by law.~~

~~6.7.2 When a flashing red light has been erected or installed at an intersection, approaching vehicles facing the red light shall stop and yield the right-of-way to vehicles in or approaching the intersection. The right to proceed shall be subject to the rules applicable to making a stop at a stop sign.~~

~~6.7.3 When a flashing yellow light has been erected or installed at an intersection, approaching vehicles facing the yellow flashing light may proceed through the intersection with caution, yielding the right-of-way to vehicles in or approaching the intersection.~~

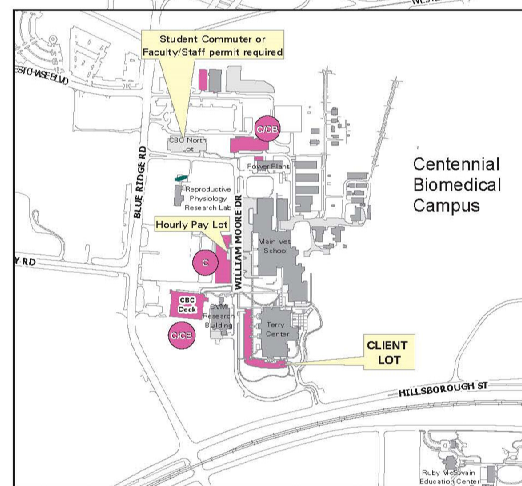
~~6.7.4 When a stop sign, traffic signal, flashing light, or other traffic-control device requires a vehicle to stop at an intersection, the driver shall stop at an appropriately marked stop line or, if none, before entering a marked crosswalk or, if none, before entering the intersection at the point nearest the intersecting street where the driver has a view of approaching traffic on the intersecting street.~~

6.8-3 Penalty for Violation of this Article

~~6.38.1~~ 6.38.1 The penalty for violation of any regulation prescribed in 6.0 shall be a criminal penalty payable to District Court consistent with General Statute Chapter 20.

NC STATE UNIVERSITY

2020-2021 Parking Map Effective July 1, 2020



For more information about Transportation
Parking Policies visit: www.ncsu.edu/transportation

Important Notes:

"CB" permits are valid in "F" areas.

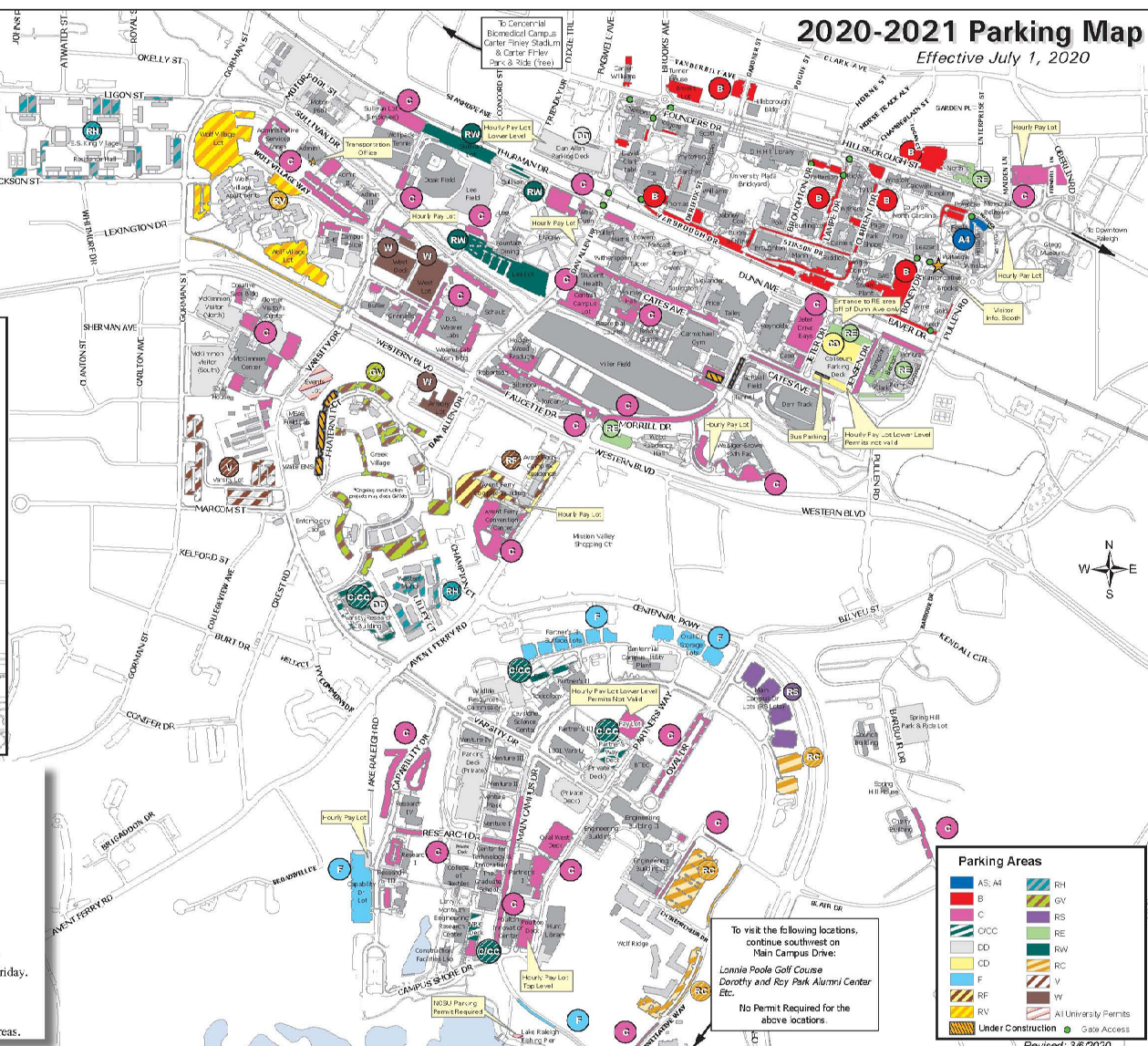
"CC" permits are valid in the Farmers Way Deck, Toxicology Deck, and MRC Deck.

"DD" permits are only valid in the Dan Allen Deck and where indicated.

"RC", "RE", "RF", "RV", and "RW" areas are enforced 7 a.m. - 9 p.m., Monday - Thursday and 7 a.m. - 5 p.m. on Friday. "GV" and "RH" areas are enforced 7 a.m. - 5 p.m., Monday - Friday.

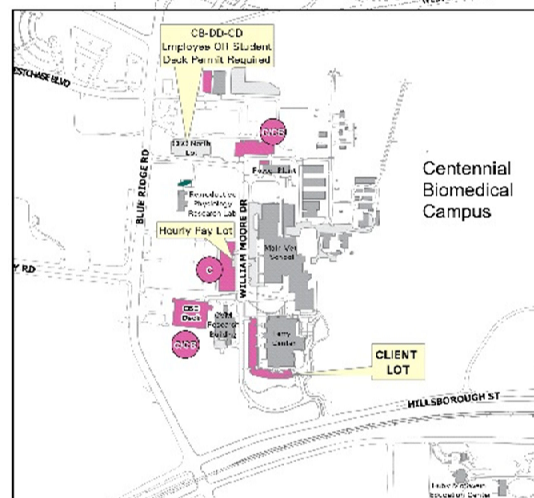
University permits required in Hillsborough East/West Lofts at all times.

"L" Permit is valid 7 a.m. to 9 a.m. and after 3 p.m. in "CC," "CB," "CD," "DD," and "W" areas.



NC STATE UNIVERSITY

2019-2020 Parking Map Effective July 1, 2019



For more information about Transportation
Parking Policies visit: www.ncsu.edu/transportation

Important Notes:

"CB" permits are valid in "F" areas.

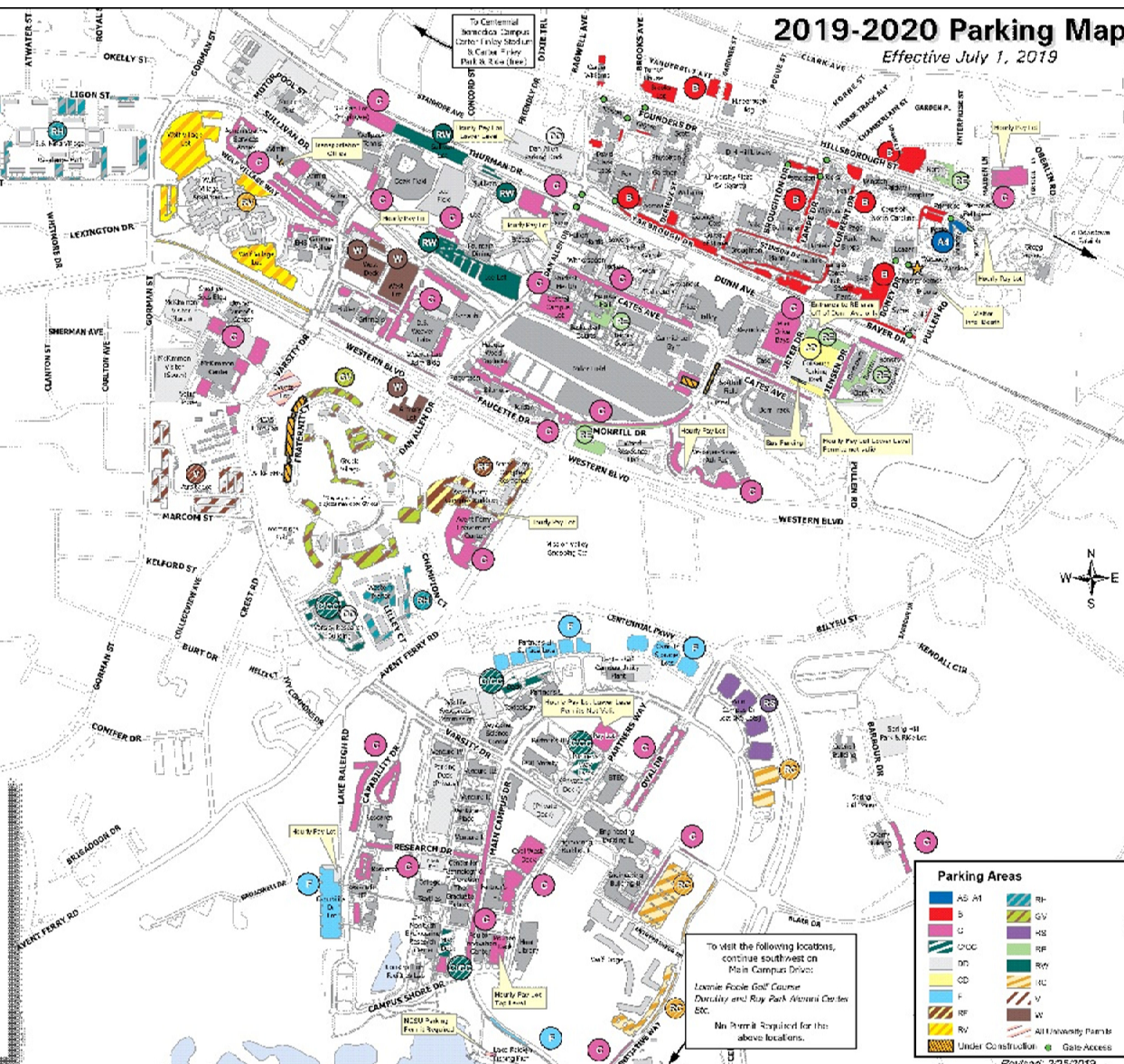
"CC" permits are valid in the Partners Way Deck, Toxicology Deck, and MRC Deck.

"DD" permits are only valid in the Dan Allen Deck and where indicated.

"RC", "RE", "RF", "RV", and "RW" areas are enforced 7 a.m. - 9 p.m., Monday - Thursday
and 7 a.m. - 5 p.m. on Friday. "GV" and "RH" areas are enforced 7 a.m. - 5 p.m., Monday - Friday.

University permits required in Hillsborough East/West Lots at all times.

"U" Permit is valid 7 a.m. to 9 a.m. and after 3 p.m. in "CC", "CB", "CD", "DD", and "W" areas.



SUMMARY NARRATIVE OF PROPOSED 2020-2021 CHANGES TO PARKING AND TRANSPORTATION ORDINANCES

- 1.2.9 Rewritten for clarity
- 2.1.2 Replaced the word “space” with the word “plate”
- 2.1.4 Rewritten for clarity
- 2.2.1 Changed the number of allowable motorcycle permits from two (2) to five (5), matching the language for allowable vehicles.
- 2.2.2 Rewritten for clarity
- 2.2.4 Language improved to cover potential changes to tax laws
- 2.2.5.a Added language for clarity
- 2.3.2.b Added language for clarity
- 2.3.2.h Rewritten for clarity
- 2.3.2.i Language in “i” became part of 2.3.2.h
- 2.3.2.j Became 2.3.2.i
- 2.3.3 Added TC permit – Auxiliary permit for active ROTC students that may be purchased in conjunction with a residential or commuter permit.
- 2.4.1.a Added language for clarity
- 2.4.1.e Added language for clarity
- 2.4.2 Removed unnecessary language
- 2.4.3 Removed 2.4.3 and renumbered. Language regarding visitor parking is redundant. This language can be found in 2.1.2, 2.2.8, 2.2.9 and 2.3.2b
- 2.4.5.a.3 Rewritten for clarity
- 2.4.6 Corrected name to *Disability Services Office*
- 2.4.8 Removed Trustee Permits language describing a practice not a policy
- 2.4.8 Rewritten for clarity
- 2.4.9 Rewritten for clarity
- 2.5 Removed Lexis Nexis permit. Not a policy, negotiated separately.
- 2.6.1.b Removed language describing practice not policy
- 3.1.1 Added language for clarity
- 3.2.2 Removed unnecessary language
- 3.2.3 Reformatted for continuity
- 3.3 Added language to cover Segways and hoverboards
- 4.2.2 Added RDE (Resident Director Employee) and Carpool permits. Reformatted

- 4.2.3 Added Carpool permit and reformatted notes
- 4.3.1 Removed unnecessary language
- 4.4.1 Rewritten for clarity. The last sentence was removed, rewritten and added to 4.4.2.e
- 4.4.3 Removed section which had redundant language covered in 2.4.6, 2.7.1 and 4.3.8
- 4.4.3 Rewritten for clarity
- 4.5.4 Removed invalid language
- 4.7.1 Rewritten due to policy change
- 5.1.1 Removed towing fees from the table and language related to towing fees. We do not collect towing fees so all provisions of NCGS Article 7A. Chapter 20 apply.
- 5.2.1 Corrected section number
- 5.2.3 Removed language regarding towing covered in NCGS Article 7A. Chapter 20
- 5.4.1 Corrected name to *Office of Student Conduct*
- 5.6.1.c Removed outdated language
- 5.7.3 Removed unnecessary language
- 5.7.4 Rewritten for clarity
- 5.7.5 Removed outdated language
- 5.7.6.c Corrected title from Hearing Officer to Appeals Officer
- 5.7.7 Corrected title from Hearing Officer to Appeals Officer
- 6.2 Added information on Bike Lanes
- 6.2 – 6.7 After meeting with Campus Police, it was agreed to strike these sections which are covered by state statutes.

**BOARD OF TRUSTEES
NORTH CAROLINA STATE UNIVERSITY
AGENDA**

**University Advancement and External Affairs Committee
10:30 am – 12:00 pm., April 23, 2020
Zoom Meeting**

**Chip Andrews, Chair
Members: Ann Goodnight, Wendell Murphy, Ed Stack,
Dewayne Washington, Ed Weisiger, Jr.**

CALL TO ORDER

Chip Andrews, Chair of Committee

ROLL CALL

Chip Andrews, Chair of Committee

READING OF PUBLIC MEETING NOTICE AND STATE GOVERNMENT ETHICS ACT

Chip Andrews, Chair of Committee

- | | | |
|-----------|--|----------------|
| 1. | APPROVAL OF MINUTES | TAB 6.1 |
| | Approval of February 27, 2020 Minutes | 6.1A |
| 2. | INFORMATIONAL REPORTS | TAB 6.2 |
| A. | University Advancement Update
<i>Brian Sischo, Vice Chancellor, University Advancement</i> | 6.2A |
| B. | Fundraising and Campaign Report
<i>Jim Broschart, Associate Vice Chancellor, University Development</i> | 6.2B |
| 3. | COMMITTEE DISCUSSION | TAB 6.3 |
| A. | Naming Opportunity Proposals
<i>Jim Broschart, Associate Vice Chancellor, University Development</i> | 6.3A |

4. CLOSED SESSION **TAB 6.4**

- A. Approval of February 27, 2020 Closed Session Minutes * 6.4A
- ✓ B. Request Approval for Naming Specific University Facilities and Programs 6.4B

5. RECONVENE OPEN SESSION

6. ADJOURN

* Committee Approval

✓ Full Board Approval



CONSENT AGENDA

Approval of February 27, 2020 Minutes

OPEN SESSION MINUTES

University Advancement and External Relations Committee

Board of Trustees

North Carolina State University

February 27, 2020

The University Advancement and External Relations Committee of the Board of Trustees of North Carolina State University met February 27, 2020 in the Chancellor's Conference Room.

Members Present: Chip Andrews, Committee Chair
 Ann Goodnight
 Ed Stack
 Wendell Murphy
 Dewayne Washington

Chair Andrews called the meeting to order at 1:13 pm. The roll was called and a quorum was present.

Chair Andrews reminded all attendees that this is a public meeting but not a meeting for public comment and read the State Government Ethics Act to remind all members of their duty to report conflicts of interest or appearances of conflict.

Approval of Minutes

The minutes from the November 21, 2020 meeting were presented for approval, and with no changes, they were approved by consent.

Informational Reports

University Advancement Update

Vice Chancellor Brian Sischo presented a University Advancement update, starting with an overview of 19 awards recently presented to NC State by the Advancement professional association CASE. NC State received the second highest number of awards among all private and public universities in the Southeast. He then shared that the current Campaign total has now surpassed \$1.7 billion, and overviewed anticipated milestones leading to an aspirational target of \$2 billion.

Vice Chancellor Sischo then provided an overview of the Extraordinary Opportunity Scholarship initiative, a new campaign effort to raise new scholarship funds for those students with the largest demonstrated financial need. This new scholarship initiative will be launched publicly on our second Day of Giving, March 25, 2020.

He concluded by providing an update on the University Advancement Five year Roadmap, with discussion focused on how NC State can model the characteristics of high Return on Investment Advancement programs.

Fundraising and Campaign Report

Associate Vice Chancellor Jim Broschart shared an overarching campaign and fundraising update informing the committee that the year to date total for new gifts and commitments is \$160,730,951. This total reflects the best December ever (with \$54 million raised), and the second best first half of the fiscal year (only second to the year the Campaign was launched in 2016). Furthermore, he shared an update on how efforts to reduce the size of fundraiser's individual portfolios has actually increased the number of donor visits, discovery visits, and solicitations dramatically.

Committee Discussion

Major Gifts, Annual Giving, Gift Planning, Day of Giving Discussion

AVC Broschart then provided an overview of University Development functions in Major Gifts, Gift Planning, Annual Giving, and touched on strategies for the upcoming Day of Giving.

Naming Opportunity Proposals

The Committee reviewed and approved one naming opportunity proposal in the College of Agriculture and Life Sciences and one in the College of Sciences.

Closed Session

A motion was made by Mr. Stack, and seconded by Mr. Washington, at 2:25 pm to go into closed session to approve three donor naming proposals. The motion carried.

Mr. Murphy moved to approve the items discussed in Closed Session related to the approval of three donor naming proposals, which included two in the College of Agriculture and Life Sciences and one in the College of Engineering. Mrs. Goodnight seconded the motion. The motion passed.

Reconvene in Open Session

After coming out of closed session, Chair Andrews announced the meeting in open session at 2:31 pm.

Adjournment

With no further business, Chair Andrews announced the meeting adjourned at 2:40 pm.

Submitted by Maggie Musick, Secretary

Approved by _____

Chip Andrews, Chair



INFORMATIONAL REPORTS

University Advancement Update

Fundraising and Campaign Report



NC STATE

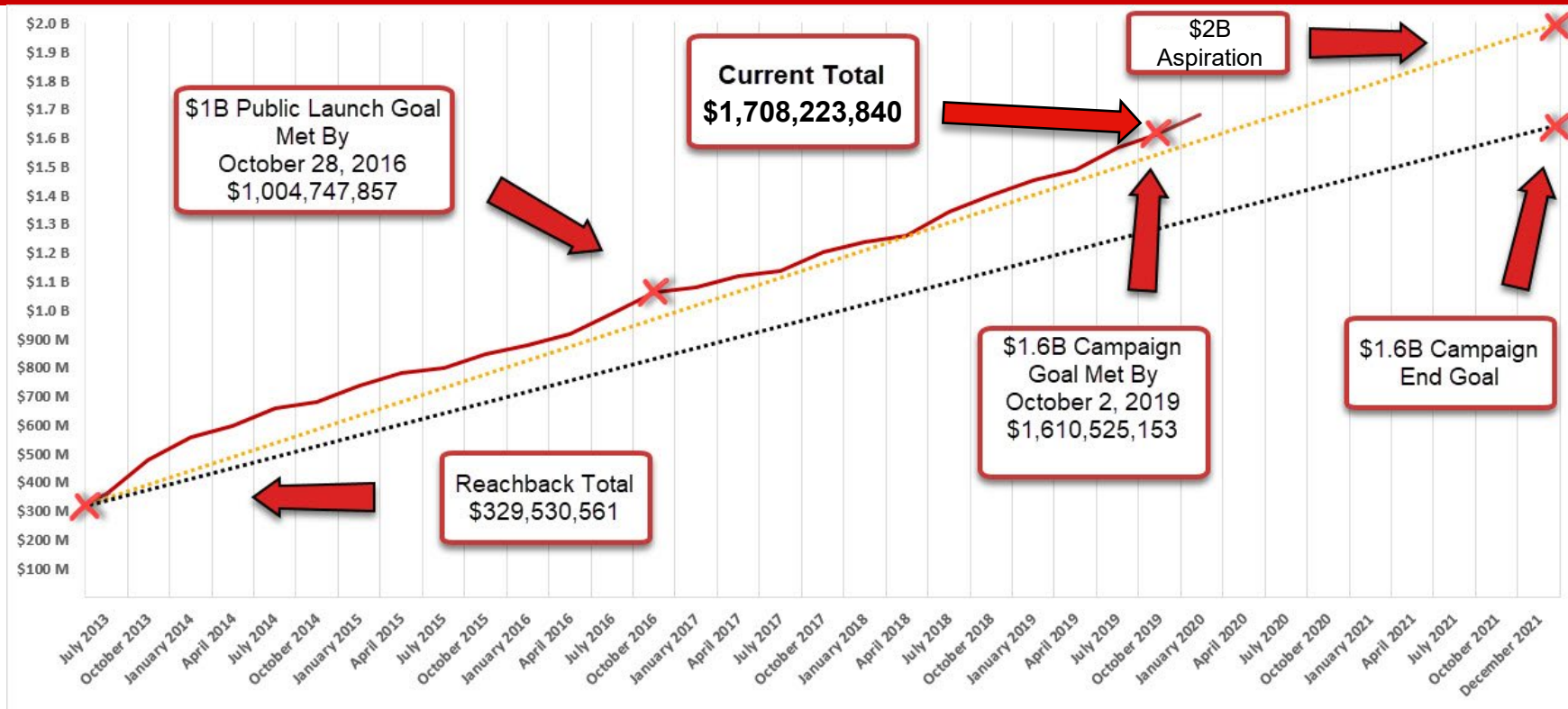
THINK AND DO
THE EXTRAORDINARY

Think and Do the Extraordinary Campaign Update

Jim Broschart

Associate Vice Chancellor

University Development



CAMPAIGN TIME PERIOD ELAPSED

80%

CAMPAIGN GOAL ACHIEVED

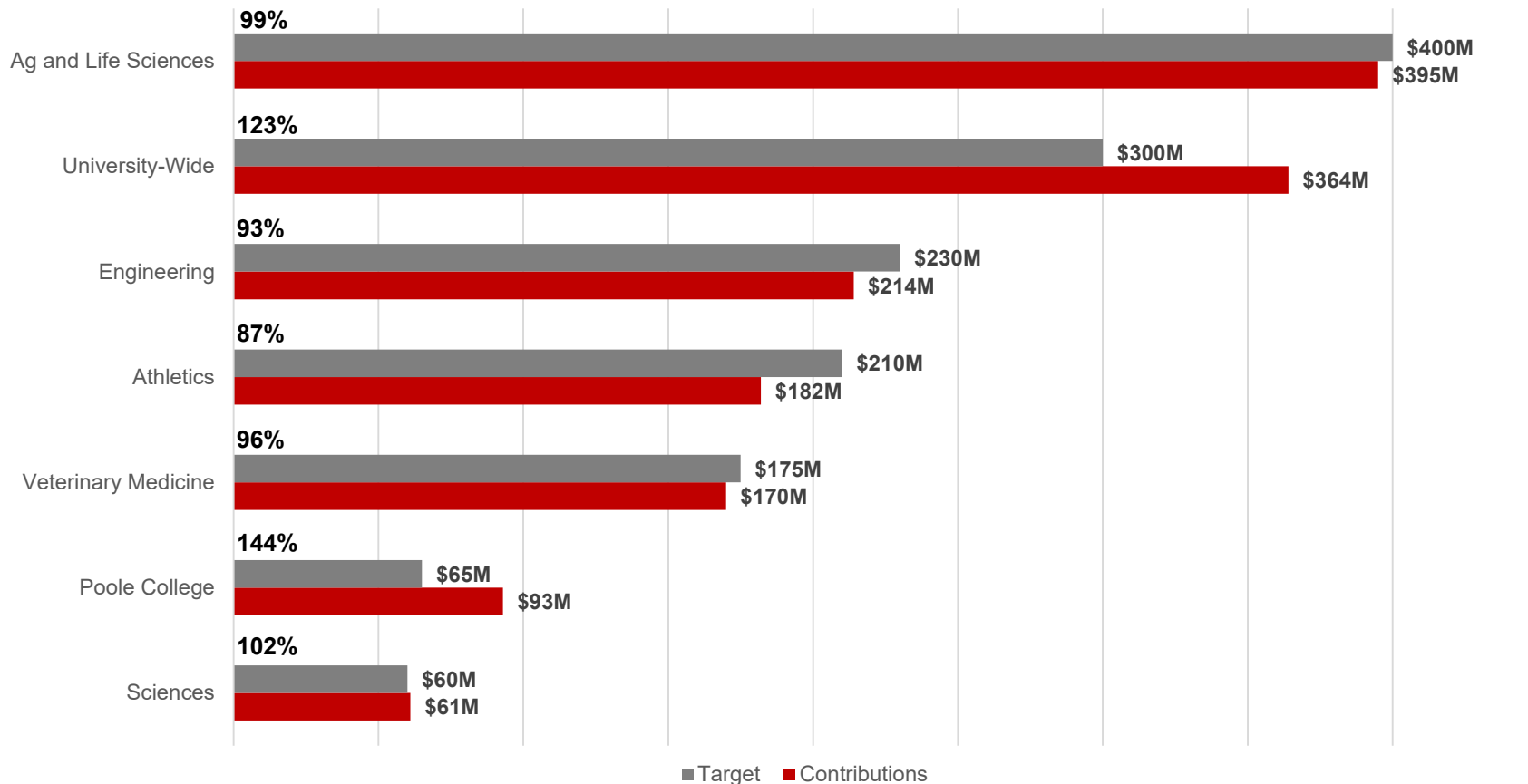
107%



NC STATE

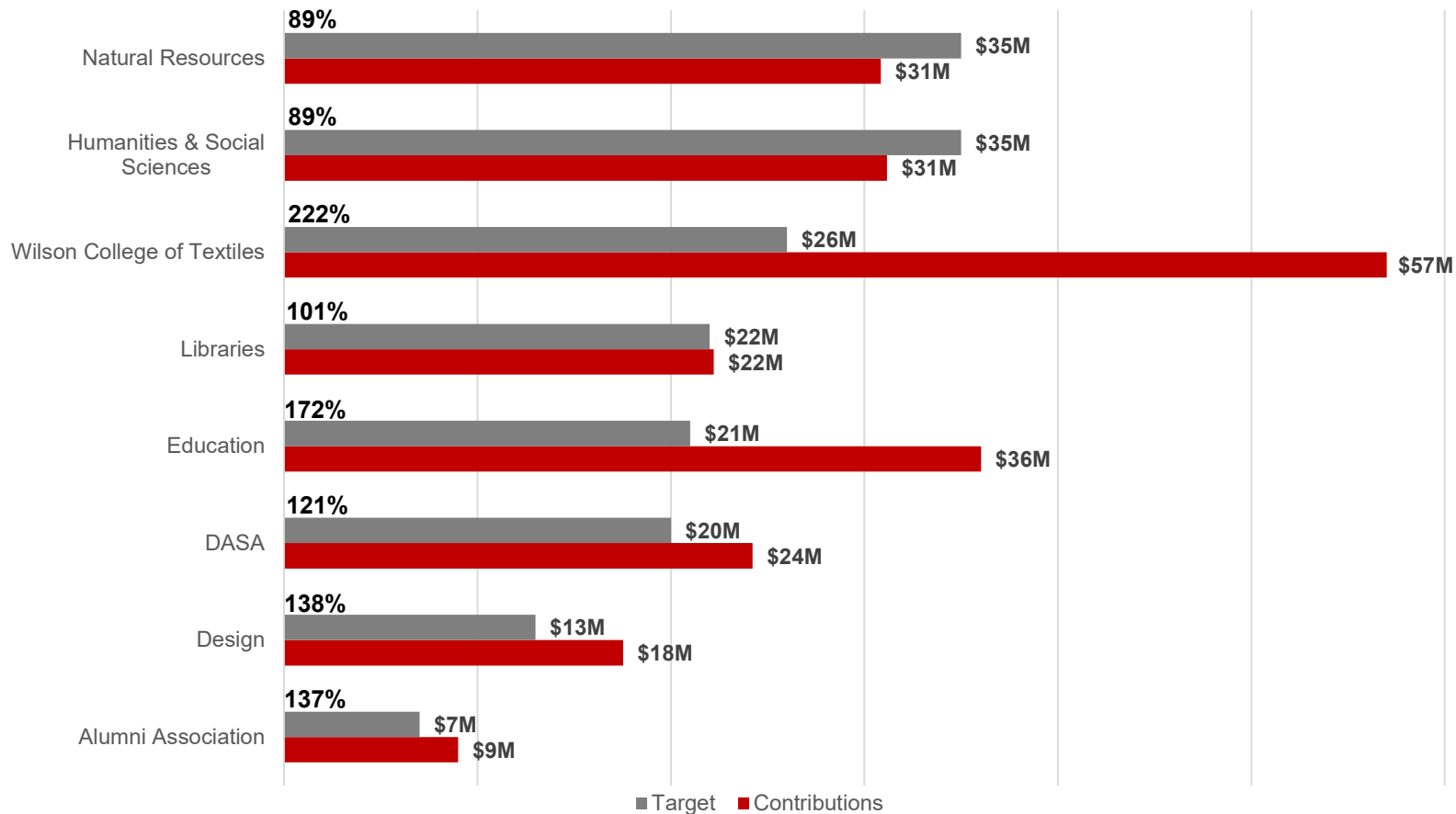
THINK AND DO
THE EXTRAORDINARY

TARGET \$50M - \$400M



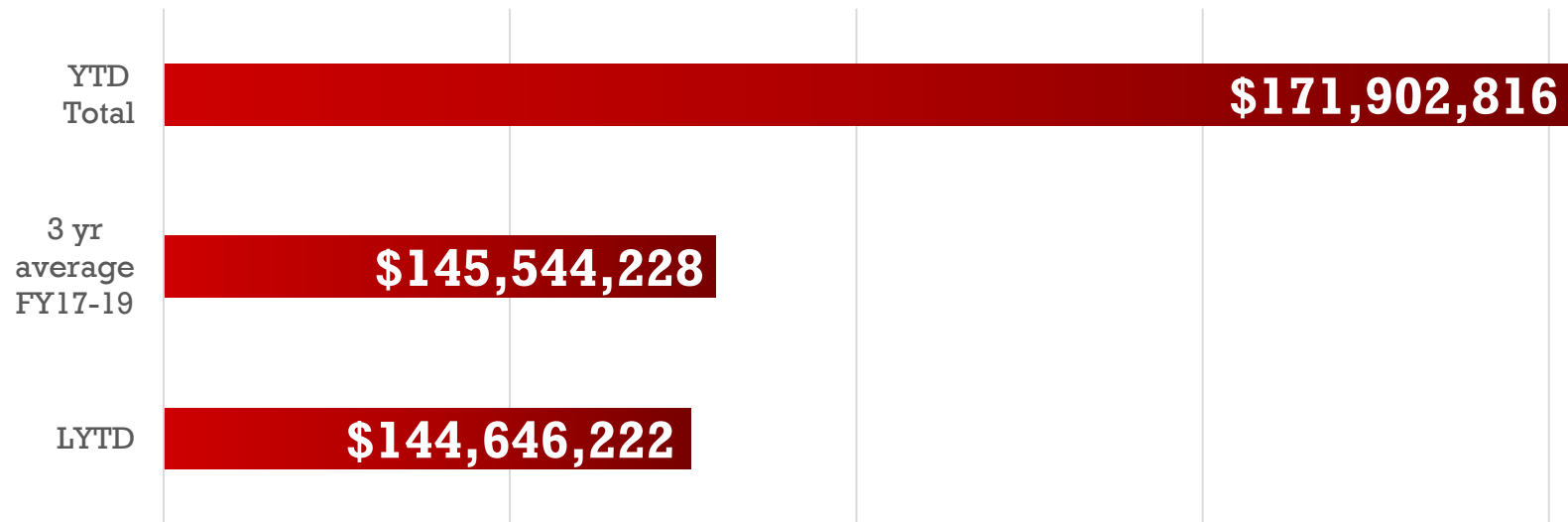


TARGET \$5M - \$50M





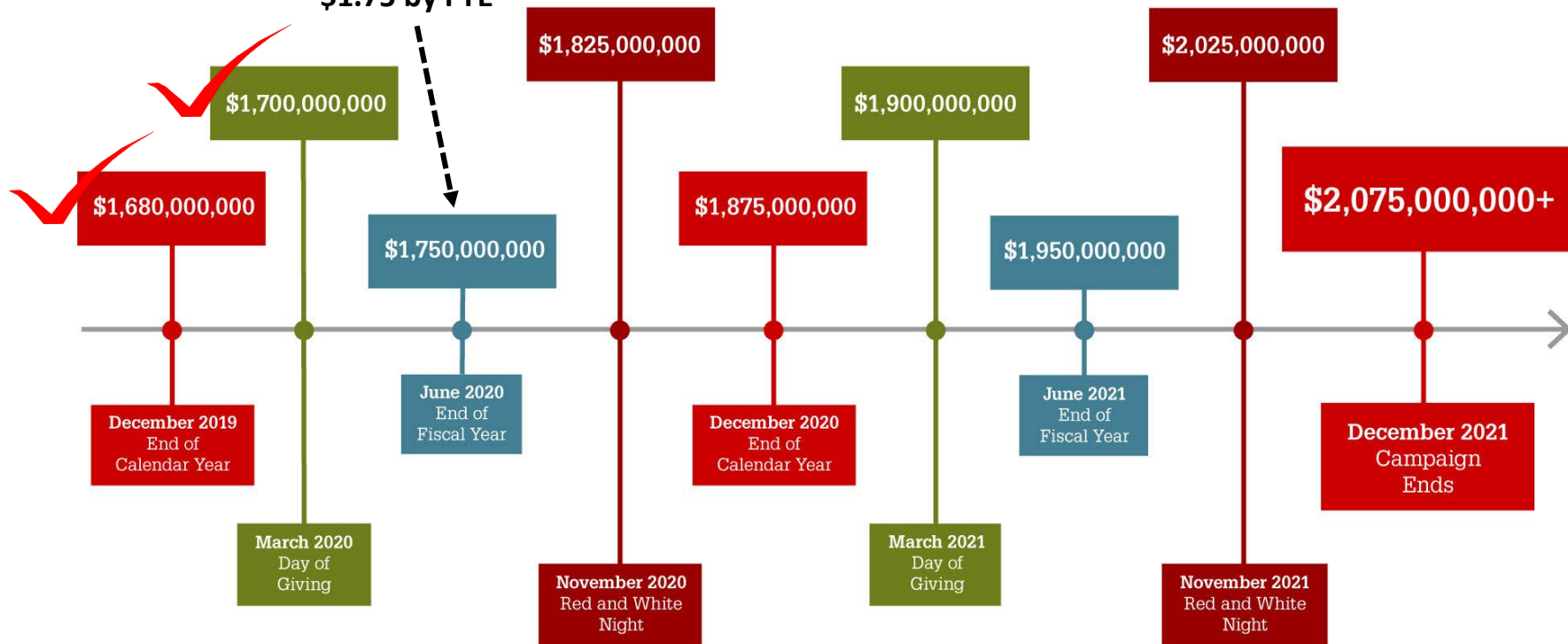
YTD Gifts and New Commitments





Campaign Milestones

**\$41.78M to our
next milestone:
\$1.75 by FYE**





COMMITTEE DISCUSSION

Naming Opportunity Proposals

March 30, 2020

MEMORANDUM

TO: Board of Trustees

FROM: W. Randolph Woodson, Chancellor



SUBJECT: Naming Opportunities Proposals

The Naming Opportunities Committee has endorsed and favorably recommends to you the following proposals:

College of Engineering

Fitts-Woolard Hall Adjustments

The College of Engineering proposes the opportunity to name 27 spaces in Fitts-Woolard Hall.

College of Natural Resources

Camp Slocum, G.W. Hill Forest

The College of Natural Resources proposes the opportunity to name 42 spaces at Camp Slocum in G.W. Hill Forest.

NC State Libraries

Academic Success Center, D.H. Hill Jr. Library

The NC State Libraries propose the opportunity to name 12 spaces in the new Academic Success Center at D.H. Hill Jr. Library.

Poole College of Management

Office of Inclusion and Diversity Suite, Nelson Hall

Poole College of Management proposes the opportunity to name the Office of Inclusion and Diversity Suite (Room 1215) in Nelson Hall.



March 30, 2020

MEMORANDUM

TO: W. Randolph Woodson, Chancellor

FROM: Brian C. Sischo, Vice Chancellor, University Advancement

SUBJECT: Naming Opportunities Proposals

A handwritten signature in black ink that reads "Brian C. Sischo".

The Naming Opportunities Committee has endorsed and favorably recommends to you the following proposals:

College of Engineering

Fitts-Woolard Hall Adjustments

The College of Engineering proposes the opportunity to name 27 spaces in Fitts-Woolard Hall.

College of Natural Resources

Camp Slocum, G.W. Hill Forest

The College of Natural Resources proposes the opportunity to name 42 spaces at Camp Slocum in G.W. Hill Forest.

NC State Libraries

Academic Success Center, D.H. Hill Jr. Library

The NC State Libraries propose the opportunity to name 12 spaces in the new Academic Success Center at D.H. Hill Jr. Library.

Poole College of Management

Office of Inclusion and Diversity Suite, Nelson Hall

Poole College of Management proposes the opportunity to name the Office of Inclusion and Diversity Suite (Room 1215) in Nelson Hall.

**Board of Trustees Consent Agenda
University Advancement Committee
Naming Opportunities Proposals**

April 24, 2020

Background

As per POL 03.00.02 – Criteria and Procedures for Naming Facilities and Programs, the act of naming a facility or program shall be that of the Board of Trustees, acting after receiving the recommendation of the Chancellor.

Recommended Action

Chancellor W. Randolph Woodson recommends to the Board of Trustees the following fundraising projects for approval.

Overview

- **Total Naming Opportunities Proposals:** 4
- **Total Naming Opportunities:** 82
- **Total Gift Amount:** \$7.885 million
- **Colleges/Units Represented:**
 - College of Engineering
 - College of Natural Resources
 - NC State Libraries
 - Poole College of Management

College of Engineering

Fitts-Woolard Hall Adjustments

These adjustments to the 2017 approved naming opportunities reflect re-evaluation based on changes made to the final construction. The building is scheduled to open in Summer 2020. Updates include seventeen changed room numbers, ten changed minimum gift values and eight spaces removed from the list of naming opportunities.

- **Naming Type:** New construction
- **Total Naming Opportunities:** 27
- **Total Gift Amount of Naming Opportunities:** \$4.21 million
- **Purpose of Funds:** The gift will support the construction of Fitts-Woolard Hall.

Continued on the following page

**Board of Trustees Consent Agenda
University Advancement Committee
Naming Opportunities Proposals
April 24, 2020**

College of Natural Resources

Camp Slocum, G.W. Hill Forest

G.W. Hill Forest is managed as a teaching laboratory and demonstration forest. Camp Slocum houses College of Natural Resources students each summer for six to nine weeks of immersive, practical experience.

- **Naming Type:** Existing facilities
- **Total Naming Opportunities:** 42
- **Total Gift Amount of Naming Opportunities:** \$1.6 million
- **Purpose of Funds:** The gift will support Camp Slocum renovations.

NC State Libraries

Academic Success Center, D.H. Hill Jr. Library

The Academic Success Center project is part of the current library renovations. The Center will feature the University Tutorial Center with tutoring, writing, and speaking services, as well as some career counseling and academic advising services. It is scheduled to open in Fall 2020.

- **Naming Type:** Facility renovation
- **Total Naming Opportunities:** 12
- **Total Gift Amount of Naming Opportunities:** \$1.975 million
- **Purpose of Funds:** The gift will support the Library Excellence Endowment.

Continued on the following page

**Board of Trustees Consent Agenda
University Advancement Committee
Naming Opportunities Proposals
April 24, 2020**

Poole College of Management

Office of Inclusion and Diversity Suite, Nelson Hall

The renovated Room 1215 will include an office and a collaborative area. The Office of Inclusion and Diversity is part of PCOM's Undergraduate Programs. The renovation is scheduled for Spring 2020.

- **Naming Type:** Facility Renovation
- **Total Naming Opportunities:** 1
- **Total Gift Amount of Naming Opportunities:** \$100,000
- **Purpose of Funds:** The gift will be directed into the Dean's Enhancement Endowment.

Policy References

POL 03.00.02 – Criteria and Procedures for Naming Facilities and Programs

Proposals for Naming Opportunity Approval

Board of Trustees' Meeting
April 24, 2020

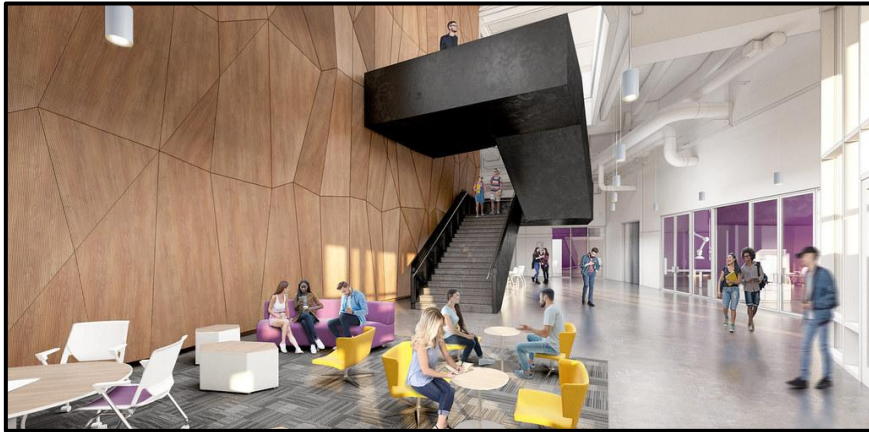


College of Engineering

Fitts-Woolard Hall Adjustments

- **Naming Type:** New construction
- **Total Naming Opportunities:** 27
- **Total Gift Amount of Naming Opportunities:** \$4.21 million
- **Timeline:** The building is scheduled to open in Summer 2020.
- **Fund Purpose:** Gifts will support construction of Fitts-Woolard Hall.

Adjustments to previously approved opportunities, based on changes made to the final construction.





College of Natural Resources

Camp Slocum at G.W. Hill Forest

- **Naming Type:** Existing interior and exterior facilities
- **Total Naming Opportunities:** 42
- **Total Gift Amount of Naming Opportunities:** \$1.6 million
- **Fund Purpose:** Gifts will support Camp Slocum renovations.



NC State Libraries

D.H. Hill Jr. Library Academic Success Center

- **Naming Type:** Renovations
- **Total Naming Opportunities:** 12
- **Total Gift Amount of Naming Opportunities:** \$1.975 million
- **Fund Purpose:** Gifts will be directed into the Library Excellence Endowment.





Poole College of Management

Nelson Hall Room 1215

**Office of
Inclusion and Diversity Suite**

- **Naming Type:** Renovation
- **Total Naming Opportunities:** 1
- **Total Gift Amount of Naming Opportunities:** \$100,000
- **Fund Purpose:** Gifts will be directed into the Dean's Enhancement Endowment.



BOARD OF TRUSTEES
NORTH CAROLINA STATE UNIVERSITY
AGENDA

University Affairs Committee
10:30 a.m. – 12:00 p.m. April 23, 2020
Meeting held by Zoom

Stan Kelly, Chair

Members: Emma Carter, Jimmy Clark, Jim Harrell, Ven Poole, Ron Prestage

CALL TO ORDER

Stan Kelly, Chair

ROLL CALL

Stan Kelly, Chair

PUBLIC MEETING REMINDER AND READING OF STATE GOVERNMENT ETHICS ACT CONFLICT OF INTEREST STATEMENT

Stan Kelly, Chair

1. CONSENT AGENDA TAB 7.1

- | | | |
|----|---|------|
| A. | Approval of February 27, 2020 Minutes (open & closed session) | 7.1A |
| B. | Center and Institute Continuation Requests | 7.1B |
| | a. Center for Environmental and Resource Economic Policy (CEnREP) | |
| | b. Institute for Emerging Issues (IEI) | |
| | c. Small Business and Technology Development Center (SBTDC) | |
| C. | Designation of Time Limited Option for Distinguished Professorships | 7.1C |
| D. | Conferral of Tenure Requests | 7.4 |

2. REQUESTED ACTION TAB 7.2

- | | | |
|----|--|------|
| A. | Salary Ranges for Senior Academic and Administrative Officers Tier II | 7.2A |
| | <i>Presenter: Marie Williams, Associate Vice Chancellor for Human Resources</i> | |
| | As a condition of management flexibility delegated by the UNC Board of Governors, the BOT (delegated to the University Affairs Committee) establishes pay ranges for senior academic and administrative officer (SAAO) Tier II positions. The discussion describes this year's salary range development methodology and presents for committee approval the recommended SAAO pay ranges for FY 20-21. Faculty salary ranges are approved by the Chancellor and will be shared with the University Affairs Committee at a future meeting. | |

3. REPORTS

TAB 7.3

- A. Residency for Full Scholarship Undergraduate Students 7.3A
Presenter: Krista Ringler, Director, Scholarships and Financial Aid
The Chancellor is required to provide an annual report to the Board of Trustees on the list of recognized entities awarding full scholarships to undergraduates and the number of students receiving full scholarships from each entity. An overview of the 19-20 Annual Report will be provided.
- B. Students Requiring Special Consideration 7.3B
Presenter: Louis Hunt, Senior Vice Provost for Enrollment Management and Services
Per Regulation 02.10.04 (Identification and Performance Monitoring of Selected Students Requiring Special Consideration for Admissions), the Chancellor is required to provide to the Board of Trustees and to the UNC System Office an annual update on the special consideration process of Undergraduate Admissions. This report will also include a review of the performance of students previously admitted through that process.
- C. Annual Human Resources Compliance Report (FY 2018-19) 7.3C
Presenter: Marie Williams, Associate Vice Chancellor for Human Resources
- D. Staff Senate Report (written report only) 7.3D
Janice Sitzes, Chair
- E. Provost Update 7.3E
Presenter: Warwick Arden, Executive Vice Chancellor and Provost
a. Academic Programs
 • Graduate Certificate in Business Analytics
b. Nepotism Report
c. Distinguished Professorship Update
d. Update on Current Initiatives

✓ **4. CLOSED SESSION**

TAB 7.4

5. RECONVENE OPEN SESSION

6. ADJOURN

CONSENT AGENDA ITEMS

OPEN SESSION MINUTES

University Affairs Committee
Board of Trustees
North Carolina State University
February 27, 2020

The University Affairs Committee of the Board of Trustees of North Carolina State University met February 27, 2020 in the Winslow Hall Conference Room.

Members Present: Stan Kelly, Committee Chair
Emma Carter
Jimmy Clark
Jim Harrell
Ven Poole
Ron Prestage
Tom Cabaniss, Board Chair

Chair Kelly called the meeting to order at 1:17p.m. The roll was called and a quorum was present. He invited those new to attending this meeting to introduce themselves.

Chair Kelly reminded all attendees that this is a public meeting but not a meeting for public comment and read the State Government Ethics Act to remind all members of their duty to report conflicts of interest or appearances of conflict.

Approval of Minutes

The minutes from the November 21, 2019 meeting were presented for approval, and with no changes, they were approved by consent.

Consent Agenda

A motion was made by Mr. Clark to approve the consent agenda items which included a request to establish the new degree program, Masters in Foundation of Data Science; a request to establish the Belk Center for Community College Leadership and Research; a request to continue the Water Resources Research Institute; a request to designate that a Distinguished Professorship may be awarded on a time-limited basis and conferral of tenure to a new faculty member. Mr. Poole seconded the motion. The motion carried. Provost Arden provided brief comments about the Belk Center. The partnership between NC State and the Belk Endowment was fostered through the Aspen Institute's College Excellence Program which aims to advance higher education practices and leadership. Community colleges are facing significant challenges due to a declining population of experienced leaders and constrained resources. NC State's College of Education has a long history of educating community college leaders as well as research in this burgeoning and increasingly important field. In its planning phase, the Belk Center has already established itself as a leader in its area of focus, and as an important resource for North Carolina and the nation.

Reports

Annual Report on Intercollegiate Athletics

The Annual Report on Intercollegiate Athletics, required per UNC policy, was delivered by Katie Graham, Assistant Dean and Director of the Academic Support Program for Student Athletes. The report highlighted the profiles of admitted student-athletes including SAT/ACT scores and high school grade point averages, the student-athlete exceptions to the minimum course requirements set by the Board of Governors, information about the majors chosen by student-athletes, and NC State's scores for the NCAA's Graduation Success Rate and Academic Progress Rate. NC State's student-athletes currently carry an average GPA of 3.04. The most recent Graduation Success Rate was 87%, which is an all-time high for NC State.

Graduation Update

In the graduation update, Senior Vice Provost Louis Hunt shared that the university continues to increase retention and graduation rates, consistent with its enrollment and strategic plans. Particularly notable was improvement in the 4-year graduation rate and the 44% growth in doctoral degrees awarded over the last ten years.

Student Body President Report

Student Body President Emma Carter highlighted several initiatives in her report including the Pack the Polls Ambassador Program, Wellness Wednesdays and the Graduate Picture Initiative. She noted that an Advisory Council, consisting of past members of student government and university professionals, has been created to assist Student Government with institutional knowledge and other needs. Upcoming Student Government initiatives include elections for the 100th Session and bringing wellness resources to the OnCampus App. Ms. Carter also noted she is co-chairing the strategic planning task force “Graduating the Successful Student” with Dr. Louis Hunt. She concluded by expressing appreciation for the opportunity to present to the committee throughout the year.

Provost Update

Provost Arden shared the following information in his update:

- Academic programs
 - The degree program title Master of Supply Chain and Engineering Management has been changed to Master of Engineering Management.
 - A name change from the Department of Social Work to the School of Social Work has been approved.
 - New graduate certificates have been proposed in the Department of Electrical and Computer Engineering that will be available to both on-campus and distance education students (ASIC Design and Verification; Computer Engineering, Electrical Engineering and 5G Technologies).
- Leadership Position Searches and Leadership Reviews
 - Two finalists for the dean of the College of Natural Resources visited the week of February 17: Myron Floyd (NC State University) and Delphis Levia (University of Delaware). An announcement about a new dean is expected soon.
 - Two to four finalist candidates for the position of Vice Chancellor/Dean of the Division of Academic and Student Affairs will be brought to campus in April 2020 for interviews and open forums. An announcement about finalists and campus visits will be coming soon.
 - The five-year comprehensive review of Vice Provost Katharine Stewart and the Office of Faculty Affairs/Faculty Development has concluded resulting in a very positive review and continuation of Dr. Stewart’s appointment.
- Strategic Plan
 - Nine task forces have been created with approximately 160 faculty, staff and students participating. Each task force is charged with creating a report to address relevant themes by early June 2020.
- Reappointment, Promotion and Tenure process
 - The annual process is well underway with 186 faculty members submitting dossiers for review: 48 for reappointment to a second term as assistant professor; 54 promotions from assistant professor to associate professor with tenure; 4 tenure conferrals to associate professors; 47 promotions of tenured associate professors to full professors; and 33 requests for promotions of professional faculty. Upon completion of the review process, the conferral of tenure requests will be brought to the Board for approval at the April meeting.

Faculty Senate Report

Chair of the Faculty Dr. Hans Kellner gave an overview of the topics, including issues of concern that have been discussed at recent Senate meetings. He also shared topics discussed by the Faculty Assembly since his last report. The Faculty Assembly consists of representatives from the 17 institutions in the UNC System. He noted that the Chair of the Faculty has been involved in the process of interviewing candidates for Chief of Campus Police, and participating in selection committees for a number of honorees and awards. Elections for Senate, Faculty Assembly, Grievance and Hearing pools, Athletic Council representatives and Chair-Elect of the Faculty will occur this spring.

Topic of Interest

Associate Vice Chancellor for Research Dr. Jon Horowitz gave an overview of NC State's Centers and Institutes, including information about funding and staffing; the process for establishment and disestablishment; as well as highlighting several Centers/Institutes and the real-world impact they are having for North Carolina and beyond. NC State is currently home to 34 Centers and 12 Institutes.

Closed Session

A motion was made by Mr. Clark and seconded by Mr. Poole, at 2:55 p.m., to go into closed session to prevent the premature disclosure of an honorary degree or award; to establish the amount of compensation and other materials terms of an employment contract or proposed employment contract; and to consider the qualifications, competence, performance, character, fitness, conditions of appointment or conditions of initial employment of an employee or prospective employee. The motion carried.

Reconvene in Open Session

After coming out of closed session, Chair Kelly announced the meeting in open session at 3:08 p.m.

Mr. Poole moved to approve the items discussed in Closed Session related to the approval of a new head coach employment agreement and addenda to three head coach employment agreements. Mr. Harrell seconded the motion. The motion passed.

Adjournment

With no further business, Chair Kelly announced the meeting adjourned at 3:09 p.m.

Submitted by _____


Secretary to the Committee

Approved by _____

Chair of the Committee

MEMORANDUM

TO: W. Randolph Woodson
Chancellor
NC State University

FROM: Mladen Vouk
Vice Chancellor for Research and Innovation
NC State University 

SUBJECT: Recommendation to continue the Center for Environmental and Resource
Economic Policy (CEnREP) under Regulation 10.10.04

DATE: March 13, 2020

The Center for Environmental and Resource Economic Policy (CEnREP) was authorized in November 2001 by the UNC Board of Governors to link economics to science, agriculture and technology with the goal of improving public and private management of environmental resources. To accomplish this goal, the Center performs research that evaluates the economic consequences of policy-related changes in environmental economics at the national and state levels. In accordance with NC State Regulation 10.10.04, a Periodic review of the Center was conducted by a team of experts and a site visit was completed in November 2019 for activities in academic years 2015 - 2019. Following the receipt of the Review Team's report, as well as detailed responses from the Center and the College of Agricultural and Life Sciences (CALs), this memo requests your approval of continuance.

The Report delivered by the Review Team supports the mission and direction of the Center and shows that its activities are important and valuable, and consistent with the mission and strategic plan of NC State. The Review Team concluded that CEnREP is recognized by university, state, and national stakeholders as a go-to resource for expertise in environmental and natural resource economics, and that it is a unique hub for research and training activities at NC State. The Review Team provided a number of recommendations to strengthen the Center, including steps to further support Center activities and increase its visibility and perceived impact across the University. The recommendations of the Review Team have been evaluated and accepted by the Center and CALs.

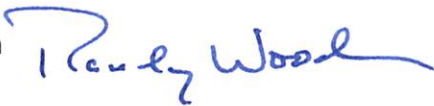
The Office of Research and Innovation recommends that CEnREP should continue as a University Center as sanctioned by the Board of Trustees, and request your approval of this recommendation.

MAV/mh

cc: Richard Linton, Dean, CALs
Harrison Fell, Interim Director, CEnREP
Steve Lommel, Associate Dean for Research
Jonathan Horowitz, Associate Vice Chancellor for Research
Larisa Slark, Centers and Institutes Specialist

MEMORANDUM

TO: Mladen Vouk
Vice Chancellor for Research and Innovation

FROM: W. Randolph Woodson 
Chancellor

SUBJECT: Recommendation to continue the Center for Environmental and Resource Economic Policy (CEnREP) under Regulation 10.10.04

DATE: March 16, 2020


In response to your Memorandum dated March 13, 2020, authorization is hereby granted to forward the request to continue the Center for Environmental and Resource Economic Policy (CEnREP) to the Board of Trustees for approval.

WRW/mh

cc: Richard Linton, Dean, CALS
Harrison Fell, Interim Director, CEnREP
Steve Lommel, Associate Dean for Research
Jonathan Horowitz, Associate Vice Chancellor for Research
Larisa Slark, Centers and Institutes Specialist

MEMORANDUM

TO: W. Randolph Woodson
Chancellor
NC State University

FROM: Mladen Vouk
Vice Chancellor for Research and Innovation
NC State University 

SUBJECT: Recommendation to continue the Institute for Emerging Issues (IEI) under
Regulation 10.10.04

DATE: March 13, 2020

The Institute for Emerging Issues (IEI) was authorized in February 1980 by the UNC Board of Governors to convene leaders from business, government, nonprofit organizations, and higher education to tackle the biggest issues facing North Carolina. In accordance with NC State Reg 10.10.04, a Periodic review and site visit of the Institute was completed on December 3, 2019 for activities in fiscal years 2014 - 2019. Following the receipt of the Review Team's report, as well as a detailed response from the Institute, this memo requests your approval of continuance.

The Report delivered by the Review Team strongly supports the mission and direction of the IEI and shows that the Institute's activities are well-aligned with their internal strategic plan as well as the mission and strategic plan of NC State. Indeed, the Review Team concluded that IEI continues to perform at the "highest level of excellence". In particular, the review Team cited the outstanding efforts of the Institute to partner with stakeholders across the State to find common ground and drive consensus. Sprinkled throughout the Review Team's report are effusive testimonials from leaders across the State that serve to underline the Institute's efforts to impact all North Carolina citizens.


The Office of Research and Innovation and the Provost recommend that the IEI should continue as a University Institute as sanctioned by the Board of Trustees, and request your approval of this recommendation.

MAV/mh

cc: Warwick Arden, Executive Vice Chancellor and Provost
Leslie Boney, Director, IEI
Jonathan Horowitz, Associate Vice Chancellor for Research
Larisa Slark, Centers and Institutes Specialist

MEMORANDUM

TO: Mladen Vouk
Vice Chancellor for Research and Innovation

FROM: W. Randolph Woodson 
Chancellor

SUBJECT: Recommendation to continue the Institute for Emerging Issues (IEI) under Regulation
10.10.04

DATE: March 16, 2020


In response to your Memorandum dated March 13, 2020, authorization is hereby granted to forward the request to continue the Institute for Emerging Issues (IEI) to the Board of Trustees for approval.

WRW/mh

cc: Warwick Arden, Executive Vice Chancellor and Provost
Leslie Boney, Director, IEI
Jonathan Horowitz, Associate Vice Chancellor for Research
Larisa Slark, Centers and Institutes Specialist

MEMORANDUM

TO: W. Randolph Woodson
Chancellor
NC State University

FROM: Mladen Vouk
Vice Chancellor for Research and Innovation
NC State University 

SUBJECT: Recommendation to continue the Small Business and Technology Development Center (SBTDC) under Regulation 10.10.04

DATE: March 13, 2020

The North Carolina Small Business and Technology Development Center (SBTDC) was authorized in April 1984 by The University of North Carolina (UNC) System Board of Governors and funded by the U.S. Small Business Administration (SBA) in September 1984. In accordance with Federal standards the SBTDC completed a Periodic review on July 15-19, 2019 of its activities for the period 2014-2019 (5 years). This review was conducted by an external team of individuals representing Small Business Development Centers across the Nation funded by the SBA.

The Report presented by the Review Committee strongly supports the mission and direction of the SBTDC and shows that the Center and its leadership are meeting NC State and Center goals. Indeed, the review team commended the NC SBTDC for both its exceptional dedication and commitment to the pursuit of continuous improvement. The Office of Research and Innovation and the Provost endorse the conclusion of the Reviewers that SBTDC should continue as a University Center as sanctioned by the Board of Trustees, and request your approval of this recommendation.

MAV/mh

cc: Kevin Howell, Vice Chancellor for External Affairs, Partnerships, and Economic Development
Scott Daugherty, State Director, NC SBTDC
Jonathan Horowitz, Associate Vice Chancellor for Research
Larisa Slark, Centers and Institutes Specialist

MEMORANDUM

TO: Mladen Vouk
Vice Chancellor for Research and Innovation

FROM: W. Randolph Woodson 
Chancellor

SUBJECT: Recommendation to continue the Small Business and Technology Development Center (SBTDC) under Regulation 10.10.04

DATE: March 16, 2020

In response to your Memorandum dated March 13, 2020, authorization is hereby granted to forward the request to continue the Small Business and Technology Development Center (SBTDC) to the Board of Trustees for approval.

WRW/mh

cc: Kevin Howell, Vice Chancellor for External Affairs, Partnerships, and Economic Development
Scott Daugherty, State Director, NC SBTDC
Jonathan Horowitz, Associate Vice Chancellor for Research
Larisa Slark, Centers and Institutes Specialist

Designation of Time Limited Option for Distinguished Professorships

Background: Donors who endow a distinguished professorship at NC State University may elect to pursue matching funds available through the state's Distinguished Professors Endowment Trust Fund (DPETF). In accordance with state statutes, as well as University of North Carolina system and NC State University policies, the NC State University Board of Trustees (BoT) is authorized to designate that endowed distinguished professorships seeking DPETF matching funds may be time limited.

We request this designation from the BoT when a donor agreement indicates intent that a distinguished professorship be awarded, or potentially awarded, at a rank other than professor (i.e. assistant, associate professor) and/or for a period other than an individual's full career.

This designation provides the university with the maximum flexibility in awarding the distinguished professorship over time. Still, the overwhelming majority of NC State's distinguished professorships are offered to professors for the duration of their career at NC State.

Recommended Action: We request designation of the following distinguished professorships which may be time limited:

1. Andrew A. Adams Distinguished Professorship in Mechanical and Aerospace Engineering, College of Engineering, \$1M endowment
2. Karla A. Henderson Distinguished Professorship, College of Natural Resources, \$1.5M endowment
3. Goodnight Distinguished Professorship in Agricultural Analytics, College of Agriculture and Life Sciences, \$1.5M endowment
4. Goodnight Distinguished Professorship in Architecture, College of Design, \$1.5M endowment
5. Goodnight Distinguished Professorship in Coastal Resilience and Sustainability, Executive Vice Chancellor and Provost, \$1.5M endowment
6. Goodnight Distinguished Professorship in Molecular Characterization, College of Sciences, \$1.5M endowment
7. Goodnight Distinguished Professorship in Security Sciences, College of Engineering, \$1.5M endowment
8. Goodnight Distinguished Chair in Operations Research, Executive Vice Chancellor and Provost, \$2.67M endowment

Policy References:

[UNC Policy 600.2.3 - Distinguished Professors Endowment Trust Fund](#)
[NCSU Policy 01.05.01 – Board of Trustees Bylaws](#)
[NCSU Regulation 05.20.17 – Professorships of Distinction](#)

Conferral of Academic Tenure:

The information regarding conferral of academic tenure is included in the Closed Session Materials - Tab 7.4A.

REQUESTED ACTION ITEMS

NC State University
Senior Academic and Administrative Officer Tier II (SAAO II)
Salary Range Methodology FY 2020-21

The University's salary ranges for Senior Academic and Administrative Officer Tier II (SAAO II) positions Exempt from the State Human Resources Act (EHRA) are market-based to attract and retain highly qualified executive talent. The ranges are intended to inform and support sound and equitable salary/compensation decisions and to facilitate appropriate stewardship of financial resources.

As prescribed in NC State's management flexibility plan, the source used to establish SAAO II salary ranges derives from the CUPA-HR Administrative and Professional salary surveys. Review of that survey data is split into two data cuts: (1) NCSU/UNC Board of Governor Designated Peers and (2) Carnegie Class - Research University, Very High (RU/VH) universities. For each SAAO II job title, there is a:

- Range minimum: minimum salary level based on market data; exceptions may be made to pay an employee below the minimum based on limited budgetary resources with the individual being brought to the minimum as soon as resources are available.
- 50th percentile: the salary rate at which 50% of the individuals in similar positions surveyed are paid at this level or less and 50% are paid more (middle of the market).
- 75th percentile: the salary rate at which 75% of the individuals in similar positions surveyed are paid at this level or less and 25% are paid more; this upper quartile may be utilized to recognize high performing employees, highly specialized positions, difficult-to-recruit positions, and/or to retain talent.
- Market range: the salary range between the 50th and 75th percentiles; the targeted market range.
- Range maximum: the maximum level of pay appropriate for the position based on market data.

Consistent with UNC System Office Methodology, the ranges:

- Use 3 years of survey data.
- Are developed directly from equivalent positions identified in the survey whenever possible or developed from a benchmark position if no match exists or there is insufficient survey data.
- Are developed around the 75th percentile of the market data to ensure market competitiveness.
- Are broad to account for hiring less experienced, developmental talent as well as highly qualified, hard-to-recruit talent.
- Uses an 80% salary range spread.

Specific employee/position salaries are based on a variety of factors, including, but not limited to:

- Budget
- Candidate/employee experience, qualifications, knowledge, and skills
- Prior performance and accomplishments
- Advanced degrees or professional credentials
- Scarcity and/or uniqueness of skills
- Equity with substantially equal incumbents, and
- Retention consideration

NOTE: Job Titles in the document reflect relevant job categories and not individual working titles. Therefore, positions with the same Job Title may have very different ranges since individual positions are matched based on specific job duties.

NC State University
Proposed FY 2020 - 2021
SAAO Tier II Salary Ranges

Tab 7.2A
Page 3

College/Division	Working Title	FY 2020-21 Minimum	FY 2020-21 50th Percentile	FY 2020-21 75th Percentile	FY 2020-21 Maximum
Chancellor	Director of Internal Audit Division	\$196,079	\$226,201	\$274,510	\$353,020
Chancellor	Assistant to the Chancellor for Communications	\$42,120	\$53,641	\$58,969	\$75,834
Chancellor	Assistant Director of External Affairs	\$61,638	\$83,206	\$86,293	\$110,973
Chancellor	Secretary of the University and Assistant to the Chancellor	\$154,195	\$188,381	\$215,873	\$277,613
Chancellor	Assistant to the Chancellor	\$48,965	\$64,167	\$68,552	\$88,157
Chancellor	Assistant Director for Development, Kenan Fellows Program	\$52,115	\$59,660	\$72,962	\$93,829
Executive Vice Chancellor & Provost	Senior Vice Provost, Institutional Research and Planning	\$163,971	\$194,677	\$229,560	\$295,214
Executive Vice Chancellor & Provost	Senior Vice Provost, Academic Strategy and Resource Management	\$233,187	\$262,980	\$326,461	\$419,829
Executive Vice Chancellor & Provost	Vice Provost for Faculty Affairs	\$223,552	\$274,916	\$312,972	\$402,482
Executive Vice Chancellor & Provost	Vice Provost for Assessment and Accreditation	\$120,101	\$151,246	\$168,141	\$216,230
Executive Vice Chancellor & Provost	Director of Special Projects and Planning	\$89,315	\$107,382	\$125,041	\$160,803
Executive Vice Chancellor & Provost	Associate Vice Provost for Academic Personnel & Policy	\$127,593	\$153,402	\$178,630	\$229,718
Executive Vice Chancellor & Provost	Assistant Vice Provost for Assessment and Accreditation	\$77,631	\$98,027	\$108,684	\$139,767
Executive Vice Chancellor & Provost	Executive Director, Office of Faculty Development	\$114,834	\$138,062	\$160,767	\$206,747
Executive Vice Chancellor & Provost	Assistant Vice Provost for Finance and Planning	\$116,284	\$153,767	\$162,798	\$209,358
Executive Vice Chancellor & Provost	Assistant Vice Provost for Academic Affairs	\$95,695	\$115,052	\$133,973	\$172,289
Grad School	Assistant Dean - Program Development & Evaluation	\$134,237	\$169,226	\$187,932	\$241,681
Grad School	Assistant Dean of Outreach and Diversity	\$120,814	\$152,303	\$169,139	\$217,513
Grad School	Assistant Dean of Graduate Student Admin & Academic Affairs	\$120,814	\$152,303	\$169,139	\$217,513
Grad School	Assistant Dean for Professional Development	\$120,814	\$152,303	\$169,139	\$217,513
Grad School	Assistant Dean for Business Operations	\$104,656	\$138,391	\$146,518	\$188,423
Grad School	Director of Marketing & Communications	\$76,948	\$85,491	\$107,727	\$138,537
Research & Innovation	Assistant Vice Chancellor for Administration	\$116,284	\$153,767	\$162,798	\$209,358
Research & Innovation	Asst Vice Chancellor of Tech Commercialization	\$220,770	\$284,717	\$309,078	\$397,474
Research & Innovation	Associate Vice Chancellor for Research Infrastructure and Development	\$158,555	\$201,104	\$221,978	\$285,463
Research & Innovation	Associate Vice Chancellor for National Security and Special Research Initiatives	\$165,010	\$214,071	\$231,014	\$297,084
Research & Innovation	Assistant Vice Chancellor for Research Operations, Communications and Chief of Staff	\$122,051	\$151,637	\$170,872	\$219,741
Research & Innovation	Associate Vice Chancellor for Research Administration	\$165,010	\$214,071	\$231,014	\$297,084
University Advancement	Chief Communications and Marketing Officer	\$211,130	\$251,000	\$295,582	\$380,118
University Advancement	Executive Director for Annual Giving	\$120,015	\$147,153	\$168,021	\$216,075
University Advancement	Executive Director of Gift Planning	\$117,415	\$140,314	\$164,381	\$211,393
University Advancement	Associate Vice Chancellor Alumni Relations	\$191,030	\$222,932	\$267,441	\$343,930
University Advancement	Associate Vice Chancellor for University Development	\$210,422	\$249,907	\$294,590	\$378,843
University Advancement	Director of Gifts and Records Management	\$97,138	\$106,659	\$135,993	\$174,887
University Advancement	Director of Donor Services	\$87,424	\$95,993	\$122,394	\$157,398
University Advancement	Director of Prospect Development	\$71,752	\$82,658	\$100,452	\$129,182
University Advancement	Assistant Vice Chancellor - Finance & Administration	\$116,284	\$153,767	\$162,798	\$209,358
University Advancement	Executive Director of Talent Management	\$103,538	\$125,231	\$144,953	\$186,409
University Advancement	Associate Vice Chancellor for Advancement Services	\$189,379	\$224,916	\$265,131	\$340,959
University Advancement	Assistant Vice Chancellor for Principal Gifts	\$170,530	\$209,100	\$238,742	\$307,022
University Advancement	Assistant Vice Chancellor for Strategic Brand Management	\$168,904	\$200,800	\$236,465	\$304,094
University Advancement	Assistant Vice Chancellor for University Development	\$153,477	\$188,190	\$214,868	\$276,320
University Advancement	Executive Director of Development Communication & Stewardship	\$99,063	\$135,834	\$138,688	\$178,352
University Advancement	Director, NC State Trademark & Licensing	\$67,844	\$87,583	\$94,982	\$122,147
University Advancement	Executive Director for Development	\$104,123	\$124,158	\$145,773	\$187,464
University Advancement	Executive Director of College Advancement	\$115,693	\$137,953	\$161,970	\$208,293
University Advancement	Assistant Director, Annual Giving Donor Renewal & Retention	\$57,898	\$68,372	\$81,057	\$104,239
University Advancement	Associate Director Annual Giving for Constituent Programs	\$64,331	\$75,969	\$90,063	\$115,822
University Advancement	Assistant Director of Leadership Annual Giving	\$40,415	\$53,471	\$56,581	\$72,763
University Advancement	Assistant Director, Annual Giving Constituent Programs and Volunteer Fundraising	\$40,415	\$53,471	\$56,581	\$72,763
University Advancement	Assistant Director, Corporate and Foundation Relations	\$53,735	\$68,900	\$75,229	\$96,744
University Advancement	Director of Development, Major Gifts	\$79,480	\$101,311	\$111,272	\$143,096
University Advancement	Director of Development, Major Gifts	\$79,480	\$101,311	\$111,272	\$143,096
University Advancement	Associate Director of Development	\$71,532	\$91,180	\$100,145	\$128,786
University Advancement	Assistant Director for Student and Recent Graduate Philanthropy	\$64,331	\$75,969	\$90,063	\$115,822
University Advancement	Director of Principal Gifts	\$79,480	\$101,311	\$111,272	\$143,096
University Advancement	Assistant Director, Annual Giving Donor Renewal & Retention	\$71,532	\$91,180	\$100,145	\$128,786
University Advancement	Director of Development, Major Gifts	\$79,480	\$101,311	\$111,272	\$143,096
University Advancement	Director of Development - Central Major Gifts	\$79,480	\$101,311	\$111,272	\$143,096
University Advancement	Director of Development	\$79,480	\$101,311	\$111,272	\$143,096
University Advancement	Director of Development, Major Gifts	\$79,480	\$101,311	\$111,272	\$143,096
University Advancement	Director of Development, NC State Entrepreneurship	\$79,480	\$101,311	\$111,272	\$143,096
University Advancement	Associate Director of Gift Planning	\$89,454	\$106,345	\$125,236	\$161,053
University Advancement	Director of Gift Planning	\$89,454	\$106,345	\$125,236	\$161,053
University Advancement	Associate Director of Annual Giving Marketing	\$57,898	\$68,372	\$81,057	\$104,239
University Advancement	Associate Director of Development and Leadership Annual Giving	\$62,393	\$71,876	\$87,350	\$112,332
University Advancement	Assistant Director, Gift Planning	\$71,563	\$85,076	\$100,188	\$128,842
University Advancement	Assoc Exec Director Alumni Outreach, Engagement and Events	\$65,041	\$88,637	\$91,058	\$117,101
University Advancement	Associate Director of Pipeline and Strategy Development	\$64,331	\$75,969	\$90,063	\$115,822
University Advancement	Associate Director Corporate Foundation Relations	\$64,331	\$75,969	\$90,063	\$115,822
University Advancement	Executive Director of Corporate and Foundation Relations	\$139,378	\$178,201	\$195,129	\$250,936
University Advancement	Creative Director of Marketing Communications	\$88,056	\$120,741	\$123,278	\$158,535
University Advancement	Assistant Vice Chancellor for Marketing & Creative Strategies	\$121,961	\$146,678	\$170,745	\$219,578
University Advancement	Senior Director of Advancement Services	\$121,322	\$131,495	\$169,851	\$218,428
Executive Vice Chancellor & Provost	Vice Provost for Continuing Education	\$122,934	\$139,411	\$172,107	\$221,330
Athletics	Athletics Director	\$600,964	\$708,105	\$841,350	\$1,081,976
Athletics	Deputy Athletic Director for External Operations	\$153,872	\$173,235	\$215,421	\$277,032
Athletics	Deputy Athletic Director for Internal Operations	\$153,872	\$173,235	\$215,421	\$277,032
CALS	Assistant Dean for Business Operations	\$116,284	\$153,767	\$162,798	\$209,358
CALS	Assistant Dean for Human Resources	\$94,910	\$114,796	\$132,874	\$170,875
CALS	Assoc Dir of Academic Prgrms and Asst Dean for Diversity, Outreach & Engagement	\$124,416	\$133,240	\$174,183	\$223,999
CALS	Associate Dean for Research CALS; Director NCARS	\$179,475	\$243,700	\$251,265	\$323,127

NC State University
Proposed FY 2020 - 2021
SAAO Tier II Salary Ranges

Tab 7.2A
Page 4

College/Division	Working Title	FY 2020-21 Minimum	FY 2020-21 50th Percentile	FY 2020-21 75th Percentile	FY 2020-21 Maximum
CALS	Interim Associate Dean & Director, Academic Programs	\$179,475	\$243,700	\$251,265	\$323,127
CALS	Senior Associate Dean, Agriculture	\$179,475	\$243,700	\$251,265	\$323,127
CALS	Associate Dean & Director Extension	\$152,570	\$198,295	\$213,598	\$274,687
CALS	NC Plant Sciences Initiative Launch Director	\$143,065	\$175,319	\$200,292	\$257,575
CALS	Director of Budgets and Planning	\$72,933	\$91,342	\$102,107	\$131,309
CALS	Executive Director and Assistant Dean of College Advancement	\$150,400	\$179,339	\$210,561	\$270,781
CALS	Assistant Director of Development, Foundation	\$71,532	\$91,180	\$100,145	\$128,786
CALS	Director of Gift Planning	\$79,480	\$101,311	\$111,272	\$143,096
CALS	Director of Development, Crop Sciences	\$79,480	\$101,311	\$111,272	\$143,096
CALS	Senior Director of Development, Food Animal Systems	\$87,428	\$111,442	\$122,399	\$157,406
CALS	Director of Major Gifts, Agriculture Foundation, Western Region	\$79,480	\$101,311	\$111,272	\$143,096
CALS	Director of Gifts and Records Management, Agriculture Foundation	\$79,480	\$101,311	\$111,272	\$143,096
CALS	Executive Director - CALS Agricultural Foundation	\$87,428	\$111,442	\$122,399	\$157,406
CALS	Associate Director of North Carolina 4-H Development Fund	\$79,480	\$101,311	\$111,272	\$143,096
CALS	Director of Development, North Carolina FFA Foundation	\$79,480	\$101,311	\$111,272	\$143,096
CALS	Senior Director of Development	\$87,428	\$111,442	\$122,399	\$157,406
CALS	Senior Director of Major and Leadership Gifts, Agriculture Foundation	\$87,428	\$111,442	\$122,399	\$157,406
CALS	Director of Development, Plant Sciences	\$71,532	\$91,180	\$100,145	\$128,786
CALS	Senior Director of Development, Plant Sciences	\$87,428	\$111,442	\$122,399	\$157,406
CALS	Assistant Director of CALS Alumni & Friends Society	\$52,549	\$66,497	\$73,568	\$94,608
CALS	Executive Director of Alumni & External Relations, Agriculture Foundation	\$104,123	\$124,158	\$145,773	\$187,464
CALS	Director of Marketing and Communications, NCCES	\$77,049	\$105,649	\$107,868	\$138,718
CALS	Director of Marketing & Communications	\$99,063	\$135,834	\$138,688	\$178,352
Design	Assistant Dean for Finance and Administration	\$104,656	\$138,391	\$146,518	\$188,423
Design	Associate Dean of Operations	\$120,259	\$148,993	\$168,363	\$216,515
Design	Assistant Dean for Student and Academic Services	\$87,461	\$108,359	\$122,446	\$157,465
Design	Assistant Dean for Research and Extension	\$98,394	\$121,904	\$137,752	\$177,149
Design	Assistant Director of Development	\$54,251	\$68,817	\$75,951	\$97,673
Design	Associate Dean	\$120,259	\$148,993	\$168,363	\$216,515
Design	Assoc Director of Development	\$45,032	\$53,178	\$63,044	\$81,075
Design	Director of Communications and Marketing	\$110,069	\$150,926	\$154,097	\$198,169
Education	Assistant Dean for Finance and Administration	\$104,656	\$138,391	\$146,518	\$188,423
Education	Associate Dean for Academic Affairs	\$147,779	\$185,511	\$206,890	\$266,061
Education	Associate Dean for Research and Innovation	\$147,779	\$185,511	\$206,890	\$266,061
Education	Associate Dean for Student Success and Strategic Community Engagement	\$102,109	\$118,731	\$142,952	\$183,837
Education	Executive Director and Associate Dean of the College of Education	\$161,213	\$202,375	\$225,698	\$290,248
Education	Associate Director of Development	\$71,532	\$91,180	\$100,145	\$128,786
Education	Director of Marketing & Communications	\$76,948	\$85,491	\$107,727	\$138,537
Engineering	Assistant Dean for Finance and Business Management	\$116,284	\$153,767	\$162,798	\$209,358
Engineering	Assistant Dean for Personnel and Administration	\$94,910	\$114,796	\$132,874	\$170,875
Engineering	Director of Development	\$79,480	\$101,311	\$111,272	\$143,096
Engineering	Executive Director of Major Gifts and Campaign Planning	\$115,693	\$137,953	\$161,970	\$208,293
Engineering	Associate Dean for Faculty Development	\$186,401	\$249,481	\$260,961	\$335,596
Engineering	Executive Associate Dean	\$203,346	\$272,162	\$284,685	\$366,105
Engineering	Associate Dean of Graduate and International Programs	\$186,401	\$249,481	\$260,961	\$335,596
Engineering	Associate Dean for Undergraduate Affairs	\$186,401	\$249,481	\$260,961	\$335,596
Engineering	Assistant Dean Academic Affairs	\$135,564	\$181,441	\$189,790	\$244,070
Engineering	Asst Dean for Development and College Relations and Exec Director of the NC State Eng Foundation	\$150,400	\$179,339	\$210,561	\$270,781
Engineering	Senior Director of Development	\$87,428	\$111,442	\$122,399	\$157,406
Engineering	Director of Engagement and External Relations	\$79,480	\$101,311	\$111,272	\$143,096
Engineering	Director of Development	\$79,480	\$101,311	\$111,272	\$143,096
Engineering	Director of Development	\$79,480	\$101,311	\$111,272	\$143,096
Engineering	Associate Director of Annual Giving and Prospect Development	\$54,201	\$73,864	\$75,882	\$97,584
Engineering	Director of External Relations	\$64,331	\$75,969	\$90,063	\$115,822
Engineering	Director of Communication	\$110,069	\$150,926	\$154,097	\$198,169
Engineering	Director of Marketing and Communications	\$88,056	\$120,741	\$123,278	\$158,535
Natural Resources	Assistant Dean for Finance and Business	\$104,656	\$138,391	\$146,518	\$188,423
Natural Resources	Associate Dean of Extension and Engagement	\$119,337	\$157,489	\$167,072	\$214,855
Natural Resources	Associate Dean for Academic Affairs	\$132,597	\$174,988	\$185,636	\$238,727
Natural Resources	Associate Dean for Diversity and Inclusion	\$119,337	\$157,489	\$167,072	\$214,855
Natural Resources	Associate Dean for Research	\$132,597	\$174,988	\$185,636	\$238,727
Natural Resources	Executive Director of Forest Assets	\$104,123	\$124,158	\$145,773	\$187,464
Natural Resources	Assistant Dean for College Advancement	\$127,262	\$151,748	\$178,167	\$229,122
Natural Resources	Director of Development	\$71,532	\$91,180	\$100,145	\$128,786
Natural Resources	Assistant Director of Annual Giving and Prospect Management	\$41,117	\$54,940	\$57,564	\$74,027
Natural Resources	Director of Marketing & Communications	\$77,049	\$105,649	\$107,868	\$138,718
CHASS	Assistant Dean of Finance and Administration	\$116,284	\$153,767	\$162,798	\$209,358
CHASS	Assistant Dean for Interdisciplinary Studies and International Programs	\$102,109	\$118,731	\$142,952	\$183,837
CHASS	Associate Dean for Academic Affairs	\$121,377	\$153,636	\$169,927	\$218,526
CHASS	Assistant Dean of Undergraduate Programs	\$97,101	\$122,909	\$135,942	\$174,821
CHASS	Assistant Dean of Diversity Programs and Faculty/Staff Diversity	\$124,416	\$133,240	\$174,183	\$223,999
CHASS	Associate Dean for Research and Engagement	\$121,377	\$153,636	\$169,927	\$218,526
CHASS	Director of Donor and Alumni Relations	\$54,201	\$73,864	\$75,882	\$97,584
Sciences	Assistant Dean for Business Operations	\$116,284	\$153,767	\$162,798	\$209,358
Sciences	Assistant Dean for Culture, Talent and Human Resources	\$94,910	\$114,796	\$132,874	\$170,875
Sciences	Associate Dean of Academic Affairs	\$156,319	\$191,918	\$218,847	\$281,437
Sciences	Associate Dean for Research	\$156,319	\$191,918	\$218,847	\$281,437
Sciences	Senior Associate Dean	\$170,530	\$209,365	\$238,742	\$307,023
Sciences	Assistant Dean for Academic Programs, Student Diversity and Engagement	\$111,975	\$119,916	\$156,764	\$201,599
Sciences	Assistant Dean of College Advancement	\$150,400	\$179,339	\$210,561	\$270,781
Sciences	Senior Director of Development	\$87,428	\$111,442	\$122,399	\$157,406
Sciences	Director of Development, College of Sciences	\$87,428	\$111,442	\$122,399	\$157,406

NC State University
Proposed FY 2020 - 2021
SAAO Tier II Salary Ranges

Tab 7.2A
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College/Division	Working Title	FY 2020-21 Minimum	FY 2020-21 50th Percentile	FY 2020-21 75th Percentile	FY 2020-21 Maximum
Sciences	Director of Alumni and Donor Relations	\$59,621	\$81,250	\$83,470	\$107,342
Sciences	Associate Director of Alumni and Donor Relations	\$54,201	\$73,864	\$75,882	\$97,584
Wilson Textiles	Assistant Dean for Finance and Operations	\$116,284	\$153,767	\$162,798	\$209,358
Wilson Textiles	Associate Dean for Industry Research & Extension	\$142,108	\$174,471	\$198,952	\$255,852
Wilson Textiles	Associate Dean of Research Administration	\$142,108	\$174,471	\$198,952	\$255,852
Wilson Textiles	Executive Director for the North Carolina Textile Foundation	\$127,262	\$151,748	\$178,167	\$229,122
Wilson Textiles	Associate Director of Development	\$62,393	\$71,876	\$87,350	\$112,332
Wilson Textiles	Director of Development, Major Gifts	\$71,532	\$91,180	\$100,145	\$128,786
Wilson Textiles	Director of Development	\$79,480	\$101,311	\$111,272	\$143,096
Wilson Textiles	Marketing and Communications Director	\$77,049	\$105,649	\$107,868	\$138,718
CVM	Hospital Administrator	\$151,887	\$193,809	\$212,641	\$273,457
CVM	Assistant Dean, Business & Finance	\$104,656	\$138,391	\$146,518	\$188,423
CVM	Assistant Dean for Human Resources	\$86,282	\$104,360	\$120,794	\$155,341
CVM	Associate Dean and Director, Veterinary Medical Services	\$170,601	\$217,866	\$238,841	\$307,150
CVM	Associate Dean and Director of Research and Graduate Studies	\$170,601	\$217,866	\$238,841	\$307,150
CVM	Associate Dean & Director of Academic Affairs	\$170,601	\$217,866	\$238,841	\$307,150
CVM	Assistant Dean of Student Development	\$144,550	\$179,633	\$202,371	\$260,249
CVM	Associate Dean of College Advancement	\$138,831	\$165,543	\$194,364	\$249,952
CVM	Executive Director of Development	\$87,428	\$111,442	\$122,399	\$157,406
CVM	Director of Development, Major Gifts	\$79,480	\$101,311	\$111,272	\$143,096
CVM	Major Gifts Officer	\$64,331	\$75,969	\$90,063	\$115,822
CVM	Director of Communications and Marketing	\$88,056	\$120,741	\$123,278	\$158,535
Poole Management	Assistant Vice Provost and Executive Director of the Entrepreneurship Clinic	\$114,834	\$138,062	\$160,767	\$206,747
Poole Management	Assistant Dean, Finance & Administration	\$104,656	\$138,391	\$146,518	\$188,423
Poole Management	Associate Dean for Graduate Programs & Research	\$219,502	\$289,873	\$307,303	\$395,191
Poole Management	Associate Dean for Faculty and Academic Affairs	\$199,547	\$263,521	\$279,366	\$359,265
Poole Management	Associate Dean of Undergraduate Programs	\$199,547	\$263,521	\$279,366	\$359,265
Poole Management	Assistant Dean, Jenkins MBA Program	\$120,814	\$152,303	\$169,139	\$217,513
Poole Management	Executive Director of College Advancement	\$127,262	\$151,748	\$178,167	\$229,122
Poole Management	Director of Alumni Relations and Special Events	\$52,549	\$66,497	\$73,568	\$94,608
Poole Management	Director of Development	\$71,532	\$91,180	\$100,145	\$128,786
Poole Management	Director of Development	\$71,532	\$91,180	\$100,145	\$128,786
DASA	Senior Associate Vice Chancellor for Student Development, Health, and Wellness	\$162,516	\$198,110	\$227,522	\$292,594
DASA	Director, Student Health Services	\$148,268	\$174,739	\$207,576	\$266,942
DASA	Student Ombuds	\$102,074	\$122,722	\$142,904	\$183,775
DASA	Executive Director, Counseling & Prevention Services	\$117,045	\$150,715	\$163,863	\$210,728
DASA	Assistant Vice Chancellor University Housing	\$123,693	\$156,103	\$173,170	\$222,697
DASA	Assistant Vice Chancellor for Finance	\$104,656	\$138,391	\$146,518	\$188,423
DASA	Assistant Vice Chancellor for Human Resources	\$86,282	\$104,360	\$120,794	\$155,341
DASA	Associate Vice Chancellor, University College and Director for Academic Advising	\$130,013	\$158,488	\$182,018	\$234,075
DASA	Associate Vice Chancellor for Business Administration	\$127,913	\$169,144	\$179,078	\$230,294
DASA	Assistant Vice Chancellor and Chief of Staff	\$113,761	\$138,677	\$159,266	\$204,816
DASA	Director of Facilities Planning and Management	\$98,160	\$126,643	\$137,424	\$176,727
DASA	Associate Dean and Associate Director for Arts	\$131,231	\$138,032	\$183,723	\$236,268
DASA	Senior Associate Dean, University College	\$113,454	\$131,923	\$158,836	\$204,263
DASA	Assistant Dean for the University College and Director for Academic Advising	\$100,626	\$129,074	\$140,876	\$181,167
DASA	Assistant Dean and Director of the Academic Support Program for Student Athletes	\$111,257	\$122,317	\$155,760	\$200,307
DASA	Assistant Dean/Executive Director for Academic Enrichment Programs	\$130,013	\$158,488	\$182,018	\$234,075
DASA	Assoc Director of Development	\$54,251	\$68,817	\$75,951	\$97,673
DASA	Assistant Director of Development, Arts Development	\$53,735	\$68,900	\$75,229	\$96,744
DASA	Executive Director of College Advancement	\$104,123	\$124,158	\$145,773	\$187,464
DASA	Director of Development for ARTS NC STATE	\$71,532	\$91,180	\$100,145	\$128,786
DASA	Director of Marketing & Communications	\$76,948	\$85,491	\$107,727	\$138,537
Libraries	Senior Vice Provost and Director of Libraries	\$191,765	\$245,781	\$268,471	\$345,254
Libraries	Deputy Director of Libraries	\$111,005	\$136,569	\$155,407	\$199,854
Libraries	Director, Finance and Business	\$104,656	\$138,391	\$146,518	\$188,423
Libraries	Executive Director of Development	\$104,123	\$124,158	\$145,773	\$187,464
Libraries	Director of Development, Major Gifts	\$71,532	\$91,180	\$100,145	\$128,786
Libraries	Asst Director of Development	\$57,898	\$68,372	\$81,057	\$104,239
Research & Innovation	Assistant Vice Chancellor for External Affairs	\$156,913	\$199,906	\$219,678	\$282,505
Research & Innovation	Associate Vice Chancellor, Partnerships	\$142,700	\$180,994	\$199,780	\$256,917
Research & Innovation	Assistant Vice Chancellor / State Director, SBTD	\$126,844	\$160,883	\$177,582	\$228,371
Office of General Counsel	Deputy General Counsel	\$257,643	\$291,252	\$360,701	\$463,861
Office of General Counsel	University Compliance Manager	\$94,640	\$110,343	\$132,496	\$170,390
Office of General Counsel	Associate General Counsel	\$148,720	\$173,395	\$208,208	\$267,755
Office of General Counsel	Senior Associate General Counsel for Business Ventures	\$148,720	\$173,395	\$208,208	\$267,755
Office of General Counsel	Associate General Counsel	\$148,720	\$173,395	\$208,208	\$267,755
Office of General Counsel	Associate General Counsel	\$108,160	\$126,106	\$151,424	\$194,731
Office of General Counsel	Associate General Counsel	\$148,720	\$173,395	\$208,208	\$267,755
Office of General Counsel	University Records Officer	\$52,692	\$66,348	\$73,768	\$94,866
Office of General Counsel	Associate General Counsel	\$108,160	\$126,106	\$151,424	\$194,731
Office of General Counsel	Associate General Counsel	\$135,200	\$157,632	\$189,280	\$243,414
Office of General Counsel	Associate General Counsel	\$135,200	\$157,632	\$189,280	\$243,414
EMAS	Senior Vice Provost for Enrollment Management and Services	\$219,303	\$249,083	\$307,024	\$394,833
EMAS	Associate Vice Provost and Director of Undergraduate Admissions	\$134,236	\$156,501	\$187,930	\$241,678
EMAS	Associate Vice Provost of Enrollment Management and Director of Scholarship and Financial Aid	\$137,776	\$165,190	\$192,887	\$248,052
EMAS	University Registrar	\$127,406	\$167,480	\$178,368	\$229,381
EMAS	Associate Vice Provost and Director of Communication	\$87,941	\$97,705	\$123,117	\$158,329
EMAS	Assistant Vice Provost, Financial Operations and Audit	\$104,656	\$138,391	\$146,518	\$188,423
EMAS	Associate Vice Provost for Enrollment Systems and Operations	\$101,925	\$133,984	\$142,694	\$183,505
DELTA	Senior Vice Provost for Academic Outreach and Entrepreneurship	\$233,187	\$262,980	\$326,461	\$419,829
DELTA	Associate Vice Provost, Online and Distance Education	\$131,402	\$146,164	\$183,963	\$236,577

NC State University
Proposed FY 2020 - 2021
SAAO Tier II Salary Ranges

Tab 7.2A
Page 6

College/Division	Working Title	FY 2020-21 Minimum	FY 2020-21 50th Percentile	FY 2020-21 75th Percentile	FY 2020-21 Maximum
DELTA	Associate Vice Provost, Academic Technology Innovation	\$139,139	\$172,004	\$194,795	\$250,506
DELTA	Associate Vice Provost for Marketing and Partnership Development	\$131,402	\$146,164	\$183,963	\$236,577
DELTA	Assistant Vice Provost, Business Operations	\$116,284	\$153,767	\$162,798	\$209,358
Executive Vice Chancellor & Provost	Director, IEI and Vice Provost for Outreach and Engagement	\$219,922	\$270,298	\$307,891	\$395,948
Executive Vice Chancellor & Provost	Director of Development	\$71,532	\$91,180	\$100,145	\$128,786
OIED	Vice Provost for Institutional Equity and Diversity	\$125,382	\$152,543	\$175,535	\$225,737
OIED	Associate Vice Provost for Diversity Engagement, Training and Education	\$90,612	\$115,200	\$126,857	\$163,138
OIED	Associate Vice Provost for Equal Opportunity and Deputy Title IX Coordinator	\$90,612	\$115,200	\$126,857	\$163,138
OIED	Assistant Equal Opportunity Officer	\$69,405	\$88,331	\$97,168	\$124,957
OIED	Assistant Vice Provost, Student Diversity	\$82,375	\$104,728	\$115,325	\$148,308
Office of Global Engagement	Associate Vice Provost of the Global Training Initiative	\$79,185	\$94,729	\$110,859	\$142,565
Office of Global Engagement	Vice Provost for International Affairs	\$195,426	\$246,575	\$273,596	\$351,845
Office of Global Engagement	Associate Vice Provost, Director External Relations and Development	\$92,554	\$110,362	\$129,576	\$166,634
Vice Chanc for Finance & Admin	Director of Operations, Analysis and Planning	\$116,284	\$153,767	\$162,798	\$209,358
Environmental Health & Safety	Director, Environmental Health and Safety	\$137,674	\$177,054	\$192,744	\$247,868
Environmental Health & Safety	Director of Insurance and Risk Management	\$122,591	\$154,243	\$171,628	\$220,713
Environmental Health & Safety	Chief of Police	\$159,864	\$202,932	\$223,809	\$287,819
Environmental Health & Safety	Director of Transportation	\$128,379	\$160,360	\$179,731	\$231,134
Environmental Health & Safety	Associate Vice Chancellor for Environmental Health & Public Safety	\$191,837	\$243,519	\$268,571	\$345,383
Environmental Health & Safety	Radiation Safety Officer/Assistant Director of EH&S	\$96,372	\$123,938	\$134,921	\$173,508
Environmental Health & Safety	Manager of Environmental Affairs	\$96,372	\$123,938	\$134,921	\$173,508
Environmental Health & Safety	Director of Security Applications & Technology	\$122,535	\$151,355	\$171,549	\$220,612
Univ Real Estate & Development	Associate Vice Chancellor for University Real Estate Operations	\$194,589	\$228,356	\$272,425	\$350,339
Univ Real Estate & Development	Director of Centennial Campus Real Estate	\$129,726	\$152,238	\$181,617	\$233,559
Facilities	Associate Vice Chancellor for Facilities	\$223,423	\$275,785	\$312,792	\$402,250
Facilities	University Architect	\$153,525	\$186,654	\$214,935	\$276,407
Facilities	Senior Director, Energy Systems	\$137,226	\$150,799	\$192,117	\$247,062
Facilities	Director, Building Maintenance and Operations	\$89,481	\$105,964	\$125,274	\$161,102
Facilities	Senior Director, Facilities Services	\$148,270	\$180,044	\$207,578	\$266,945
Facilities	Director for Capital Project Management	\$148,270	\$180,044	\$207,578	\$266,945
Budget Office	Associate Vice Chancellor for Budget & Resource Management	\$178,517	\$222,721	\$249,923	\$321,401
Budget Office	University Budget Director	\$127,266	\$152,003	\$178,173	\$229,130
Budget Office	Director of Cost Analysis	\$106,108	\$137,911	\$148,551	\$191,037
Budget Office	Assistant Budget Director, Reporting	\$85,024	\$102,175	\$119,034	\$153,077
Budget Office	Assistant Budget Director, Operations	\$85,024	\$102,175	\$119,034	\$153,077
Campus Enterprises	Associate Vice Chancellor for Campus Enterprises	\$194,332	\$205,353	\$272,065	\$349,875
Campus Enterprises	Director, NC State Trademark & Licensing	\$67,844	\$87,583	\$94,982	\$122,147
Campus Enterprises	Senior Director of Administrative Services	\$104,656	\$138,391	\$146,518	\$188,423
Campus Enterprises	Director of NC State Stores	\$93,079	\$110,697	\$130,311	\$167,580
Campus Enterprises	Senior Director of Hospitality Services	\$134,341	\$161,350	\$188,077	\$241,868
Campus Enterprises	Senior Director for Auxiliary Services	\$136,032	\$143,747	\$190,445	\$244,913
Human Resources	Associate Vice Chancellor for University Human Resources	\$228,502	\$283,467	\$319,902	\$411,394
Human Resources	Assistant Vice Chancellor, HR Operations	\$127,474	\$169,846	\$178,464	\$229,504
Human Resources	Director of Talent Acquisition and Employment	\$99,165	\$126,881	\$138,832	\$178,538
Human Resources	Director of Benefits, Employee Wellness and Work Life	\$124,439	\$138,172	\$174,214	\$224,040
Human Resources	Director of Classification & Compensation	\$120,662	\$132,034	\$168,927	\$217,240
Human Resources	Director of Human Resources Information Management	\$121,973	\$157,292	\$170,762	\$219,599
Human Resources	Director of Learning and Organizational Development	\$111,990	\$124,024	\$156,786	\$201,626
Human Resources	Assistant Vice Chancellor, HR Strategy	\$114,727	\$152,862	\$160,617	\$206,554
Human Resources	Director, Executive Search Services	\$85,006	\$106,048	\$119,009	\$153,045
Finance / University Controller	Associate Vice Chancellor for Finance and University Treasurer	\$233,488	\$272,787	\$326,884	\$420,372
Finance / University Controller	University Controller	\$148,245	\$184,944	\$207,543	\$266,900
Finance / University Controller	Director, Materials Management	\$149,838	\$167,717	\$209,773	\$269,768
Finance / University Controller	Director of Contracts and Grants	\$153,380	\$171,486	\$214,733	\$276,146
Finance / University Controller	Director, University Cashier	\$105,927	\$134,838	\$148,298	\$190,711
Finance / University Controller	Senior Director, Strategic Debt and Financial Management	\$129,167	\$150,983	\$180,834	\$232,553
Finance / University Controller	Senior Director - Foundations Accounting & Investments	\$147,620	\$172,552	\$206,667	\$265,774
Finance / University Controller	Director of Payroll	\$106,007	\$129,593	\$148,410	\$190,855
Finance / University Controller	Director of Investments	\$129,167	\$150,983	\$180,834	\$232,553
Finance / University Controller	Foundations Controller	\$115,207	\$148,296	\$161,290	\$207,418
Finance / University Controller	Associate University Controller	\$115,207	\$148,296	\$161,290	\$207,418
Finance / University Controller	Financial Reporting Director	\$102,406	\$131,819	\$143,369	\$184,372
OIT	Assistant Vice Chancellor for Communication Technology	\$131,873	\$169,158	\$184,622	\$237,424
OIT	Assistant Vice Chancellor of Enterprise Application Services	\$150,588	\$196,366	\$210,823	\$271,118
OIT	Assistant Vice Chancellor for Technology Support Services	\$120,740	\$148,500	\$169,036	\$217,381
OIT	Assistant Vice Chancellor for Shared Services	\$158,560	\$186,905	\$221,984	\$285,472
OIT	Chief Information Security Officer	\$163,380	\$201,806	\$228,732	\$294,150
OIT	Director of Platform Services	\$118,920	\$140,179	\$166,488	\$214,104

REPORTS

Residency for Full Scholarship Undergraduate Students REG 02.70.3

1. INTRODUCTION

1.1 Pursuant to North Carolina General Statute 116-143.6, the North Carolina State University Board of Trustees authorized the Chancellor to recognize entities as he/she may deem appropriate as providers of full scholarships for undergraduate students. Pursuant to that authority, the Chancellor will post annually a list of such providers in the Standard Operating Practice on Residency for Full Scholarship Undergraduates, at least six months prior to the semester in which it is to be effective.

1.2 Effective with the Summer II 2006 semester, NC State University will consider students who accepted admission on or after July 1, 2005 and who receive full scholarships, as defined by North Carolina General Statute 116-143.6, from the entities designated pursuant to Section 1.1, to be residents of North Carolina for all purposes intended by N.C.G.S. 116-143.6.

2. REPORT TO THE BOARD OF TRUSTEES

The Chancellor will provide the Board of Trustees with an annual report showing a list of the recognized entities and the number of students receiving full scholarships from each entity.

Annual Report

Approved Recognized Entities for 2019-20:

- Park Foundation
- NCSU Foundation, Inc.
- Endowment Fund of NCSU
- NC Agricultural Foundation, Inc.
- NC Dairy Foundation, Inc.
- NC Tobacco Foundation, Inc.
- NCSU Engineering Foundation
- NC Forestry Foundation
- Pulp and Paper Foundation, Inc.
- NCSU College of Sciences Foundation
- NC Textile Foundation
- NC Veterinary Medical Foundation, Inc.
- NCSU Alumni Association, Inc.
- Provost's Academic Award, in conjunction with University Endowed Scholarship Funding

The NCSU Student Aid Association/Wolfpack Club was an approved entity by NC State until July 1, 2010 when the NC General Assembly rescinded the resident tuition benefit for student athletes.

Recognized Entity	# New FR/TR Full Scholarship Non-Resident Students Receiving Resident Tuition Benefit	Total # (New + Continuing) Full Scholarship Non-Resident Students Receiving Resident Tuition Benefit
Park Foundation	15	56
Endowment Fund of NCSU	0	0
Natural Resources Foundation	2	4
Pulp and Paper Foundation	0	1
NC Textiles Foundation	0	2
TOTALS	17	63

Undergraduate Admissions

Special Consideration Process Update

Louis Hunt

Senior Vice Provost

Enrollment Management and Services



Purpose

- Provide a mechanism to admit students with exceptional talents in areas important to the university community
- The overriding criterion in all admissions decisions is the **potential for academic success**
- Process is governed by REG 02.10.4
 - “Identification and Performance Monitoring of Selected Students Requiring Special Consideration for Admissions” – issued in 2003 for the 2004/05 academic year
- Complies with UNC-GA Regulation 700.1.1[R]



Criteria

- The special consideration process includes students that do not meet UNC Minimum Admissions Requirements
- Or, meet two of the following criteria:
 - Rank in bottom half of high school class
 - High School GPA less than 2.5
 - Total SAT less than 980 (EBRW and Math)
 - SAT EBRW less than 470
 - SAT Math less than 460



Selection Results

2015 – 2019 Cohorts



Admissions Data

All Freshmen

	2015	2016	2017	2018	2019
Enrolled	4210	4227	4657	4,845	4,772
High School GPA	4.44	4.53	4.54	4.59	4.29
SAT Total	1250	1261	1309	1320	1337
SAT EBRW	610	616	647	650	659
SAT Math	641	644	662	670	678
ACT	29	29	29	29	29

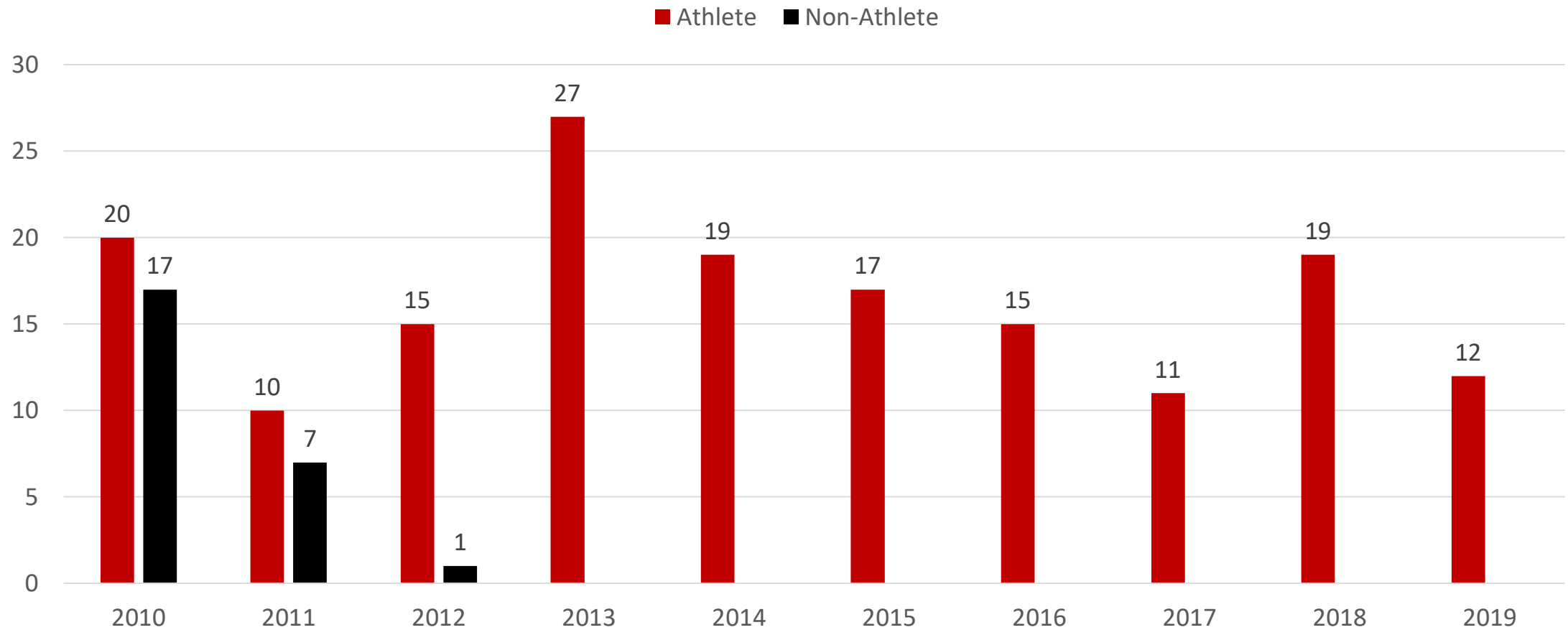
Admissions Data

Special Consideration Cases

	2015	2016	2017	2018	2019
Enrolled	17	15	11	19	12
High School GPA	3.03	2.72	2.96	2.98	3.08
SAT Total	836	873	878	938	971
SAT EBRW	389	425	430	473	482
SAT Math	447	448	448	465	489
ACT	17	18	19	20	21.5

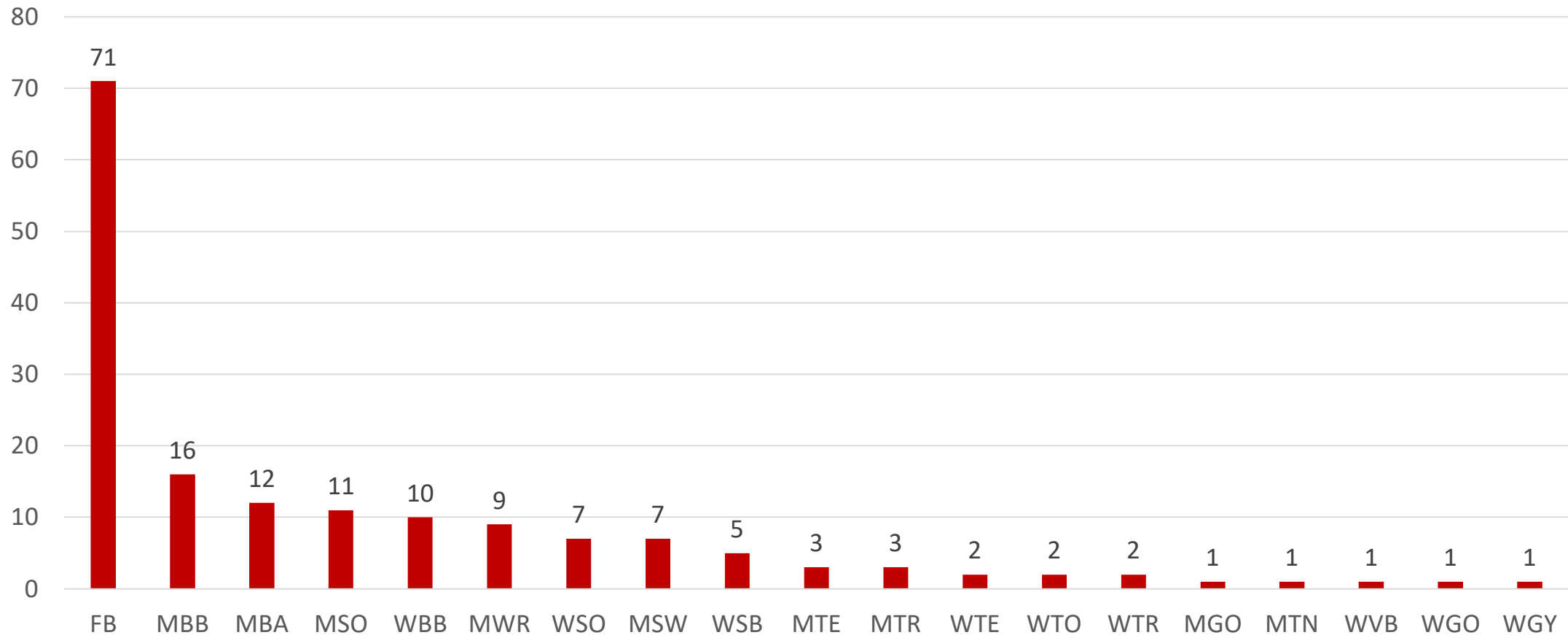
Special Consideration

Ten-Year Enrollment



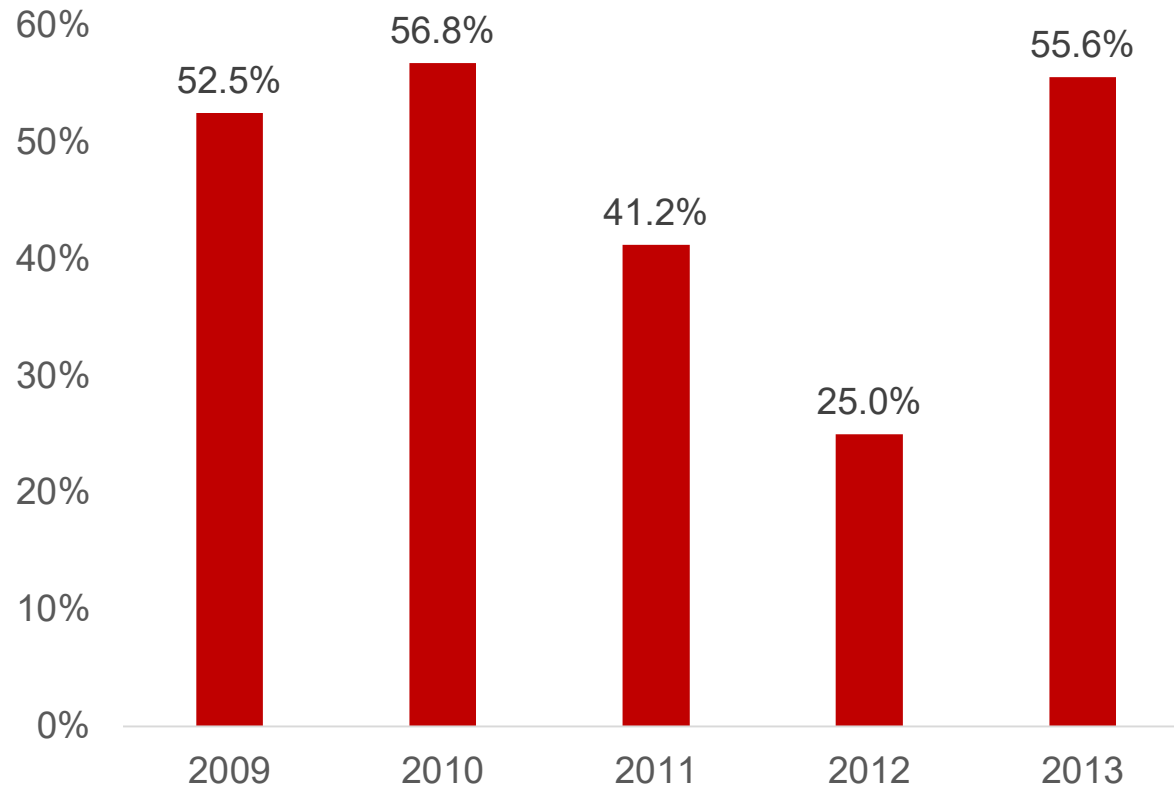
Special Consideration by Sport

Ten-Year Enrollment



Academic Performance of Special Consideration Cohorts

Graduation Rates of Students Admitted through Special Consideration



Year	Athletes	Non-Athletes	Total
2009	19	21	40
2010	20	17	37
2011	10	7	17
2012	15	1	16
2013	27	0	27

Ten-Year Enrollment Update of Student Athletes

Year	Enrolled	Graduated	Suspended	Went Professional	Withdrew	Total
2010	0	11	3	1	5	20
2011	0	5	1	0	4	10
2012	0	4	0	1	10	15
2013	0	15	0	0	12	27
2014	1	8	0	0	10	19
2015	6	3	0	1	7	17
2016	10	0	0	0	5	15
2017	5	0	0	0	6	11
2018	16	0	0	0	3	19
2019	12	0	0	0	0	12

Assessment

- Students admitted through special consideration processes are closely monitored and success rates are reported to the following:
 - Admissions Committee
 - Faculty Senate
 - Special Consideration Committee
 - Provost's Athletics Roundtable
 - Board of Trustees





Conclusion / Questions?

NC State University
Annual Human Resources Compliance Report – FY 2018-19

In 2002, the Board of Governors approved NC State's request for designation as a management flexibility institution and delegated authority to appoint and fix compensation for all vice chancellors, senior academic and administrative officers, any employee having permanent tenure, and other positions exempt from the State Human Resources Act.

The UNC President has delegated responsibility for review and approval of the Annual Human Resources Compliance Report to the Boards of Trustees under UNC Policy 600.3.4.

The Annual Human Resources Compliance Report is prepared for review and approval by the Chancellor and then shared with the institution's Board of Trustees as an information item prior to submission to the UNC System Office.


NC State's Annual Human Resources Compliance Report for Fiscal Year 2018-19 is divided into the following seven (7) parts with parts 1 – 4 specifically covered by NC State's management flexibility agreement:

- Part 1: SAAO Tier I Non-Salary Compensation, SAAO Tier II Salary Ranges and Methodology, EHRA IRIT Salary Ranges and Methodology, and Faculty Salary Ranges and Methodology
- Part 2: Conferral of Tenure
- Part 3: Institutional Policies (supplemental pay, interim appointments, and/or secondary appointments)
- Part 4: EHRA IRIT Position Actions
- Part 5: Harassment Complaints
- Part 6: Report of Hiring Activity
- Part 7: Certification of Approval

The university's FY 2018-19 report should be submitted to the UNC System Office by no later than **May 31, 2020**.

Annual Human Resources Compliance Report
PART 1: SAAO Tier I Non-Salary Compensation FY 2018-2019

Employee Name	CUPA Classification Code and Title	Senior Academic and Administrative (SAAO) Tier I Title	Was this position created or substantially modified this fiscal year? Y/N	Non-Salary Compensation (in dollars)							
				Athletic Tickets	Club Member-ship	Clinical Fac Benefits	Moving Expenses	Temporary Housing	Personal Vehicle Monthly Allowance*	Personal Vehicle Annual Allowance**	University Vehicle Total Allowance***
Arden,Warwick A.	102000: Executive Vice Chancellor	Executive Vice Chancellor and Provost	N		\$ 295						
Braden,Jeffery P	153220: Dean Humanities	Dean - Humanities and Social Sciences	N								
Buckless,Frank Alan Orth	153060: Dean Business	Dean - Poole College of Management	N								
Danowitz,Mary Ann	153120: Dean Education	Dean - Education	N								
Harries,Peter Juergen	153190: Dean Graduate School	Dean - Graduate School	N								
Hinks,David	999999: No CUPA Match	Dean - Wilson College of Textiles	N								
Hoit,Marc I	129000: Chief Information/IT Officer	Vice Chancellor for Information Technology	N								
Hoversten PhD,Mark Elison	153020: Dean Architecture/Design	Dean - Design	N								
Howell,Kevin Dwan	119000: Chief External Affairs Officer	Vice Chancellor - External Affairs, Partnerships and Economic Development	N								
Linton,Richard H	153010: Dean Agriculture	Dean - Agriculture and Life Sciences	N								
Lunn,David Paul	153410: Dean Veterinary Medicine	Dean - Veterinary Medicine	N								
Martin,Louis A	153130: Dean Engineering	Dean - Engineering	N								
McGahan,Mary C.	153360: Dean Sciences	Dean - Sciences	N								
Mullen,Michael David	145000:Chief Student Affairs/Stud Life Officer	Vice Chancellor and Dean for Division of Academic and Student Affairs	N								
Newhart,Allison Beth	137000: Chief Legal Affairs Officer	Vice Chancellor and General Counsel	N				\$ 14,895				
Peloquin-Dodd,Mary T.	107000: Chief Business Officer	Vice Chancellor for Finance and Administration	N								
Sischo,Brian C	113000: Chief Development/Adv Officer	Vice Chancellor for University Advancement	N								\$ 3,560
Vouk,Mladen Alan	143000: Chief Research Officer	Vice Chancellor for Research and Innovation	N								
Watzin,Mary	153170: Dean Forestry & Environ Studies	Dean - Natural Resources	N								
Woodson,William Randolph	101000: Chief Executive Officer, Single Inst	Chancellor	N								\$ 2,086

INSTRUCTIONS:  List all Senior Academic and Administrative Officer (SAAO) Tier I employees (including chancellor) as of June 30, 2019. For the non-salary compensation columns, enter the total dollar value of the amount received in FY 18-19 in each category. Leave cells blank if no compensation was provided to the employee during FY 18-19 in that category.

NEW INSTRUCTION: Include vacant SAAO-I roles as well as of June 30, 2019.
NEW INSTRUCTION - *If there's a Personal Vehicle allowance, monthly car allowance goes here
NEW INSTRUCTION - **If there's a Personal Vehicle allowance, total annual amount of car allowance goes here
NEW INSTRUCTION - * If there's a University Vehicle allowance, total amount is included as imputed income**

Total Number of SAAO Tier 1 Employees	Total Amount of Non-Salary Compensation for SAAO Tier 1
20	\$ 20,836.00

PART 1 (con't): SAAO Tier II Salary Ranges (check one)

<input type="checkbox"/>	Our institution used the UNC System Office published Senior Academic and Administrative Officer (SAAO) Tier II salary ranges in FY 18-19.
<input checked="" type="checkbox"/>	Our institution's SAAO Tier II salary ranges and methodology for FY 18-19 are attached.

Attach your institution's SAAO Tier II salary ranges and methodology for FY 18-19 below (Cell B7).



our institution's methodology HERE.

EHRA IRIT Salary Ranges (check one)

<input type="checkbox"/>	Our institution used the UNC System Office published, recommended Institutional, Research and Information Technology (IRIT) salary ranges in FY 18-19.
<input checked="" type="checkbox"/>	In lieu of providing IRIT salary ranges, a disclosure on how individual ranges are derived is attached.

Attach your institution's disclosure on how individual ranges are derived below (Cell B15).



our institution's disclosure HERE.

Faculty Salary Ranges (check one)

<input checked="" type="checkbox"/>	Our institution's faculty salary ranges and methodology for FY 18-19 are attached.
<input type="checkbox"/>	In lieu of providing faculty salary ranges, a disclosure on how individual ranges are derived is attached.

Attach your institution's faculty salary ranges and methodology or your institution's disclosure on how individual ranges are derived below (Cell B23). Please pay particular attention to the quality of your submission. We expect to see clear details on your methodology (including target market rate, and the size of the range spread) and primary/secondary data sources.



our institution's document HERE.

PART 2: Conferral of Tenure

46	Number of faculty reviewed for tenure
44	Number of faculty granted tenure
20	Number of new faculty hired with tenure

PART 3: Institution Policies

Does your institution have a supplemental pay, interim appointments, and/or secondary appointments policy

We understand that campus practices differ, and that, at times, we even see difference in the interpretation of what constitutes "base pay" and "supplemental salary." We further understand that many of your HRIS systems are calibrated to gather information differently than other campuses, and that you may even have variances in policy amongst different college or business units. These questions represent an initial foray into gathering information on this subject, and you're welcome to provide whatever context you'd like. Please operate under basic definitions – such as base pay being all pay for the primary role; while everything else falls into the "supplemental" category, including long-term stipends, interim appointments, and other supplements. (It's okay to exclude things we've always excluded, including task-based compensation such as summer course payments and course overloads.) Please contact Keith Dupuis (kedupuis@northcarolina.edu) with any specific follow-up questions.

<input checked="" type="checkbox"/>	YES	Our institution's supplemental pay, interim appointments, and/or secondary appointments policy and/or procedures is attached.
	Date last reviewed:	2/28/2017
<input type="checkbox"/>	NO	Our institution does not have a supplemental pay, interim appointments, and/or secondary appointments policy or procedures. Attached is the methodology used at our institution to review supplemental pay, interim appointments, and/or secondary appointments. Please be aware that an answer of "NO" should also be accompanied by an action plan for permanently establishing those procedures over the coming fiscal year.

Attach your institution's policy or procedures on supplemental pay, interim appointments, and/or secondary appointments OR attach your institution's methodology for reviewing supplemental pay, interim appointment and/or secondary appointments (Cell B41).



our institution's document HERE.

In your HRIS system, do you distinguish between base pay and supplemental pay?

<input checked="" type="checkbox"/>	YES	<input type="checkbox"/>	NO
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If "NO", please briefly explain how you do distinguish between base pay and supplemental pay. Please be aware that an answer of "NO" should also be accompanied by an action plan for permanently establishing those procedures over the coming fiscal year.

PART 4: EHRA IRIT Position Actions

Does your institution have delegated authority for IRIT position actions?

<input checked="" type="checkbox"/>	YES	My institution has independent IRIT authority to create and reclassify IRIT positions (excepting those that may require special review under periodic legislation, such as the state-mandated Consultation process), with the exception of RADA/CADA position actions which are submitted to UNC System Office for review and approval. Our institution's Annual IRIT Report for FY 18-19 is completed in the Tab Titled "IRIT Annual Report"
<input type="checkbox"/>	NO	My institution does not have delegated authority to create and revise IRIT positions. We submit all requests for new or reclassified IRIT positions to UNC System Office for review and approval.

Attach your institution's Annual IRIT Report (Cell B57).

Insert your institution's document [HERE](#).

PART 5: Harassment Complaints

Please affirm that your institution has measures in place to track harassment complaints and can provide this information to the System Office upon request. Internal tracking mechanisms should include the following data elements **(which we are only confirming you have prepared, and are not asking that you provide as part of this report)**:

1. Name of Accused and Employee Type/Student Status (SHRA, EHRA Non-faculty, Faculty, Temp Employee, Student, Other)
2. Name of Complainant and Employee Type/Student Status (use above categories)
3. Date of Complaint
4. Date of Resolution
5. Identify protected basis(es) for complaint: race, religion, color, national origin, sex, age, disability, genetic information, political affiliation.
6. How Complaint was filed: EEOC Complaint, EEO complaint, complaint part of SHRA grievance process
7. Findings? Yes or No
8. If findings, list type of disciplinary action: Dismissal or Other disciplinary action

<input checked="" type="checkbox"/>	YES	My institution tracks harassment complaints and, if requested by the System Office, can provide the above listed data in a report form.
<input type="checkbox"/>	NO	My institution does NOT track harassment complaints or does not collect all of the above listed data. Please be prepared to send a separate email to System Office HR, to the attention of Keith Dupuis, about this issue. It was an expectation on the FY 17-18 HR Compliance Plan that no campus would be checking "NO" in FY 18-19.

PART 6: Report of Hiring Activity

Report of Hiring Activity for Fiscal Year 2018-2019. Hiring activity should include competitive events and waivers of recruitment for **permanent positions only** (exclude temporary employees/appointments). Please note that WAIVERS are considered hires as well.

Employee Category	External Hire Count from Outside the UNC System	External Hire Count from Within the UNC System	Internal Hire Count
EHRA Faculty	310	3	34
EHRA Senior Academic and Administrative Officer Tier I	2	0	1
EHRA Senior Academic and Administrative Officer Tier II	24	5	16
EHRA IRIT	384	17	83
All Other EHRA Non-Faculty Not Otherwise Categorized	0	0	0
SHRA Staff	595	22	207
Grand Totals	1315	47	341

PART 7: Certification of Approval

INSTITUTIONS WITH MANAGEMENT FLEXIBILITY	
I certify that I reviewed and approved <u>NC State University</u> Annual Human Resources Compliance Report for the Fiscal Year ending June 30, 2019 and this report was approved by the Board of Trustees on <u>23-Apr-20</u> .	
Name:	
Chancellor	Date

INSTITUTIONS WITHOUT MANAGEMENT FLEXIBILITY	
I certify that I reviewed and approved <u>[INSTITUTION NAME]'s</u> Annual Human Resources Compliance Report for the Fiscal Year ending June 30, 2019.	
Name:	
Chancellor	Date

For Institutions with the Special Authority to Create or Modify IRIT Positions

Those campuses with special IRIT authority should use this template to report all new or modified positions that happened during 2018-2019.

Institution	EHRA Title	EHRA Position Number	Previous Designation	Previous SHRA Position (if applicable)		IRIT Code	Effective Date
			(SHRA, EHRA or New Position)	Classification (Plus Competency)	Position Number		
NC State University	Graduate Services Coordinator and Academic	00102829	SHRA	Administrative Support	00102829	IRIT-01	8/1/2018
NC State University	Academic Advisor	00107062	New	-		IRIT-01	8/1/2018
NC State University	Environmental Sciences Academic Advisor	00107058	New	-		IRIT-01	7/1/2018
NC State University	Assistant Program Director for College Advising	00104225	SHRA	University Program As	00104225	IRIT-01	7/1/2018
NC State University	Academic Coordinator	00107528	New	-		IRIT-01	9/26/2018
NC State University	Program Coordinator for Fellowship Advising	00105549	EHRA	-		IRIT-01	8/1/2018
NC State University	Program Coordinator, Academic Affairs Asses	00104899	SHRA	University Program As	00104899	IRIT-01	8/24/2018
NC State University	Academic Advisor	00107633	New	-		IRIT-01	9/17/2018
NC State University	Administrative Advisor	00107382	New	-		IRIT-01	7/1/2018
NC State University	International Advisor	00100501	EHRA	-		IRIT-01	8/15/2018
NC State University	Study Abroad Advisor	00062791	EHRA	-		IRIT-01	9/7/2018
NC State University	Director of Advising	00100559	EHRA	-		IRIT-01	9/7/2018
NC State University	Senior Academic Advisor	00100144	EHRA	-		IRIT-01	8/8/2018
NC State University	Academic Coordinator	00103193	EHRA	-		IRIT-02	7/16/2018
NC State University	Program Coordinator, TRIO Programs	00007146	EHRA	-		IRIT-02	7/16/2018
NC State University	Director of Computer Science Initiatives	00107619	New	-		IRIT-02	7/16/2018
NC State University	Assistant Director, The Engineering Place	00103810	EHRA	-		IRIT-02	8/31/2018
NC State University	Technical and Business Communications Spec	00100466	EHRA	-		IRIT-02	7/1/2018
NC State University	Trainer, Center for Family & Community Enga	00101161	EHRA	-		IRIT-15	9/5/2018
NC State University	Director of Enrollment Systems and Operatio	00001649	EHRA	-		IRIT-03	9/18/2018
NC State University	Associate Athletic Director for Finance & Busi	00003491	EHRA	-		IRIT-05	8/31/2018
NC State University	Director of Football Visual Production for Scov	00002802	EHRA	-		IRIT-05	9/6/2018
NC State University	Sport Psychologist	00102110	EHRA	-		IRIT-05	9/27/2018
NC State University	Senior Associate Athletic Director	00002796	EHRA	-		IRIT-05	8/15/2018
NC State University	Associate Athletic Director for Administration	00004732	EHRA	-		IRIT-05	8/21/2018
NC State University	Asst Strength & Conditioning Coach	00107550	New	-		IRIT-05	9/26/2018
NC State University	Head Athletic Trainer	00106289	EHRA	-		IRIT-05	7/1/2018
NC State University	Associate Head Coach	00004536	EHRA	-		IRIT-05	9/27/2018
NC State University	Football Quality Control Coordinator	00104528	EHRA	-		IRIT-05	8/27/2018
NC State University	Director of Experiential Learning for the Entre	00104631	EHRA	-		IRIT-07	8/21/2018
NC State University	Professional Development Coach/Counselor	00107215	New	-		IRIT-09	8/23/2018
NC State University	Associate Director for Clinical Services	00001630	EHRA	-		IRIT-09	8/6/2018
NC State University	Sports Psychologist	00107532	New	-		IRIT-09	8/17/2018
NC State University	Director of Career Services	00100951	EHRA	-		IRIT-09	8/21/2018
NC State University	Assistant Director for Post Masters Fellowship	00103814	EHRA	-		IRIT-09	8/21/2018
NC State University	Counseling Services Associate	00107464	New	-		IRIT-09	8/27/2018
NC State University	Counselor - Interpersonal Violence Coordinat	00001632	EHRA	-		IRIT-09	10/1/2018
NC State University	Intake Specialist/Triage Counselor	00107378	New	-		IRIT-09	8/29/2018
NC State University	Institutional Research Analyst	00041242	EHRA	-		IRIT-10	8/1/2018
NC State University	Assistant Director, DELTA Planning & Assessm	00105130	EHRA	-		IRIT-10	9/7/2018
NC State University	IACUC Compliance Coordinator	00105564	SHRA	University Program As	00105564	IRIT-10	9/27/2018
NC State University	Assistant Director, Assessment & Reporting	00065600	EHRA	-		IRIT-10	8/30/2018
NC State University	Football Offense/Defense Quality Control Dir	00107413	New	-		IRIT-11	8/21/2018
NC State University	Program Evaluation Specialist	00107181	New	-		IRIT-12	8/7/2018
NC State University	Database Administrator	00107165	New	-		IRIT-12	9/18/2018
NC State University	Assistant Director, Faculty Development	00065283	EHRA	-		IRIT-12	8/21/2018
NC State University	Academic Initiatives Program Manager	00107230	New	-		IRIT-12	8/23/2018
NC State University	Instructional and Media Designer	00107125	New	-		IRIT-12	9/19/2018
NC State University	Lead Project Manager	00106616	EHRA	-		IRIT-12	9/28/2018
NC State University	IT Security Specialist	00105294	SHRA	IT Security Specialist -	00105294	IRIT-12	8/6/2018
NC State University	Multimedia Designer	00104341	SHRA	Visual Arts Specialist -	00104341	IRIT-12	9/1/2018
NC State University	Assistant Director, DELTA Testing Services	00107371	New	-		IRIT-12	9/7/2018
NC State University	Manager, Enterprise Document Management	00060568	SHRA	Bus & Tech App Specia	00060568	IRIT-12	8/22/2018
NC State University	Director, Web Systems PCOM	00065478	EHRA	-		IRIT-12	7/2/2018
NC State University	Lab Manager, Computer Science	00107022	New	-		IRIT-13	8/6/2018
NC State University	Research Scientist	00107071	New	-		IRIT-13	7/1/2018
NC State University	Laboratory Supervisor, Aquatic Epidemiology	00107067	New	-		IRIT-13	7/10/2018
NC State University	Laboratory Manager, Heil Lab	00107469	New	-		IRIT-13	8/10/2018
NC State University	Lab Manager, MATLAB	00107620	New	-		IRIT-13	7/2/2018
NC State University	Wet Lab Manager	00107456	New	-		IRIT-13	7/6/2018
NC State University	Senior Scientist	00107268	EHRA	-		IRIT-13	7/2/2018
NC State University	Assistant Director, Operations	00065507	EHRA	-		IRIT-13	7/2/2018
NC State University	Translational Nutrition Program Manager	00062278	EHRA	-		IRIT-15	7/2/2018
NC State University	Director of the Supply Chain Resource Cooper	00060953	EHRA	-		IRIT-15	7/2/2018
NC State University	BELK Center Program Coordinator	00107193	New	-		IRIT-15	7/6/2018
NC State University	Lead Literacy Coach	00106995	EHRA	-		IRIT-15	7/9/2018
NC State University	Coordinator, Professional Development Progr	00065573	EHRA	-		IRIT-15	7/10/2018
NC State University	Client Relations Manager	00107214	New	-		IRIT-15	7/2/2018
NC State University	Extension Associate, 4-H Youth Development	00107153	New	-		IRIT-15	7/25/2018
NC State University	Extension Assistant, 4-H Youth Development	00107154	New	-		IRIT-15	7/13/2018
NC State University	Extension Assistant, 4-H Youth Development	00107135	New	-		IRIT-15	7/6/2018
NC State University	Diabetes Prevention Program Coordinator	00107179	New	-		IRIT-15	7/6/2018
NC State University	Technical Niche Meat Program Coordinator	00107184	New	-		IRIT-15	7/6/2018
NC State University	Director of Strategic Initiatives & External Rel	00107187	New	-		IRIT-15	7/5/2018
NC State University	CALS Global Academy Program Coordinator	00107176	New	-		IRIT-15	7/1/2018
NC State University	Evaluation and Talent Development Specialist	00103983	EHRA	-		IRIT-15	7/12/2018
NC State University	Client Relations Manager	00107213	New	-		IRIT-15	7/2/2018

NC State University	Assistant Diabetes Prevention Program Coord	00107175	New	-		IRIT-15	8/7/2018
NC State University	Managing Director Wolfpack Investor Networ	00107166	New	-		IRIT-15	8/7/2018
NC State University	Lactation Consultant Training Program Manag	00101348	EHRA	-		IRIT-15	7/1/2018
NC State University	Family Partner Specialist	00107069	New	-		IRIT-15	7/9/2018
NC State University	Program Coordinator	00107082	New	-		IRIT-15	8/1/2018
NC State University	Extension Assistant	00107076	New	-		IRIT-15	7/13/2018
NC State University	Senior Associate Director for Operations and	00061699	EHRA	-		IRIT-15	3/5/2019
NC State University	Science Communicator	00107482	New	-		IRIT-15	3/1/2019
NC State University	Extension Associate	00107300	EHRA	-		IRIT-15	3/15/2019
NC State University	Program Manager	00102784	EHRA	-		IRIT-15	3/14/2019
NC State University	Extension Associate	00107301	EHRA	-		IRIT-15	6/17/2019
NC State University	Director of the State Climate Office of North C	00060660	EHRA	-		IRIT-15	11/2/2018
NC State University	Assistant Director of Operations and Client M	00103275	EHRA	-		IRIT-15	11/2/2018
NC State University	Program Coordinator / Evaluator	00104762	EHRA	-		IRIT-15	3/14/2019
NC State University	Extension Associate	00107270	EHRA	-		IRIT-15	6/15/2019
NC State University	Extension Associate for Extrusion Technology	00107562	New	-		IRIT-15	12/11/2018
NC State University	Program Director, Eat Smart, Move More, We	00061977	EHRA	-		IRIT-15	3/29/2019
NC State University	Extension Assistant	00107507	New	-		IRIT-15	4/1/2019
NC State University	Project Coordinator HHMI Inclusive Excellenc	00107297	New	-		IRIT-15	2/19/2019
NC State University	Extension Associate, Eat Smart, Move More, V	00101349	EHRA	-		IRIT-15	12/11/2018
NC State University	Associate Director, Integrated Communicatio	00106588	EHRA	-		IRIT-15	1/1/2019
NC State University	Regional Director for Raleigh/NC SU & Directo	00107328	New	-		IRIT-15	1/1/2019
NC State University	Program Specialist for Outreach Programs	00107246	New	-		IRIT-15	1/1/2019
NC State University	Director of Global Programs	00106610	EHRA	-		IRIT-15	2/1/2019
NC State University	Extension Associate	00007128	EHRA	-		IRIT-15	6/30/2019
NC State University	Project Manager	00062936	EHRA	-		IRIT-15	1/1/2019
NC State University	Special Assistant of Operations and Strategy	00103219	EHRA	-		IRIT-15	6/30/2019
NC State University	Director, NC Defense Industry Diversification	00061135	EHRA	-		IRIT-15	3/1/2019
NC State University	Program Coordinator	00107407	New	-		IRIT-15	6/6/2019
NC State University	Extension Assistant	00107459	New	-		IRIT-15	4/11/2019
NC State University	Extension Specialist - Clean Transportation	00107535	New	-		IRIT-15	6/30/2019
NC State University	Trainer	00107513	New	-		IRIT-15	6/24/2019
NC State University	Extension Assistant	00107369	New	-		IRIT-15	10/23/2018
NC State University	Program Manager	00107415	New	-		IRIT-15	3/29/2019
NC State University	Associate Executive Director, Field Extension	00008062	EHRA	-		IRIT-15	1/1/2019
NC State University	Assistant Director, Quality	00105184	EHRA	-		IRIT-15	4/25/2019
NC State University	Program Coordinator	00107244	New	-		IRIT-15	1/1/2019
NC State University	Assistant Director for Outreach Programs	00102214	EHRA	-		IRIT-15	5/1/2019
NC State University	Director of Executive Leadership Programs	00105717	EHRA	-		IRIT-15	6/17/2019
NC State University	Director of Outreach, Office of Research & Inn	00102912	EHRA	-		IRIT-15	1/24/2019
NC State University	Youth Food Systems Coordinator	00104219	EHRA	-		IRIT-15	3/29/2019
NC State University	Nutrition Education Outreach and Materials N	00107602	New	-		IRIT-15	5/20/2019
NC State University	Extension Associate	00107352	New	-		IRIT-15	3/29/2019
NC State University	Director, Research Administration & Pre-Awa	00103692	EHRA	-		IRIT-16	10/1/2018
NC State University	Visiting Scholar	00107242	New	-		IRIT-16	11/7/2018
NC State University	Director - Reedy Creek Farm	00107208	New	-		IRIT-16	11/8/2018
NC State University	Grants Coordinator	00000027	EHRA	-		IRIT-16	5/1/2019
NC State University	Program Manager - Laboratory for Analytic Sc	00105866	EHRA	-		IRIT-16	5/23/2019
NC State University	Data Manager/Biostatistician	00107272	New	-		IRIT-16	12/18/2018
NC State University	Director of Special Projects and Planning	00061821	SHRA	Executive Assistant - A	00061821	IRIT-16	12/18/2018
NC State University	Assistant Director for Education and Training,	00105459	EHRA	-		IRIT-16	6/10/2019
NC State University	Director of the North Carolina Renewable Oce	00100903	EHRA	-		IRIT-16	6/30/2019
NC State University	Institutional Review Board Program (IRB) Coo	00107475	New	-		IRIT-16	6/30/2019
NC State University	Contracts Manager	00105901	EHRA	-		IRIT-16	4/25/2019
NC State University	Visiting Scholar	00107265	New	-		IRIT-16	6/15/2019
NC State University	Visiting Scholar	00107387	New	-		IRIT-16	6/4/2019
NC State University	Subcontract Manager/Financial Analyst	00104322	EHRA	-		IRIT-16	11/1/2018
NC State University	Research Programmer	00107013	New	-		IRIT-17	12/1/2018
NC State University	Research Assistant - Gruen Lab	00107220	New	-		IRIT-17	3/15/2019
NC State University	Research Associate - Cancer Genomics and Fc	00107209	New	-		IRIT-17	3/27/2019
NC State University	Visiting Scholar	00107150	New	-		IRIT-17	5/22/2019
NC State University	Program Coordinator	00107194	New	-		IRIT-17	6/1/2019
NC State University	Research Associate	00107087	New	-		IRIT-17	10/22/2018
NC State University	Research Developer	00107109	New	-		IRIT-17	3/29/2019
NC State University	Research Scholar	00065386	EHRA	-		IRIT-17	4/22/2019
NC State University	Research Scholar	00107108	New	-		IRIT-17	5/20/2019
NC State University	Research Associate, 3-D Air Quality Models	00107182	New	-		IRIT-17	10/26/2018
NC State University	Program Manager, Project GO	00107180	New	-		IRIT-17	11/5/2018
NC State University	Research Assistant	00107225	New	-		IRIT-17	11/1/2018
NC State University	Research Associate	00107224	New	-		IRIT-17	2/26/2019
NC State University	Research Project Coordinator - Animal Food a	00107149	New	-		IRIT-17	5/17/2019
NC State University	Research Assistant	00107227	New	-		IRIT-17	6/1/2019
NC State University	Research Associate, Buchler Lab	00107159	New	-		IRIT-17	6/1/2019
NC State University	ServiceNow Developer	00104770	SHRA	Bus & Tech App Specia	00104770	IRIT-17	6/30/2019
NC State University	Research Assistant - Adler Lab	00107158	New	-		IRIT-17	2/18/2019
NC State University	Project Manager	00107164	New	-		IRIT-17	1/14/2019
NC State University	Research Scholar - Online Initiatives	00103116	EHRA	-		IRIT-17	1/2/2019
NC State University	Research Assistant - Cruse Lab	00107192	New	-		IRIT-17	4/1/2019
NC State University	Research Associate	00107226	New	-		IRIT-17	4/15/2019
NC State University	Research Scholar	00107183	New	-		IRIT-17	5/1/2019
NC State University	Tobacco Research Assistant	00107128	New	-		IRIT-17	5/10/2019
NC State University	Senior Research Scholar	00100723	EHRA	-		IRIT-17	6/30/2019
NC State University	Training Manager, Enterprise Research Adm	00007257	EHRA	-		IRIT-17	11/1/2018
NC State University	Research Assistant	00106614	EHRA	-		IRIT-17	2/5/2019

NC State University	Research Associate	00102395	EHRA	-		IRIT-17	11/30/2018
NC State University	Research Associate	00107051	New	-		IRIT-17	11/30/2018
NC State University	Research Associate	00107053	New	-		IRIT-17	1/1/2019
NC State University	Research Assistant	00107048	New	-		IRIT-17	1/1/2019
NC State University	Research Assistant	00107066	New	-		IRIT-17	1/1/2019
NC State University	Research Assistant	00107045	New	-		IRIT-17	1/1/2019
NC State University	Research Scholar	00006033	EHRA	-		IRIT-17	4/23/2019
NC State University	Research Associate - CVM Office of Research/	00107063	New	-		IRIT-17	5/16/2019
NC State University	Compliance and IP Manager	00100337	EHRA	-		IRIT-17	4/8/2019
NC State University	Research Associate	00107129	New	-		IRIT-17	11/28/2018
NC State University	Director, Micropropagation and Repository U	00107070	New	-		IRIT-17	2/13/2019
NC State University	Research Assistant	00107295	New	-		IRIT-17	1/25/2019
NC State University	Research Assistant	00107296	New	-		IRIT-17	10/8/2018
NC State University	Research Associate	00065692	EHRA	-		IRIT-17	6/3/2019
NC State University	Research Assistant	00107410	New	-		IRIT-17	10/1/2018
NC State University	Visiting Scholar	00107481	New	-		IRIT-17	11/7/2018
NC State University	Research Assistant	00107441	New	-		IRIT-17	1/1/2019
NC State University	Research Assistant	00107337	New	-		IRIT-17	1/1/2019
NC State University	Associate Producer and Director	00103706	EHRA	-		IRIT-17	11/15/2018
NC State University	Senior Research Scholar	00107518	New	-		IRIT-17	4/1/2019
NC State University	Bio Electron Microscopy Staff Scientist	00107275	New	-		IRIT-17	6/24/2019
NC State University	Research Assistant - Transportation Research	00107398	New	-		IRIT-17	4/5/2019
NC State University	Research Scholar	00107565	New	-		IRIT-17	10/31/2018
NC State University	Research Scholar	00107353	New	-		IRIT-17	11/15/2018
NC State University	Research Assistant in Forest Biotechnology	00107354	New	-		IRIT-17	5/8/2019
NC State University	Research Associate	00106681	EHRA	-		IRIT-17	3/26/2019
NC State University	Research Associate	00105384	EHRA	-		IRIT-17	3/29/2019
NC State University	IT Security Specialist	00107248	New	-		IRIT-17	1/1/2019
NC State University	Mathematician/Bio-Statistician Research Schd	00107572	New	-		IRIT-17	1/1/2019
NC State University	Research Associate	00061314	EHRA	-		IRIT-17	1/1/2019
NC State University	Senior Research Scholar	00107525	New	-		IRIT-17	1/1/2019
NC State University	Research Project Coordinator	00060952	SHRA	Research Operation M	00060952	IRIT-17	1/1/2019
NC State University	Research Assistant	00107284	New	-		IRIT-17	3/27/2019
NC State University	Research Scholar	00106840	EHRA	-		IRIT-17	5/11/2019
NC State University	Research Associate	00106340	EHRA	-		IRIT-17	6/16/2019
NC State University	Data Technician	00105544	EHRA	-		IRIT-17	6/30/2019
NC State University	Research Scholar	00103532	EHRA	-		IRIT-17	4/1/2019
NC State University	Veterinary Clinical Instructor, Emergency & Cr	00105358	EHRA	-		IRIT-17	3/18/2019
NC State University	Research Associate - Seed & Pollen Technolog	00065041	EHRA	-		IRIT-17	3/22/2019
NC State University	Research Assistant	00107324	New	-		IRIT-17	3/18/2019
NC State University	Research Assistant	00107432	New	-		IRIT-17	3/1/2019
NC State University	Project and Field Lab Coordinator	00061579	EHRA	-		IRIT-17	5/2/2019
NC State University	Research Scholar - PLLC	00103800	EHRA	-		IRIT-17	2/25/2019
NC State University	Research Associate	00062735	EHRA	-		IRIT-17	6/30/2019
NC State University	Research Associate	00107640	New	-		IRIT-17	6/21/2019
NC State University	Clinical Veterinarian, Equine Internal Medicine	00102487	EHRA	-		IRIT-17	10/1/2018
NC State University	Research Associate	00061594	EHRA	-		IRIT-17	5/28/2019
NC State University	Research Assistant	00107549	New	-		IRIT-17	10/30/2018
NC State University	Research Assistant	00106338	EHRA	-		IRIT-17	8/28/2018
NC State University	Research Scholar	00105833	EHRA	-		IRIT-17	11/26/2018
NC State University	Research Scholar	00101390	EHRA	-		IRIT-17	1/1/2019
NC State University	Visiting Research Scholar	00107542	New	-		IRIT-17	11/1/2018
NC State University	Research Associate - FIRE	00107286	New	-		IRIT-17	12/20/2018
NC State University	Research Assistant	00104569	EHRA	-		IRIT-17	11/7/2018
NC State University	Radiation Oncology Clinical Veterinarian	00102659	EHRA	-		IRIT-17	10/22/2018
NC State University	Research Assistant-Michielsen Lab	00107395	New	-		IRIT-17	11/20/2018
NC State University	Comparative Veterinary Anatomic Pathologist	00104568	EHRA	-		IRIT-17	4/1/2019
NC State University	Program Manager	00105435	EHRA	-		IRIT-17	4/1/2019
NC State University	Visiting Scholar	00107427	New	-		IRIT-17	1/24/2019
NC State University	Senior Research Scholar	00105189	EHRA	-		IRIT-17	1/1/2019
NC State University	Clinical Veterinarian in Orthopedic Surgery an	00105429	EHRA	-		IRIT-17	11/30/2018
NC State University	Assistant Director, Center for Family & Comm	00100824	EHRA	-		IRIT-17	1/7/2019
NC State University	Senior Research Scholar	00107261	New	-		IRIT-17	5/8/2019
NC State University	Research Assistant	00107232	New	-		IRIT-17	10/9/2018
NC State University	Project Director - Study Director	00106702	EHRA	-		IRIT-17	1/1/2019
NC State University	Senior Research Scholar	00107581	New	-		IRIT-17	11/1/2018
NC State University	Research Assistant	00107431	New	-		IRIT-17	3/1/2019
NC State University	Research Assisant	00103301	EHRA	-		IRIT-17	2/7/2019
NC State University	Research Program Manager	00106599	EHRA	-		IRIT-17	2/12/2019
NC State University	Instructional Design - Research Scholar	00100284	EHRA	-		IRIT-17	11/1/2018
NC State University	IT Analyst / Programmer	00107461	New	-		IRIT-17	1/1/2019
NC State University	Research Assistant	00107548	New	-		IRIT-17	11/1/2018
NC State University	Research Assistant	00107383	New	-		IRIT-17	2/6/2019
NC State University	Clinical Veterinarian	00061938	EHRA	-		IRIT-17	6/5/2019
NC State University	Research Assistant	00107497	New	-		IRIT-17	1/1/2019
NC State University	Research Assistant	00107269	New	-		IRIT-17	1/1/2019
NC State University	Senior Data Analytics Developer	00102608	EHRA	-		IRIT-17	1/1/2019
NC State University	Research Assistant	00107502	New	-		IRIT-17	4/8/2019
NC State University	Research Associate	00107283	New	-		IRIT-17	6/10/2019
NC State University	Visiting Scholar	00107433	New	-		IRIT-17	1/1/2019
NC State University	Clinical Veterinarian, Equine Emergency	00101589	EHRA	-		IRIT-17	1/1/2019
NC State University	Research Scientist	00107257	New	-		IRIT-17	1/1/2019
NC State University	Senior Research Scholar	00104043	EHRA	-		IRIT-17	1/1/2019
NC State University	Research Associate	00061717	EHRA	-		IRIT-17	1/1/2019

NC State University	Research Assistant	00107411	New	-		IRIT-17	1/1/2019
NC State University	Clinical Veterinary Instructor in Anesthesiology	00104675	EHRA	-		IRIT-17	10/15/2018
NC State University	Research Associate	00047000	SHRA	Research Specialist-NC	00047000	IRIT-17	10/1/2018
NC State University	Engineer	00107368	New	-		IRIT-17	5/1/2019
NC State University	Research Forester and Field Coordinator	00062908	EHRA	-		IRIT-17	5/10/2019
NC State University	Research Scholar	00107503	New	-		IRIT-17	1/1/2019
NC State University	Program Manager	00107416	New	-		IRIT-17	1/1/2019
NC State University	Research Assistant	00107500	New	-		IRIT-17	1/1/2019
NC State University	Research Associate	00106783	EHRA	-		IRIT-17	7/17/2018
NC State University	Clinical Veterinarian in Small Animal Internal Medicine	00104550	EHRA	-		IRIT-17	4/1/2019
NC State University	Design Assistant for the Natural Learning Initiative	00107376	New	-		IRIT-17	4/23/2019
NC State University	Research Assistant	00107264	New	-		IRIT-17	10/22/2018
NC State University	Clinical Veterinarian Anesthesiology and Directed Research	00102622	EHRA	-		IRIT-17	11/15/2018
NC State University	Clinical Veterinarian - Neurology/Neurosurgery	00104127	EHRA	-		IRIT-17	6/22/2019
NC State University	Research Assistant, Emerging Contaminants Center	00107484	New	-		IRIT-17	3/4/2019
NC State University	Research Associate	00105436	EHRA	-		IRIT-17	11/21/2018
NC State University	Research Associate	00100771	EHRA	-		IRIT-17	3/18/2019
NC State University	Research Associate	00106714	EHRA	-		IRIT-17	6/7/2019
NC State University	Clinical Veterinary Instructor - Emergency Critical Care	00062726	EHRA	-		IRIT-17	5/1/2019
NC State University	Research Assistant	00107312	New	-		IRIT-17	6/28/2019
NC State University	Senior Research Scholar	00107498	New	-		IRIT-17	10/1/2018
NC State University	Visiting Scholar, Crop and Soil Sciences	00107557	New	-		IRIT-17	1/23/2019
NC State University	Research Assistant	00107514	New	-		IRIT-17	3/1/2019
NC State University	Research Scholar	00062582	EHRA	-		IRIT-17	11/30/2018
NC State University	Research Manager	00103729	EHRA	-		IRIT-17	5/7/2019
NC State University	Research Assistant	00104601	EHRA	-		IRIT-17	11/1/2018
NC State University	Director of Modeling and Simulation	00105337	EHRA	-		IRIT-17	2/1/2019
NC State University	Research	00107380	New	-		IRIT-17	1/10/2019
NC State University	Senior Research Scholar	00107517	New	-		IRIT-17	1/1/2019
NC State University	Research Assistant	00107400	New	-		IRIT-17	3/22/2019
NC State University	Research Assistant	00105304	EHRA	-		IRIT-17	2/27/2019
NC State University	Research Assistant - Kulkarni Lab	00107529	New	-		IRIT-17	3/25/2019
NC State University	Research Associate	00101444	EHRA	-		IRIT-17	10/19/2018
NC State University	Research Scholar	00107616	New	-		IRIT-17	2/19/2019
NC State University	Research Assistant, Tropical Stream Ecology	00107348	New	-		IRIT-17	1/1/2019
NC State University	Research Assistant	00107394	New	-		IRIT-17	1/1/2019
NC State University	Research Assistant - MPRU	00107597	New	-		IRIT-17	1/1/2019
NC State University	Biostatistician	00008187	EHRA	-		IRIT-17	1/1/2019
NC State University	Research Scholar	00105620	EHRA	-		IRIT-17	1/1/2019
NC State University	Visiting Scholar	00107408	New	-		IRIT-17	11/12/2018
NC State University	Research Scholar	00107389	New	-		IRIT-17	12/9/2018
NC State University	Research Scholar	00107359	New	-		IRIT-17	3/27/2019
NC State University	Visiting Research Scholar	00107350	New	-		IRIT-17	4/29/2019
NC State University	Senior Research Scholar	00107349	New	-		IRIT-17	10/12/2018
NC State University	Research Associate	00107399	New	-		IRIT-17	11/1/2018
NC State University	Research Assistant	00101154	EHRA	-		IRIT-17	1/1/2019
NC State University	Associate Director - Operations and Training	00060666	EHRA	-		IRIT-18	1/1/2019
NC State University	Director of C3 Program	00107134	New	-		IRIT-18	1/1/2019
NC State University	Alcohol and Other Drug Prevention Coordinator	00001710	EHRA	-		IRIT-18	10/26/2018
NC State University	Program Director, Graduate Engineering Enhancement	00107160	New	-		IRIT-18	2/13/2019
NC State University	Assistant Director, Upward Bound	00107162	New	-		IRIT-18	1/14/2019
NC State University	Coordinator of Student Enhancement Program	00107161	New	-		IRIT-18	3/1/2019
NC State University	Coordinator	00060652	EHRA	-		IRIT-18	10/12/2018
NC State University	Director of Graduate Career Services	00107052	New	-		IRIT-18	1/1/2019
NC State University	Assistant Equal Opportunity Officer	00107138	New	-		IRIT-18	1/1/2019
NC State University	Director, TRIO Programs	00103900	EHRA	-		IRIT-18	1/1/2019
NC State University	China Programs Assistant	00107339	New	-		IRIT-18	1/1/2019
NC State University	Senior Assistant Director, Study Abroad Office	00103103	EHRA	-		IRIT-18	7/1/2018
NC State University	Assistant Director, Student Support Services	00105272	EHRA	-		IRIT-18	11/1/2018
NC State University	Assistant Director for Graduate Programs	00105270	EHRA	-		IRIT-18	9/1/2018
NC State University	House Director	00107480	New	-		IRIT-18	4/30/2019
NC State University	Assistant Director, Park Scholars	00008271	EHRA	-		IRIT-18	2/5/2019
NC State University	Associate Director, Park Scholars	00008155	EHRA	-		IRIT-18	9/1/2018
NC State University	Associate Director of Student Programs and Center for Global Engagement	00100194	EHRA	-		IRIT-18	4/5/2019
NC State University	Director of Global Engagement and Education	00102026	EHRA	-		IRIT-18	1/1/2019
NC State University	Program Coordinator	00107576	New	-		IRIT-18	1/2/2019
NC State University	Associate Director, First Year Advising Services	00107299	New	-		IRIT-18	3/12/2019
NC State University	Program Manager	00103853	EHRA	-		IRIT-18	1/7/2019
NC State University	Program Manager	00101970	EHRA	-		IRIT-18	3/18/2019
NC State University	Associate Director, Student Engagement	00103380	EHRA	-		IRIT-18	6/10/2019
NC State University	Associate Director of Visitor and Transfer Success	00007932	EHRA	-		IRIT-18	1/1/2019
NC State University	Director of Youth Programs and Compliance	00107271	New	-		IRIT-18	1/1/2019
NC State University	Recruitment Coordinator	00107306	New	-		IRIT-18	1/1/2019
NC State University	Program Specialist for College Programs	00106057	SHRA	University Program As	00106057	IRIT-18	1/1/2019
NC State University	Exploratory Studies Village Director	00008127	EHRA	-		IRIT-18	4/1/2019
NC State University	Director of the Fellowship Advising Office	00101965	EHRA	-		IRIT-18	1/2/2019
NC State University	Associate Director, Admissions	00061165	EHRA	-		IRIT-18	1/1/2019
NC State University	Associate Director, Admissions	00100196	EHRA	-		IRIT-18	1/1/2019
NC State University	Assistant Director, Office of Global Engagement	00105368	EHRA	-		IRIT-18	1/1/2019
NC State University	Director of Global Partnerships	00100394	EHRA	-		IRIT-18	1/1/2019
NC State University	Director of Strategic Initiatives	00061728	EHRA	-		IRIT-18	6/21/2019
NC State University	Associate Director, University Advising Partners	00007639	EHRA	-		IRIT-18	1/1/2019
NC State University	Assistant Director for College Programs	00102559	EHRA	-		IRIT-18	4/15/2019
NC State University	Coordinator of New Student Programs	00107516	New	-		IRIT-18	1/1/2019

NC State University	University Honors and Scholars Program Coordinator	00044669	SHRA	University Program As	00044669	IRIT-18	2/7/2019
NC State University	Technical Communication Coordinator	00107278	New	-	-	IRIT-18	1/1/2019
NC State University	Assistant Director, Student Support Services F	00101937	EHRA	-	-	IRIT-18	1/1/2019
NC State University	International Program Specialist	00107360	New	-	-	IRIT-18	1/1/2019
NC State University	Associate Director of Admissions and Recruit	00105535	EHRA	-	-	IRIT-18	6/1/2019
NC State University	Licensing Manager	00061379	EHRA	-	-	IRIT-19	2/8/2019
NC State University	Senior Licensing Associate	00007629	EHRA	-	-	IRIT-19	1/3/2019
NC State University	Clinical Veterinary Instructor in Radiology	00105532	EHRA	-	-	IRIT-20	3/26/2019
NC State University	Clinical Veterinarian in Ruminant Production M	00105818	EHRA	-	-	IRIT-20	1/2/2019
NC State University	Clinical Veterinary Instructor - Orthopedic Ser	00102750	EHRA	-	-	IRIT-20	12/1/2018
NC State University	Department Head, Materials Science & Engin	00000620	EHRA	-	-	IRIT-11	5/15/2019
NC State University	System Programmer Analyst	00061076	SHRA	Systems Programmer/	00061076	IRIT-22	1/1/2019
NC State University	Senior Faculty Specialist	00060449	EHRA	-	-	IRIT-11	1/1/2019
NC State University	Implementation Professional II	00107047	New	-	-	IRIT-22	1/1/2019
NC State University	IT Analyst	00061725	SHRA	Technology Support A	00061725	IRIT-22	1/1/2019
NC State University	Enrollment Services Applications Data Analys	00107554	New	-	-	IRIT-22	1/1/2019
NC State University	Department Head of Social Work	00001020	EHRA	-	-	IRIT-11	1/1/2019
NC State University	Department Head, Marine, Earth & Atmosphe	00001300	EHRA	-	-	IRIT-11	1/2/2019
NC State University	Department Head, Clinical Sciences	00003923	EHRA	-	-	IRIT-11	10/17/2018
NC State University	Department Head, Music	00104454	EHRA	-	-	IRIT-11	1/1/2019
NC State University	Systems Administrator	00043719	SHRA	Systems Programmer/	00043719	IRIT-22	4/1/2019
NC State University	Web Developer / Data Analyst	00107438	New	-	-	IRIT-22	1/29/2019
NC State University	Department Head, Civil, Construction & Envir	00000533	EHRA	-	-	IRIT-11	1/24/2019
NC State University	Department Head, Forest & Environmental Re	00000685	EHRA	-	-	IRIT-11	1/1/2019
NC State University	Department Head, Teacher Education & Learn	00065685	EHRA	-	-	IRIT-11	1/1/2019
NC State University	Department Head, Communication	00003619	EHRA	-	-	IRIT-11	3/14/2019
NC State University	Department Head, Biological & Agricultural Er	00000320	EHRA	-	-	IRIT-11	11/1/2018
NC State University	Department Head, Landscape Architecture	00060484	EHRA	-	-	IRIT-11	11/1/2018
NC State University	Department Head, Parks, Recreation & Touris	00000683	EHRA	-	-	IRIT-11	11/8/2018
NC State University	Department Head of Sociology and Anthropol	00001019	EHRA	-	-	IRIT-11	3/1/2019
NC State University	Department Head, Plant & Microbial Biology	00000205	EHRA	-	-	IRIT-11	12/1/2018
NC State University	Enrollment Services Applications Data Analys	00041271	SHRA	Bus & Tech App Analy	00041271	IRIT-22	12/5/2018
NC State University	Program Manager, Global Training Initiative	00104002	EHRA	-	-	IRIT-15	1/1/2019
NC State University	Associate Director of Admissions	00062973	EHRA	-	-	IRIT-18	3/1/2019
NC State University	Department Head, Biochemistry	00000344	EHRA	-	-	IRIT-11	10/19/2018
NC State University	Department Head, Foreign Languages & Liter	00000861	EHRA	-	-	IRIT-11	1/1/2019
NC State University	Department Head, Entomology & Plant Patho	00000196	EHRA	-	-	IRIT-11	11/19/2018
NC State University	Department Head, Animal Science	00100792	EHRA	-	-	IRIT-11	3/22/2019
NC State University	Department Head, Applied Ecology	00007433	EHRA	-	-	IRIT-11	3/1/2019
NC State University	Department Head, Agriculture & Resource Ec	00007092	EHRA	-	-	IRIT-11	2/11/2019
NC State University	Department Head & Professor, Mathematics	00001099	EHRA	-	-	IRIT-11	1/10/2019
NC State University	Department Head, Population Health and Pat	00103493	EHRA	-	-	IRIT-11	5/15/2019
NC State University	Department Head, Food, Bioprocesses & Nut	00000131	EHRA	-	-	IRIT-11	4/1/2019
NC State University	Department Head, Chemical & Biomolecular E	00000519	EHRA	-	-	IRIT-11	4/1/2019
NC State University	Department Head, Edward P. Fitts Departmen	00100048	EHRA	-	-	IRIT-11	4/8/2019
NC State University	Department Head, Mechanical & Aerospace E	00000652	EHRA	-	-	IRIT-11	10/5/2018
NC State University	Department Head, Graphic & Industrial Desig	00007017	EHRA	-	-	IRIT-11	1/11/2019
NC State University	Department Head, History	00000840	EHRA	-	-	IRIT-11	3/1/2019
NC State University	Professor and Department Head, Textile & Ap	00001357	EHRA	-	-	IRIT-11	1/9/2019
NC State University	Department Head of Textile Engineering, Che	00001327	EHRA	-	-	IRIT-11	5/1/2019
NC State University	Department Head, Management, Innovation	00001688	EHRA	-	-	IRIT-11	11/1/2018
NC State University	Director, Parents & Families Services	00008315	EHRA	-	-	IRIT-18	1/16/2019
NC State University	Department Head, Horticultural Science	00000158	EHRA	-	-	IRIT-11	4/1/2019
NC State University	Department Head Psychology	00000397	EHRA	-	-	IRIT-11	1/10/2019
NC State University	Department Head, Health & Exercise Studies	00000927	EHRA	-	-	IRIT-11	4/11/2019
NC State University	Department Head, Nuclear Engineering	00100439	EHRA	-	-	IRIT-11	4/11/2019
NC State University	Department Head & Professor, Chemistry	00001245	EHRA	-	-	IRIT-11	4/17/2019
NC State University	Department Head, Statistics	00001267	EHRA	-	-	IRIT-11	1/28/2019
NC State University	Department Head, Accounting	00000981	EHRA	-	-	IRIT-11	2/1/2019
NC State University	Department Head, Crop Science	00003583	EHRA	-	-	IRIT-11	5/28/2019
NC State University	Department Head, STEM Education	00000403	EHRA	-	-	IRIT-11	6/1/2019
NC State University	Department Head, Forest Biomaterials	00000686	EHRA	-	-	IRIT-11	10/25/2018
NC State University	Department Head, Philosophy & Religious Stu	00061719	EHRA	-	-	IRIT-11	11/1/2018
NC State University	Department Head, Biological Sciences	00103542	EHRA	-	-	IRIT-11	4/16/2019
NC State University	Department Head, Architecture	00007265	EHRA	-	-	IRIT-11	5/7/2019
NC State University	Department Head, Electrical & Computer Eng	00004482	EHRA	-	-	IRIT-11	4/1/2019
NC State University	Department Head, Economics	00000963	EHRA	-	-	IRIT-11	11/1/2018
NC State University	Department Head, Agriculture & Human Scie	00062747	EHRA	-	-	IRIT-11	1/1/2019
NC State University	Department Head, Computer Science	00004392	EHRA	-	-	IRIT-11	1/7/2019
NC State University	Lecturer, Composition	00000749	EHRA	-	-	IRIT-11	12/1/2018
NC State University	Department Head, Art & Design	00000361	EHRA	-	-	IRIT-11	6/14/2019
NC State University	Department Head, Educational Leadership, Pd	00000418	EHRA	-	-	IRIT-11	12/14/2018
NC State University	Department Head, Physics	00001182	EHRA	-	-	IRIT-11	1/24/2019
NC State University	Department Head, Molecular Biomedical Scie	00001418	EHRA	-	-	IRIT-11	6/5/2019
NC State University	Department Head, Business Management	00001006	EHRA	-	-	IRIT-11	12/13/2018
NC State University	Department Head, Prestage Poultry Science	00000213	EHRA	-	-	IRIT-11	1/1/2019
NC State University	Master Ergonomist	00102232	EHRA	-	-	IRIT-15	6/13/2019
NC State University	Assistant Director for Research Development	00103206	SHRA	University Program Sp	00103206	IRIT-17	6/20/2019
NC State University	Associate Director of Web Development and	00107409	New	-	-	IRIT-22	11/20/2018
NC State University	Enrollment Services Applications Data Analys	00041267	SHRA	Bus & Tech App Analy	00041267	IRIT-22	2/1/2019
NC State University	Web Developer	00106295	SHRA	Bus & Tech App Analy	00106295	IRIT-22	4/12/2019
NC State University	Software Development Manager	00102945	EHRA	-	-	IRIT-22	11/1/2018
NC State University	Systems Engineer	00105067	SHRA	Electronics Specialist -	00105067	IRIT-22	1/14/2019
NC State University	IT Analyst/Programmer I	00107073	New	-	-	IRIT-22	6/7/2019

NC State University	IT Manager I	00008044	SHRA	IT Manager - Network	00008044	IRIT-22	6/7/2019
NC State University	IT Web Designer/Developer I	00046457	SHRA	Visual Arts Specialist -	00046457	IRIT-22	5/7/2019
NC State University	UX/UI Designer	00104288	SHRA	Technology Support S	00104288	IRIT-22	2/6/2019
NC State University	Identity and Access Management Systems An	00065005	SHRA	Technology Support S	00065005	IRIT-22	12/19/2018
NC State University	HR Systems Analyst	00050065	SHRA	Bus & Tech App Specia	00050065	IRIT-22	1/17/2019
NC State University	IT Operations Analyst	00061481	SHRA	IT Operations Analyst	00061481	IRIT-22	12/19/2018
NC State University	Systems Analyst	00100818	SHRA	Systems Programmer/	00100818	IRIT-22	12/20/2018
NC State University	PHP Developer	00100044	SHRA	Bus & Tech App Analy	00100044	IRIT-22	12/1/2018
NC State University	IT Liaison for CVM Academic Affairs	00104027	SHRA	Bus & Tech App Analy	00104027	IRIT-22	4/15/2019
NC State University	IT Instructional/Classroom Support Professior	00100821	SHRA	Technology Support T	00100821	IRIT-22	5/3/2019
NC State University	Manager, REPORTER Support & Implementat	00107327	New	-		IRIT-22	6/15/2019
NC State University	IT Systems Administrator I (Dairy Records Ma	00106373	SHRA	Systems Programmer/	00106373	IRIT-22	12/17/2018
NC State University	IT Change Manager	00107601	New	-		IRIT-22	6/3/2019
NC State University	HR Systems Analyst	00103755	SHRA	Bus & Tech App Specia	00103755	IRIT-22	5/1/2019
NC State University	IT Business Intelligence/Data Analyst I	00106132	EHRA	-		IRIT-22	6/1/2019
NC State University	IT System Administrator II	00100504	SHRA	Networking Specialist	00100504	IRIT-22	12/17/2018
NC State University	Unified Communications Engineer	00046496	SHRA	Systems Programmer/	00046496	IRIT-22	5/1/2019
NC State University	IT Analyst/Programmer II	00065522	EHRA	-		IRIT-22	6/1/2019
NC State University	REPORTER Applications Developer	00107580	New	-		IRIT-22	12/17/2018
NC State University	IT Architect/Engineer I	00050063	SHRA	Bus & Tech App Specia	00050063	IRIT-22	10/18/2018
NC State University	IT Web Designer/Developer II	00065491	SHRA	Bus & Tech App Analy	00065491	IRIT-22	1/28/2019
NC State University	IT System Support Professional	00050746	SHRA	Technology Support A	00050746	IRIT-22	6/30/2019
NC State University	IT Web Designer/Developer II	00104947	SHRA	Technology Support A	00104947	IRIT-22	5/1/2019
NC State University	Business Systems Application Analyst	00107603	New	-		IRIT-22	10/1/2018
NC State University	IT Director	00065669	SHRA	IT Manager - Bus & Te	00065669	IRIT-22	7/30/2018
NC State University	Database Administrator	00060317	SHRA	Systems Programmer/	00060317	IRIT-22	8/17/2018
NC State University	Director of Information Technology and Oper	00061020	EHRA	-		IRIT-22	8/17/2018
NC State University	Immersive Media Developer	00107493	New	-		IRIT-22	8/8/2018
NC State University	OIT Managed Desktop Support Specialist	00060176	SHRA	Technology Support A	00060176	IRIT-22	8/24/2018
NC State University	Project Manager	00103813	EHRA	-		IRIT-22	8/24/2018
NC State University	IT Implementation Professional II	00043495	SHRA	Technology Support A	00043495	IRIT-22	8/24/2018
NC State University	ClassTech Support Manager	00107553	New	-		IRIT-22	7/30/2018
NC State University	Multimedia Specialist	00107635	New	-		IRIT-22	8/31/2018
NC State University	Systems Admin II	00046366	SHRA	Systems Programmer/	00046366	IRIT-22	7/1/2018
NC State University	IT Database Administrator II	00044735	SHRA	Systems Programmer/	00044735	IRIT-22	8/27/2018
NC State University	IT Manager	00065126	SHRA	Technology Support S	00065126	IRIT-22	9/1/2018
NC State University	IT Analyst	00060867	SHRA	Technology Support A	00060867	IRIT-22	9/27/2018

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Unit/College Name	Working Title	FY 2018-19 Minimum**	FY 2018 - 19 Targeted Market Range		FY 2018-19 Maximum
			50th Percentile	75th Percentile	
Office of the Chancellor	Assistant to the Chancellor for Communications	\$56,760	\$70,244	\$79,464	\$102,191
	Secretary of the University and Assistant to the Chancellor	\$156,009	\$189,028	\$218,413	\$280,879
	Assistant to the Chancellor	\$46,789	\$61,618	\$65,505	\$84,239
	Assistant to the Chancellor for External Affairs	\$145,647	\$181,723	\$203,906	\$262,224
	Assistant Director for Development, Kenan Fellows Program	\$45,465	\$58,879	\$63,651	\$81,855
	Director of Internal Audit Division	\$179,736	\$210,672	\$251,630	\$323,597
Office of the Executive Vice Chancellor & Provost	Associate Vice Provost for Assessment and Accreditation	\$123,244	\$154,182	\$172,541	\$221,888
	Assistant Vice Provost for Finance and Planning	\$112,826	\$141,463	\$157,956	\$203,131
	Assistant Vice Provost for Academic Affairs	\$92,433	\$115,636	\$129,406	\$166,416
	Vice Provost for Faculty Affairs	\$157,119	\$193,278	\$219,966	\$282,877
	Associate Vice Provost for Academic Personnel & Policy	\$123,244	\$154,182	\$172,541	\$221,888
	Senior Vice Provost, Academic Strategy and Resource Management	\$195,082	\$247,755	\$273,115	\$351,226
	Vice Provost for Academic Strategy	\$157,119	\$193,278	\$219,966	\$282,877
	Senior Vice Provost, Institutional Research and Planning	\$150,586	\$172,970	\$210,820	\$271,115
	Director of University Planning and Analysis	\$78,300	\$93,616	\$109,619	\$140,971
	Assistant Director of Accreditation	\$78,300	\$93,616	\$109,619	\$140,971
The Graduate School	Senior Associate Dean - Graduate Programs	\$140,873	\$182,079	\$197,222	\$253,628
	Associate Dean of Program Evaluation	\$128,066	\$165,527	\$179,293	\$230,571
	Assistant Dean of Outreach and Diversity	\$115,260	\$148,974	\$161,364	\$207,514
	Assistant Dean of Graduate Student Administration and Academic Affairs	\$115,260	\$148,974	\$161,364	\$207,514
	Assistant Dean for Professional Development	\$115,260	\$148,974	\$161,364	\$207,514
	Assistant Dean for Business Operations	\$101,543	\$127,316	\$142,160	\$182,818
	Director of Development	\$86,819	\$105,538	\$121,547	\$156,309
	Director of Marketing and Communications	\$73,336	\$100,558	\$102,670	\$132,034
ORIED	Associate Vice Chancellor for Research Administration	\$166,941	\$200,936	\$233,717	\$300,560
	Assistant Vice Chancellor for Administration	\$112,826	\$141,463	\$157,956	\$203,131

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Unit/College Name	Working Title	FY 2018-19 Minimum**	FY 2018 - 19 Targeted Market Range		FY 2018-19 Maximum
			50th Percentile	75th Percentile	
ORIED (cont.)	Assistant Vice Chancellor for Research Infrastructure	\$126,502	\$154,816	\$177,102	\$227,754
	Associate Vice Chancellor for Research Development	\$167,537	\$221,113	\$234,551	\$301,633
	Assistant Vice Chancellor of Technology Commercialization and New Ventures	\$208,289	\$274,480	\$291,604	\$375,003
	Associate Vice Chancellor, Partnerships and Economic Development	\$142,314	\$174,168	\$199,240	\$256,223
	Assistant Vice Chancellor / State Director, SBTDC	\$126,502	\$154,816	\$177,102	\$227,754
University Advancement	Executive Director of Talent Management	\$114,115	\$109,607	\$159,760	\$205,452
	Assistant Director for Student and Recent Graduate Philanthropy	\$65,755	\$72,265	\$92,057	\$118,385
	Assistant Vice Chancellor - Finance and Administration	\$112,826	\$141,463	\$157,956	\$203,131
	Director of Principal Gifts	\$73,295	\$89,203	\$102,612	\$131,959
	Chief Communications and Marketing Officer	\$193,534	\$226,093	\$270,948	\$348,439
	Assistant Vice Chancellor for Marketing & Creative Strategies	\$155,587	\$187,006	\$217,822	\$280,119
	Creative Director of Marketing Communications	\$83,813	\$114,923	\$117,338	\$150,896
	Executive Director of Development Communication & Stewardship	\$94,289	\$129,289	\$132,005	\$169,758
	Executive Director for Development	\$86,819	\$105,538	\$121,547	\$156,309
	Executive Director of College Advancement	\$86,819	\$105,538	\$121,547	\$156,309
	Executive Director of College Advancement	\$96,466	\$117,264	\$135,052	\$173,677
	Associate Director of Development	\$65,965	\$80,283	\$92,351	\$118,764
	Associate Director of Gift Planning	\$82,145	\$101,586	\$115,003	\$147,894
	Associate Director of Development	\$73,295	\$89,203	\$102,612	\$131,959
	Associate Director of Gift Planning	\$82,145	\$101,586	\$115,003	\$147,894
	Associate Director of Annual Giving Marketing	\$59,180	\$65,039	\$82,851	\$106,547
	Associate Vice Chancellor for University Development	\$213,364	\$235,877	\$298,710	\$384,141
	Assistant Director of Development	\$65,755	\$72,265	\$92,057	\$118,385
	Assistant Vice Chancellor for University Development	\$146,016	\$190,550	\$204,422	\$262,887
	Director of Development, Major Gifts	\$73,295	\$89,203	\$102,612	\$131,959
	Director of Development, Major Gifts	\$73,295	\$89,203	\$102,612	\$131,959

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Unit/College Name	Working Title	FY 2018-19 Minimum**	FY 2018 - 19 Targeted Market Range		FY 2018-19 Maximum
			50th Percentile	75th Percentile	
University Advancement (cont.)	Director of Development, Major Gifts	\$73,295	\$89,203	\$102,612	\$131,959
	Director of Development, Major Gifts	\$73,295	\$89,203	\$102,612	\$131,959
	Director of Development	\$73,295	\$89,203	\$102,612	\$131,959
	Executive Director of Central Major Gifts	\$148,875	\$195,894	\$208,425	\$268,035
	Executive Director of Corporate and Foundation Relations	\$137,265	\$174,618	\$192,171	\$247,132
	Executive Director of Gift Planning	\$116,813	\$152,440	\$163,538	\$210,310
	Executive Director for Annual Giving	\$110,098	\$139,363	\$154,137	\$198,220
	Associate Director, Corporate Foundation Relations	\$65,755	\$72,265	\$92,057	\$118,385
	Assistant Director, Corporate and Foundation Relations	\$50,970	\$62,519	\$71,359	\$91,767
	Director of Special Projects and Fundraising Initiatives	\$50,970	\$62,519	\$71,359	\$91,767
	Associate Director Annual Giving for Constituent Programs	\$65,755	\$72,265	\$92,057	\$118,385
	Assistant Director of Annual Giving for Acquisition and Retention	\$45,289	\$57,968	\$63,404	\$81,538
	Associate Vice Chancellor Alumni Relations	\$169,661	\$210,424	\$237,526	\$305,458
	Associate Executive Director of Membership and Affinity Partnerships	\$63,482	\$85,380	\$88,875	\$114,293
	Associate Executive Director for Communications, Marketing and Alumni Travel	\$94,289	\$129,289	\$132,005	\$169,758
	Associate Executive Director Alumni Outreach, Engagement and Events	\$63,482	\$85,380	\$88,875	\$114,293
	Associate Vice Chancellor for Advancement Services	\$170,691	\$188,702	\$238,968	\$307,313
	Senior Director of Advancement Services	\$155,686	\$148,593	\$217,960	\$280,297
	Director of Donor Services	\$86,663	\$95,216	\$121,328	\$156,028
	Director of Gifts and Records Management	\$96,292	\$105,796	\$134,809	\$173,364
McKimmon Center	Vice Provost for Continuing Education	\$124,722	\$146,033	\$174,611	\$224,550
Athletics	Director of Athletics	\$516,968	\$613,541	\$723,756	\$930,750
	Deputy Athletic Director for Internal Operations	\$152,192	\$190,368	\$213,068	\$274,006
	Deputy Athletic Director for External Operations	\$152,192	\$190,368	\$213,068	\$274,006
College of Agriculture & Life Sciences (CALS)	Associate Dean and Director, Academic Programs	\$170,980	\$230,200	\$239,372	\$307,833
	Senior Associate Dean, Agriculture	\$186,524	\$251,127	\$261,133	\$335,817

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Unit/College Name	Working Title	FY 2018-19 Minimum**	FY 2018 - 19 Targeted Market Range		FY 2018-19 Maximum
			50th Percentile	75th Percentile	
College of Agriculture & Life Sciences (CALS - cont.)	Executive Director - Major Gifts	\$80,624	\$98,123	\$112,874	\$145,155
	Director of Gift Planning	\$73,295	\$89,203	\$102,612	\$131,959
	Director of Major Gifts, Central or Eastern Region	\$65,965	\$80,283	\$92,351	\$118,764
	Director of Major Gifts, Central or Eastern Region	\$73,295	\$89,203	\$102,612	\$131,959
	Associate Director of North Carolina 4-H Development Fund	\$73,295	\$89,203	\$102,612	\$131,959
	Executive Director and Assistant Dean of College Advancement	\$125,406	\$152,443	\$175,568	\$225,780
	Assistant Director of Development, Foundation	\$65,965	\$80,283	\$92,351	\$118,764
	Assistant Director of Development, Foundation	\$65,965	\$80,283	\$92,351	\$118,764
	Director of Development, Crop Sciences	\$73,295	\$89,203	\$102,612	\$131,959
	Director of Development, North Carolina FFA Foundation	\$73,295	\$89,203	\$102,612	\$131,959
	Director of Gifts and Records Management, Agriculture Foundation	\$73,295	\$89,203	\$102,612	\$131,959
	Director of Major Gifts, Agriculture Foundation, Western Region	\$73,295	\$89,203	\$102,612	\$131,959
	Executive Director - Major Gifts, Agriculture Foundation	\$80,624	\$98,123	\$112,874	\$145,155
	Senior Director of Major and Leadership Gifts, Agriculture Foundation	\$80,624	\$98,123	\$112,874	\$145,155
	Executive Director - Major Gifts, Agriculture Foundation	\$80,624	\$98,123	\$112,874	\$145,155
	Executive Director - CALS Agricultural Foundation	\$80,624	\$98,123	\$112,874	\$145,155
	Assistant Director of CALS Alumni & Friends Society	\$52,902	\$71,150	\$74,062	\$95,244
	Executive Director of Alumni & External Relations, Agriculture Foundation	\$86,819	\$105,538	\$121,547	\$156,309
	Assistant Dean for Diversity, Outreach & Engagement	\$139,787	\$169,085	\$195,702	\$251,672
	NC Plant Sciences Initiative Launch Director	\$139,893	\$188,345	\$195,850	\$251,863
	Associate Dean for Research CALS; Director NCARS	\$170,980	\$230,200	\$239,372	\$307,833
	Assistant Dean for Business Operations	\$112,826	\$141,463	\$157,956	\$203,131
	Director of Budgets and Planning	\$65,540	\$82,945	\$91,755	\$117,997
	Assistant Dean for Human Resources	\$104,605	\$100,473	\$146,447	\$188,331
	Director of Marketing and Communications, NCCES	\$73,336	\$100,558	\$102,670	\$132,034
	Associate Dean and Director Extension	\$170,980	\$230,200	\$239,372	\$307,833

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Unit/College Name	Working Title	FY 2018-19 Minimum**	FY 2018 - 19 Targeted Market Range		FY 2018-19 Maximum
			50th Percentile	75th Percentile	
CALS (cont.)	Director of Marketing and Communications	\$94,289	\$129,289	\$132,005	\$169,758
College of Design	Associate Dean	\$122,290	\$153,667	\$171,205	\$220,170
	Assistant Dean, External Relations	\$73,336	\$100,558	\$102,670	\$132,034
	Assistant Dean for Finance and Administration	\$101,543	\$127,316	\$142,160	\$182,818
	Assistant Dean for Student and Academic Services	\$88,938	\$111,758	\$124,513	\$160,124
	Assistant Director of Development	\$50,970	\$62,519	\$71,359	\$91,767
	Associate Dean of Operations	\$122,290	\$153,667	\$171,205	\$220,170
	Assistant Dean for Research and Extension	\$100,055	\$125,728	\$140,077	\$180,139
College of Education	Associate Director of Development	\$65,965	\$80,283	\$92,351	\$118,764
	Associate Dean for Academic Affairs	\$140,774	\$180,044	\$197,084	\$253,450
	Associate Dean for Research and Innovation	\$140,774	\$180,044	\$197,084	\$253,450
	Assistant Dean for Professional Education and Accreditation	\$115,179	\$147,309	\$161,250	\$207,368
	Assistant Dean for Finance	\$101,543	\$127,316	\$142,160	\$182,818
	Director of Marketing and Communications	\$73,336	\$100,558	\$102,670	\$132,034
	Assistant Dean Academic Affairs	\$103,030	\$116,377	\$144,241	\$185,494
College of Engineering	Associate Dean for Undergraduate Affairs	\$179,109	\$241,045	\$250,753	\$322,468
	Assistant Dean for Development and College Relations	\$125,406	\$152,443	\$175,568	\$225,780
	Associate Dean for Faculty Development	\$179,109	\$241,045	\$250,753	\$322,468
	Associate Dean of Graduate and International Programs	\$179,109	\$241,045	\$250,753	\$322,468
	Director of External Relations	\$65,755	\$72,265	\$92,057	\$118,385
	Director of Marketing and Communications	\$83,813	\$114,923	\$117,338	\$150,896
	Director of Engagement and External Relations	\$80,624	\$98,123	\$112,874	\$145,155
	Assistant Dean Academic Affairs	\$130,261	\$175,306	\$182,365	\$234,522
	Associate Director of Annual Giving and Prospect Development	\$52,902	\$71,150	\$74,062	\$95,244
	Senior Director of Development	\$80,624	\$98,123	\$112,874	\$145,155
	Director of Development	\$80,624	\$98,123	\$112,874	\$145,155

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Unit/College Name	Working Title	FY 2018-19 Minimum**	FY 2018 - 19 Targeted Market Range		FY 2018-19 Maximum
			50th Percentile	75th Percentile	
College of Engineering (cont.)	Director of Development	\$80,624	\$98,123	\$112,874	\$145,155
	Executive Director of Major Gifts and Campaign Planning	\$96,466	\$117,264	\$135,052	\$173,677
	Director of Development	\$73,295	\$89,203	\$102,612	\$131,959
	Assistant Dean for Finance and Business Management	\$112,826	\$141,463	\$157,956	\$203,131
	Assistant Dean for Personnel and Administration	\$104,605	\$100,473	\$146,447	\$188,331
College of Natural Resources	Director of Development	\$65,965	\$80,283	\$92,351	\$118,764
	Assistant Dean for College Advancement	\$106,112	\$128,990	\$148,557	\$191,044
	Assistant Dean for Finance and Business	\$101,543	\$127,316	\$142,160	\$182,818
	Director of Marketing & Communications	\$73,336	\$100,558	\$102,670	\$132,034
	Executive Director of Forest Assets	\$86,819	\$105,538	\$121,547	\$156,309
	College Advancement Manager	\$50,970	\$62,519	\$71,359	\$91,767
	Associate Dean for Academic Affairs	\$128,049	\$162,787	\$179,268	\$230,539
	Associate Dean for Research	\$128,049	\$162,787	\$179,268	\$230,539
	Associate Dean for Extension & Department Extension	\$115,244	\$146,508	\$161,342	\$207,485
College of Humanities & Social Sciences	Assistant Dean of Finance and Administration	\$112,826	\$141,463	\$157,956	\$203,131
	Director of Donor and Alumni Relations	\$52,902	\$71,150	\$74,062	\$95,244
	Assistant Dean of Undergraduate Programs	\$91,582	\$103,447	\$128,215	\$164,884
	Associate Dean for Academic Affairs	\$131,982	\$165,728	\$184,775	\$237,620
	Associate Dean for Research and Engagement	\$131,982	\$165,728	\$184,775	\$237,620
	Assistant Dean of Diversity Programs and Faculty/Staff Diversity	\$139,787	\$169,085	\$195,702	\$251,672
	Assistant Dean for Interdisciplinary Studies and International Programs	\$103,030	\$116,377	\$144,241	\$185,494
College of Sciences	Associate Director of Development	\$45,465	\$58,879	\$63,651	\$81,855
	Assistant Dean of College Advancement	\$125,406	\$152,443	\$175,568	\$225,780
	Senior Associate Dean	\$167,295	\$222,142	\$234,213	\$301,198
	Director of Development, Alumni & Donor Relations	\$58,192	\$78,265	\$81,469	\$104,769
	Assistant Dean for Academic Programs, Student Diversity and Engagement	\$69,792	\$80,951	\$97,709	\$125,654

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Unit/College Name	Working Title	FY 2018-19 Minimum**	FY 2018 - 19 Targeted Market Range		FY 2018-19 Maximum
			50th Percentile	75th Percentile	
College of Sciences (cont.)	Assistant Dean for Culture, Talent and Human Resources	\$104,605	\$100,473	\$146,447	\$188,331
	Assistant Dean for Business Operations	\$112,826	\$141,463	\$157,956	\$203,131
	Director of Development	\$80,624	\$98,123	\$112,874	\$145,155
	Director of Development, College of Sciences	\$80,624	\$98,123	\$112,874	\$145,155
	Associate Dean of Academic Affairs	\$153,354	\$203,630	\$214,695	\$276,098
	Associate Dean for Research	\$153,354	\$203,630	\$214,695	\$276,098
College of Textiles	Assistant Dean for Finance and Administration	\$101,543	\$127,316	\$142,160	\$182,818
	Director of Development	\$65,965	\$80,283	\$92,351	\$118,764
	Executive Director North Carolina Textile Foundation	\$106,112	\$128,990	\$148,557	\$191,044
	Associate Dean for Industry Research and Extension	\$139,413	\$185,118	\$195,178	\$250,998
	Marketing and Communications Director	\$73,336	\$100,558	\$102,670	\$132,034
	Assistant Director for Annual Giving and Prospect Development	\$45,289	\$57,968	\$63,404	\$81,538
	Associate Dean for Research	\$139,413	\$185,118	\$195,178	\$250,998
	Assistant Dean for IT and Facilities Site Director	\$80,093	\$99,290	\$112,130	\$144,199
	Assistant Dean for Academic Programs and Student Affairs	\$91,582	\$103,447	\$128,215	\$164,884
	Associate Dean for Academic Programs	\$139,413	\$185,118	\$195,178	\$250,998
College of Veterinary Medicine	Executive Director of Development	\$80,624	\$98,123	\$112,874	\$145,155
	Director of Development	\$73,295	\$89,203	\$102,612	\$131,959
	Assistant Dean for Human Resources	\$95,096	\$91,340	\$133,134	\$171,210
	Assistant Dean, Business and Finance	\$101,543	\$127,316	\$142,160	\$182,818
	Director of Communications and Marketing	\$83,813	\$114,923	\$117,338	\$150,896
	Director of Development, Major Gifts	\$73,295	\$89,203	\$102,612	\$131,959
	Associate Dean of College Advancement	\$115,759	\$140,717	\$162,062	\$208,412
	Associate Dean & Director of Academic Affairs	\$161,459	\$204,522	\$226,043	\$290,692
	Associate Dean and Director of Research and Graduate Studies	\$161,459	\$204,522	\$226,043	\$290,692
	Associate Dean and Director, Veterinary Medical Services	\$161,459	\$204,522	\$226,043	\$290,692

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Unit/College Name	Working Title	FY 2018-19 Minimum**	FY 2018 - 19 Targeted Market Range		FY 2018-19 Maximum
			50th Percentile	75th Percentile	
College of Veterinary Medicine (cont.)	Assistant Dean of Student Development	\$132,103	\$167,336	\$184,944	\$237,839
	Major Gifts Officer	\$65,755	\$72,265	\$92,057	\$118,385
Poole College of Management	Director of Development	\$65,965	\$80,283	\$92,351	\$118,764
	Assistant Dean, Finance & Administration	\$101,543	\$127,316	\$142,160	\$182,818
	Director of Development	\$65,965	\$80,283	\$92,351	\$118,764
	Director of Alumni Relations and Special Events	\$52,902	\$71,150	\$74,062	\$95,244
	Executive Director of College Advancement	\$106,112	\$128,990	\$148,557	\$191,044
	Associate Dean for Faculty and Academic Affairs	\$211,323	\$280,430	\$295,853	\$380,466
	Assistant Vice Provost and Executive Director of the Entrepreneurship Clinic	\$98,595	\$123,345	\$138,033	\$177,510
	Associate Dean for Graduate Programs & Research	\$211,323	\$280,430	\$295,853	\$380,466
	Assistant Dean, Jenkins MBA Program	\$115,260	\$148,974	\$161,364	\$207,514
	Associate Dean of Undergraduate Programs	\$190,191	\$252,387	\$266,267	\$342,420
Division of Academic & Student Affairs	Student Ombuds	\$98,595	\$123,345	\$138,033	\$177,510
	Assistant Vice Chancellor and Chief of Staff	\$106,831	\$137,111	\$149,563	\$192,338
	Associate Vice Chancellor for Business Administration	\$123,244	\$154,182	\$172,541	\$221,888
	Assistant Vice Chancellor for Finance	\$101,543	\$127,316	\$142,160	\$182,818
	Assistant Vice Chancellor for Human Resources	\$95,096	\$91,340	\$133,134	\$171,210
	Executive Director of College Advancement	\$86,819	\$105,538	\$121,547	\$156,309
	Assistant Director of Arts Development	\$50,970	\$62,519	\$71,359	\$91,767
	Director of Marketing and Communications	\$73,336	\$100,558	\$102,670	\$132,034
	Assistant Dean and Director of the Academic Support Program for Student Athletes	\$99,329	\$118,941	\$139,061	\$178,833
	Associate Vice Chancellor, University College and Director for Academic Advising	\$122,092	\$156,699	\$170,929	\$219,814
	Assistant Vice Chancellor of Pathways Programs, TRIO	\$114,461	\$146,905	\$160,246	\$206,076
	Director of Facilities Planning and Management	\$98,816	\$124,769	\$138,343	\$177,909
	Executive Director for the Arts	\$135,935	\$167,407	\$190,309	\$244,737
	Director of Development for ARTS NC STATE	\$65,965	\$80,283	\$92,351	\$118,764

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Unit/College Name	Working Title	FY 2018-19 Minimum**	FY 2018 - 19 Targeted Market Range		FY 2018-19 Maximum
			50th Percentile	75th Percentile	
Division of Academic & Student Affairs (cont.)	Assistant Director of Development, Arts Development	\$50,970	\$62,519	\$71,359	\$91,767
	Senior Assoc Vice Chanc for Student Development, Health, and Wellness	\$152,615	\$195,874	\$213,661	\$274,768
	Executive Director, Counseling and Prevention Services	\$113,954	\$148,229	\$159,536	\$205,163
	Director, Student Health Services	\$136,178	\$162,994	\$190,649	\$245,174
	Associate Vice Provost for Student Leadership and Engagement	\$94,662	\$110,014	\$132,527	\$170,430
	Senior Associate Dean, University College	\$114,477	\$129,308	\$160,268	\$206,105
	Assistant Dean for University College and Director for Academic Advising	\$92,082	\$123,305	\$128,915	\$165,785
NCSU Libraries	Development Officer, Friends of the Library	\$59,180	\$65,039	\$82,851	\$106,547
	Director, Finance and Business	\$84,619	\$106,097	\$118,467	\$152,349
	Director of Development, Major Gifts	\$65,965	\$80,283	\$92,351	\$118,764
	Executive Director of Development	\$86,819	\$105,538	\$121,547	\$156,309
	Deputy Director of Libraries	\$113,086	\$147,839	\$158,320	\$203,599
Office of General Counsel	Associate General Counsel	\$143,651	\$170,460	\$201,111	\$258,629
	Associate General Counsel	\$143,651	\$170,460	\$201,111	\$258,629
	Associate General Counsel	\$143,651	\$170,460	\$201,111	\$258,629
	Associate General Counsel	\$143,651	\$170,460	\$201,111	\$258,629
	Assistant General Counsel	\$104,473	\$123,971	\$146,263	\$188,094
	Assistant General Counsel	\$104,473	\$123,971	\$146,263	\$188,094
	Deputy General Counsel	\$213,568	\$221,031	\$298,995	\$384,507
	University Compliance Manager	\$81,953	\$80,639	\$114,734	\$147,547
	University Records Officer	\$61,464	\$60,479	\$86,050	\$110,660
Division of Enrollment Management & Services (EMAS)	Associate Vice Provost and Director of Undergraduate Admissions	\$143,396	\$152,230	\$200,754	\$258,170
	Associate Vice Provost for Enrollment Systems and Operations	\$96,918	\$125,226	\$135,686	\$174,492
	Associate Vice Provost and Director of Communication	\$91,371	\$110,811	\$127,920	\$164,505
	Senior Vice Provost for Enrollment Management and Services	\$192,687	\$230,057	\$269,762	\$346,914
	Assistant Vice Provost, Financial Operations and Audit	\$101,543	\$127,316	\$142,160	\$182,818

NC State University
Proposed FY 2018 - 2019
SAAO Tier II Salary Ranges

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Unit/College Name	Working Title	FY 2018-19 Minimum**	FY 2018 - 19 Targeted Market Range		FY 2018-19 Maximum
			50th Percentile	75th Percentile	
EMAS (cont.)	Director of Scholarships & Financial Aid	\$121,196	\$146,951	\$169,674	\$218,201
Academic Outreach & Entrepreneurship	Associate Vice Provost, Online and Distance Education	\$117,157	\$126,112	\$164,020	\$210,930
	Associate Vice Provost, Online and Distance Education	\$117,157	\$126,112	\$164,020	\$210,930
	Associate Vice Provost, Academic Technology Innovation	\$112,577	\$139,052	\$157,608	\$202,684
	Associate Vice Provost for Marketing and Partnership Development	\$111,299	\$119,806	\$155,819	\$200,383
	Assistant Vice Provost and Managing Director for NC State Entrepreneurship Alliance	\$98,595	\$123,345	\$138,033	\$177,510
	Assistant Vice Provost, Business Operations	\$112,826	\$141,463	\$157,956	\$203,131
	Senior Vice Provost for Academic Outreach and Entrepreneurship	\$195,082	\$247,755	\$273,115	\$351,226
Institute for Emerging Issues	Director of Development	\$65,965	\$80,283	\$92,351	\$118,764
	Annual Gifts Director	\$59,180	\$65,039	\$82,851	\$106,547
	Director, IEI and Vice Provost for Outreach and Engagement	\$195,439	\$251,521	\$273,615	\$351,869
Office of Institutional Equity & Diversity	Associate Vice Provost for Diversity Engagement, Training and Education	\$92,090	\$105,400	\$128,927	\$165,800
	Assistant Vice Provost, Student Diversity	\$83,719	\$95,818	\$117,206	\$150,727
	Associate Vice Provost for Equal Opportunity and Deputy Title IX Coordinator	\$92,090	\$105,400	\$128,927	\$165,800
	Assistant Equal Opportunity Officer	\$75,347	\$86,236	\$105,485	\$135,654
	Vice Provost for Institutional Equity and Diversity	\$133,882	\$165,743	\$187,435	\$241,042
Office of Global Engagement	Associate Vice Provost, Director External Relations and Development	\$77,173	\$93,811	\$108,042	\$138,942
	Vice Provost for International Affairs	\$176,981	\$227,231	\$247,774	\$318,637
	Associate Vice Provost of the Global Training Initiative	\$74,770	\$87,467	\$104,678	\$134,616
Vice Chancellor for Finance & Administration	Executive Director, University Business Operations	\$112,826	\$141,463	\$157,956	\$203,131
	Director of Operations, Analysis and Planning	\$112,826	\$141,463	\$157,956	\$203,131
Environmental Health & Safety	Director of Security Applications & Technology	\$108,912	\$137,823	\$152,477	\$196,085
	Director of Transportation	\$116,322	\$150,426	\$162,850	\$209,426
	Police Chief	\$149,823	\$188,128	\$209,752	\$269,741
	Associate Vice Chancellor for Environmental Health and Public Safety	\$179,788	\$225,753	\$251,703	\$323,690
	Radiation Safety Officer/Assistant Director of EH&S	\$89,679	\$111,714	\$125,551	\$161,458

NC State University
Proposed FY 2018 - 2019
SAAO Tier II Salary Ranges*

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Unit/College Name	Working Title	FY 2018-19 Minimum**	FY 2018 - 19 Targeted Market Range		FY 2018-19 Maximum
			50th Percentile	75th Percentile	
Environmental Health & Safety (cont.)	Director of Risk Management	\$109,287	\$133,739	\$153,002	\$196,760
	Director, Environmental Health and Safety	\$137,968	\$171,868	\$193,155	\$248,398
	Manager of Environmental Affairs	\$82,781	\$103,121	\$115,893	\$149,039
University Real Estate & Development	Director of Real Estate	\$120,745	\$133,061	\$169,043	\$217,389
	Associate Vice Chancellor for University Real Estate Operations	\$193,191	\$212,898	\$270,468	\$347,822
	Director of Centennial Campus Real Estate	\$120,745	\$133,061	\$169,043	\$217,389
Facilities Division	Associate Vice Chancellor for Facilities	\$191,459	\$246,351	\$268,043	\$344,703
	Director for Capital Project Management	\$132,226	\$129,000	\$185,117	\$238,060
	University Architect	\$149,971	\$174,959	\$209,959	\$270,007
	Senior Director, Facilities Services	\$132,226	\$129,000	\$185,117	\$238,060
	Senior Director, Energy Systems	\$125,032	\$150,015	\$175,044	\$225,107
Budget & Resource Management	Associate Vice Chancellor for Budget and Resource Management	\$162,114	\$195,926	\$226,960	\$291,871
	Assistant Budget Director, Operations	\$73,295	\$89,203	\$102,612	\$131,959
	Assistant Budget Director, Reporting	\$73,295	\$89,203	\$102,612	\$131,959
	Associate Director and University Budget Deputy Director	\$109,011	\$133,376	\$152,615	\$196,263
	Director of Cost Analysis	\$106,873	\$112,716	\$149,622	\$192,413
Campus Enterprises	Associate Vice Chancellor for Campus Enterprises	\$167,495	\$193,984	\$234,493	\$301,558
	Senior Director of Financial and HR Services	\$101,543	\$127,316	\$142,160	\$182,818
	Senior Director of Hospitality Services	\$122,150	\$152,236	\$171,009	\$219,918
	Senior Director for Auxiliary Services	\$117,246	\$135,789	\$164,145	\$211,090
	Director, NC State Trademark and Licensing	\$79,825	\$90,898	\$111,755	\$143,717
	Director of NC State Bookstores	\$95,982	\$113,996	\$134,374	\$172,805
Human Resources	Director, HR Business Operations	\$85,586	\$82,206	\$119,820	\$154,089
	Associate Vice Chancellor for University Human Resources	\$212,085	\$264,572	\$296,918	\$381,837
	Director of Human Resources Information Management	\$99,888	\$131,400	\$139,843	\$179,838
	Senior Director of Talent and Organizational Design Solutions	\$122,671	\$158,013	\$171,740	\$220,857

NC State University
Proposed FY 2018 - 2019
SAAO Tier II Salary Ranges

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Unit/College Name	Working Title	FY 2018-19 Minimum**	FY 2018 - 19 Targeted Market Range		FY 2018-19 Maximum
			50th Percentile	75th Percentile	
Human Resources (cont.)	Director of Organization Design Solutions	\$98,967	\$101,072	\$138,554	\$178,181
	Director, Executive Search Services	\$82,764	\$102,592	\$115,870	\$149,008
	Director of Employee Relations	\$95,065	\$115,916	\$133,091	\$171,155
	Director of EHRA Administration	\$105,153	\$107,389	\$147,214	\$189,317
	Director of Employee Benefits and Programs	\$102,468	\$120,324	\$143,455	\$184,483
	Director of Learning and Organizational Development	\$108,953	\$120,671	\$152,534	\$196,159
Finance Division	Associate Vice Chancellor for Finance and University Treasurer	\$226,875	\$268,333	\$317,625	\$408,466
	Senior Director, Strategic Debt and Financial Management	\$117,136	\$149,859	\$163,990	\$210,891
	Director, University Cashier	\$108,916	\$132,212	\$152,482	\$196,092
	Foundations Controller	\$105,630	\$121,489	\$147,881	\$190,176
	Senior Director - Foundations Accounting & Investments	\$144,167	\$184,442	\$201,834	\$259,559
	Director of Investments	\$126,146	\$161,387	\$176,605	\$227,114
	Director, Materials Management	\$131,737	\$157,097	\$184,432	\$237,180
	Associate University Controller	\$105,630	\$121,489	\$147,881	\$190,176
	University Controller	\$149,593	\$178,443	\$209,430	\$269,327
	Financial Reporting Director	\$93,893	\$107,990	\$131,450	\$169,045
	Director of Payroll	\$97,622	\$122,173	\$136,671	\$175,759
	Director of Contracts and Grants	\$142,253	\$169,728	\$199,154	\$256,112
Office of Information Technology	Chief Information Security Officer	\$145,216	\$183,764	\$203,303	\$261,447
	Assistant Vice Chancellor for Technology Support Services	\$114,279	\$136,871	\$159,990	\$205,747
	Assistant Vice Chancellor of Enterprise Application Services	\$137,491	\$183,762	\$192,487	\$247,538
	Assistant Vice Chancellor for Communication Technology	\$123,089	\$157,748	\$172,324	\$221,609
	Assistant Vice Chancellor for Shared Services	\$143,736	\$175,711	\$201,230	\$258,782
	Director of Platform Services	\$114,250	\$136,731	\$159,949	\$205,695

*The FY 2018-19 SAAO Tier II salary ranges were approved by the NC State Board of Trustees on April 19, 2018.

**The minimum and maximum of each salary range is determined by calculating an 80% spread centered on the 75th percentile. Because the minimum and maximum are calculated and the 50th and 75th percentiles are actual data points, occasionally the calculated minimum will be higher than the 50th percentile.

NC State University
Senior Academic and Administrative Officer Tier II (SAAO II)
Salary Range Methodology FY 2018-19

The University's salary ranges for Senior Academic and Administrative Officer Tier II (SAAO II) positions Exempt from the State Human Resources Act (EHRA) are market-based to attract and retain highly qualified executive talent. The ranges are intended to inform and support sound and equitable salary/compensation decisions and to facilitate appropriate stewardship of financial resources.

As prescribed in NC State's management flexibility plan, the source used to establish SAAO II salary ranges derives from the CUPA-HR Administrative and Professional salary surveys. Review of that survey data is split into two data cuts: (1) NCSU/UNC Board of Governor Designated Peers and (2) Carnegie Class - Research University, Very High (RU/VH) universities. For each SAAO II job title, there is a:

- Range minimum: minimum salary level based on market data; exceptions may be made to pay an employee below the minimum based on limited budgetary resources with the individual being brought to the minimum as soon as resources are available.
- 50th percentile: the salary rate at which 50% of the individuals in similar positions surveyed are paid at this level or less and 50% are paid more (middle of the market).
- 75th percentile: the salary rate at which 75% of the individuals in similar positions surveyed are paid at this level or less and 25% are paid more; this upper quartile may be utilized to recognize high performing employees, highly specialized positions, difficult-to-recruit positions, and/or to retain talent.
- Market range: the salary range between the 50th and 75th percentiles; the targeted market range.
- Range maximum: the maximum level of pay appropriate for the position based on market data.

Consistent with UNC System Office Methodology, the ranges:

- Use 3 years of survey data.
- Are developed directly from equivalent positions identified in the survey whenever possible or developed from a benchmark position if no match exists or there is insufficient survey data.
- Are developed around the 75th percentile of the market data to ensure market competitiveness.
- Are broad to account for hiring less experienced, developmental talent as well as highly qualified, hard-to-recruit talent.
- Uses an 80% salary range spread.

Specific employee/position salaries are based on a variety of factors, including, but not limited to:

- Budget
- Candidate/employee experience, qualifications, knowledge, and skills
- Prior performance and accomplishments
- Advanced degrees or professional credentials
- Scarcity and/or uniqueness of skills
- Equity with substantially equal incumbents, and
- Retention consideration

NOTE: Job Titles in the document reflect relevant job categories and not individual working titles. Therefore, positions with the same Job Title may have very different ranges since individual positions are matched based on specific job duties.

NC State EHRA - IRIT Compensation Methodology

EHRA non-faculty IRIT (instructional, research, and information technology) positions support the core mission of the University by creating and disseminating knowledge through direct instruction, research, and public service, or performing professional-level duties that are integral to and uniquely supportive of that work, including professional information technology positions.

Specify Job Responsibilities

- Deloitte Consulting developed web-based survey tool to collect information about EHRA jobs.
- Incumbents in EHRA roles self-reported job responsibilities in the survey

Identify Similar Roles in the Labor Market

- Human Resources (HR) compared EHRA self-reported job responsibilities to “benchmark” job profiles in reliable salary surveys, including:
 - College & University Professional Association for Human Resources (CUPA-HR) - comparable positions in peer institutions;
 - Culpepper – research positions in life sciences;
 - Mercer, CompData, Salary.Com – common positions in outside organizations with whom we compete for talent;
 - Deloitte – compiled from multiple survey sources.
- Made preliminary match of EHRA jobs to survey benchmark jobs.
- 75-80% match in job responsibilities considered a good match.
- Not all positions could be confidently matched to survey benchmark profiles - these are “slotted” into pay ranges based on relative value to solid benchmark matches.
- Preliminary matches to survey profiles required management validation of responsibilities and skill level for each incumbent to finalize matching process.

Market-Driven Compensation Strategy

- Strategy for developing EHRA salary “ranges” is market-driven.
- Market pricing:
 - attaches values to similar positions in the employment marketplace;
 - identifies multiple skill levels within positions;
 - attaches values to each level;
 - provides basis for developing position hierarchy;
 - provides basis for developing individual pay ranges;

EHRA Salary Range Design

- Jobs that pay similarly in the labor market were grouped together based on market median pay that fell within a range of approximately 15%. This resulted in 12 pay ranges.
- A market reference point was established for each pay range by calculating the average of the lowest median pay and the highest median pay.
- The percent spread of the market median pay was calculated to identify how consistent the spread fell across ranges. The desired outcome is to apply a consistent range spread for grouping jobs paid similarly.
- Market median spread was adjusted to 17%. Desired outcome is to keep spread under 20%. Spread can be adjusted; lower spread will result in more ranges.

Pay Ranges

- Median (50th percentile) salary data from salary surveys represents market pay for each job.
- Developed pay range for each position based on median pay reported in salary surveys for benchmark positions.
 - Established *Market Reference Point*, based on median pay.
 - Established *Minimum Pay* at 75% of Market Reference Point.
 - Established *Maximum Pay* at 125% of Market Reference Point for jobs with Median pay less than \$50K.
 - Established *Maximum Pay* at 150% of Market Reference Point for jobs with median pay of \$50K or greater.

**NC State University
FY 2018-19 Faculty Salary Ranges***

College/Division	Discipline	Rank	FY 2018-19 Faculty Salary Ranges (9-month Salary Basis)		
			Minimum	Market Reference	Maximum
College of Agriculture and Life Sciences	Agricultural & Extension Education	Professor	\$93,413	\$116,767	\$233,533
		Associate Professor	\$72,058	\$90,073	\$157,627
		Assistant Professor	\$64,774	\$80,968	\$121,452
College of Agriculture and Life Sciences	Agriculture & Resource Economics	Professor	\$108,169	\$135,211	\$270,422
		Associate Professor	\$84,202	\$105,253	\$184,192
		Assistant Professor	\$71,152	\$88,941	\$133,411
College of Agriculture and Life Sciences	Animal Sciences	Professor	\$94,931	\$118,663	\$237,326
		Associate Professor	\$73,285	\$91,606	\$160,310
		Assistant Professor	\$63,821	\$79,776	\$119,665
College of Agriculture and Life Sciences	Applied Ecology	Professor	\$120,497	\$150,621	\$301,242
		Associate Professor	\$81,484	\$101,854	\$178,245
		Assistant Professor	\$66,020	\$82,525	\$123,788
College of Agriculture and Life Sciences	Biochemistry	Professor	\$121,140	\$151,425	\$302,851
		Associate Professor	\$77,726	\$97,157	\$170,025
		Assistant Professor	\$66,381	\$82,977	\$124,465
College of Agriculture and Life Sciences	Biological & Agricultural Engineering	Professor	\$103,689	\$129,612	\$259,224
		Associate Professor	\$81,150	\$101,438	\$177,517
		Assistant Professor	\$68,583	\$85,729	\$128,594
College of Agriculture and Life Sciences	Crop Science	Professor	\$92,624	\$115,780	\$231,560
		Associate Professor	\$70,829	\$88,536	\$154,939
		Assistant Professor	\$61,719	\$77,149	\$115,723
College of Agriculture and Life Sciences	Entomology	Professor	\$95,377	\$119,221	\$238,442
		Associate Professor	\$71,031	\$88,788	\$155,380
		Assistant Professor	\$62,591	\$78,238	\$117,358
College of Agriculture and Life Sciences	Food Science	Professor	\$104,671	\$130,838	\$261,677
		Associate Professor	\$70,141	\$87,677	\$153,434
		Assistant Professor	\$63,532	\$79,415	\$119,123
College of Agriculture and Life Sciences	Horticulture Science	Professor	\$92,624	\$115,780	\$231,560
		Associate Professor	\$70,829	\$88,536	\$154,939
		Assistant Professor	\$61,719	\$77,149	\$115,723
College of Agriculture and Life Sciences	Plant Biology	Professor	\$97,839	\$122,298	\$244,597
		Associate Professor	\$74,918	\$93,647	\$163,883
		Assistant Professor	\$64,491	\$80,614	\$120,921
College of Agriculture and Life Sciences	Plant Pathology	Professor	\$92,624	\$115,780	\$231,560
		Associate Professor	\$70,829	\$88,536	\$154,939
		Assistant Professor	\$61,719	\$77,149	\$115,723
College of Agriculture and Life Sciences	Poultry Science	Professor	\$94,931	\$118,663	\$237,326
		Associate Professor	\$73,285	\$91,606	\$160,310
		Assistant Professor	\$63,821	\$79,776	\$119,665
College of Agriculture and Life Sciences	Soil Science	Professor	\$99,032	\$123,790	\$247,580
		Associate Professor	\$68,798	\$85,998	\$150,496
		Assistant Professor	\$61,500	\$76,875	\$115,313

College/Division	Discipline	Rank	FY 2018-19 Faculty Salary Ranges (9-month Salary Basis)		
			Minimum	Market Reference	Maximum
College of Agriculture and Life Sciences	Youth, Family & Community Sciences	Professor	\$100,709	\$125,886	\$251,773
		Associate Professor	\$71,808	\$89,760	\$157,079
		Assistant Professor	\$59,645	\$74,556	\$111,834
College of Design	Design	Professor	\$94,926	\$118,657	\$237,314
		Associate Professor	\$71,367	\$89,209	\$156,116
		Assistant Professor	\$57,710	\$72,138	\$108,207
College of Education	Teacher Education & Learning Sciences (TELS)	Professor	\$92,210	\$115,263	\$230,526
		Associate Professor	\$68,274	\$85,342	\$149,349
		Assistant Professor	\$56,110	\$70,137	\$105,206
College of Education	Education Leadership & Policy / Adult & Higher Education	Professor	\$94,204	\$117,755	\$235,510
		Associate Professor	\$71,036	\$88,795	\$155,391
		Assistant Professor	\$58,608	\$73,260	\$109,890
College of Education	Math, Science, & Technology Education	Professor	\$89,771	\$112,214	\$224,428
		Associate Professor	\$65,595	\$81,994	\$143,490
		Assistant Professor	\$56,984	\$71,229	\$106,844
College of Engineering	Biomedical	Professor	\$138,744	\$173,431	\$346,861
		Associate Professor	\$91,190	\$113,988	\$199,479
		Assistant Professor	\$75,384	\$94,229	\$141,344
College of Engineering	Chemical & Biomolecular	Professor	\$131,057	\$163,821	\$327,642
		Associate Professor	\$90,550	\$113,187	\$198,078
		Assistant Professor	\$76,734	\$95,917	\$143,875
College of Engineering	Civil, Construction & Environmental	Professor	\$119,856	\$149,820	\$299,640
		Associate Professor	\$86,572	\$108,214	\$189,375
		Assistant Professor	\$73,956	\$92,445	\$138,667
College of Engineering	Computer Science	Professor	\$133,091	\$166,364	\$332,727
		Associate Professor	\$94,783	\$118,478	\$207,337
		Assistant Professor	\$82,352	\$102,940	\$154,410
College of Engineering	Electrical & Computer	Professor	\$129,380	\$161,725	\$323,450
		Associate Professor	\$91,384	\$114,230	\$199,903
		Assistant Professor	\$77,933	\$97,416	\$146,124
College of Engineering	Industrial	Professor	\$128,183	\$160,229	\$320,457
		Associate Professor	\$87,480	\$109,351	\$191,363
		Assistant Professor	\$75,648	\$94,560	\$141,841
College of Engineering	Materials	Professor	\$141,703	\$177,128	\$354,257
		Associate Professor	\$95,149	\$118,936	\$208,138
		Assistant Professor	\$77,538	\$96,923	\$145,384
College of Engineering	Mechanical & Aerospace	Professor	\$133,667	\$167,084	\$334,168
		Associate Professor	\$92,921	\$116,152	\$203,266
		Assistant Professor	\$74,313	\$92,892	\$139,338
College of Engineering	Nuclear	Professor	\$142,545	\$178,181	\$356,362
		Associate Professor	\$92,879	\$116,098	\$203,172
		Assistant Professor	\$80,417	\$100,521	\$150,781

College/Division	Discipline	Rank	FY 2018-19 Faculty Salary Ranges (9-month Salary Basis)		
			Minimum	Market Reference	Maximum
College of Humanities and Social Sciences	Anthropology	Professor	\$110,124	\$137,654	\$275,309
		Associate Professor	\$71,711	\$89,639	\$156,868
		Assistant Professor	\$60,481	\$75,601	\$113,402
College of Humanities and Social Sciences	Communication	Professor	\$100,677	\$125,846	\$251,692
		Associate Professor	\$69,115	\$86,394	\$151,190
		Assistant Professor	\$57,426	\$71,783	\$107,674
College of Humanities and Social Sciences	English	Professor	\$94,241	\$117,801	\$235,602
		Associate Professor	\$66,961	\$83,701	\$146,478
		Assistant Professor	\$55,267	\$69,084	\$103,626
College of Humanities and Social Sciences	Foreign Languages & Literatures	Professor	\$93,641	\$117,052	\$234,103
		Associate Professor	\$63,624	\$79,530	\$139,178
		Assistant Professor	\$53,698	\$67,123	\$100,684
College of Humanities and Social Sciences	History	Professor	\$99,055	\$123,819	\$247,639
		Associate Professor	\$68,590	\$85,737	\$150,041
		Assistant Professor	\$56,066	\$70,082	\$105,123
College of Humanities and Social Sciences	Interdisciplinary Studies	Professor	\$96,102	\$120,128	\$240,255
		Associate Professor	\$68,605	\$85,757	\$150,074
		Assistant Professor	\$51,294	\$64,117	\$96,176
College of Humanities and Social Sciences	Philosophy & Religious Studies	Professor	\$101,914	\$127,393	\$254,785
		Associate Professor	\$67,595	\$84,493	\$147,864
		Assistant Professor	\$55,957	\$69,946	\$104,919
College of Humanities and Social Sciences	Political Science	Professor	\$111,796	\$139,745	\$279,491
		Associate Professor	\$75,269	\$94,087	\$164,652
		Assistant Professor	\$62,027	\$77,533	\$116,300
College of Humanities and Social Sciences	Public Administration	Professor	\$118,024	\$147,531	\$295,061
		Associate Professor	\$83,218	\$104,022	\$182,039
		Assistant Professor	\$67,790	\$84,737	\$127,106
College of Humanities and Social Sciences	Psychology	Professor	\$112,425	\$140,531	\$281,063
		Associate Professor	\$75,187	\$93,984	\$164,472
		Assistant Professor	\$64,787	\$80,984	\$121,476
College of Humanities and Social Sciences	Social Work	Professor	\$100,359	\$125,449	\$250,897
		Associate Professor	\$70,084	\$87,606	\$153,310
		Assistant Professor	\$59,692	\$74,615	\$111,922
College of Humanities and Social Sciences	Sociology	Professor	\$110,124	\$137,654	\$275,309
		Associate Professor	\$71,711	\$89,639	\$156,868
		Assistant Professor	\$60,481	\$75,601	\$113,402
Poole College of Management	Accounting	Professor	\$179,935	\$224,918	\$449,837
		Associate Professor	\$147,120	\$183,900	\$321,825
		Assistant Professor	\$150,829	\$188,537	\$282,805
Poole College of Management	Business Management	Professor	\$176,829	\$221,037	\$442,074
		Associate Professor	\$130,710	\$163,388	\$285,929
		Assistant Professor	\$122,233	\$152,792	\$229,187

College/Division	Discipline	Rank	FY 2018-19 Faculty Salary Ranges (9-month Salary Basis)		
			Minimum	Market Reference	Maximum
Poole College of Management	Economics	Professor	\$122,730	\$153,412	\$306,824
		Associate Professor	\$100,176	\$125,220	\$219,134
		Assistant Professor	\$88,664	\$110,829	\$166,244
Poole College of Management	Entrepreneurship	Professor	\$183,722	\$229,653	\$459,305
		Associate Professor	\$117,650	\$147,063	\$257,360
		Assistant Professor	\$119,229	\$149,036	\$223,554
Poole College of Management	Finance	Professor	\$186,812	\$233,514	\$467,029
		Associate Professor	\$153,586	\$191,983	\$335,970
		Assistant Professor	\$153,787	\$192,234	\$288,351
Poole College of Management	Human Resources Management	Professor	\$147,278	\$184,098	\$368,195
		Associate Professor	\$114,861	\$143,576	\$251,257
		Assistant Professor	\$112,052	\$140,065	\$210,097
Poole College of Management	Management Information Systems	Professor	\$152,103	\$190,129	\$380,258
		Associate Professor	\$117,959	\$147,449	\$258,036
		Assistant Professor	\$114,160	\$142,700	\$214,051
Poole College of Management	Marketing	Professor	\$167,414	\$209,267	\$418,534
		Associate Professor	\$126,506	\$158,132	\$276,731
		Assistant Professor	\$120,526	\$150,658	\$225,986
Poole College of Management	Operations Management	Professor	\$176,829	\$221,037	\$442,074
		Associate Professor	\$130,710	\$163,388	\$285,929
		Assistant Professor	\$122,233	\$152,792	\$229,187
Poole College of Management	Organizational Behavior	Professor	\$147,278	\$184,098	\$368,195
		Associate Professor	\$114,861	\$143,576	\$251,257
		Assistant Professor	\$112,052	\$140,065	\$210,097
College of Natural Resources	Forest Biomaterials	Professor	\$91,095	\$113,868	\$227,737
		Associate Professor	\$71,354	\$89,193	\$156,087
		Assistant Professor	\$62,012	\$77,515	\$116,272
College of Natural Resources	Forestry & Environmental Resources	Professor	\$100,098	\$125,123	\$250,246
		Associate Professor	\$73,152	\$91,440	\$160,020
		Assistant Professor	\$63,179	\$78,974	\$118,461
College of Natural Resources	Parks, Recreation, and Tourism Mgmt	Professor	\$102,854	\$128,567	\$257,135
		Associate Professor	\$70,826	\$88,532	\$154,932
		Assistant Professor	\$59,829	\$74,786	\$112,179
College of Sciences	Applied Mathematics	Professor	\$119,940	\$149,925	\$299,850
		Associate Professor	\$76,810	\$96,012	\$168,022
		Assistant Professor	\$75,749	\$94,687	\$142,030
College of Sciences	Atmospheric Sciences	Professor	\$117,173	\$146,466	\$292,932
		Associate Professor	\$85,683	\$107,104	\$187,432
		Assistant Professor	\$71,363	\$89,204	\$133,806
College of Sciences	Biological Sciences	Professor	\$109,262	\$136,577	\$273,154
		Associate Professor	\$75,483	\$94,353	\$165,118
		Assistant Professor	\$64,347	\$80,434	\$120,651

College/Division	Discipline	Rank	FY 2018-19 Faculty Salary Ranges (9-month Salary Basis)		
			Minimum	Market Reference	Maximum
College of Sciences	Biology	Professor	\$109,262	\$136,577	\$273,154
		Associate Professor	\$75,483	\$94,353	\$165,118
		Assistant Professor	\$64,347	\$80,434	\$120,651
College of Sciences	Chemistry	Professor	\$120,357	\$150,447	\$300,893
		Associate Professor	\$77,091	\$96,363	\$168,636
		Assistant Professor	\$66,135	\$82,668	\$124,002
College of Sciences	Genetics	Professor	\$114,243	\$142,804	\$285,608
		Associate Professor	\$84,715	\$105,893	\$185,313
		Assistant Professor	\$68,012	\$85,015	\$127,522
College of Sciences	Geology & Earth Sciences	Professor	\$107,585	\$134,481	\$268,963
		Associate Professor	\$76,264	\$95,330	\$166,827
		Assistant Professor	\$64,215	\$80,269	\$120,403
College of Sciences	Marine and Oceanographic Sciences	Professor	\$120,497	\$150,621	\$301,242
		Associate Professor	\$81,483	\$101,854	\$178,245
		Assistant Professor	\$66,021	\$82,526	\$123,789
College of Sciences	Mathematics	Professor	\$104,119	\$130,149	\$260,299
		Associate Professor	\$73,160	\$91,450	\$160,037
		Assistant Professor	\$63,501	\$79,377	\$119,065
College of Sciences	Microbiology	Professor	\$119,855	\$149,819	\$299,637
		Associate Professor	\$79,128	\$98,910	\$173,092
		Assistant Professor	\$65,443	\$81,803	\$122,705
College of Sciences	Physics	Professor	\$108,543	\$135,679	\$271,358
		Associate Professor	\$76,881	\$96,101	\$168,177
		Assistant Professor	\$66,690	\$83,363	\$125,045
College of Sciences	Statistics	Professor	\$122,115	\$152,644	\$305,288
		Associate Professor	\$81,082	\$101,352	\$177,366
		Assistant Professor	\$71,712	\$89,639	\$134,459
College of Sciences	Toxicology	Professor	\$124,854	\$156,068	\$312,135
		Associate Professor	\$83,108	\$103,885	\$181,799
		Assistant Professor	\$64,705	\$80,882	\$121,322
College of Textiles	Apparel / Textiles	Professor	\$92,763	\$115,954	\$231,909
		Associate Professor	\$68,868	\$86,085	\$150,649
		Assistant Professor	\$59,238	\$74,047	\$111,071
College of Textiles	Textile Sciences & Engineering	Professor	\$119,329	\$149,161	\$298,322
		Associate Professor	\$91,701	\$114,626	\$200,596
		Assistant Professor	\$66,363	\$82,954	\$124,431
College of Veterinary Medicine	Veterinary Medicine	Professor	\$110,752	\$138,440	\$276,881
		Associate Professor	\$86,416	\$108,020	\$189,036
		Assistant Professor	\$73,706	\$92,133	\$138,200
Division of Academic & Student Affairs	Music	Professor	\$84,084	\$105,104	\$210,209
		Associate Professor	\$62,729	\$78,411	\$137,220
		Assistant Professor	\$50,612	\$63,265	\$94,898

College/Division	Discipline	Rank	FY 2018-19 Faculty Salary Ranges (9-month Salary Basis)		
			Minimum	Market Reference	Maximum
Division of Academic & Student Affairs	Health & Exercise Science	Professor	\$99,012	\$123,765	\$247,531
		Associate Professor	\$72,573	\$90,717	\$158,754
		Assistant Professor	\$61,697	\$77,121	\$115,681

*The FY 2018-19 faculty salary ranges were approved by Chancellor Woodson on August 29, 2018 and presented as an information item to the NC State Board of Trustees on September 21, 2018.

NC State University
Faculty Salary Ranges – Methodology
FY 2018 - 2019

NC State’s Division of Human Resources (HR) conducts market analyses and develops proposed salary ranges for tenured/tenure track faculty by discipline and rank. HR utilizes data primarily from the College and University Professional Association for Human Resources, the authoritative source for higher education salary survey data, as well as data from a major study of public universities conducted annually by Oklahoma State University. Where possible, NC State’s Board of Governors designated peer group is considered the preferred comparator group. If insufficient data is available, HR may utilize data from the combined Board of Governors peer groups for NC State and UNC Chapel Hill. HR also reviews and validates the data against all reporting public land-grant universities as well as all reporting institutions with a Carnegie Class designation of Research/Very High Universities.

Methodology Process Steps	Process Description
Step 1	To determine the appropriate market reference rate (MRR), the 4-digit discipline (CIP) code by rank for each faculty member is aligned with the faculty member’s department or tenure home.
Step 2	Based on the appropriate 4-digit CIP code, the average salary, by rank, was identified on both salary surveys and then blended to calculate the Market Reference Rate (MRR) for each department in each College by faculty rank (Assistant Professor, Associate Professor and Professor).
Step 3	The minimum of the ranges is calculated at 80% of the MRR.
Step 4	<p>The maximum of the ranges, by rank, is calculated as follows:</p> <ul style="list-style-type: none"> - Professor (2 times) the MRR - Associate Professor (1.75 times) the MRR - Assistant Professor (1.50 times) the MRR - <p>Scaling the faculty salary ranges in this manner allows for a bottom up rank progression in the faculty salary range structure.</p>
Step 5	An aging factor of 2.2% is applied based on a projected annual rate of increase for the current salary survey year and a portion of the subsequent salary survey year. This takes into account the fact that the salary survey results compiled by CUPA-HR and the Oklahoma Study are available to institutions approx. 5-6 months after the faculty salary survey data was originally collected.

NC STATE UNIVERSITY
Policies, Regulations and Rules

Authority	Provost and Executive Vice Chancellor for Academic Affairs & the Vice Chancellor for Finance and Business
Title	Additional Compensation Paid through the University
Classification	REG05.58.01
PRR Subject	Personnel
Contact	Faculty Questions: Vice Provost for Faculty Affairs, 919-513-7741 EHRA Non-Faculty & SAAO Questions: Associate Vice Chancellor for Human Resources: 919-515-2973

History: First Issued: January 14, 2014. Last Revised: February 28, 2017

Related Policies:

[UNC Policy 300.1.1 - Senior Academic and Administrative Officers](#)

[UNC Policy 300.2.1 - Employees Exempt from the State Personnel Act](#)

[UNC Policy 300.2.2 - Conflict of Interest and Commitment](#)

[UNC Policy 300.2.2\[G\] - Guidelines on Implementing the UNC Conflict of Interest and Commitment Policy](#)

[UNC Policy 300.2.2.1\[R\] - Regulation on External Professional Activities for Pay by Faculty and Non-Faculty EPAs](#)

[UNC Policy 300.2.2.2\[R\] - Regulations for SAAOs on External Professional Activities for Pay and Honoraria](#)

[UNC Policy 300.2.13 - Supplemental Pay for Employees Exempt from the State Personnel Act](#)

[UNC Policy 300.2.14 - Non-Salary and Deferred Compensation](#)

[NCSU POL 05.15.03 - Non-Salary and Deferred Compensation](#)

[NCSU REG01.25.01 - Conflicts of Interest and Conflicts of Commitment](#)

[NCSU REG10.05.15 - TEARS \(The Employee Activity Reporting System\)](#)

Additional References:

[NCSU External Professional Activities of Faculty and Other Professional Staff](#)

[US OMB Circular No. A-21 Section J.10.d \(1\)](#)

[Mandatory Summer Salary Training—Provost’s Memorandum 3-12-13](#)

[Summer Salary and Supplemental Pay for 9-Month Faculty](#)

[OSHR Policy Manual Dual Employment, Supplemental Pay](#)

[NCSU Summer Session Compensation Models](#)

1. INTRODUCTION

Payments to employees through the University Payroll Office beyond the Base Salary defined below are considered Additional Compensation. Additional Compensation is payment for effort that is clearly outside the scope of the employee's job description -- or faculty Statement of Mutual Expectations (SME) – that is performed outside of normal work effort or that adds extra work effort in addition to effort spent on normal job duties.

2. SCOPE

This regulation applies to most additional compensation paid to NC State University faculty, senior academic & administrative officers (SAAOs), EHRA non-faculty professionals, SHRA staff, and County Operations Support Staff (COSS) through the University Payroll Office. This regulation is not intended to modify existing policies or procedures that govern the general administration of University salaries nor payments for external consulting (such as *External Professional Activities for Pay*).

Additional compensation may be provided for activities beyond the established job duties that include, but are not limited to:

- Temporary additional or higher-level duties;
- Conducting non-credit seminars, workshops, and training;
- Teaching summer session courses or on-campus or distance education courses taught as overload assignments, and that fall outside the scope of work that is described in the faculty member's Statement of Mutual Expectations (the effort for which comprises the faculty member's Base Salary);
- Dual employment payments from other state agencies/universities;
- Internal institutionally-funded grants or awards, such as for instructional development or non-externally-funded research/scholarly activities;
- Externally-funded sponsored program payments during the summer term for nine-month faculty;
- Externally-funded sponsored program payments beyond Base Salary for twelve-month faculty, and such payments during the academic year for nine-month faculty, if allowed by the funding source; and
- All other paid assignments, additional activities, deliverables, or duties with durations of less than one year.

3. EXCLUSIONS

The following types of compensation are **excluded from this regulation**.

3.1 *Non-Salary & Deferred Compensation*. Consult UNC Policy 300.2.14 and NCSU Policy 05.15.03 for information on non-salary and deferred compensation.

3.2 *External Activities for Pay*. Professional activities performed outside of one's University employment, such as consulting for other organizations, as described in UNC Policy 300.2.2 and

associated regulations and guidelines and NCSU guidance for External Professional Activities of Faculty and Other Professional Staff.

3.3 *Coaches' Compensation* provided by NC State to NC State Athletic Department head coaches and their covered staff related to league conference championships or post-season invitations, which is governed separately by the Athletic Department's authorized Championship & Post-Season Compensation Guidelines as approved by the Chancellor or the Board of Trustees.

3.4 *Premiums Paid to and Overtime Worked by FLSA-Subject Employees.* Employees who are subject to the federal Fair Labor Standards Act (FLSA) -- and for whom timesheets are required -- must report and be paid timely (or be provided equivalent compensatory time as appropriate) for additional straight time hours and/or overtime hours worked. In accordance with State Human Resources policies, FLSA-Subject employees must also be paid an established shift differential premium for certain shift work as well as premiums for working on holidays. Compensation for such overtime hours worked or shift differentials/holiday premiums is not considered additional compensation for purposes of this regulation.

4. BASE SALARY, SALARY SUPPLEMENTS & OTHER ADDITIONAL COMPENSATION

For the purposes of this regulation, the following definitions apply:

4.1 Time Periods

Academic Year: The 9-month period from August 16 through May 15

Summer: The 3-month period from May 16 through August 15

Fiscal Year: The 12-month period from July 1 through June 30

4.2 *Annual Salary.* The current salary or annualized wage basis of the employee as it appears in the appointment letter/contract or subsequent notification of salary increase/decrease, not including supplements or additional compensation.

4.3 *Base Salary.* The current annual salary of the employee as it appears in the appointment letter or subsequent notification of salary increase/decrease; *plus* any administrative, honor, or interim supplement that carries an anticipated duration of one full year or more.

4.4 *Salary Supplements.* Compensation in excess of an employee's Annual Salary paid by NC State for increases in responsibility, extra duties, or honor recognitions.

4.4.1 *Salary Supplements counted as Base Salary.* Administrative, honor and interim supplements with an anticipated duration of 12 months or more are counted as Base Salary for purposes of this regulation. Temporary supplements are not counted as Base Salary for purposes of this regulation.

4.4.1. a. *Administrative Supplement.* A salary supplement paid to a faculty member for assuming a university-, college-, or departmental-level administrative role in addition to his or her primary

faculty role, such as serving as an assistant vice provost, department head, or director of graduate studies. Administrative supplements are not used for EHRA non-faculty professionals, SHRA employees, post-docs, house officers, student workers, or temporary employees. Administrative supplements are recurring payments for duties anticipated to last at least three months, and may continue as long as the “at-will” administrative assignment continues.

4.4.1. b. *Honor Supplement.* A salary supplement paid to a faculty member as a distinguished or named professor. Honor supplements are not used for EHRA non-faculty professionals, SHRA employees, post-docs, house officers, students, or temporary employees. Honor supplements are recurring payments for at least three months that may continue as long as the faculty member’s appointment to the distinguished or named professorship is in effect.

4.4.1. c. *Interim Supplement.* A salary supplement paid for filling a higher-level vacant administrative or professional position on an interim basis while a search is planned and conducted, until the new hire starts. Interim supplements are not used for post-docs, house officers, students, or temporary employees. Interim supplements are recurring payments for at least three months that may not exceed three years except with Provost or Vice Chancellor (not designee) approval.

4.4.2 *Salary Supplements not counted as Base Salary*

4.4.2. a. *Administrative, Honor, or Interim Supplements* (defined in section 4.4 of this regulation) but with an anticipated duration of less than 12 months, are not counted as base salary for purposes of this regulation.

4.4.2. b. *Temporary Supplement.* A salary supplement for short-term additional duties that are anticipated to last no longer than 24 months. Temporary supplements of longer than 24 months require the approval of the appropriate Vice Chancellor or Dean (not designee).

4.5 *Summer Salary.* Any earnings paid through NC State for work performed by 9-month faculty between May 16 and August 15, including Maymester instruction.

4.6. *Dual Employment.* Payment to an NC State employee for services provided by the individual to another North Carolina state agency or UNC institution on a part-time or contractual basis. Approval must be obtained from the supervisor of the NC State position before the service is provided in order to ascertain whether the obligation will interfere with the job duties and commitments of the primary position. If approved, all payments for the employee’s services must be sent (along with State Form CP-30) from the borrowing agency to the University Budget Office and paid through the University Payroll Office.

5. LIMITATIONS

5.1 *EHRA Non-Faculty and Faculty and County Operations Support Staff.* All additional compensation for full-time employees for the fiscal year (for 12-month employees) -- or for the academic year (for 9-month employees) -- may not exceed 20% of the Base Salary without advance authorization of the Vice Chancellor or Dean (not designee). Additional compensation for part-time

employees taking on additional effort should be accomplished by adjusting the FTE, not to exceed 100% FTE.

5.2 SHRA Employees. All additional compensation for the fiscal year may not exceed 20% of the Base Salary for full-time SHRA employees without advance authorization of the Office of State Human Resources. (Additional compensation for part-time SHRA employees taking on additional effort should be effected by adjusting the FTE, not to exceed 100% FTE).

5.3 All types of additional compensation paid by the University that are not included in the employee's base salary are considered additional compensation for the purpose of calculating additional compensation maximums during the individual's appointment period (20%) and during summer for 9-month faculty (33.33%). See sections 4.4.2 and 4.5 of this regulation.

5.4 If the employee who is receiving additional compensation is already employed in a different home department/unit from the requestor of the work or assignment, the home department's chair/supervisor must grant prior approval.

5.5 Flat-rate payments for additional compensation should not be used for current employees who are receiving a base salary from the University, since extra effort/time worked cannot appropriately be attributed in the HRIM System. Flat-rate payments may be used to compensate individuals hired for a specific and time-limited assignment who are otherwise in a no-pay status; FTE should be attributed to these assignments in the HRIM System.

5.6 In no case may a one-time or recurring special payment be used as a bonus to compensate an employee for meritorious service or performance, unless specifically pre-approved by the University's Board of Trustees or Chancellor (not designee).

6. EHRA NON-FACULTY PROFESSIONALS AND SAAOs

6.1 For EHRA non-faculty professionals and SAAOs, no additional compensation beyond the Annual Salary – or beyond the Base Salary if a supplement of 12 months or more is included -- may be paid for University duties that are generally within the scope of the job description of the position to which the individual is appointed.

6.2 In accordance with UNC Policy 300.1.1. B (4), no individuals in positions designated as SAAO may be paid, in addition to their Base Salary, for any services rendered to any institution-related foundation, endowment, or other affiliated entity that (a) is established by officers of the University, (b) is controlled by the University, or (c) is tax-exempt based on being a support organization for the University.

6.3 Upon appropriate prior approval, an EHRA non-faculty professional or SAAO can earn up to 20% in additional compensation from all sources paid through the University Payroll Office within their regular 9-month or 12-month appointment period for duties clearly outside the scope of their job description. Prior approval by the appropriate Vice Chancellor or Chancellor (not designee) is required for additional compensation exceeding 20%.

6.4 Subject to prior approval by the individual's home department head, EHRA non-faculty professionals and SAAOs may take on a University teaching responsibility for additional compensation, provided that they hold appropriate academic credentials for the course to be taught. The staff member's primary employment responsibilities take priority over any additional part-time teaching assignments. Generally, this teaching responsibility must be carried out at times other than during the normal working hours established for the full-time employment responsibility and any payment for the instruction will be considered additional compensation. However, in extraordinary circumstances, when the teaching responsibility must take place during the course of the employee's normal working hours, exceptions may be made, but must be justified and approved in advance by the individual's home department head or supervisor.

6.5 To avoid double-payment, paid leave may not also be claimed for any time spent on such additional compensated assignment during normal working hours, but leave without pay -- or an alternate work schedule -- may be requested and must be approved by the individual's supervisor, and the approval forwarded to Human Resources for inclusion in the employee's official personnel file.

7. FACULTY

Upon appropriate approval by the Dean (or home department head as designee), a full-time tenured, tenure-track, or non-tenure-track faculty member (.75 FTE or above and benefits-eligible) can earn up to 20% in additional compensation beyond Base Salary from all sources paid through the University Payroll Office within their regular 9-month or 12-month appointment period. Prior approval by the appropriate Dean (not designee) is required for additional compensation exceeding 20%.

7.1 Full-Time Twelve-Month Faculty

7.1.1 Sponsored Projects. A full-time 12-month faculty member may not receive additional compensation from a sponsored project unless written into the initial grant proposal as compensation beyond Base Salary, or unless otherwise approved in advance by both the Project Sponsor and the faculty member's Department Head and Dean (not designee).

7.1.2 In cases where externally-funded work is being performed by twelve-month faculty at a remote operation, and the work performed is in addition to the individual's regular departmental load, any charges for such work representing additional compensation above the Base Salary are allowable, provided that such arrangements are specifically provided for as part of the sponsored-project agreement or otherwise approved in writing, in advance, by the sponsoring agency. These payments require the approval in advance by the Department Head and Dean (not designee) of the faculty member's home department.

7.1.3 Instruction. Subject to prior approval by the department head of the faculty member's home department 12-month faculty members may be allowed to take on an overload University teaching responsibility beyond their SME duties for additional compensation. The faculty member's primary employment responsibilities take priority over any additional part-time teaching assignments. This teaching responsibility must be carried out outside the effort articulated in the faculty member's SME.

7.1.4 Summer instructional salary must not be authorized for the supervision of summer graduate student research.

7.1.5 To avoid double-payment, paid leave may not be claimed for any time spent on such additionally compensated assignment during normal working hours, but leave without pay -- or an alternate work schedule -- may be requested and must be approved in advance by the appropriate Dean (or designee).

7.2 Full-Time Nine-Month Faculty

7.2.1 During the 9-month Appointment Period

Upon appropriate approval-by the Dean (or home department head as designee), full-time 9-month faculty members can earn up to 20% in additional compensation from all sources paid through the University Payroll Office within their regular 9-month appointment period. Prior approval by the faculty member's Dean (not designee) is required for additional compensation exceeding 20%.

7.2.1.1 Sponsored Projects during the Academic Year.

Typically, externally-funded project sponsors do not permit compensation beyond the Base Salary from sponsored project funds during the academic year for nine-month faculty. As a general rule, faculty members (whether tenured/tenure track or NTT) who are involved in funded research during the academic year should have their other assigned responsibilities reduced through release time, or request replacement costs. In unusual cases, additional compensation above the Base Salary is allowable, provided that such activities are specifically required by the agreement with the Project Sponsor and approved in advance, in writing, by the Department Head and Dean (not designee), in accordance with federal regulations.

In cases where externally-funded work is being performed by nine-month faculty at a remote operation, and the work performed is in addition to the individual's regular departmental load, charges for such work representing additional compensation above the Base Salary are allowable, provided that such arrangements are specifically provided for as part of the sponsored-project agreement or otherwise approved in advance, in writing, by the sponsoring agency. These payments require approval by the Department Head and Dean (not designee) of the faculty member's home department.

7.2.2 Summer Salary for Full-Time 9-Month Faculty

During the summer, a full-time (benefits-eligible) 9-month faculty member may be paid a total of 33.33 % (based on a 1.0 FTE) of his or her prior academic year's (nine-month) base salary from all sources of funds. Exceptions beyond the 33.33% summer-earnings maximum must be approved in advance, in writing, by the Dean (not designee); however, no exceptions may be approved beyond 33.33% for a 9-month faculty member (based on a 1.0 FTE) paid in whole or part from sponsored project funds. A 9-month faculty member may not exceed 90% of the allowable summer salary per pay period, without the Dean's prior written approval, and a written management plan on file in the College.

7.2.2.1a. The 33.33% maximum pay for summer instruction effort or other effort not paid from sponsored program funds may be paid over one, two or three months. The number of summer salary payments to be paid during the summer must be outlined in the faculty member's approved written management plan.

7.2.2.1b. The faculty member is responsible for ensuring that his/her total summer pay results in no more than the 33.33% maximum allowed by this regulation unless the Dean (not designee) approves an exception in advance. Faculty members who exceed the limit in violation of this regulation are subject to retroactive salary adjustment if necessary to bring the total within the allowable maximum. 9-month faculty members paid from sponsored projects may not exceed the 33.33% maximum for summer salary.

7.2.2.2. Regardless of the source of funds, summer salary will not be adjusted to reflect legislative salary increases (LIs) authorized by the NC General Assembly. For 9-month faculty, LIs become effective August 16.

7.3. Summer Instructional Salary for Nine-Month Faculty

7.3.1 Salary for summer instruction is paid at the rate established by each college for their courses and posted on the Enrollment Management and Services' Summer Sessions Compensation Models web site.

7.3.2 Salary for instruction of distance education courses offered during summer sessions will be determined by the department or program (e.g., DELTA Flexible Access, Engineering Online) offering the course.

7.3.3 Summer instructional salary must not be authorized for the supervision of summer graduate student research.

7.3.4 Request for payment to the employee for summer instructional salary must be authorized by the department head (or designee) in advance and may be submitted by the paying department before the effort has been completed.

7.4 Salary for Full-Time 9-Month Faculty Paid in Summer from Sponsored Projects Funds

7.4.1 All faculty who will receive summer salary paid in whole or in part from sponsored project sources is required to complete training provided by the Office of Contracts and Grants on the University's summer salary regulations and standard operating procedures on an annual basis between January 1 and May 15. This training must be completed before the faculty member receives payment for the work and prior to the Friday preceding the first day of Summer Session I of that year. In the event that the training is not completed before this deadline, the Dean must approve this exception. Such exceptions are only permissible in unusual circumstances and only after the completion of mandatory summer salary training.

7.4.2 *Effort Reporting* is a federally-mandated process by which the salary charged to sponsored project (Ledger 5) funds is certified as being reasonable in relation to the effort expended on that project. “Effort” is the proportion of time spent on any activity, expressed as a percentage of an individual’s total university effort.

Effort for which non-instructional summer salary will be paid must be approved by the Department Head and Dean (or designee) before the work begins. The Standard Operating Procedure for Summer Salary for Nine-Month Faculty provides faculty and administrative staff involved with sponsored projects procedures for approval and reporting. For any change in effort or planned work schedule, a new approval is required.

7.4.3 NC State faculty are limited to 90% effort in any given pay period on externally-funded grants and contracts during the Summer (May 16-August 15). This limit reserves some time during the Summer for such other time commitments such as course preparation or other instructional activities, public service, institutional service, administrative duties, development of grant proposals, or time off for personal activities. Effort may need to be further limited depending on a faculty member’s summer responsibilities beyond the activities funded by the grant or contract.

7.4.3.1a. Exceptions beyond 90% effort (up to 100% effort) in a given pay period on such grants or contracts must be approved in advance by the Dean (not designee). The Dean’s approval and the rationale for the exception must be documented as described in the SOP for Summer Salary for Nine-Month Faculty.

7.4.3.2 If a faculty member commits 100% effort to a contract or grant in a single monthly pay period, he or she must understand and acknowledge that this effort excludes time spent on instructional, service or administrative duties, development of grant proposals, or time off for personal activities during the period.

7.4.4 Effort will be confirmed through NC State REG 10.05.15 - TEARS (The Employee Activity Reporting System).

7.5 Part-time Non-Tenure-Track (NTT) Faculty

Part-time non-tenure-track (NTT) faculty who are contracted to teach on a course-by-course basis, typically for a semester or a year at a time -- and who assume additional duties beyond the contracted duties – should be compensated for the additional duties by either (a) revising the contract to reflect the additional duties, with commensurate FTE adjustment, or (b) by adding a separate entry in the HRIM System (referred to as a second “job row”), with commensurate FTE attributed. Please note that FTE totaling above .74 for three months or more must be treated (and budgeted) as benefits-eligible. An increase in contracted duties and compensation, including additional compensation, for non-tenure track faculty that still totals below 1.00 FTE is not considered an “overload” assignment.

8. PAYMENT OF ADDITIONAL COMPENSATION

8.1 Timing of Requests and Payments

Any payments of additional compensation must be approved in advance of initiation of the work by both the employee's home department and the paying department (if different). The department requiring the effort must initiate the request stating the nature and duration of the project, and notify the home department. Project duration, compensation rates, and timing of payment must be agreed upon prior to the beginning of the work effort. It is the employee's responsibility, in communication with all paying units, to ensure that his or her total effort and total payment does not exceed the allowable annual maximums. Employees who exceed the limit in violation of this regulation are subject to retroactive salary adjustments (if necessary) to bring the total within the allowable maximum.

8.1.1 For summer employment, request for payment to the employee may be submitted by the employee before the effort has been completed. However, it is the responsibility of the faculty member and the college or unit to correct payroll payments made to the faculty member if there have been changes in the expected or reported effort for which the faculty member received payment.

8.1.2. Administrative staff identified by the College Research Officer as being required to complete summer salary training because of their involvement in processing of such payments must complete this training before the Friday preceding the first day of Summer Session I. In the event that the training is not completed before this deadline, the Dean must approve this exception. Such exceptions should be permitted only in unusual circumstances. The administrative staff processing summer salary transactions must complete the training before entering transactions. Administrative staff processing transactions is responsible for verifying that any faculty member receiving summer salary payments has completed the training before processing the payment. All parties must complete training prior to entering any summer salary transactions.

8.2 *Approvals*

In accordance with UNC Policy 300.2.13(for EHRA employees) and State Personnel policies (for SHRA) approved requests for additional compensation must be submitted to the University's central Human Resources office for final review and processing. Documentation of all such payments, including written justification for the payment, must be maintained in the employee's departmental records.

8.3 *Method of Payment and Deductions*

Payment of additional compensation must be processed as compensation to the employee (and not, for example, as a payment to the individual as an independent contractor) through the University Payroll Office, and federal/state taxes and other appropriate deductions will be withheld. Payments will be identified as additional compensation above the amount paid as the "base salary." A total lump-sum payment for an extended period of work (e.g., the entire summer) is strongly discouraged because of the adverse tax withholding impact to the individual.

NC STATE Staff Senate

Board of Trustees Report

March 27, 2020

Honorable Trustees,

This, my final report to you, is far different than I had originally envisioned and had initially started drafting. Due to COVID-19 preparations and guidance, Staff Senate canceled most of its scheduled spring events/activities, and adapted its processes and procedures for connecting with Staff Senate members using virtual meetings.

Starting with our March executive board meeting, all meetings—executive board, committees and general body—are being held online via Zoom. While Zoom has always been an option for senators to participate in the general body meetings if they are unable to attend in person, the April general body meeting will be the first time in Staff Senate’s 25-year history that the entire senate, along with our featured presenters, will be online. We are also exploring the possibility of offering programs such as learn at lunch via online delivery.

Since my last report, from mid-January through mid-March B.C.E. (before the coronavirus era), we continued to support staff and the university through:

- volunteering with Pack the Polls early voting site at Talley, organized by the Department of Academic and Student Affairs;
- hosting a panel discussion—with speakers from the Disability Resource Office, IT Accessibility Office, Office for Institutional Equity and Diversity, Transportation and University Architect’s Office—on working as a person with a disability;
- hosting four offerings (two on main campus and two on Centennial Campus) of a Learn at Lunch information session on the Faculty and Staff Assistance Program;
- participating in a food truck rodeo on Centennial campus, Staff Senate’s Resources and Environment Committee, educated and directed people on compost options and talked to the vendors about compostable options for serving;
- highlighting extension efforts in New Hanover County (Ability Garden), Yancey County (hiking and learning adventures), the 4-H Horse Bowl and backyard composting;
- promoting other university events, programs and opportunities such as nominations for the Awards for Excellence and Equity for Women Awards, feedback for the strategic plan task forces, Green Zone training, Global Skills Certification training and Blacks in Wax live museum; and
- volunteering at the Feed the Pack Food Pantry during the coronavirus outbreak telecommuting period.

In order to ensure that staff senators stay informed and engaged with the university, we had presentations from the following individuals at our monthly general body meetings:

- in February, Jude DesNoyer, activation program manager with University Real Estate and Development, enlightened senators about the many opportunities and resources available—to staff and the general public—on Centennial Campus;

- in March, Sheri Schwab, vice provost for institutional equity and diversity, provided an overview of some of OIED's recent/current initiatives, NC State's action items, UNC System Office's policy and regulation on diversity and inclusion, and the task forces for NC State's next 10-year strategic plan.

We are currently working on the development of formalized committee protocols, something that has been missing from Staff Senate's library. The executive committee recently completed the draft document, which will be presented to the full Staff Senate for review and feedback at the May general body meeting. The committee protocols address areas such as budgets, committee leadership, communications, event planning and coordination, resolutions, senator resignations, surveys and training.

A new initiative in the early stages is development of more extensive and formalized programs for faculty and staff veterans. While there are evident resources for student veterans, similar services for faculty and staff are not readily apparent. We are seeking to work with Faculty Senate and Military and Veteran Services to determine how we can serve those who served our country and now serve our university.

Staff Senate is actively engaged in helping inform the task forces for the university's next strategic plan. Several senators sit on the task forces. Dr. Audrey Jaeger, one of the co-chairs of the Envisaging the Next Generation Land-Grant University task force, will be presenting to the Staff Senate at the April general body meeting. The task force has already received input from staff senators, via a survey sent on their behalf. Dr. Margery Overton, senior vice provost for institutional strategy and analysis, is scheduled to provide an update on the task forces and the strategic plan at the June Staff Senate meeting.

We are currently preparing for our elections—for staff senator seats in April and senate leadership positions in May. Voting for 30 Staff Senate seats will take place April 1-15 via an all-electronic format. The Governance committee is researching how to conduct the leadership elections, held during the May general body meeting, online.

As this is my last report to the Board of Trustees, I would like to thank you for this opportunity to serve NC State. This has been a memorable and rewarding year—one that will be a highlight of my career at the university. I will conclude my tenure not only grateful for having had this experience, but more effective at serving NC State, with my recently garnered appreciation of what is entailed in running this institution and making it great.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Janice Sitzes".

Janice Sitzes, Ed.D.

Associate Director, Marketing Services, Continuing and Professional Education
Chair, NC State Staff Senate, 2019-2020

PROVOST UPDATE ITEMS

NC State University Certificate Proposal Form

Certificate Title: Graduate Certificate in Business Analytics

New: ☒

Revision: ☐

Classification of Instructional Programs (CIP) Discipline # (6 digits): 52.1302

*Please ensure that you select the appropriate CIP code for your certificate program. Please consult this website for more information about CIP codes:

<https://nces.ed.gov/ipeds/cipcode/default.aspx?v=55>

Certificate Type:

On-Campus: ☐

Distance: ☐

On-Campus & Distance: ☒

Proposed Effective Date: Fall 2020

Director of the Certificate Program: William Rand

Program Coordinator (if different from Director): Jenny Champ

Graduate Services Coordinator: Kiresten Branch

College: Poole College of Management

Department/Program: Business Management

Catalog Description:

The Graduate Certificate in Business Analytics is a one- to two-year program that is designed for working professionals in the Research Triangle community. They will learn to make business decisions by applying techniques in applied statistics, data management, forecasting, optimization, and visualization.

Enrollment:

Continuing

New

On-Campus

Yr. 1-0 Yr. 2-2 Yr. 3-7 Yr. 4-10

Yr. 1-5 Yr. 2-10 Yr. 3-15 Yr. 4-15

Distance

Yr. 1-0 Yr. 2-3 Yr. 3-8 Yr. 4-10

Yr. 1-5 Yr. 2-10 Yr. 3-15 Yr. 4-15

Attachments:

- ☒ Proposal Document
- ☒ Statement of other departments likely to be affected and summary of consultation with those departments
- ☒ Program-level assessment
- ☒ Campus Routing Form
- ☒ Signature Page

PROPOSAL DOCUMENT:
GRADUATE CERTIFICATE IN BUSINESS ANALYTICS

Program justification

The Poole College of Management proposes the creation of a Graduate Certificate in Business Analytics (GCBA). The certificate program is designed to provide access to graduate training in business analytics to working professionals in the community with baccalaureate degrees.

Certificates in analytics are already being provided by the business schools at Colorado State, Indiana, Iowa State, Michigan State, MIT and Penn State and have proven to draw significant interest from students. Appalachian State, UNC-Chapel Hill, UNC-Charlotte, and UNC-Greensboro all currently offer graduate certificates in analytics through their business schools.

The program supports the goals of NC State's strategic plan:

1. Enhance student success: Skills in business analytics are highly valued in today's labor market. PCOM initiated a business analytics track for its undergraduates two years ago; the graduates of that track have multiple offers from employers and are earning significantly more than other PCOM graduates.
2. Invest in faculty: Expanded opportunities to engage with graduate students will allow us to attract and retain research-oriented faculty. GCBA will include a practicum where faculty will supervise students working as consultants for an organization with a challenge that can be met through business analytics.
3. Enhance local engagement: PCOM has already engaged with First Citizens, Red Hat and Terradata for consulting projects and expects to widen this circle of engagement considerably with this new program.

Description

The Graduate Certificate in Business Analytics is a one- to two-year program that is designed for working professionals in the Research Triangle community. They will learn to make business decisions by applying techniques in applied statistics, data management, forecasting, optimization, and visualization.

Who should enroll

Enrollment is open to the following:

- i) All full-time, part-time and on-line MBA students who wish to signal their business analytics expertise to the job marketplace
- ii) Lifelong education students, including managers, executives and entrepreneurs, who aspire to gain or improve their decision making with expertise in business analytics

Benefits to enrolled students

- i) Learn about the latest tools and techniques in business analytics
- ii) Learn how to apply these tools and techniques to actual business situations, using real company data
- iii) Learn in small classes that foster an intellectually stimulating environment
- iv) Improve prospects for career advancement
- v) Benefit from networking opportunities with other business students/executives enrolled in the program

Program Structure

Management The program will be housed in the Poole College of Management for administrative purposes. The DGP will be Professor William Rand.

Curriculum Students must complete fourteen hours of courses with grades of B– or better in every course. MBA 506 and 507 must be taken before any other courses.

1. Required courses (8 hours)

MBA 506 Data-Driven Managerial Decisions 1 (1 hour)

MBA 507 Data-Driven Managerial Decisions 2 (1 hour)

MBA 551 Predictive Analytics for Business and Big Data (3 hours)

MBA 552 Data Engineering, Management and Warehousing for Business (3 hours)

2. Required practicum (3 hours)

Select one of the following options:

OPTION A: MBA 559 Business Analytics Practicum (3 hours)

OPTION B: Students can select one of the following practicum course options, provided that the project they complete in the course has an analytics focus. Students will need approval from the certificate director before enrolling in one of these courses for analytics certificate credit.

- MBA 519 Enterprise Risk Management Practicum (3 hours)
- MBA 524 Equity Valuation (3 hours)
- MBA 549 Supply Chain Management Practicum (3 hours)
- MBA 590 Jenkins Consulting Practicum (3 hours)

3. Elective courses selected from the following list: (3 hours)

- ECG 561 Applied Econometrics I (3 hrs.)
- ECG 562 Applied Econometrics II (3 hrs.)
- MBA 545 Decision Making under Uncertainty (3 hrs.)
- MBA 590 Digital Marketing (3 hrs.)
- MBA 590 Marketing Analytics (3 hrs.)
- MBA 590 Analytical Supply Chain Management (3 hrs.)
- MBA 590 Innovation and the IoT Marketplace (3 hrs.)

Admission requirements

Graduate students in PCOM must be in good standing and must submit an application to the certificate program that will be reviewed and approved by the coordinator.

Students not attending NC State must have completed a baccalaureate degree from a regionally accredited institution. It is open to all majors. Evidence of strong quantitative skills will be a factor in admissions decisions. A minimum GPA of 3.0 in undergraduate and graduate work combined is required

for admission to the program. Those with less than a 3.0 may be admitted provisionally. Provisionally admitted students must initially take MBA 506 and 507 and earn a grade of B (3.0) or better in both.

Because this is a premium tuition program, it will not be available to graduate students at NC State outside the Poole College of Management.

Standards for the certificate

Students must complete the required credit hours with an aggregate GPA of 3.0 or higher. Credit toward the certificate in a particular course will be given only if a grade of B- or better is given in the course. All courses in the program must be taken for a letter grade. No transfer credits will be accepted into the program, and it must be completed within three years.

Relationship to admission to other degree programs:

Applicants will be notified in all applications and promotional materials that "Academic success might have a strong bearing on admission to a degree program BUT completion of a certificate program in no way guarantees entry into a graduate degree program, which is done through a separate application process."

Relationship to other programs at NC State:

The certificate will complement the existing MS in Analytics by providing an option for working professionals who are unable to spend 10 months in a full-time program. Certificate students will be able to choose when they take the courses and select the learning platform (face-to-face or online). It also will have a different academic focus by putting more stress on business applications and exposing students to a more limited range of data science techniques.

The new certificates in Applied Statistics and Data Management and Data Science Foundations target working professionals, but the academic requirements do not overlap. The required courses in those two certificate programs are offered by the Computer Science and Statistics departments.

Graduate Faculty:

Full professors: Sebastian Heese, Jon Bohlmann, Richard Warr

Associate professors: Denis Pelletier, Bill Rand, Jeffrey Stonebraker

Assistant professor: Donnie Hale, Sherry Fowler, Rishika Rishika

Responsibility for Administration and Resources

This certificate program will reside in the Department of Business Management in the Poole College of Management. The certificate coordinator will be a graduate faculty member from that department. Existing resources will be used to support the administration of this program.

The certificate coordinator will:

- Make all admission decisions to the certificate program
- Notify the Dean of the Graduate School of the student's completion of certificate requirements

- Function as liaison with academic departments and the Graduate School
- Convene faculty as needed to review the program and discuss possible changes in admission requirements and curriculum

Program or Policy Changes for this Certificate

Changes in the GCBA will be determined by the faculty and channeled through the appropriate departmental/college committees. Changes will be reported to the Graduate School.

Statement of other departments likely to be affected and summary of consultation with those departments

The following departments and graduate programs had the opportunity to review earlier versions of this proposal and to provide feedback:

Computer Science
Financial Mathematics
Institute for Advanced Analytics
Operations Research
Statistics
Mathematics

Summary of consultation with Institute for Advanced Analytics:

Dean Frank Buckless of the Poole College of Management had a 3:30 p.m. conversation on December 13 2019 with Professor Michael Rappa, founding director of the Institute for Advanced Analytics, Distinguished University Professor, and director of the Master of Science in Analytics program. Professor Rappa carefully reviewed an earlier version of this proposal. He provided feedback regarding program leadership, curriculum design and the relationship between the proposed certificate and the existing MS program.

All of this feedback was incorporated into this document. Professor William Rand, a tenured professor and member of the Graduate Faculty, will be the certificate program director. The language and process for the practicum requirement has been revised. A section has been added to the proposal to discuss the relationship between this proposed certificate and other analytics programs on campus.

Summaries of other consultations

All other consultations were handled electronically. Email messages confirming the consultation and support appear below.



From: George Rouskas rouskas@ncsu.edu
Subject: Re: Consultation for certificate proposal
Date: November 15, 2019 at 12:19 PM **To:** Steve Allen sgallen@ncsu.edu
Cc: Kayla Anima mnanima@ncsu.edu, George N Rouskas rouskas@ncsu.edu

Dear Steve,

I have reviewed the proposal, and there is minimal, if any, overlap with Computer Science programs. Therefore, I have no objections and I am happy to support this certificate.

Best regards, George

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George Rouskas,
IEEE Fellow
Professor and Director of Graduate Programs
NC State Computer Science
rouskas@ncsu.edu
<http://rouskas.csc.ncsu.edu/>

On Nov 14, 2019, at 1:31 PM, Steve Allen <sgallen@ncsu.edu> wrote: Dear George:
<Business Analytics certificate proposal11.14.pdf>

The Poole College of Management is proposing to start a graduate certificate in Business Analytics. As part of the Graduate School process, I am reaching out to you to obtain feedback regarding the proposal. We also will be reaching out to the Institute for Advanced Analytics and the Departments of Mathematics and Statistics.

I would appreciate it if you could complete your review within the next couple of weeks. Ideally we would like to start the certificate program in the spring. Kayla Anima from the Graduate School should receive a copy as well.

Of course I would be more than happy to meet in person or talk on the phone before you provide any formal feedback. Best regards,
Steve

Steven Allen
Associate Dean for Graduate Programs Poole College of Management
NC State University
Raleigh NC 27695-7229
(919) 515-6941 office



From: Michael Kay kay@ncsu.edu
Subject: Re: Consultation on proposed new graduate certificate
Date: November 25, 2019 at 11:08 AM
To: Steve Allen sgallen@ncsu.edu
Cc: Kayla Anima mnanima@ncsu.edu Dear Steve,

Thank you for sending me the information about your new graduate certificate in business analytics. In the last few years, analytics has definitely been the most popular area for master students in operations research. Companies are realizing that they need people trained to effectively use data as part of their decision-making processes. It looks like the certificate program you're proposing fit very nicely into the range of analytics type activities on campus.

Best regards, Mike

On Thu, Nov 21, 2019 at 11:41 AM Steve Allen <sgallen@ncsu.edu> wrote: Dear Mike:

The Poole College of Management is proposing to start a graduate certificate in Business Analytics. The Graduate School asked me to consult with the Operations Research program, so I am reaching out to you to obtain feedback regarding the proposal.

I would appreciate it if you could complete your review within the next couple of weeks. Ideally we would like to start recruiting students for the certificate program in the spring. Kayla Anima from the Graduate School should receive a copy of your reply to me as well.

Of course I would be more than happy to meet in person or talk on the phone before you provide any formal feedback. Best regards,
Steve

Steven Allen
Associate Dean for Graduate Programs Poole College of Management
NC State University
Raleigh NC 27695-7229
(919) 515-6941 office

Michael G. Kay
Interim Director, Operations Research Assoc. Professor of Industrial Engineering North Carolina State University
Raleigh, NC 27695-7906, USA
(919) 515-2008, <http://go.ncsu.edu/kay>



From: Wenbin Lu wlu4@ncsu.edu
Subject: Re: Consultation on graduate certificate proposal
Date: November 25, 2019 at 11:19 AM
To: Steve Allen sgallen@ncsu.edu
Cc: Kayla Anima mnanima@ncsu.edu

Dear Steve,

Both Justin and I have reviewed the proposal of the graduate certificate in Business Analytics. Overall, we think the proposal looks fine. Justin made a comment that the wording in the description should be updated to emphasize the business part in the following sentence:

"They will obtain advanced skills in applied statistics, data management, forecasting, optimization, and visualization."

Best,

Wenbin

On 11/14/2019 1:34 PM, Steve Allen wrote:
Dear Professor Lu:

The Poole College of Management is proposing to start a graduate certificate in Business Analytics. As part of the Graduate School process, I am reaching out to you to obtain feedback regarding the proposal.

I would appreciate it if you could complete your review within the next couple of weeks. Ideally we would like to start the certificate program in the spring. Kayla Anima from the Graduate School should receive a copy as well.

Of course I would be more than happy to meet in person or talk on the phone before you provide any formal feedback. Best regards,
Steve

Steven Allen
Associate Dean for Graduate Programs Poole College of Management
NC State University
Raleigh NC 27695-7229
(919) 515-6941 office

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Wenbin Lu
Professor & Director of Graduate Program North Carolina State University
5112 SAS Hall, 2311 Stinson Drive Raleigh, NC 27695-8203
phone: 919-515-1915
web: <http://www.stat.ncsu.edu/people/lu/>

From: Tao Pang tpang@ncsu.edu
Subject: Re: Consultation on graduate certificate proposal
Date: December 5, 2019 at 4:35 PM
To: Steve Allen sgallen@ncsu.edu
Cc: Kayla Anima mnanima@ncsu.edu

Dear Steve,
Thanks for your email.

I have reviewed the proposal, and I think it is a great idea to offer this certificate at NC State University. The proposed program looks fine to me and I do not have any further comments.

If there is anything that the FM program or I can do to help, please feel free to let me know. Thanks and good luck with the certificate program!
Best, Tao.

Tao Pang, Ph.D.,CFA, FRM
Professor and Director
Master of Financial Mathematics Department of Mathematics
North Carolina State University
Raleigh, NC 27695-8205
Tel: (919) 513-2110
Email: tpang@ncsu.edu ++++++

On Fri, Nov 22, 2019 at 12:39 AM Steve Allen <sgallen@ncsu.edu> wrote: Dear Professor Pang:

The Poole College of Management is proposing to start a graduate certificate in Business Analytics. The Graduate School asked me to consult with the Financial Mathematics program, so I am reaching out to you to obtain feedback regarding the proposal.

I would appreciate it if you could complete your review within the next couple of weeks. Ideally we would like to start recruiting students for the certificate program in the spring. Kayla Anima from the Graduate School should receive a copy of your reply to me as well.

Of course I would be more than happy to meet in person or talk on the phone before you provide any formal feedback. Best regards,
Steve

Steven Allen
Associate Dean for Graduate Programs Poole College of Management
NC State University
Raleigh NC 27695-7229
(919) 515-6941 office



From: Seth Sullivan smsulli2@ncsu.edu
Subject: Re: Consultation on graduate certificate proposal
Date: November 14, 2019 at 1:47 PM **To:** Steve Allen sgallen@ncsu.edu
Cc: Kayla Anima mnanima@ncsu.edu

Hi Steve,

I looked over the proposal and I don't see any issues from the math department side.

Best, Seth

On Thu, Nov 14, 2019 at 1:38 PM Steve Allen <sgallen@ncsu.edu> wrote:

Dear Seth:

The Poole College of Management is proposing to start a graduate certificate in Business Analytics. As part of the Graduate School process, Pierre Gremaud asked me to contact you to obtain feedback regarding the proposal.

I would appreciate it if you could complete your review within the next couple of weeks. Ideally we would like to start the certificate program in the spring. Kayla Anima from the Graduate School should receive a copy as well.

Of course I would be more than happy to meet in person or talk on the phone before you provide any formal feedback. Best regards,
Steve

Steven Allen
Associate Dean for Graduate Programs Poole College of Management
NC State University
Raleigh NC 27695-7229
(919) 515-6941 office

Seth Sullivan
Distinguished Professor of Mathematics Director of Graduate Programs
North Carolina State University smsulli2@ncsu.edu
Office: SAS Hall 3114
Office Phone: 919-513-7445
Gender Pronouns: he, him, his

LEARNING ASSESSMENT

1. At the time they complete this certificate program, graduates are expected to
 - be satisfied with the usefulness of the certificate program in enabling them to achieve their professional goals
 - be sufficiently satisfied with the certificate program to recommend it to others with the same professional goals
 - be satisfied with the appropriateness of the courses in providing the knowledge or training they anticipate needing for their professional goals
 - be satisfied with the frequency and timeliness of the courses offered for the certificate
 - be satisfied with the quality of teaching in certificate courses
 - be satisfied with the overall educational experience of the certificate program

Metrics: Exit Survey administered by Graduate School

2. Students will have the skills to manage and analyze a large data project. They will
 - demonstrate the critical thinking skills needed to successfully frame and solve business problems using data analytics.
 - apply the appropriate technical data analytic skills to solve business problems.
 - visualize and present analytic results in a way that is compelling.
 - demonstrate team-based, deadline-driven skills necessary to complete data-driven analytic projects.

Metrics: Rubric completed each semester for each certificate student in the analytics practicum project.

Employment of Related Persons (Anti-Nepotism Policy) UNC Policy 300.4.2

1. INTRODUCTION

1.1 The UNC Policy prohibits individuals who are related (or in relationships) from supervising each other or participating in decisions about each other's compensation or employment.

1.2 As part of the University's annual conflict-of-interest disclosure process, questions are included to identify employees at NC State who fell under this policy.

2. REPORT TO THE BOARD OF TRUSTEES

2.1 Consistent with the requirements of UNC Policy 300.4.2, Employment of Related Persons (Anti-Nepotism Policy), the Chancellor shall report annually to the Board of Trustees, at the regular meeting falling closest to the date of commencement, concerning all specific cases during the preceding year in which the terms of this policy were applied.

Annual Report 1/1/2019 through 12/31/2019

This report is to confirm that NC State did not have any reported situations out of compliance with the UNC Policy 300.4.2 for the 2019 calendar year.

**Professors of Distinction with matching funds
from the Distinguished Professors Endowment Trust Fund (DPETF)
Annual Report – April 2020**

The following were awarded since the time of the last report to the NC State BoT in April 2019:

- Samuel S. Walker Distinguished Professor to **Dr. Xiangwu Zhang**, Department of Textile Engineering, Chemistry and Science, Wilson College of Textiles
- William A. Klopman Distinguished Professor to **Dr. Tushar Ghosh**, Department of Engineering, Chemistry and Science, Wilson College of Textiles
- Thomas Lord / LORD Corporation Distinguished Scholar in Chemistry to **Dr. Gavin Williams**, Department of Chemistry, College of Sciences
- Hugh C. Lord / LORD Corporation Distinguished Scholar in Chemistry to **Dr. Joshua Pierce**, Department of Chemistry, College of Sciences
- Goodnight Distinguished Professor of Geospatial Analytics to **Dr. Ross Meentemeyer**, Department of Forestry and Environmental Resources, College of Natural Resources
- David H. Murdock Distinguished Professor to **Dr. Mario Ferruzzi**, Department of Food, Bioprocessing and Nutrition Science, College of Agriculture and Life Sciences

**Professors of Distinction with matching funds
from the Distinguished Professors Endowment Trust Fund (DPETF)
Annual Report – April 2020 - *CONTINUED***

- Prestage Family Distinguished Scholar in Turkey Physiology / Nutrition / Immunology to **Dr. Robert Beckstead**, Prestage Department of Poultry Science, College of Agriculture and Life Sciences
- Goodnight Distinguished Chair of Molecular Toxicology to **Dr. Robert Smart**, Department of Biological Sciences, College of Sciences
- Randall B. Terry, Jr. Distinguished Professor in Regenerative Medicine to **Dr. Ke Cheng**, Department of Molecular Biomedical Sciences, College of Veterinary Medicine
- William T. Kretzer Distinguished Professor in Humanities to **Dr. Irwin Morris**, School of Public and International Affairs, College of Humanities and Social Sciences
- Gertrude M. Cox Distinguished Professor of Statistics to **Dr. Brian Reich**, College of Sciences
- Goodnight Distinguished Professor in Statistics to **Dr. Eric Laber**, College of Sciences
- M.C. Dean, Inc. Professor in Electrical and Computer Engineering to **Dr. Fred Kish**, College of Engineering

**Professors of Distinction with matching funds
from the Distinguished Professors Endowment Trust Fund (DPETF)
Annual Report – April 2020 - *CONTINUED***

- General Maxwell Thurman / Raytheon Distinguished Professor in Economics to **Dr. Mehmet Caner**, Poole College of Management
- Christopher W. Clark Distinguished Professor in Engineering to **Dr. Mervyn Kowalsky**, Department of Civil, Construction and Environmental Engineering, College of Engineering
- John D. and Nell R. Leazar Distinguished Professor of Horticultural Science to **Dr. Gina Fernandez**, College of Agriculture and Life Sciences
- Jackson Family Distinguished Professorship in Biomedical Engineering to **Dr. He (Helen) Huang**, College of Engineering

**Board of Visitors
Report to Board of Trustees
April 24, 2020**

Good Morning Trustees. The Board of Visitors met on Friday, March 6, 2020 for its regular biannual meeting.

BOARD of TRUSTEES UPDATE:

Chair Cabaniss brought the Board of Visitors up to date on the Board of Trustees' approved increase in student fees and tuition. Even though the Board of Governors approved up to a 3% increase for the UNC System, NC State's increase was kept to under 1%. In addition, the Chair recognized Charlie Maimone, Vice Chancellor of Finance & Administration. Chair Cabaniss served on the search committee to fill this important position and is very satisfied the right person was hired for this job. Having worked previously at UNC Greensboro and UNC Wilmington, Charlie knows the inner workings of the System well.

CHANCELLOR'S UPDATE:

Chancellor Woodson reported that the university is deep in proactive COVID-19 planning, with a strong focus on being extremely responsive to our campus community. He and his staff are working on academic continuity plans, travel restrictions, what to do with students and faculty working in affected areas, etc. Due to the ever evolving nature of the pandemic, guidance both internal and external to the university is constantly shifting. The Chancellor is serving as a co-chair on the UNC System task force to address the many issues that will continue to arise from the COVID-19 crisis.

NC State has received 31,000 applications for admission with over 22,000 in the early action time period. Applications are coming from 99 out of 100 counties, all 50 states and 24 countries. The university expects to seat a freshmen class of 4,775 in the fall.

The university received a \$6 million grant from the U.S. Department of Labor as part of its "Apprenticeship: Closing the Skills Gap" grant program. N.C. State's four-year grant program will focus on artificial intelligence.

The College of Veterinary Medicine has been named as a World Health Organization partner with the global challenge of antibiotic resistance comprising part of their research.

The Watauga Medal Awards reception and dinner was held last night honoring 3 recipients – Mr. Steve Angel, Dr. Kady Gjessing and Ms. Nancy Ridenhour.

Lastly, the Chancellor gave the Board an introduction to the new Strategic Plan discussion. The last Strategic Plan began in the summer of 2010 with approval from the BOT in April 2011. That plan has been in effect from 2011 until now (2020).

STRATEGIC PLAN OVERVIEW & PROCESS:

Provost Warwick Arden and Interim Senior Vice Provost for Institutional Research and Planning, Margery Overton, reviewed the Strategic Plan overview and process. The planning process started in the fall of 2019 with a leadership retreat and subsequent task force development. The task forces and a Strategic Planning Executive Steering Committee have been launched to gather input and prepare reports. A Strategic Plan draft is expected in the fall of 2020, with approval from the Board of Trustees at their fall meeting.

The Board of Visitors then had the opportunity to offer their input into the next strategic plan for the university. We were divided into four breakout groups with each group representing two combined task forces. Each group was presented with four questions to consider per task force. A reporter from each group was chosen to report out to the full Board during a wrap up discussion. Many thought-provoking ideas were presented to the university task force co-chairs for consideration.

LEGISLATIVE UPDATE:

Senator Dan Blue shared a legislative update with our Board at lunch. A longtime leader in the North Carolina General Assembly, Senator Blue represents Wake County. He discussed budget concerns as well as the lack of a mini budget passage in the area of education during the previous session.

The short session of the NC General Assembly is set to start in April where they will revisit these issues as well as a response to the COVID-19 challenge.

The next meeting of the Board of Visitors will be held Friday, October 9, 2020.

Thank you Mr. Chair, this concludes my report.

Judi Grainger

Report to the NCSU Board of Trustees - April 2020

Overview

The course of academic life was powerfully disrupted a month ago by the emergency situation of the health crisis. In a very short period of time, the faculty was asked to revise completely its understanding of teaching, to turn to a technology that is awkward, not well understood and, in many cases, not well accepted. The faculty is diverse in its attention to technology, and ranges in age from graduate assistants in their 20s to veteran teachers in their 80s. All of these men and women have found ways to adapt, although it is certainly clear that the result, at best, cannot be the equivalent of the fully functioning university. Our students also understand that they are not receiving the "college experience" that they have worked to obtain.

Yet all are doing what they can. The challenges to students, like technological inadequacies and personal/family emergencies, are many. The difficulty of working from home (in some reported cases, even from a parking lot where a computer hot spot can be located near-by), especially with children home from school, can affect students, staff, and faculty alike. Faculty face the added expense of providing office space, computer equipment, and the other maintenance costs that are entailed in having professional working facilities. All in all, the NC State faculty has done a remarkable job, but eagerly looks forward to the end of this emergency. There is concern that the longer actual person-to-person pedagogy is supplanted by distance education, the more will have been lost and made more difficult to recover. This is

on everyone's mind.

Faculty Senate

Chair of the Faculty Assembly and Professor of Law at NCCU Law School David Green's remarks noted the unexpected hot issues that had made his term interesting. The resignation of the UNC President (to whom he reports) and the appointment of an interim leader, the smoldering issue of Silent Sam at Chapel Hill, and the controversy over ECU's interim chancellor were mentioned. Obviously, we need not add that he could not foresee the earthquake to come. Green mentioned that as a practicing attorney he came to the Chair job not knowing what a resolution was. Motions, yes. And he said that a member of the Board of Governor's assured him that they don't read resolutions. Green believes that it is personal relationships that influence people. His interest is in student access. "Whether a person who looks like me (an African-American) can be admitted to Chapel Hill is more important to me than a Civil War statue." His comments on shared governance and his approach to governor's and legislators were instructive and at times inspiring. He concluded by stressing the importance of service to the university and the System in shared governance.

At this meeting, David Green was followed by the Chair of the Staff Senate, Dr. Janice Sitzes, who described the structure of her senate, now 25 years old and representing 6000 members of the NCSU staff, who serve in many capacities. She mentioned some of the many initiatives with which her senate is involved. As I have

noted before, the Staff Senate is a focused and effective body.

The meeting of 3 March 2020 was the first to address the Coronavirus situation.

Provost Arden spoke of the uncertainty and seriousness of the epidemic, and in particular the concern for students and faculty abroad who would be brought home quickly. The cancellation of conferences and other activities were noted, including sports seasons.

The major speaker was Doug Morton, the Associate Vice Chancellor for Facilities.

Morton presented the great needs for upkeep on the vast NCSU campus and the inadequacy of the funds to perform it. A cooperative "integrated priority list" has been created to direct work to particular needs. He also mentioned "customer support teams" to address communication issues with the people affected by facilities work. Finally, he noted the current priority, the renovation of the aging electrical grid.

On 17 March 2020, the General Faculty meeting took place under unusual circumstances. First, the Chancellor redirected the purpose of the meeting from its original agenda, to discuss the Coronavirus and its impact on the university from a public health and an academic perspective. Student Health, Emergency Management, and Distance Education were all represented. Second, this meeting of a dozen people was held without an immediate audience and was streamed and videoed to the faculty and others. Questions were taken on-line. Attendance was good.

31 March 2020 was, unfortunately, a landmark date for the Faculty Senate, our first virtual (ZOOM) meeting. Both the Chancellor and the Provost spoke at length about the university's responses to the epidemic, now a pandemic. They were followed by a report from the athletic department concerning the academic success of student athletes. Prof Joel Pawlak, faculty athletic representative spoke at length, then Katie Graham and Athletic Director Boo Corrigan described the special situation today.

They were followed by a presentation by the sole candidate for Chair-Elect of the Faculty, Dr Jade Berry-James, Associate Professor of Public Administration.

Issues of concern

Regardless of the financial emergency of the state, the issue of salaries remains paramount for faculty and will not go away. President Roper said this morning that making the case "just got a whole lot harder," but a way must be found to address this years-old problem.

Of great concern to the leadership of the faculty is the inadequate response to calls for participation in shared governance. Empty senate seats and uncontested elections have become too common.

The absence of faculty leadership involvement in decision-making, especially compared with other institutions in the System, is a related issue. The decision to go on-line and the implementation of that decision was not a faculty-driven decision.

The regular contact between administration and faculty leaders has dwindled.

The list of issues addressed by the quite active committees of the senate is long, and ranges from speeds on Centennial Campus to the problem of graduate student payments (which are due before their stipends have begun).

Faculty Assembly

On 3 April 2020 the Faculty Assembly met virtually, confronting, mainly, the academic changes on the campuses. The introduction of a more generous S/U grading system and flexible Tenure and Promotion schedules for faculty are more or less the norm.

Chair Green noted that the Board of Governor's first attempt at a virtual meeting was not without problems. He also commented that it was much hard to get a sense of things without face-to-face contact. President Roper was asked to have the Chancellor's place shared governance into their impact statements because of the crucial role that the faculty must play in the academic decision regarding teaching, schedules, planning. The incoming Chair, Tim Ives of Chapel Hill presented a draft of the Advocacy Primer, a guide to building faculty relationships with leaders of various sorts -- trustees, governors, legislators. This work is done in conjunction with former State Senator Fraley.

There was concern for the funding of staff and non-tenured faculty, and medical coverage for those who might lose their jobs. Possible enrollment drops worry some

campuses. The use of dorms as field hospitals has become a possibility. In general, the situation has darkened.

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NC STATE UNIVERSITY
STUDENT GOVERNMENT
99TH SESSION
APRIL BOARD OF TRUSTEES REPORT*

AS OF APRIL 7, 2020

Elections Final

The 100th Session Elections have been held and the following are the new Student Body Officers for the 2020-2021 Academic Year:

Melanie Flowers- Student Body President

McKenzy Heavlin- Student Body Vice President

Coleman Simpson- Student Senate President

Garrison Seitz- Student Body Treasurer

Student Body Chief Justice

The referenda to add a Judicial Branch was approved for the 100th session. This means that now the outgoing Student Body President will appoint a Student Body Chief Justice to be confirmed by the Senate. This person will review rulings by Board of Elections and decisions, as well as keep balance between the branches.

Resources to Students

In support of students experiencing change on campus. Student Government released a statement resharing resources to students that they can utilize during this time. Here are the resources that we shared.

- [NC State Counseling Center](#)- (919.515.2423)
- [Pack Essentials](#)- (If you need assistance due to campus closing, please fill out the Pack Essentials [application](#). The more detail you provide, the better they can help you!)
 - [Pack Essential COVID-19 Resources](#)
- Campus Enterprises and Dining Services- (919.515.7012)
 - [Get Well Meal Kits](#)
- [Student Health Services](#)- (919.515.7304)
- [Office of International Services](#)
- [Feed the Pack Food Pantry](#) - (Stay tuned for updates on the Feed the Pack Food Pantry.)
- [Campus Updates for Coronavirus](#) - go.ncsu.edu/coronavirus
- [North Carolina Department of Health and Human Services COVID-19 Support Resources](#)- For COVID-19 questions call 2-1-1
- Wolfpack Response Line- (919.512.3272)
- [Student Government COVID-19 Support Form](#)

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Student Government Support Form for COVID-19 Concerns

We also released a form that students can fill out to share concerns or experiences. This form helps us to gauge how we can help and what ways we can advocate for our students to the administration.

Donation from ASG to Pack Essentials

The Association of Student Governments has donated \$6,000+ to NC State's Pack Essentials program to support our students. This money is being used instead of meeting in person to share between each of the 17 campuses.

COVID Virtual Town Hall

The 100th Session of Student Government is going to host a virtual town hall to answer questions about resources and concerns that students may have. This virtual town Hall will be hosted on Friday, April 10 at 4:30pm and will be hosted by the new Student Body Officers.

Accessibility Excursion

Student Body Vice President Nicole Teague hosted an accessibility walk on campus right before spring break. This was a partnership with the Office of Institutional Equity and Diversity. They identified places on campus that need to be improved in order to make NC State more accessible for students to easily maneuver around campus.

Student Body President Emma Carter
99th Session

