ECU Board of Trustees
April 12, 2019
Main Campus Student Center, ECU Campus

MINUTES

The Board of Trustees met in regular session on the campus of East Carolina University in Greenville, NC. Chair Kieran Shanahan called the meeting to order. Trustee Bob Plybon was called to present the invocation. Following the invocation, Sa’Kaile Arlee Chavis, a Psychology major from Cameron, NC and Kyle Lingelbach, a Physics major from San Antonio, TX led the Pledge of Allegiance.

ROLL CALL

Mr. Shanahan called upon Secretary Kel Normann to call the roll:

<table>
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<tr>
<th>Members Present</th>
<th>Members Absent</th>
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<tr>
<td>Edwin Clark</td>
<td>Deborah Davis</td>
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<td>Mark Copeland</td>
<td>Fielding Miller</td>
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<td>Vern Davenport</td>
<td>Vince Smith</td>
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<td>Leigh Fanning</td>
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<td>Max Joyner</td>
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<td>Jordan Koonts</td>
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<td>Kel Normann</td>
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<td>Bob Plybon</td>
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<td>Jason Poole</td>
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<td>Kieran Shanahan</td>
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READING OF ETHICS STATEMENT

In compliance with the State Government Ethics Act, Mr. Shanahan read the conflict of interest statement and asked if anyone had a conflict of interest to disclose. Mr. Jordan Koonts and Mr. Jason Poole identified conflicts with items in closed session.
APPROVAL OF MINUTES

Mr. Shanahan asked for a motion to approve the minutes from the November 2 regular meeting, as well as special called meetings on December 12, January 13-14, February 18, March 13, March 25 and March 29. The motion was made, seconded and approved with no negative votes.

UNIVERSITY REPORTS

CHANCELLOR’S REPORT

Dr. Staton gave his remarks to the board. A full text version of the Chancellor’s remarks is listed as “Attachment A.”

REPORT FROM THE STUDENT GOVERNMENT ASSOCIATION

Mr. Jordan Koonts, President of the Student Government Association, brought an update from the SGA. Mr. Koonts updated the board on current student body legislation, recent student body elections, the Opioids Epidemic Crisis Committee as well as Research and Creative Activities Week at ECU.

REPORT FROM THE BOARD OF VISITORS

Ms. Linda Thomas, Chair of the Board of Visitors shared an update with the trustees. A version of her remarks is listed as “Attachment B.”

REPORT FROM THE FACULTY SENATE

Ms. Crystal Chambers, Vice-Chair of the Faculty Senate, provided remarks to the board. A copy of her remarks is listed as “Attachment C.”

REPORT FROM THE STAFF SENATE
Brooks Person, Chair of the Staff Senate, shared an update with the trustees. A copy of his remarks is listed as “Attachment D.”

COMMITTEE REPORTS

ATHLETICS AND ADVANCEMENT COMMITTEE

Mr. Edwin Clark, Chair of the Athletics and Advancement Committee, gave the report from the committee. A summary of the report is listed as “Attachment E.” Mr. Clark had two items requiring board attention.

Mr. Clark moved that the board approve the Board of Visitors officers for 2019-20, as well as the new member appointment and eleven reappointments, as presented in board materials. Mr. Normann seconded and the motion was approved unanimously. This item is listed as “Attachment F.”

Mr. Clark moved that the board approve awarding Max Ray Joyner, Sr. the Thomas Jarvis Medal in recognition of his lifetime support and service at ECU. Mr. Plybon seconded and the motion was approved unanimously. This item is listed as “Attachment G.”

FINANCE AND FACILITIES

Mr. Max Joyner gave the report from the Finance and Facilities Committee. A summary of the report is listed as “Attachment H.” There were no items that required board attention.

AUDIT COMMITTEE

Mr. Kel Normann gave the report from the Audit Committee. A summary of the report is listed as “Attachment I.” There were no items requiring board attention.
**HEALTH SCIENCES**

Mr. Vern Davenport gave the report from the Health Sciences committee. A copy of the report is listed as “Attachment J.” There will be items for board consideration following closed session.

**UNIVERSITY AFFAIRS**

Mr. Jordan Koonts gave the report from University Affairs Committee. A summary of this report is listed as “Attachment K.” Mr. Koonts had two items requiring board attention.

Mr. Koonts moved that the candidates for degrees, as approved by the Chancellor and Faculty Senate, be authorized for conferral at the annual Spring commencement on Friday, May 3, 2019. Mr. Plybon seconded, no discussion. The motion approved unanimously.

Mr. Koonts moved that the Faculty Serious Illness and Leave Policy be approved as presented in board materials. Mr. Copeland seconded. The motion was approved unanimously. This item is listed as “Attachment L.”

**CLOSED SESSION**

Mr. Max Joyner then moved that the board go into closed session to prevent the disclosure of confidential information under N.C. General Statutes §126-22 to §126-30; and the federal Family Education Rights and Privacy Act, to consider the qualifications, competence, performance, character, fitness, or conditions of appointment of one or more prospective and/or current employees and/or to hear or investigate a complaint, charge, or grievance by or against one or more employees; to prevent the premature disclosure of an honorary degree, honor, prize or similar award, to consult with an attorney to preserve the attorney-client privilege. The motion was seconded and approved unanimously.
RETURN TO OPEN SESSION

Upon return to open session, Chairman Shanahan called for motions from closed session.

Mr. Kel Normann moved to approve the employment agreement for ECU football coach Mike Houston as presented in board materials. Mr. Poole seconded the motion. There was no discussion and the motion passed unanimously. This item is listed as “Attachment M.”

Mr. Kieran Shanahan moved to approve the naming proposals as presented in board materials. The motion was seconded and passed without discussion. This item is listed as “Attachment N.”

Mr. Jordan Koonts moved that the candidates for tenure in the Division of Academic Affairs be approved as presented in board materials. Mr. Davenport seconded the motion and the motion was approved unanimously. This item is listed as “Attachment O.”

Mr. Vern Davenport moved that board approve recommendations for promotion and permanent tenure for faculty members listed in the 2018-2019 academic year for Health Sciences Division as presented in board materials. Mr. Max Joyner, Jr. seconded, no discussion. Motion passed unanimously. This is listed as “Attachment P.”

Mr. Davenport moved that board approve the appointment of Professor with permanent tenure for the Brody School of Medicine for John Cavanaugh, Ph.D. as presented in board materials. The motion was seconded and passed unanimously. This is listed as “Attachment Q.”
Mr. Davenport moved that the board approve the initial appointment of Professor with permanent tenure in the School of Dental Medicine for Michelle McQuistan, DDS, MS as presented in board materials. The motion was seconded and passed without discussion. This item is listed as “Attachment R.”

Mr. Jordan Koonts moved that the board approve Chancellor Emeritus status for Chancellor Cecil Staton. Mr. Shanahan requested the motion to be moved by acclamation. Seeing no objections, the motion was passed by acclamation.

**ADJOURN**

Having no other business to come before the board, Chairman Shanahan adjourned the meeting.

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Respectfully Submitted,
Megan Ayers
Assistant Secretary to the Board of Trustees
Comments to BOT  
April 12, 2019

Good morning and welcome to our April BOT meeting. Spring is in the air. One someone commented yesterday, the campus has never been more beautiful. We are just a few weeks away from commencement and as you heard yesterday, we will congratulate well over 4,000 new pirate alumni, bringing the total number of graduates this academic year to more than 7,000.

This is likely to be our final Board of Trustees meeting together. I want to begin by expressing my gratitude to each of you for your service to ECU. This is a great university and your personal lives and accomplishments as well as your service on this board are a testament to the success of this university as gauged through the only really important measure, the success of our students. As a group and individually, you reflect well upon what this university has become—a vital key to the success of North Carolina’s economy and workforce.

It has been a pleasure to work with you, over the last three years. Catherine and I will forever be grateful that we were given the opportunity to be part of this special place.

Now we have been through some challenges together. Your service has been exemplary and reflective of good board leadership and involvement. I thank you for the partnership we have shared over our time together in service to ECU.

Retooling the athletics program has been a significant accomplishment. Pirates have great passion. I am grateful that we have been able to press the reset button for Pirate athletics and prepare a foundation for future success. I am enormously grateful that Dave Hart accepted my invitation to serve as Special Advisor to the Chancellor for Athletics. Together, with this board’s leadership and support, we have completed successful searches for a new Athletic Director, Head Men’s Basketball Coach, Head Football Coach, and Head Women’s Basketball Coach, and we’ve committed significant university resources to support our proud athletic traditions. I am confident that ECU athletics are in a good place and that our best days are ahead. Armchair quarterbacks may argue with timing, or individual decisions, but no one can argue with the outcome. I look forward to following the
success of Pirate athletics in the days to come and I’ll be thankful for the role I’ve been allowed to play in the transformation we’ve achieved together.

This morning, I think back over a very busy three years. It takes a team, a great BOT, administrators, faculty, staff, community leaders, donors, and alumni to make a great university. We’ve accomplished a lot together is a very short time, sometimes with considerable headwinds.

• Launching a new branding and marketing campaign increasing awareness of the institution nationally and internationally while focusing on “ECU” as the moniker for the institution
• Launching initiatives to increasing research activity by 50 percent over five years
• Launching the Rural Prosperity Initiative, a new university enterprise partnering with SAS focusing upon healthcare, education and economic disparities in rural North Carolina
• Launching initiatives to increase internationalization, including doubling the number of students participating in education abroad over five years
• Doubling the enrollment of the Honors College beginning in fall 2017
• Launching initiatives to increase enrollment at the Brody School of Medicine and to build a new $215 million medical education facility
• Launching a $500 million capital campaign, the largest in the institution’s history, with more than $228 million in gifts, pledges and commitments during the first two and a half years of the quiet phase
• Launching the ECU Lab (Laboratory) School in partnership with Pitt County Schools, focusing on the integration of health, wellness and learning
• Launching the Innovation Early College High School on ECU’s campus, a collaboration between ECU and Pitt County Schools
• Leading ECU’s Strategic Plan Extension for 2017—2022: Capture Your Horizon
• Leading preparations for creating ECU’s 13th college, the College of Rural Public Health, in 2021
• Creating the new Chancellor’s Administrative Council to foster better communications throughout the university
• Creating 1,000 new scholarships for entering Freshmen beginning with the fall 2019 class
• Leading successful direct-report searches for Chief Communications Officer, Vice Chancellor of Business and Finance, Vice Chancellor of Research, Economic Development, and Engagement, and Vice Chancellor for Health Sciences and Dean of the Brody School of Medicine and numerous Dean searches.

• Providing leadership for numerous capital projects including $70 million in residence hall renovations, a $60 million southside stadium renovation, opening a new $37 million student center on the health sciences campus in 2017, opening a new $122 million student union on the main campus in January 2019, and preparing for the construction of a new $6 million innovation hub for the Miller School of Entrepreneurship and a $95 million life sciences building, due to be completed in 2021.

Catherine and I came to ECU in 2016 following a 27-year career in Georgia where I served as a faculty member and administrator at three different colleges and universities, as a state senator responsible for Georgia’s appropriations to higher education, as a university system senior administrator, and as an interim university president. It was a tough decision to leave after so many years and come to Greenville. But we knew it was the right thing to do. I was proud to be UNC President Margaret Spellings’ first chancellor hire and we felt like ECU was the perfect fit for us because of the mission of this institution.

Perhaps the most important thing a chancellor can do for a university is to articulate a vision. The vision I brought to ECU was really not my vision, but your vision—the vision I picked up on as I listened to governance members, faculty, students, community leaders, donors, and alumni.

We have enjoyed every moment working with our inspiring students and world-class faculty and staff. As we prepare for this transition in leadership, we remain committed to the idea we arrived with—ECU’s future is full of promise. There are no limits to what ECU can attain in service to the East, North Carolina, our nation and world. We look forward to following the progress of this great university in the years to come.

I want you to know that Catherine and I are very grateful for our time at ECU. I am grateful to have worked with wonderful students, an enormously dedicated faculty and staff, a terrific leadership team, and lots of Pirate alumni, friends and
governance members who understand the importance of ECU to North Carolina. As I like to say, if North Carolina didn’t have ECU, it would have to go out and build it tomorrow. Catherine and I will always be proud Pirates!

Go Pirates!

# # #
Thank you for the opportunity to serve and lead the Board of Visitors.

This year has been the year of intention. Intentional engagement of members with students, prospective and current, community and leadership. We had a focused approach through partnering with the Board of Trustees and university administration to identify strategic initiatives to support. This resulted in increased board engagement, leveraging member skills and expertise, and relationship building. Did everything go as planned, it did not. Due to situations beyond our control, the board was not engaged for legislative/external engagement related matters.

The challenge or opportunity as it may, is that we must be broad enough to embrace those who do not think like us, look like us and always agree with us. There are those who want to go back to the it was. Things have changed and we must adjust our sails according to the direction of the wind. We expanded our reach, partnered with the university in ways that are needed and valued. In many instances, our input was requested, and it proved useful. Members stepped up and sometimes to the side to allow young alumni an opportunity to participate.

By maintaining a desire to better and propel the university forward, we did our part to support the university. I hope that you agree and will consider engaging the board even more next year.

The following is my year-end report:

**Initiatives**
- Charter/Bylaw Revision – Deidra Blanks, MD (Kieran Shanahan)
- Access Scholars Engagement – Shirley Carraway, Ed.D. (Chris Dyba)
- Enrollment and Recruitment – Alisa Chapman, Ed.D. (Provost Mitchelson, Dr. Locklear)
- Donor/Constituent Host Events – Wanda Montano (Chris Dyba)
- Legislative/External Engagement – John Cooper

**Meeting Topics**
BOV members communicate pertinent and accurate information regarding the University to alumni, colleagues, members of the public and specific constituencies based on information shared during board meetings. In addition to the Chancellor’s update, this year’s topics included:

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<th>Presenter</th>
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<td>Athletics Panel Discussion</td>
<td>Jeff Charles, facilitator</td>
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<td>Alumni Association Update</td>
<td>Heath Bowman</td>
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<td>Tour or newly renovated Ward Sports Medicine Building</td>
<td>Lee Workman</td>
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<td>and Locker Room</td>
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## Topic | Presenter
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Ex-officio Member Updates: ECU Education Foundation and ECU Alumni Association (new addition) | Tim Martin and Michael Aho
Recruitment/Enrollment Update | Provost Mitchelson
Mental Health Needs of College Students; ECU Mental Health Services & Programs | Dr. Hardy
Tour of Main Campus Student Center | Dr. Erik Kneubuehl
Brody School of Medicine | Dean Mark Stacy
College of Education – ECU Community School | Dean Grant Hayes

### Access Scholarships
The BOV supports four (4) Access Scholarships. Donations received as of April 4 total approximately $23k.

### Feedback (new addition)
Dutch Holland facilitated an open feedback session during the board meeting. Feedback indicated a need to:

- revisit board member terms and secret balloting for voting
- continue to look for ways to do legislative advocacy at the local, state and federal levels
- sustain initiative structure
- increase visibility of colleges during the meeting
- continue social media presence

These items will be reviewed by the ’19-2020 BOV executive team.

### Officer Nomination Process
Based on revisions to the by-laws, the officer nominating process was implemented. The Nominating Committee was appointed by me. Input was solicited from the executive committee. The committee was reflective of the board’s composition, including:

- Steve Brown, Emeritus Member and lead
- Pam Baldwin
- Jonathan Brooks
- Tim Morgan
- Henry Taylor
All members had the opportunity to express interest in becoming an officer. Robert’s Rules of Order were followed for the elections that were held during the March 29 BOV meeting. Nominations were taken from the floor, followed by a vote for each officer.

**Member Appointment Recommendations:**

(Refer to Memorandum to the ECU Board of Trustees; Subject Board of Visitors New Member Appointments and Officer Appointments, April 11, 2019)

The following actions were recommended and approved on April 11, 2019 by the Athletics and Advancement Committee. Please note that there is a correction, where Class of 2023 should be changed to Class of 2021 in all instances where it appears in the Memorandum.

- Reappointment of 11 members
- Initial appointment of Dajuan Lucas
- Appointment of officers:
  - Chair – John Cooper
  - Vice Chair – Will Litchfield
  - Secretary – Linda Hofler

This concludes my report.

Respectfully submitted,

Linda Thomas
Chair, ECU Board of Visitors
Good morning. I greet you on behalf of the faculty. And on the faculty’s behalf and in the interest of shared governance, there are a few words that I’d like to share with you.

In 1963, University of California President Clark Kerr advanced a notion of multiversity. The idea was that the structures of colleges and universities had become so complex that there wasn’t just one entity that was the university on a given campus, but a multiplicity of entities – academic, student and business affairs, athletics, as well as numerous stakeholders - campus executives, administration, boards of trustees, faculty, students, alumni, local and extant communities. As organizations and individuals each has missions and visions, which compete for resources and prioritization. However, today, rather than focus on the concept of multiversity, I would like to turn our attention back to its antecedent, the university.

University, from the Greek term Universitas, in which you probably recognize the root “uni” which means one. We in the university are one. And we as a faculty are ready and willing to work with you as one.

The historic medieval universitas of Paris, Bologna, Cambridge and Oxford were one – these were previously communities of students and communities of faculty who came together for the purpose of organizing scholarly work. Administrators were chief among faculty and there were varied organizational schemas that governed how faculty and students interacted with universita leadership and the community. The historic purpose of Boards of Trustees was in fact to facilitate cooperation between the universitas and the community. This was not only to assure the accountability of students who did not pay their bar tabs, but also to have the community’s input and support as universitas grew. As the universitas grew, the cities grew. There was symbiosis and growth, conflict with resolution, collaborative work through concerns. It was net beneficial to each.

As we sit here now, it is important that we work together, collaboratively as the issues we face as a university are perhaps best characterized by the term “wicked.” Horst Ritter, coiner of the term wicked problems defines them as problems that are “ill defined,” “rely upon elusive political judgement for resolution” and are “never solved. At best they are only re-solved – over and over again.” Without a detailed recounting, the fiscal, economic, political, and social issues we face are interconnected, seemingly intractable, and are wicked – not in a good versus evil sense, but in the fact that they are the tangled byproduct of multiple causes. They did not evolve over night and neither they will not go away readily.

As Winston Churchill framed it, “Never let a good crisis go to waste.” As faculty, administrators, students, alumni, and board members, we have a diversity of experiences and perspectives to bring to bear towards unknotting tangible portions of the wicked issues we face. And it is in this time that we need all pirates on deck.
We won’t solve problems such as deficit budgets in athletics or fair compensation of faculty and staff instantaneously. But there are things we can do. For example, we can tap into faculty expertise in fields like organizational psychology, law and higher education leadership, as well as faculty with social media networking and other technology expertise to assist with analysis and solutions. In fact, we pay a lot of money in external consultants for analytics in areas where faculty expertise exists. We just need to think strategically about how to reward that work, knowing that we have saved, rather refrained from spending consultant dollars.

In addition, we can begin conversations with alumni, especially those who have lost connections with the university or those whose connections extend only to homecoming visits and football games. We need to develop strategies to find our lost alumni and as individuals deeply vested in the ECU broader community. Incoming and outgoing members of the the BOT can be integral in helping to spur on increasing engagement among your compatriots. In addition, we can solicit the assistance of beloved faculty, such as our alumni teaching award winners, to help with outreach efforts. Such actions can broaden our alumni donor base, a factor in some university rankings such as US News and World Reports. And as we’ve seen in national political campaigns, microdonations matter. We need funds not only for student scholarships but with a cultivated alumni donor base we can solicit unrestricted funds to help us deal with less sexy parts of the university, such as the renovation of plumbing in Mendenhall.

We can also work together to raise the public image of our university. While news out of the university is not the parade of horribles captured by media locally and nationally, it is a truth of our universe that negative press not only travels more quickly than the good, it also travels more loudly. Whether we continue to serve in our present capacities or move on we continue to be bound as one Pirate Nation. We can and must work together to repair our reputation. It is important to our collective interests. And we as a faculty are looking to working with the Board and university leadership in an effort that I hope is united.

We are a university. We are one. We are singularly purposed in our trifold missions of student success, public service and regional transformation. Let us commit to working together as one.
BOT Speech April 12th

Good morning Board of Trustees and Chancellor Staton. The Staff Senate has been leading the charge in planning several new events, expanding existing events and volunteering numerous hours in support of our community and scholarships.

The first of such charges, put on by the Leadership Committee, was the Third annual Ballard’s Annual Lessons in Leadership, held this past Tuesday, featuring former ECU Strength and Condition Coach Jeff Connors, who spoke on leadership from his unique perspective in athletics.

The Rewards and Recognition committee is currently in full-swing for Staff Appreciation this month. This group, in addition to working on obtaining the much-appreciated meal vouchers for staff to use at various campus dining locations, has put together two pop-up coffee events (one on the Health Science campus and one on Main Campus) to show appreciation for the work that staff members do and also get moment to speak with their fellow Staff Senators.

Our Staff Senate Diversity Committee has worked on planning the first annual Staff Diversity Day here at the main campus student center to showcase groups that support and celebrate diversity. The purpose of this event is to encourage staff members to collaborate, get involved or just be inspired by these groups on campus.

Also, the Staff Senate has been hard at work volunteering with ECU concessions to fundraise for the two Staff Senate-supported scholarships, raising $4350 and 688 volunteer hours. I would like to thank all of our Senator volunteers with a special thank you to Karen Eastwood for the hours they have worked to help increase our scholarship fund.
I am proud to be able to announce that one charge of the Human Resources committee has been completed. The Employee Assistance Program has been approved and is now in the final stages of implementation to offer self-funded loans to staff experiencing an emergency.

Finally, I would like to take a moment to mention that I will passing the gavel to Chair-Elect Michelle Bone at the end of May. In my first speech, I mentioned that “they say good decisions come from experience and experience comes from bad decisions”, but I can say I do not regret any decisions about my time as Chair.

However, I can’t say that I will not be sad handing this over, as I have found it to be a great honor to represent ECU staff. I have been able to develop many relationships across campus that I would never have imagined for myself before I decided to join Staff Senate. So, I want thank ECU staff for allowing me serve as their Chair and for all of you allowing me the time to speak here.

Thank you and Go Pirates!
 Highlights
Athletics & Advancement Committee
April 11, 2019

Athletic Highlights

Women’s Basketball Coach Kim McNeil greeted the board and shared her enthusiasm for being at East Carolina. She’s encouraged about the team and assured the board that she will work hard as the new coach.

John Gilbert had his executive leadership team introduced themselves. Jon acknowledged the transformational gift from Towne Bank naming the Southside tower. He explained the new AACTV deal with ESPN and how the billion-dollar gift over 12 years, beginning in 2020 will help stabilize the athletic budget, change how we stream games and be an investment in improving our infrastructure.

Gilbert shared the following team highlights:

- Baseball is ranked #8 in the country and will face #1 UCLA this week.
- Women’s tennis team set a record of 20 wins in a season
- Women’s track won the Bill Carson invitation (the only host meet of the season)
- Men’s basketball is busy recruiting and building it’s program
- Athletes have recorded 5,451 community service hours

In addition to the Athletics department’s search for a nutritionist discussion and evaluation continues related to a Training Table.

Other facilities updates include:

- Replacing the football practice turf at the end of Spring practice - the replaced field will encompass the same footprint that currently exists and has an expected life span of 8-10 years (noting the current turf has been in place since 2005)
- Creation of a second practice field for other sports
- Weight room renovation (after May)
- New paint scheme for Minges court

Phillip Wood reported that the environment for fundraising in athletics has improved since Dave Hart came on board last year. There is restored hope amongst the donors. Current Pirate Club funds are at $2.9 million compared to $2.5 million at this time last year. Athletic administration agreed to extend the priority deadline from April 1 to May 1 and feel that this extension will yield even better results. Currently there are 832 donors who have not yet renewed their Pirate Club membership and Pirate Club staff will be calling them. Phillip also gave a report regarding premium seating (4 of the 5 Founders suites are committed, 17 of the 19 standard suites are committed, 20 of the 22 loge boxes are committed and 250 of the 530 scholarship club level seats have been sold). To attract more gifts the annual gift levels have been adjusted and an email is going to Pirate Club members today.

Phillip reported that the Pirate Club is currently at 76% of their $21 Million goal and there are approximately $5 Million remaining in nameable spaces.

The Pirate Club Armada begins April 26 with 12 events planned.
John Gilbert shared that year to date season football ticket sales are at 4,670 compared to 1,320 at this time last year. Last year’s ticket sale total was nearly 13,000 and this year’s goal is 15,000.

Advancement Highlights
Chris Dyba shared his appreciation to the Chancellor for his support over the years. Mr. Dyba shared the year-to-date total of $34M ($20M for East campus, $5M for West campus and $9M for Athletics). He then reported the campaign fundraising total is pushing $230M (figure is different than in board material as board material date is through 4/1/2019).

Vice Chancellor Dyba shared that recruiting scholarships are critical now. These $1,000 scholarships are not tied to anything other than recruitment. The first $1M is currently being distributed now and we need to continue to raise dollars for immediate distribution. Academic Affairs takes care of the admissions piece but it’s up to everyone to take care of raising the dollars for the scholarships.

Linda Thomas, chair of the Board of Visitors presented the slate of 11 individuals for reappointments to the BOV class of 2021. She also presented one candidate for an initial appointment. The slate of new officers was also recommended for appointment.

Megan Ayers presented the information regarding Max Ray Joyner, Sr. as the next recipient of the Thomas Jordan Jarvis Medal which is the university’s highest honor and recognizes extraordinary service to the university or society.

Mr. Chairman, there are two items that need board action.

I move that the board approve the Board of Visitors officers for 2019-20, as well as the new member appointment and 11 reappointments, as presented in board materials.

I move that the board approve awarding Max Ray Joyner, Sr. the Thomas Jarvis Medal in recognition of his lifetime support and service at ECU.
MEMORANDUM

To: ECU Board of Trustees

From: Megan Ayers
Assistant Secretary to the Board of Trustees

Date: April 11, 2019

Subject: Board of Visitors New Member Appointments and Officer Appointments

The ECU Board of Visitors are currently recommending appointments and reappointments for the Class of 2023. Members of the Board of Trustees, Board of Visitors and the Chancellor’s Executive Council have nominated and the Board of Visitors Executive Committee are recommending one new member for appointment and eleven individuals for reappointments to the Class of 2023.

Recommended for Reappointment to the Class of 2023:

- Ryan Beeson
- Mickey Foster
- Jim Bolding
- Lynne Garrison
- Jonathan Brooks
- JR Gorham
- Shirley Carraway
- Kent Lawrence
- Alisa Chapman
- James Morgan
- Jon DeFriese

Recommended for Initial Appointment to the Class of 2023:

- DaJuan Lucas

Please see the accompanying documentation for each individual should you prefer more detailed information.

The Board of Trustees will also need to appoint a slate of officers for the 2019-2020 year. The proposed slate of officers includes:

- Chair: John Cooper
- Vice Chair: Will Litchfield
- Secretary: Linda Hofler

Thank you for considering these nominations and officers, as well as your continued support of the ECU Board of Visitors.
NOMINATION FORM

Name of Nominee: Ryan Andrew Beeson

Preferred Address: 2500 Avent Ferry Rd., Apt. 206
Raleigh, NC 27606

Preferred Number: 336-465-0863  Preferred Email: ryan.a.beeson@ey.com

Business / Company Name: Ernst & Young, LLP - Raleigh, NC

Business Address: 4131 ParkLake Avenue, Ste. 500
Raleigh, NC 27612

Profession / Title: Tax Associate

Areas of particular interest in higher education (Ex: legislative advocacy, student engagement, fundraising)
Legislative advocacy, student engagement, young graduate outreach

ECU Alum?  ______ No  X Yes  Year/Degree/Major 2015 - BA Political Science/BA Economics

Name of Nominator: Max Joyner

Other ECU involvement areas (current or previous):
Wake County Pirate Club (2017 to present), Student Body President (ECU SGA 2016-2017),
Board of Trustees (Student Member 2016-2017)

SUBMIT NOMINATIONS BY: March 18, 2019 to:
Megan Ayers
Assistant Secretary to the Board of Trustees
202 Spilman Building
East Carolina University
Greenville, NC 27858
ayersm@ecu.edu

**Completed nomination form and the resume of the nominee MUST be included with nomination form for nominee to be considered**
Ryan Andrew Beeson

Home Address: 2500 Avent Ferry Rd., Apt. 206
Raleigh, NC 27606
(336) 465-0863
Ryan.A.Beeson@ey.com

Work Address: 4131 ParkLake Ave. Ste. 500
Raleigh, NC 27612

Education

Master of Science in Accounting                    May 2017
East Carolina University | Greenville, NC | Overall GPA: 3.5

Bachelor of Arts in Political Science & Bachelor of Arts in Economics       December 2015
East Carolina University | Greenville, NC | Overall GPA: 3.97

Experience

Ernst & Young LLP – Tax Staff | Raleigh, NC
• Working as a part of the Diversified Staff Group, serving clients in seven areas of tax
  July 2017- Present

East Carolina University Student Government – Student Body President | Greenville, NC
• Serving a student population of nearly 29,000 and member of the ECU Board of Trustees
  April 2016- April 2017

Office of Student Rights and Responsibilities – Student Advisor | Greenville, NC
• Guided students through the conduct process and assisted them relating to their rights
  August 2015- May 2016

United States House of Representatives Page | Washington, DC
• Cloakroom Page and one of eight pages asked to remain for a second semester
  September 2010- June 2011

Involvement and Volunteering

Board of Visitors – East Carolina University
• Appointed by the Board of Trustees to advocate for ECU among business and political leaders
  September 2017- Present

East Rising PAC
• Treasurer of a PAC devoted to advancing business and education in Eastern NC
  June 2017- Present

Greenville City Council Community Appearance Commission
• Serving as one of 11 commissioners working to improve the city image and attractiveness
  March 2016 – May 2017

Guardian Ad Litem Program
• Serving as a volunteer advocate for the cases of children in the courts
  June 2013- June 2017

East Carolina University Student Government Association
• President of the Student Body
  April 2016- April 2017
• Speaker of the Undergraduate Senate
  January 2015- March 2015
• College of Arts and Sciences Senator- Chair of Rules and Judiciary
  May 2014- March 2015
• Attorney General
  April 2013- December 2013

Beta Alpha Psi Accounting Honors Society
• Member
  April 2016- May 2017

Pi Sigma Alpha Political Science Honors Society
• Society Treasurer
  May 2014- March 2015

The Pi Kappa Alpha Fraternity – Epsilon Mu Chapter
• Campus Involvement Chair
  May 2013- December 2013

Thomas Harriot College of Arts and Sciences Dean’s Student Leadership Council
• Economics Department Representative
  August 2013- December 2013
• Political Science Department Representative and Council Co-chair
  September 2014- March 2015

Honors and Awards
• Recipient of the College of Business Gold Scholarship (2016-2017)
• Graduated with honors in both Political Science and Economics (2015)
• Recipient of the Outstanding Achievement Scholarship for Economics (2014-2015)
• Recipient of the Tinsley E. Yarbrough Scholarship for Political Science (2014-2015)
• Recipient of the Thomas W. Rivers Scholarship for study abroad (2013)
• Honors College Scholarship (2012-2016)
NOMINATION FORM

Name of Nominee: ________________________________ James E. Bolding

Preferred Address: ________________________________ 306 Rose Valley Woods Drive
Cary, NC 27513

Preferred Number: ________________________________ (919) 349-6163
Preferred Email: ________________________________ jbolding1@nc.rr.com

Business / Company Name: ________________________________ CEBA Enterprises, Inc.

Business Address: ________________________________ 306 Rose Valley Woods Drive
Cary, NC 27513

Profession / Title: ____________________________________________

Areas of particular interest in higher education (Ex: - legislative advocacy, student engagement, fundraising)

Student Engagement

ECU Alum? ______ No ___X___ Yes Year/Degree/Major: BS Business Admin

Name of Nominator: ____________________________________________

Other ECU involvement areas (current or previous): __Executive Committee – Pirates Club
__Spokes Person ECU Letterwinners’ Chapter of Pirates Club, ECU Football Letterwinner
1973 thru 1976, __Board of Visitors

SUBMIT NOMINATIONS BY: March 18, 2019 to:

Megan Ayers
Assistant Secretary to the Board of Trustees
202 Spilman Building
East Carolina University
Greenville, NC 27858
ayersm@ecu.edu

**Completed nomination form and the resume of the nominee MUST be included with nomination form for nominee to be considered**
James Edward Bolding  
306 Rose Valley Woods Drive, Cary, NC 27513

CONTACT  
(919) 349-6163  
jbolding1@nc.rr.com  
linkedin.com/Jim Bolding  
306 Rose Valley Woods Dr.  
Cary, NC 27513

LICENSE/CERTIFICATION  
NC Real Estate Broker (Inactive)  
NC Pesticide Dealer License  
CA Pesticide Dealer License  
NC Life Insurance  
NC Accident & Health

EDUCATION  
BACHELOR of Science in Business Administration - May 1977  
East Carolina University  

Additional course work  
January 1981 to May 1981  
East Carolina University

PROFILE  
- Primary background and work experience encompasses extensive managerial, operational, and technical expertise while establishing and managing telecommunications departments in diversified healthcare organizations.  
- Successfully planned, established and managed two e-commerce agricultural crop protection chemical companies. The companies sold directly to farmers. Sales were grown to $15 million per year.

STRENGTHS  
- An athletic background provides a competitive, ultimate team player personality combined with an excellent work ethic, attention to detail and exceptional personal character matched with a positive attitude. Other strengths include strong organizational abilities, profit and loss as well as balance sheet experience, strong managerial/leadership abilities, total quality management training, excellent communications skills and the ability to earn positive relationships with team members and/or subordinate personnel and customers.

AREAS OF EXPERTISE  
- Director level management, profit & loss responsibility, business planning and strategic, budget management, compensation plans, managing and motivating personnel in a fast-paced, goal oriented environment, project management responsibility and operational management.

Work History  
Partner/Owner – AgChemical.com LLC  
December 1999 to Present – Boynton Beach, FL  
- Operations manager as well as sales responsibility brokering agricultural pesticides to farmers across the United States.
AWARDS

- Full Scholarship Athlete
- 4 year Letterwinner 1973-1976
- All-Conference 1974, 1975, & 1976
- All-State 1975 & 1976
- All-American 1975 & 1976
- Team Outstanding Player 1976
- ECU Hall Fame Member 1995
- 1996 – Southern Conference 75th Anniversary All-Conference Team

ORGANIZATION AND VOLUNTEER ACTIVITIES

Current Member – East Carolina University Board of Visitors
Current Member – Executive Committee Member – East Carolina Pirates Club
Current Member – ECU Hall of Fame Committee
Current Spokes Person - ECU Letterwinner’s Chapter

Work History CONTINUED

**Partner/Owner – Eco Agro Resources LLC**
January 2014 to March 2017 – Tierra Verde, FL
- A Fertilizer additive company.
- Production responsibility and relationship building with toll manufacturing business partners.

**Contractor – CropSmart LLC**
January 2006 to May 2017
- Operations, Regulatory and sales responsibility introducing a generic glyphosate to the U.S. national agricultural market.

**Salesperson – 4-Front Systems**
May 1999 to November 1999 – Morrisville, NC
- Local area network sales and support In the Raleigh/Durham business market.

**Communications Systems Consultant/Director of Field Operations – Hill-Rom Company Inc.**
July 1995 to April 1999 – Batesville, IN
- Technical sales support and operational maintenance responsibility for all networked products.
- 1997 Presidents Council. The number one ranked Communications Systems Consultant and the Communications Systems Consultant of the Year.
- 1998 President’s Council. The number 8 ranked Communications Systems Consultant.

**Director of Telecommunications – Rex Healthcare**
July 1995 to June 1996 – Raleigh, NC
- Technical management responsibility for all voice and data networking services focusing on equipment upgrades and remote connectivity.

**Director of Telecommunications – Coastal Physicians Group**
August 1994 to July 1995 – Durham, NC
- Responsible for network connectivity to hospital emergency room across the United States that were staffed by Coastal Physicians Group.
James Edward Bolding
1550 Salter Path Road, Unit 407 – Indian Beach, NC 28512

TECHNICAL SKILLS

- Microsoft Office Suite
- Spreadsheets and Databases
- QuickBooks
- Electronic Presentation
- E-mail Management
- Data Communications
- Videoconferencing
- Computer Security

Work History CONTINUED

Director of Telecommunications – First Hospital Corporation/Options Mental Health
August 1994 to July 1995 – Norfolk, VA

- Responsible for voice and data communications including call center applications.

Director of Telecommunications & Computer Operations – Sentara Health System
June 1981 to August 1993 – Norfolk, VA

- Converted a two hospital system from central office based voice switching to on premises PBX service and managed day to day additions, changes, and repair.
- Managed computer operations during the migration from mainframe computers to local area networked based servers. Implemented fiber backbones and twisted pair to terminals.
- Upgraded network facilities with the addition of a new corporate office building and a new computer facility.
- Managed network requirements as the health system grew from two hospitals to four, multiple urgent care centers, physician offices and an HMO.

Communications Consultant – Sprint Carolina Telephone
June 1978 to December 1980 – Wake Forest, NC

- Responsible for rent, lease and sales of voice and data communications equipment in assigned territory.
- Assigned to support the expanding data communications service products.

Personal/Professional References

Clarke Pugh
Hampton Pugh Company
203 East Ash Street
McGehee, AR 71654
Cell: (870) 918-3480
Work: (870) 222-5343

Josh Bloom, MD
Carolina Family Practice
3700 NW Cary Parkway
Cary, NC 27513
Work: (919) 238-2000.

Gary Campbell
4750 Haywood Circle
Virginia Beach, VA 23455
Cell: (757) 434-1431

Matt Maloney
540 Westminster Circle
Greenville, NC 27858
Cell: (252) 375-5222
Work: (252) 737-4538.
NOMINATION FORM

Name of Nominee: Jonathan Booker
Preferred Address: 126 N. Longmeadow R.D.
Greenville, NC 27858
Preferred Number: 252-916-4369
Preferred Email: brooker@maconconsulting.com
Business / Company Name: Macon Consulting
Business Address: PO Box 3962
Greenville, NC 27836
Profession / Title: political consultant

Areas of particular interest in higher education (Ex: legislative advocacy, student engagement, fundraising):
legislative, athletics

ECU Alum? No Yes Year/Degree/Major: 1966 MA, 1974 BS
Name of Nominator: 

Other ECU involvement areas (current or previous):

Pirate Club

SUBMIT NOMINATIONS BY: March 18, 2019 to:
Megan Ayers
Assistant Secretary to the Board of Trustees
202 Spilman Building
East Carolina University
Greenville, NC 27858
ayersm@ecu.edu

**Completed nomination form and the resume of the nominee MUST be included with nomination form for nominee to be considered**
Since 1998, Jonathan Brooks has been a senior advisor and consultant to nearly every statewide top ballot Republican campaign in the State of North Carolina.

Mr. Brooks is the principal of Macon Consulting, a North Carolina based political finance consulting firm, and is currently a finance consultant and advisor to U.S. Senator Thom Tillis, Carolina Leadership Coalition, Carolina Partnership for Reform, as well as other independent expenditure efforts.

He has also served as a consultant to the campaigns of U.S. Senator Richard Burr, N.C. House Speaker Thom Tillis, Governor Pat McCrory, U. S. Senator Elizabeth Dole, The National Republican Senatorial Committee, the Republican Governors Association, and began his career on the Washington staff of former U.S. Senator Lauch Faircloth and as a finance consultant to the late U.S. Senator Jesse Helms. Mr. Brooks is also the Senior Government Relations Advisor to Ward and Smith, P.A., a North Carolina based law firm with offices in Asheville, Raleigh, Greenville, New Bern, and Wilmington.

He is a native of Dunn, North Carolina and is a graduate of East Carolina University, holding a B.S. degree in Political Science and an M.A. in American History. Mr. Brooks currently serves on the East Carolina University Board of Visitors, the Advisory Board of the East Carolina University Center for Survey Research, and the North Carolina Historic Bath Commission. He is a recipient of the State of North Carolina’s Order of the Long Leaf Pine, and has been inducted into the Court of Honor of the Kappa Alpha Order.

He and his wife Anne reside in Greenville, North Carolina with their two children, Gray and Emmie.
NOMINATION FORM

Name of Nominee: Dr. Shirley Carraway

Preferred Address: P. O. Box 289 Winterville, NC 28590

Preferred Number: 252-521-6505
Preferred Email: shirleycarraway@suddenlink.net

Business / Company Name: Retired
Business Address:

Profession / Title: Educator/Superintendent

Areas of particular interest in higher education (Ex: - legislative advocacy, student engagement, fundraising)
Student Engagement/Legislative Advocacy

ECU Alum? _____ No __X Yes
Year/Degree/Major: 1975/ BS-Speech/Language/Auditory Pathology; MA Educational Supervision; ED Specialist – Curriculum; 2000/Doctorate – Educational Leadership

Name of Nominator: Self – second term

Other ECU involvement areas (current or previous):
Advancement Council – College of Education; Advancement Council Harriot College of Arts and Sciences; Board of Visitors

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202 Spilman Building
East Carolina University
Greenville, NC 27858
ayersm@ecu.edu
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Dr. Shirley Carraway
P. O. Box 289
Winterville, North Carolina 28590
Home No: (252) 355-1760
Cell No: (252) 521-6505

EDUCATION:
East Carolina University, Greenville, North Carolina

GRADUATE STUDIES:
East Carolina University, Greenville, North Carolina

East Carolina University, Greenville, North Carolina
Educational Specialist Degree – Administration 1987 – 1992

East Carolina University, Greenville, North Carolina
Doctorate Degree – Educational Leadership 2000

CERTIFICATION AREAS:
Principal level I, Level II
Supervisor – Level I, Speech Language Impaired, Mentor
Superintendent Level I, Level II

WORK EXPERIENCE:

An Affiliate of the American Institute of Research
Contract Technical Assistance Provider

(2011-2013) Executive Leadership Coach
Edvania, Inc. – Consultant
  • Contract with the Kentucky Department of Education

(2008 – 2012) North Carolina Liaison for the ARCC at Edvania
Contract Technical Assistance Provider
  • North Carolina Department of Public Instruction

(2010 – 2011) Principal Investigator – Teacher Quality Partnership Grant
East Carolina University, Greenville, North Carolina
College of Education

(2008 - 2010) Director of Special Projects
East Carolina University, Greenville, North Carolina
  • Directing Chancellor’s Leadership Academy and serving as the
    university liaison for the Early College High School

(2003 - 2007) Superintendent
Orange County Schools, Hillsborough, North Carolina
**Associate Superintendent for Curriculum and Instruction**  
*Pitt County Schools, Greenville, North Carolina*  

**Assistant Superintendent for Curriculum and Instruction**  
*Pitt County Schools, Greenville, North Carolina*  

**WORK EXPERIENCE:** Continued

(1993 – 1997)  
**Principal, J.H. Rose High School, Grades 9-12**  
*Pitt County Schools, Greenville, North Carolina*  
- Administration of total school program including instructional program development and implementation, extra-curricular program, facility management and personnel development.

**SACS Facilitator for Eight (8) Elementary Schools**  
*Martin County Schools, Lenoir County Schools*  
- Consultant for the school improvement and SACS Renewal Process.

**Principal, Falkland Elementary School, Grades K-5**  
*Pitt County Schools, Greenville, North Carolina*  
- Administration of total school program including instructional program development and implementation, facility management and personnel development.

**Assistant Principal, Grades K-3**  
*Kinston City Schools, Kinston, North Carolina*  
- Administration of buses, bus discipline, lunch program, testing, evaluations, staff development, textbooks, immunization programs, substitute teachers, School Assistance Team, orienting new staff, and discipline.

(1980 – 1985)  
**Speech, Language Clinician**  
*Kinston City Schools, Kinston, North Carolina*  
- Provided services to speech, language impaired students.

(1976 – 1980)  
**Speech, Language Clinician**  
*Lenoir County Schools, Kinston, North Carolina*  
- Provided services to speech, language impaired students.

(1975 – 1978)  
**Teacher**  
*Child Developmental Disability Center, Kinston, North Carolina*  
- Taught severe to profoundly retarded students excluded from public school systems.
NOMINATION FORM

Name of Nominee: Alisa Chapman

Preferred Address: 309 Deepwood Road, Chapel Hill, NC 27514

Preferred Number: 919-360-0819 (mobile)

Preferred Email: alisachapman309@gmail.com

Business / Company Name: N/A

Business Address: N/A

Profession / Title:

Mission-driven leader / educator with twenty-five years of experience in education: K-12 and Postsecondary Education; Technology, Distance and Online Education; Policy; Higher Education Administration. Recently retired from the State of North Carolina.

Areas of particular interest in higher education (Ex: - legislative advocacy, student engagement, fundraising)

- Student engagement
- Support / advocacy for institutional priorities
- Support for academic affairs
- Legislative advocacy

ECU Alum? ______ No  _X_ Yes

Year/Degree/Major:

- 1990 – BS in Education
- 1992 – MA in Educational Technology
- 2009 – EdD in Educational Leadership

Name of Nominator: Linda Thomas

Other ECU involvement areas (current or previous):

- Support / Advocacy for ECU College of Education
- Community outreach / engagement in northeastern NC
- Member of the ECU Joyner Library Advancement Council
**SUBMIT NOMINATIONS BY: March 18, 2019 to:**
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Assistant Secretary to the Board of Trustees
202 Spilman Building
East Carolina University
Greenville, NC 27858
ayersm@ecu.edu

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ALISA CHAPMAN
Address: Chapel Hill, NC
Phone: (919) 360-0819
Email: alisachapman309@gmail.com

SUMMARY
Mission-driven leader with twenty-five years of experience in education: K-12 and Postsecondary Education; Technology, Distance and Online Education; Policy; Higher Education Administration. Dedicated to moving stakeholders at every level toward overarching goals, higher levels of achievement and improved outcomes by taking an approach that fosters collaboration, problem-solving, and creativity with every challenge.

PROFESSIONAL EXPERIENCE

Senior Fellow
UNC Chapel Hill Public Policy and the Global Research Institute, Chapel Hill, NC
(March 2017 – January 2018; Research Associate Affiliation through December 2018)
Facilitate teacher and principal quality research efforts by building stronger partnerships with public schools, the NC Department of Public Instruction and the State Board of Education, as well as with NC’s public and private institutions of higher education educator preparation programs with a goal of providing expanded research-based evidence from which to construct and inform state policy for NC’s educator workforce.

Vice President for Academic and University Programs
University of North Carolina General Administration, Chapel Hill, NC
(November 2011 – February 2017)
Advance efforts within the University to prepare more, higher quality teachers and school leaders for the public schools of North Carolina. Responsibilities include supporting and strengthening academic program planning and development for education programs at the undergraduate, graduate and doctoral levels; research aimed at improving the recruitment, preparation and development of teachers and school leaders; enhancing the public service outreach programs of UNC’s fifteen accredited schools of education, as well as other University-based outreach to public schools; and working closely with the UNC Council of Education Deans.

Associate Vice President for Academic Affairs and University-School Programs
University of North Carolina General Administration, Chapel Hill, NC
(September 2007 – October 2011)

Assistant Vice President for University-School Programs and Information Technology
University of North Carolina General Administration, Chapel Hill, NC
(August 2003 – September 2007)
Director of Instructional Technology for University-School Programs
University of North Carolina General Administration, Chapel Hill, NC
(January 1999 – August 2003)

Instructional Technology Consultant
North Carolina Department of Public Instruction, Raleigh, NC

Instructional Technology and Student Information Management System Coordinator
Beaufort County Schools, Washington, NC
(April 1993 – October 1995)

SPONSORED RESEARCH AND DEVELOPMENT ACTIVITY

- Awarded $250K by the Board of Trustees of the Z. Smith Reynolds Foundation in support of the NC New Teacher Support Program. The overarching goal of the program is to improve the effectiveness of beginning teachers in their first three years of service through intensive induction support aligned to each teacher’s individual needs, teaching assignment, and school environment.

GEAR UP North Carolina (July 2014 – February 2017)
- Responsible for GEAR UP North Carolina, $28M grant from the US Department of Education to the University of North Carolina system office. Overall objectives of the grant are focused on college access and student success; 1) Increase the academic performance and preparation for postsecondary education for GEAR UP students, 2) Increase the rate of high school graduation and participation in postsecondary education for GEAR UP students, and 3) Increase GEAR UP students’ and their families’ knowledge of postsecondary education options, preparation, and financing.

Burroughs Wellcome Fund Scholars Program (May 2007 – February 2017)
- Awarded $5.3M from the Burroughs Wellcome Fund (BWF) to develop a “fast track” to teacher certification for science majors aimed at preparing these individuals for careers in teaching. The program is being implemented on four partnering campuses; NCCU, NCSU, UNCA, and UNC-CH. The initiative will provide $6,500 scholarships to qualifying juniors and seniors, and an additional benefit of a $5,000 annual salary supplement for up to five years for BWF Scholars that graduate and obtain employment in a NC public school as a licensed science or mathematics teacher.

NC Race to the Top New Teacher Support Program Grant (September 2011 – September 2015)
- Awarded $7.8M to develop and implement the NC New Teacher Support Program designed to improve the effectiveness and retention of novice teachers through intensive induction support that is aligned to each teacher’s individual teaching assignments and school
contexts. The program provides three aspects of induction for new teachers in low performing schools, beginning prior to the teacher’s first day and continuing over three years. Key elements of the program include an institute, professional development, and classroom coaching.

- Awarded $2.5M grant from the Bill and Melinda Gates Foundation, including $1.7M to UNC for the joint initiative, and an additional $795,000 redirected by the NC New Schools Program (NCNSP). Through this initiative partnering UNC campuses and the NCNSP helped four high schools become "learning laboratories" of best practice, enabling educators from other NC schools to observe transformed teaching and learning that leads to higher graduation rates and higher performance among all students.

**Guilford County Schools Mathematics Project (September 2006 – December 2010)**
- Member of multi-organizational development team awarded $2 million from Action Greensboro (partnership of Triad-area foundations dedicated to bringing more and better jobs to the region) for a three year project to address the need for mathematics teachers and the quality of the mathematics program in select high schools in Guilford County. The project was aimed at recruiting, differentially rewarding, and retaining mathematics teachers in the participating schools.

**NC Catalyst (June 2000 – October 2003)**
- Awarded $1.5M from the U.S. Department of Education’s Preparing Tomorrow’s Teachers to Use Technology Program. The grant, entitled NC Catalyst, represented a statewide partnership between the 16-campus University of North Carolina, NC Department of Public Instruction, NC Community College System, UNC Center for Public Television, two small, private liberal arts colleges, and the SAS Institute. The focus of the grant was teacher technology preparedness.

**COMMITTEES, APPOINTMENTS & PROFESSIONAL AFFILIATIONS**

**North Carolina Kenan Fellows Program Board of Advisors (2015 – Present)**
- Member of the North Carolina Kenan Fellows Program Board of Advisors affiliated with North Carolina State University.

**Public School Forum of North Carolina Board of Directors (July 2014 – Present)**
- At-large member of the Public School Forum Board of Directors.

**East Carolina University Board of Visitors (July 2013 – Present)**
- Appointed by the ECU Board of Trustees in July 2013 to serve as a member of the East Carolina University Board of Visitors.

**East Carolina University Joyner Library Advancement Council (2005 – Present)**
- Member of the East Carolina University Joyner Library Advancement Council.
Association for Education Finance and Policy / AEFP (January 2018 – Present)
- Member of the Association for Education Finance and Policy professional organization.

American Educational Research Association / AERA (January 2009 – Present)
- Member of the American Educational Research Association professional organization.

- Served as primary liaison and staff to the UNC Deans' Council on Teacher Education, monitoring and guiding the direction of educator preparation and development, and educational outreach of UNC Schools, Colleges, and Departments of Education.

North Carolina Early Childhood Advisory Commission (February 2014 – December 2016)
- Appointed by Governor Pat McCrory to serve as a member of the NC Early Childhood Advisory Commission.

Governor’s Education Transformation Commission (September 2010-2012; December 2012–2013)
- Appointed by Governor Beverly Perdue to serve as a member of the Governor’s Education Transformation Commission established to guide the work of NC’s Race to the Top grant.

PUBLICATIONS


AWARDS AND HONORS

Peabody Award (October 2016)
UNC Chapel Hill School of Education

Top 30 Technologists, Transformers & Trailblazers Award (January 2015)
National Center for Digital Education

Outstanding Alumna Award (October 2008)
East Carolina University College of Education

Congressional Art Award and National Award for Creative Merit (1985)
- Recipient of a Congressional Art award for the 7th District of North Carolina
- Recipient of a National Award for Creative Merit in recognition of excellence in the 1985 United States Congressional Art Competition
EDUCATION

2009  East Carolina University, Greenville, North Carolina 27834
       Doctor of Education, Educational Leadership

1992  East Carolina University, Greenville, North Carolina 27834
       Master of Arts in Education, Instructional Technology
       NC Certification: Educational Technology / K12 Licensure (077)

1990  East Carolina University, Greenville, North Carolina 27834
       Bachelor of Science in Education, Elementary Education
       NC Certification: Elementary Education / K6 Licensure (023), Reading / K12 Licensure (190)
NOMINATION FORM

Name of Nominee: Jon DeFriese
Preferred Address: 341 Hemby Place
Charlotte, NC 28270
Preferred Number: 704-421-3840  Preferred Email: jdefriese@gmail.com
Business / Company Name: OneTeam Leadership
Business Address: 2719 Coltsgate Rd, Charlotte, 28211

Profession / Title: Partner
Areas of particular interest in higher education (Ex: legislative advocacy, student engagement, fundraising)
Institutional strategy, advancement, organizational performance, leadership

ECU Alum? Yes Year/Degree/Major 1992/BS/Communications
Name of Nominator: Self
Other ECU involvement areas (current or previous):

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Megan Ayers
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Greenville, NC 27858
ayersm@ecu.edu

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Experience

2012-present  
ONETEAM LEADERSHIP  
Founding Partner  
CHARLOTTE, NC  
Responsible for overall management, delivery and business development for leadership development consulting practice. Areas of expertise include organizational performance, team development, leading change, strategic planning and executive development.

2006-2012  
NATIONAL GYPSUM COMPANY  
Director, Business Technology Services  
CHARLOTTE, NC  
Responsible for business technology strategy, project delivery, and enterprise support for the building materials manufacturing company.

- Led deployment of an Enterprise Resource Planning (ERP) solution from SAP. Successfully delivered the $20 million program meeting all objectives on schedule and 15% under budget.
- Implemented a project management office (PMO) and process changes resulting in project delivery performance improving from 50% to 85% over 18 months.
- Created Information Systems strategic planning process to define long-range plans and link them to our annual management process. Resulted in improvements to project delivery, resource utilization, and capital budgeting.
- Designed organizational development program for all NGC IS associates emphasizing strategic alignment, results-focused management, and high-performance teamwork.

2001-2006  
HARVARD BUSINESS SCHOOL  
Managing Director, Software Development and Client Services  
BOSTON, MA  
Responsible for IT strategy, architecture, enterprise software and project management for Harvard Business School.

- Led strategic planning and implementation process resulting in a 3-5 year vision for IT at HBS.
- Developed IT Governance process which led to greatly improved business/IT alignment, investment management, and stronger internal customer partnerships.
- Implemented Customer Relationship Management (CRM) and academic program management system for the $80M HBS Executive Education division enabling strategic customer management, reducing transaction costs, and improving on-line customer service.
- Led organizational change to a Lean/Agile software development & project management process.

Director, Information Technology Operations  
Responsible for IT operations, customer service, and classroom technology for the HBS community.

- Led $7M data center construction project and campus network upgrade from feasibility through construction and relocation.
- Designed academic technology master plan and served as IT executive for over $150 million in capital construction including over $20M in technology spending.
1999-2001  ADERO, INC.  
Director, Information Technology
BOSTON, MA
Responsible for IT operations and customer service for global provider of web site content delivery services. Company grew from 25 employees in 1999 to 250 in 2001 with over $100 million in strategic capital raised.

- Managed team of 14 professionals providing enterprise systems, network operations, and IT support to high-tech company during growth phase and divestiture.

1994-1998  THE UNIVERSITY OF NORTH CAROLINA  
Director, Networking and Media Services
CHAPEL HILL, NC
Responsible for providing technology operations and policy support to the UNC system CIO and Office of the President for the 16-campus University of North Carolina.

1990-1994  EAST CAROLINA UNIVERSITY  
Technology Manager
GREENVILLE, NC
Responsible for delivering a wide range of technology services to faculty, staff, and students within the ECU Academic Library system.

Education
1988-1992  EAST CAROLINA UNIVERSITY  
Bachelor of Science
GREENVILLE, NC

1998-2000  HARVARD BUSINESS SCHOOL  
Master of Business Administration with honors
BOSTON, MA

Community

- EAST CAROLINA UNIVERSITY
  Board of Visitors

- APPARO TECHNOLOGY SOLUTIONS
  Board Member

- CHARLOTTE CROP WALK FOR HUNGER
  Volunteer Consultant – Strategic Planning and Team Development

- HARVARD BUSINESS SCHOOL ALUMNI ASSOCIATION OF CHARLOTTE
  Leadership Team Member, Management Development Program faculty

- HARVARD BUSINESS SCHOOL EXTERNAL AFFAIRS
  Annual Fund Leader
NOMINATION FORM

Name of Nominee: Mickey Foster
Preferred Address: 8314 Lilly’s Circle
Greensboro, NC 27455
Preferred Number: 336-520-9855  Preferred Email: mickey.foster@conehealth.com
Business / Company Name: Moses Cone Hospital
Business Address: 1200 N Elm Street
Greensboro, NC 27401-1020
Profession / Title: President, Moses Cone Hospital, Sr. Vice President, Cone Health

Areas of particular interest in higher education (Ex: - legislative advocacy, student engagement, fundraising):

**Student Engagement**

ECU Alum? _____ No  X Yes  Year/Degree/Major  1994, BS Community Health

Name of Nominator: Sabrina Bengal

Other ECU involvement areas (current or previous):
Completed first term on ECU Board of Visitors, Member ECU Pirate Club

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ayersm@ecu.edu

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Mickey W. Foster  
8314 Lilly’s Circle  
Greensboro, North Carolina 27455  
mickeywfoster@gmail.com  
(336) 520-9855

EDUCATION

Central Michigan University – Mt. Pleasant, Michigan  
Master of Health Services Administration  
2000

East Carolina University - Greenville, North Carolina  
Bachelor of Science – Community Health  
1994

EXPERIENCE

Cone Health, Greensboro, NC - President of Moses H. Cone Memorial Hospital and Senior Vice President for Cone Health  
2014 to present

Administratively responsible for the operations of Cone Health’s flagship, The Moses H. Cone Memorial Hospital, a 536 bed Level II Trauma Center with centers of excellence in orthopedics, neurosciences, stroke, and heart and vascular care. Responsible for $650 million in annual net revenues, over 3,000 fte’s and an additional $180 million in system wide net revenue. Responsible for several key Cone Health service lines and key clinical services across six hospitals. Key service lines include Heart and Vascular, Orthopedics, Neurology, Neurosurgery and Trauma. Also, responsible for several key divisions across Cone Health -Surgical Services, Radiology and Respiratory Therapy for all 6 hospitals. Eight-year track record of achieving operating margin, productivity targets, clinical quality and driving engagement results. A five-time national Press Ganey award winner for Employee Satisfaction and Physician Engagement. Currently leading the $100 million relocation of the freestanding Cone Health Women’s Hospital to the Moses Cone campus that will add 100 inpatient beds to the Moses Cone Hospital.

- One of only 330 Hospitals nationally ranked 5 stars by Center for Medicare and Medicaid-CMS
- Named a top 100 Hospital nationally and an Everest Award winner for fastest rate of improvement over five years, IBM Watson Health 2018
- Named a national Top 50 Cardiovascular Hospital, IBM Watson Health 2017 and 2018
- Recipient of Americas 250 Best Hospital award for four years in a row, Healthgrades
- Named one of the top 100 Best Hospitals for Pulmonary Care, Orthopedic Surgery, Joint Replacement and Stroke care by Healthgrades 2018
- Ranked High Performing in eight common procedures and medical conditions, U.S. News & World Report, 2018
- Rated top 1% in the nation for Medical Excellence in General Surgery and Pulmonary Care and number one in North Carolina in overall Surgical Care, Major Cardiac Surgery, Orthopedic Care, Spinal Fusion and Spinal Surgery, Carechex 2018
- Top 2% in the nation by US News and World Report in nine conditions and procedures 2018
- Press Ganey Commitment of Excellence National Award Winner in 2015 for most improved large hospital in the nation for Physician engagement
- Press Ganey Pinnacle of Excellence Award Winner 2018 for five consecutive years of high Physician Engagement and national speaker at 2018 Press Ganey conference
- Improved physician satisfaction results to the 91st percentile and overall provider results to the 83rd percentile in 2018, the highest results in the history of hospital
- Achieved Comprehensive Stroke Certification by Joint Commission in 2017
- Maintained a 6.0% or better operating margin for five consecutive years
- Achieved $3.1 million in organization effectiveness for FY17
- Improved Inpatient HCHAPS for 4 consecutive years
- Improved Same Day Surgery patient satisfaction results, routinely ranked above the 90th percentile
- Developed a master facility site and bed planning program for the campus
- Lowered HAI’s and met all quality goals for the campus for 5 consecutive years
• Earned 2017 Distinguished Hospital Award in clinical excellence, top 5% in the nation by Healthgrades
• Ranked #1 hospital in nation for Heart Attack readmission rates via Hospital Compare 2017
• One of only 12 Cardiac Surgery programs awarded Three-Star ranking by the Society of Thoracic Surgery, top 1% nationally
• Five consecutive years of exceeding all labor productivity targets
• Improved employee engagement results to the 82nd percentile in 2018, the highest results in the history of hospital

Cone Health, Greensboro, NC- President of Annie Penn Hospital and Senior Vice President of Hospital Operations 2010 to 2014
Administratively responsible for the operations of three campuses- Annie Penn Hospital, Behavioral Health Hospital and the freestanding Cone Health Cancer Center. Responsible for $160 million in annual net revenues and over 800 fte’s. A key stakeholder in the Cone Health cultural transformation process. Co-led the Cone system wide Keystone Project on People Excellence, improving health system employee engagement from the 55th percentile to the 87th percentile. Selected as one of Cone Health’s top leaders and graduate of the first Cone Health High Performance Leaders program. Served on the Cone Health Leadership Council.

Annie Penn Hospital
• Improved employee engagement results to the 99th percentile in 2012 and 2013-best in the nation and the highest results in the history of Cone Health
• Press Ganey Guardian of Excellence National Award Winner in 2012 and 2013. GOE award is only given to hospitals in the 95th percentile of higher in employee engagement
• National Speaker on Employee Engagement at the 2012 National Press Ganey Conference and the 2014 Cleveland Clinic National Patient Empathy Conference
• Improved physician satisfaction results to the 90th percentile in 2011, 96th percentile in 2012 and 87th percentile in 2013. The highest campus results in Cone Health history
• Improved hospital market share for four consecutive years 2010-2014. Annie Penn lost market share for the three years prior
• Exceeded operating margin for four consecutive years, the best financial performance of any Cone Health acute care hospital over that time.
• Increased volume in all areas since 2010: Operating Room volume by 10%, Emergency Department volume by 29% and overall outpatient volume by 27%
• Improved Inpatient Satisfaction for three consecutive years to an all-time high of the 90th percentile in 4th quarter 2012
• Improved Emergency Room patient satisfaction for four consecutive years reaching a high of 92nd percentile in April 2014
• Improved Same Day Surgery patient satisfaction results for four consecutive years. Results routinely ranked above the 90th percentile
• Developed a physician recruitment plan resulting in over 17 new physicians: including Primary Care, Pediatrics, Endocrinology, Hospitalists, Gastroenterology, ENT, Internal Medicine, Pediatrics, Urology, Infectious Disease and Plastic Surgery
• Developed a master facility site plan for the campus
• Maintained or improved every CMS quality core measure for four consecutive years
• Maintained a VAP free ICU for eight consecutive years, national leader in this measure
• Improved hospital United Way employee giving by 49%. Annie Penn is the only Cone Health campus to have won the NC United Way Campaign of Excellence award twice

Cone Health Cancer Center
• Generated a 12% operating margin for the Cancer Center in 2013- best in program history
• Represented Cone Health in the Joint Venture Board with Randolph Cancer Center and Randolph Hospital Executives
• Received the American College of Surgeons Outstanding Achievement Award
• Received the American College of Surgeons NAPBC accreditation
• Installed 2nd Varian TrueBeam Linear Accelerator for radiation program
• Upgraded Medical Oncology facilities to new standard
• Implemented a full-service lab at CHCC
• Facilitated integration team with CHCC and Alamance Regional Medical Center
Behavioral Health Hospital
- Improved every Triple Aim dashboard measure in the organization with the exception of operating margin
- Improved inpatient satisfaction from the 35th percentile to the 87th percentile.
- Improved HBIPS quality core measure performance from 7% compliance to 87% compliance
- Recruited new medical director and hospital president for the facility

Maria Parham Medical Center (102 bed hospital), Henderson, NC- Vice President/Chief Operating Officer 2007 to 2010
Administratively responsible for the Operations Division of the hospital. Serve as the administrator for the following departments: Cancer Center/Radiation and Medical Oncology, Radiology, Lab, Rehabilitation, Inpatient Rehabilitation, Respiratory Therapy, Sleep Center, Home Health, Cardiac Rehab, Pulmonary Rehab, Facilities Management, Housekeeping, Laundry/Linen, Food Services, Biomedical, Security/Safety. Manage twelve direct reports, over 320 FTEs and responsible for $104 million in net revenues. Implemented a balanced scorecard system for hospital operations resulting in significant operational improvements in finance, quality and customer service. Operations gross revenue has grown by more than $17 million, patient satisfaction scores improved to the 78th percentile nationally and division productivity also improved to 100.5%.

Radiology
- Implemented a system wide (PACS) Picture Archival and Communication system
- Implemented a Digital Mammography system and stereotactic breast biopsy program
- Increased Women’s Center volume by 30%, MRI revenue 22% and CT revenue 9%
- Developed a customer service program for the department resulting in Radiology Staff finishing in the 99th percentile for patient satisfaction
- Eliminated all contract labor saving the hospital over $200,000 annually

Lab
- Implemented a lab outreach program generating more than $1.5 million in new annual gross revenues
- Increased drug screen program revenue by 20%
- Accomplished successful re-accreditation from the College of American Pathology

Cancer Center
- Completed design of a new Medical Oncology center
- Upgraded linear accelerator and radiation oncology center
- Improved Medical Oncology volumes 11%
- Improved Radiation Oncology volumes 14%
- Coordinated with Duke the availability of over 15 clinical trials programs

Respiratory/Sleep Center
- Achieved a positive gross revenue swing of $1.3 million dollars in FY 08
- Recipient of the Quality Respiratory Care Recognition award through the American Association of Respiratory Care

Rehabilitation
- Grew Physical therapy revenue by 11%, Speech Therapy Revenue 10% and Occupational Therapy Revenue by 33%
- Developed the first Joint Replacement Class for community
- Assisted with recruitment of two new Orthopaedic surgeons
- Eliminated all contract labor saving over $250,000

Facility Services
- Developed a master facility site plan for medical center campus
- Coordinated construction projects for two new orthopedic surgeon offices
- Completed $170,000 renovation of the hospital cafeteria
- Coordinated the construction project for a new hospital information technology server room for future EMR implementation

Security/Safety
- Recipient $75,000 in free emergency preparedness equipment through FEMA. Trailer, triage beds and generator

Housekeeping
- Improved HCAHPS (Public reported patient satisfaction scores) to above NC and national averages for hospital cleanliness
- Improved the overall health department facility rating to 99.5%
- Implemented the hospital’s first recycling program
Food Services

- Maintained a 97.5 cafeteria rating or higher for the year
- Coordinated the outsourcing of food services to Sodexo, saving the hospital over $145,000 in annual food costs
- Improved cafeteria sales by 20%

Duke University Health System, Durham, NC – Administrative Director
Duke Raleigh Hospital 2002 to 2007

Administratively responsible for the Customer Service Division of the hospital. Served as the administrator for the following departments: Facility Services, Food Services, Environmental Services, Diabetes Management Center, Patient Transport, Customer Service, Education and Staff Development, Laundry/Linen, PBX Operators, Guest Services, Inpatient Wound Care Program, Mail Couriers, Clinical Nurse Specialists, Patient Care Equipment. Managed over 10 direct reports and over 150 fte’s. Completed a one-year mentorship program with the hospital Chief Operating Officer through the American College of Health Care Executives. Selected as one of the top up and coming leaders within Duke University Health System and was one of the first 25 graduates of the Guide to Leading at Duke Executive Program offered by Duke University.

Randolph Hospital, Asheboro, NC – Director 1997-2002

Administratively responsible for the Education Department, Customer Service Initiative, Community Outreach Department, Mobile Health Services and Medical Library

- Managed the community outreach program for the hospital
- Developed the business plan and implementation of the inpatient and outpatient Diabetes Management programs
- Developed business plan and grant funding for a mobile health screening van for community
- Coordinated annual Performance Improvement Fair and Quality Management skills training events
- Member of Quality Management leadership team
- Developed the first leadership development academy for the hospital

FirstHealth of the Carolinas: Moore Regional Hospital, Pinehurst, NC
Education Coordinator Corporate Services 1994-1997

- Served as an instructor for hospital-wide customer service initiative
- Coordinated Quality Management Skills Program for the health system
- Assisted with coordination of hospital orientation
- Life Support coordinator for the health system
- Member of Safety and JCAHO committee

COMMUNITY ACTIVITIES/HONORS

East Carolina University Board of Visitors
Guilford Technical Community College Foundation Board of Directors
Member of American College of Health Care Executives
Member of The East Carolina University Educational Foundation- Pirate Club
Triad Business Journal Most Influential Leader Award
YMCA Board of Directors
Rockingham County Health Alliance Board of Directors
Rockingham Wells Fargo Board of Directors
Rockingham County Hospice Board of Directors
Rockingham Community College Commencement Speaker
Reidsville Chamber of Commerce Business Person of the Year
Rockingham County Community College Presidential Search Committee
Triad Business Journal Top 40 Leaders under 40 recipient
Member Kiwanis Club
Outstanding Senior Award from East Carolina University
**COMPLETED.nomination form and the resume of the nominee MUST be included with nomination form for nominee to be considered**
CURRICULUM VITAE
J. LYNN GARRISON, M.D.

PERSONAL INFORMATION:

HOME ADDRESS: 1800 Old Fort Road
Greenville, North Carolina  27834

HOME TELEPHONE: (252) 355-2682
CELLULAR TELEPHONE: (252) 717-7136

DATE AND PLACE OF BIRTH: February 19, 1958
Greensboro, North Carolina

MARITAL STATUS: Married to Herbert G. Garrison, III, M.D.

EDUCATION:

Clinical Research Fellow, University of Pittsburgh, Pittsburgh, PA. July 1994 - September 1995

School of Public Health, University of Pittsburgh, Pittsburgh, PA. August 1994 - September 1995


Residency in General Surgery, Department of Surgery, East Carolina University, Greenville, NC. 1986 - 1992

Master of Public Health, University of Pittsburgh, Pittsburgh, PA. 1995

Doctor of Medicine: University of North Carolina, Chapel Hill, NC. 1986

Bachelor of Arts in Zoology and Chemistry with Honors in Zoology, University of North Carolina, Chapel Hill, North Carolina. 1980

EMPLOYMENT HISTORY:


Resident Physician, Division of Plastic and Maxillofacial Surgery, University of Pittsburgh,

J. LYNN GARRISON, M.D.
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(Employment continued):


Technician (Biochemical Analysis), Center for Alcohol Studies, University of North Carolina, Chapel Hill, NC 1981 - 1982.

Technician (Molecular Genetics Laboratory) National Institute of Environmental Health Sciences, Research Triangle Park, NC. 1979 - 1980.

CERTIFICATION:


SPECIAL HONORS AND AWARDS:

University of Pittsburgh Division of Plastic and Maxillofacial Surgery:

American Medical Association/Burroughs-Wellcome Leadership Award, 1994 - 1995.

East Carolina University Department of Surgery:

Excellence in Teaching Award, presented by the Class of 1993. ECU School of Medicine. 1992

University of North Carolina School of Medicine:

Upjohn Achievement Award for Distinguished Service in Student Affairs. 1986.
The Heusner Pupil Award. 1985.

University of North Carolina Undergraduate School:

Phi Beta Kappa. 1979.

J. LYNN GARRISON, M.D.
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(Special Honors and Awards continued):

Ben L. Smith Senior High School:

Valedictorian.  1976.

EXTRACURRICULAR ACTIVITIES:

University of North Carolina School of Medicine:

Co-President, Senior Class.  1985 - 1986.
Coordinator, Orientation.  1983.

COMMUNITY:

Board of Directors, Public Radio East:  2018 – present
ECU Board of Visitors:  2016 – present
Board of Directors, Women for Women:  2012 - 2018
Administrative Board, Saint James United Methodist Church:  2010 - 2014.
Board of Directors, Rocking Horse Ranch:  2008 - 2011.
President, Board of Trustees, Greenville Museum of Art:  2006.
President, Board of Directors, Literacy Volunteers of Pitt County:  2002.
Member, Greater Greenville Kiwanis Club:  1996 - 2005.

PROFESSIONAL ACTIVITIES:

PROFESSIONAL SOCIETIES:

American Society of Plastic Surgeons
American College of Surgeons
North Carolina Medical Society
American Medical Association

J. LYNNE GARRISON, M.D.
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COMMITTEES:

Pitt County Memorial Hospital:

Utilization Review Committee, 1996.

East Carolina University School of Medicine:

Research Subcommittee, Liaison Committee for the Reaccreditation of ECU School of Medicine.

PUBLICATIONS:


ABSTRACTS:


J. LYNNE GARRISON, M.D.

BOOK CHAPTERS:


PRESENTATIONS:

“Pediatric Trauma Update.” Pitt County Memorial Hospital. February 4, 1999.


“Donor-specific tolerance permits massive burn excision and allografting without increased infectious mortality.” Symposium for the Immunocompromised Surgical Patient: Trauma and Burns, Snowbird, Utah, January 26, 1990.

“Donor-specific tolerance permits massive burn excision and allografting without increased infectious mortality.” Association for Academic Surgery, Louisville, Kentucky, November 17,
1989.


“Effect of three conditioned media on osteoblastic growth and differentiation.” Southern Regional Meeting of the American Society for Bone and Mineral Research, Cashiers, NC, April, 1986.
NOMINATION FORM

Name of Nominee: JAMES ROY GORHAM

Preferred Address: 804 WOOD DALE DRIVE, KERNERSVILLE, NC 27284

Preferred Number: (336) 813-5111  Preferred Email: Gorham1@Aol.Com

Business / Company Name: The Gorham Group, LLC

Business Address: 804 WOOD DALE DRIVE, KERNERSVILLE, NC 27284

Profession / Title: AUTHOR / MOTIVATIONAL SPEAKER

Areas of particular interest in higher education (Ex: - legislative advocacy, student engagement, fundraising)  LEGISLATIVE ADVOCACY

ECU Alum? ______ No  X Yes  Year/Degree/Major: 1981/BA/HISTORY

Name of Nominator: DO NOT KNOW

Other ECU involvement areas (current or previous): STUDENT ADVISORY COUNCIL, MILITARY ADVISORY COUNCIL.

SUBMIT NOMINATIONS BY: March 18, 2019 to:

Megan Ayers
Assistant Secretary to the Board of Trustees
202 Spilman Building
East Carolina University
Greenville, NC 27858
ayersm@ecu.edu

**Completed nomination form and the resume of the nominee MUST be included with nomination form for nominee to be considered**
James R. (“J.R.”) Gorham became the first African-American General in the history of the North Carolina National Guard when he was promoted to that rank in 2008. Now retired from the Guard, J.R. Gorham was born and grew up in the small town of Falkland in Pitt County, North Carolina. J.R. joined the Army right out of high school and served for three years as an enlisted soldier in the mid-1970’s.

After being discharged, he used his military education benefits to attend East Carolina University, earning his bachelor’s degree in 1981. J.R. was commissioned as a second lieutenant in the NC National Guard in 1980 after completing Officer Candidate School. J.R. was named Distinguished Honor Graduate of his OCS class. In more than three decades of military service, J.R. commanded at the company, battalion and brigade levels, in addition to service in various staff positions. He served as joint staff director of the N.C. Joint Force Headquarters in Raleigh and as commander of the N.C. National Guard Joint Task Force in which he was responsible for joint training and deployment. While in the Guard, J.R. earned a Master’s Degree from the U.S. Army War College.

In 2004, his NC National Guard unit, the 130th Finance Battalion, was deployed to Iraq for over a year. While there, he was promoted from Lieutenant Colonel to full Colonel. J.R. retired from the Guard in 2012, capping a 38-year military career.

J.R. had a successful 29-year civilian career in banking, retiring in 2010 as a Vice President and manager of retail banking at First Citizens Bank. After his banking career, J.R. served as Director of Special projects for the N.C. Department of Public Safety. In this leadership role, he provided oversight to the N.C. Center for Safer Schools and directed departmental initiatives involving military affairs and suicide prevention.

Now a motivational speaker and author, J.R. and his wife Barbara live in Kernersville. They have three children (Tony, Jaime and Joshua).
NOMINATION FORM

Name of Nominee: Kent Lawrence

Preferred Address: 316 Bolton Grant Drive
Cary, NC 27519

Preferred Number: 336-391-5241  Preferred Email: kent.w.lawrence@jpmorgan.com

Business / Company Name: J.P. Morgan

Business Address: 2000 Regency Parkway, Suite 400
Cary, NC 27518

Profession / Title: Investment Banking / Managing Director

Areas of particular interest in higher education (Ex: - legislative advocacy, student engagement, fundraising)

Student Engagement

ECU Alum? ______ No  X Yes  Year/Degree/Major  1993 / MBA

Name of Nominator:

Other ECU involvement areas (current or previous):

School of Business Advisory Board and current Board of Visitors Member

SUBMIT NOMINATIONS BY: March 18, 2019 to:

Megan Ayers
Assistant Secretary to the Board of Trustees
202 Spilman Building
East Carolina University
Greenville, NC 27858
ayersm@ecu.edu

**Completed nomination form and the resume of the nominee MUST be included with nomination form for nominee to be considered**
Kent W. Lawrence  
klawrence@triad.rr.com

316 Bolton Grant Drive  Telephone / Message
Cary, North Carolina 27519  (336) 391-5241 (c)

Experience

J.P. Morgan  2015-Present
Managing Director – Investment Banking

Citigroup Global Markets  2000-2015
Managing Director – Municipal Securities Division

Primary responsibility for developing strong client relationships among governmental and non-profit clients in the Southeast. Develop creative solutions and provide leadership in the structure and implementation of tax-exempt and taxable financing structures. Manage and utilize support staff (associates and analyst’s) in a team oriented environment. Managing Director and co-head of Regional Banking for the Mid-Atlantic Region while at Citigroup and head of regional banking at JP Morgan.

Outstanding project management skills and goal achievement. Manage multiple bond issues annually as senior investment banker. Manage project team during financing stages and maintain timetable to close transactions as scheduled. Responsible for identifying opportunities and developing/delivering marketing strategy to achieve desired objectives.

Wachovia Securities, Inc.  1993-2000
Winston-Salem, North Carolina
Senior Vice President-Public Finance

Client coverage in NC, SC and VA. Provide underwriting and advisory services to issuers for over $1 billion annually. Retained financial advisor to numerous clients in North Carolina. Advise clients on all aspects of debt issuance and public/private ventures. Other examples of public private ventures include negotiating the location of a $300 million economic development project and providing the necessary infrastructure financing and providing analytic support and representation for client during contract negotiations with US Navy.

Education

Master of Business Administration  1993
East Carolina University  Concentration in Finance

Bachelor of Science in Business Administration  1991
Concentration in Finance  Minor in Economics
University of North Carolina at Charlotte

Skills

Broad based familiarity with Windows, Excel, Word and PowerPoint

Certifications

National Association of Securities Dealers Registered Representative (Series 7 and Series 79)
Series 53 Licensed Principal, Series 24 Licensed Principal
Uniform Securities Agent State License (Series 63)
Member of Government Finance Officers Association (GFOA)
Past Chairman of Carolina’s Municipal Advisory Council

References

Available Upon Request.
NOMINATION FORM

Name of Nominee: DaJuan Lucas

Preferred Address: 2429 Alex Ryan Drive Charlotte, NC 28216

Preferred Number: 2523609239  Preferred Email: dajuan.l.lucas@gmail.com

Business / Company Name: The Vanguard Group

Business Address: 2525 Water Ridge Parkway Charlotte, NC 28216

Profession / Title: High Net Worth People Leader - Financial Services

Areas of particular interest in higher education (Ex: - legislative advocacy, student engagement, fundraising)

Student engagement

ECU Alum? Yes  Year/Degree/Major ‘13 - Business Management ‘15 MBA

Name of Nominator: Linda Thomas

Other ECU involvement areas (current or previous):
Former Student Body Chief of Staff 13’ - Former member of Ronald Wright Society

SUBMIT NOMINATIONS BY: March 8, 2019 to:
Megan Ayers
Assistant Secretary to the Board of Trustees
202 Spilman Building
East Carolina University
Greenville, NC 27858
ayersm@ecu.edu

**Completed nomination form and the resume of the nominee MUST be included with nomination form for nominee to be considered**
EDUCATION

EAST CAROLINA UNIVERSITY
Greenville, North Carolina
Master of Business Administration, May 2015
Marketing

EAST CAROLINA UNIVERSITY
Greenville, North Carolina
Bachelor of Science in Business Administration, May 2013
Business Management, Communication Minor

EXPERIENCE

THE VANGUARD GROUP
Flagship Client Experience Specialist Team Leader Charlotte, NC April ‘18 - Present
● Lead a team of 9 Client Experience Specialists who handle problem resolutions matters for Vanguard’s Retail High Net Worth Department
● Oversee the CES Trends team, a cross-site team of specialists who identifies trends affecting Flagship’ Retail Service Model
● Facilitates the development of CES Pitch Day, an innovative platform for client experience specialists to offer potential solutions to further standardized our business operations

THE VANGUARD GROUP
Flagship Client Experience Project Lead Charlotte, NC October ‘16 - April ‘18
● Established & actively oversee the Flagship Brand Ambassador program, a 50+ employee program which aims in expanding the department’s brand internally.
● Crafts the marketing & attraction strategy for the 800+ employee department
● Coordinates Flagship’s end to end hiring process resulting in 400+ hires & a 96% fill rate
● Owns Retail’s High Net Worth talent reporting & serve as a key subject matter expert on Flagship talent matters
● Manages Flagship space allocation for the North Carolina campus, mitigating risks, identifying needs and ensuring space planning execution
● Revamped Flagship’ career branding online portal, strengthening the department’s internal marketing presence
● Received a SPOT award for implementing key marketing projects contributing to exceeding hiring targets during 2Q & 3Q of 2017

THE VANGUARD GROUP
Vanguard Accelerated Development Program Charlotte, NC & Malvern, PA July ’15 - October ’16
● 1 of 5 selected in North Carolina for the prestigious program geared to develop leaders in client relationships, leadership and project management for the company
● Participated in a multi-year project to craft a prototype tool which will enhance retirement readiness projections for institutional clients
● Chaired data integrity strategy to validate implementation services’ stance on managing big data
● Spearheaded a department-wide organizational behavior initiative to enhance employee engagement & recognition for the Retail Business Development Group
● Consulted VisionQuest 2020, a nonprofit devoted to improve youth vision, on a marketing strategy aimed to expand their reach across the US

ECU RECREATION AND WELLNESS CENTER
Marketing Graduate Assistant Greenville, NC May ‘13 - May ‘15
● Managed an undergraduate marketing team of 10 that consists of graphic designers, photographers, a marketing assistant and communication interns
● Led over 600 marketing projects from inception to completion for 10 program areas in the facility as well as several from the Student Affairs department
● Ensured the theme and vision behind each marketing request is brought to life by liaising between the respective department and my team
● Controlled creation, production & theme of all marketing materials for 3 large scaled events drawing attendance of over 1,300 for each event
● Conducted analytical reports on social media mediums to improve customer engagements leading to an increase in followers of 20%.
● Coordinated marketing mediums such as social media, email, press releases, tabling and displays.
● Assisted in the control of a $65K facility marketing budget
CERTIFICATIONS
● Series 7 & 63

COMMUNITY EXPERIENCE
Vanguard
● NC MLK Days of Service Co-Lead
● RIG DAC Chief of Staff
● VBPN NC Attraction Lead & Leadership Staff member

National Black MBA Association
● Programming Committee Member
● Mentor - Leaders of Tomorrow Program
Nomination Form

Name of Nominee: James Morgan

Preferred Address: 1800 Dunes Ct.  
Raleigh, NC 27615

Preferred Number: 919.809.0433  Preferred Email: jmorgane@towneinsurance.com

Business / Company Name: Towne Insurance

Business Address: 4515 Falls of Neuse Rd., Ste. 300  
Raleigh, NC 27609

Profession / Title: Risk Advisor

Areas of particular interest in higher education (Ex: legislative advocacy, student engagement, fundraising)
Legislative advocacy

ECU Alum? No  Yes  Year/Degree/Major 2005/BBA Finance

Name of Nominator: Max Jayner

Other ECU involvement areas (current or previous): Pirate Club rep, Forever Pirate (ECU Alumni)

Submit nominations by: March 18, 2019 to:

Megan Ayers  
Assistant Secretary to the Board of Trustees  
202 Spilman Building  
East Carolina University  
Greenville, NC 27858  
ayersm@ecu.edu

**Completed nomination form and the resume of the nominee MUST be included with nomination form for nominee to be considered**
James Morgan, CWCA, MWCA

Experience:
- Towne Insurance: July 2009 – Present
  - Risk Advisor
  - Account Executive
- The Clement Companies: June 2006 – March 2008
  - Account Executive

Designations:
- Certified WorkComp Advisor
- Master WorkComp Advisor

Speeches:
- Capital Associated Industries – Ask The Expert – The Refreshing News – November 8, 2017
- NCALa Fall Conference – New Workers’ Compensation Reform – October 9, 2012
- Franklin County Lunch & Learn – NCCI Experience Mod Changes – June 13, 2012
- Capital Associated Industries – Ask The Expert – NCCI Experience Mod Changes - February 7-8, 2012
- Capital Associated Industries – Tele-seminar – Understanding Your Experience Modification Rate – June 8, 2011

Published Articles:
- Commercial Construction & Renovation Magazine – Creating a Zero-Injury Culture - July/August 2014
- Capital Associated Industries - Creating a Zero-Injury Culture – May 2014
- The Associated General Contractors of America (AGC) – Creating a Zero-Injury Culture – April 2014
- Capital Associates Industries - How to Ensure Your Workers' Compensation North Carolina In-Patient Hospital Bills are Accurate – November 18, 2013
- Capital Associated Industries – 10 Things You Need To Know About Workers’ Comp Experience Modification – April, 2 2012
- Capital Associated Industries – Safety Programs Drive Down Workers’ Comp Cost – March 19, 2012
• Capital Associated Industries – The Myth About Quoting to Reduce Your Cost of Workers’ Compensation – December 5, 2011
• Capital Associated Industries – Don’t Disrupt Your Work Flow: Preparing for the Workers’ Comp Auditor – August 1, 2011
• Capital Associated Industries – Is Your Workers’ Compensation Experience Modification As Low As It Should Be? – June 6, 2011

Education:

• East Carolina University – 2001 – 2005
  o B.S.B.A., Finance
  o Member of the Men’s Golf Team
  o Member of Lambda Chi Alpha Fraternity
  o President of Lambda Chi Alpha Fraternity – 2004 – 2005

Organizations:

• Associated Builders & Contractors – Carolinas Chapter
• Capital Associated Industries
• East Carolina University Board of Visitors (2015 – 2019)
• East Carolina University Educational Foundation
• Institute of WorkComp Professionals
• Kiwanis Club of Raleigh
• Urban Land Institute
NOMINATION

To: Keiran Shanahan, Chair, ECU Board of Trustees
From: Donald Y. Leggett, Development Specialist, College of Health and Human Performance
Subject: Thomas Jordan Jarvis Medal (Nomination)
Date: December 6, 2018

This is to nominate and recommend MAX RAY JOYNER, SR. for East Carolina University’s Thomas Jordan Jarvis Medal which is awarded by the Board of Trustees.

I am aware that this award is given sparingly, and only a few of ECU’s greatest founders and servant leaders have been honored in this manner. I hasten to add that this is the way it should be, and that is the reason I am so enthusiastically committed to recommending Max Ray Joyner, Sr. for this award.

I know Max well, and first became acquainted with him in 1957. I consider him to be a “founding father” of East Carolina University, as he has been a leader and supporter for well over fifty years, and is still “going strong”.

It did not take long after Max received his degree in 1955 to become engaged in volunteer activities and projects designed to advance the growth and progress of his alma mater. Soon, he was becoming recognized as a major advocate and a person willing and able to assume leadership roles in advancing the cause of the university. It was apparent early on that he would play a major role in helping satisfy the critical need for financial assistance for the university from the private sector. This involved his own personal philanthropy as well as his leadership roles in activities for fund-raising purposes.

All the while, he was building a highly successful career in the insurance industry, as well as an entrepreneur here in Greenville. Max’s interests and extraordinary talents were diverse, and he was called upon to assume major leadership roles at the highest level in practically every facet of the university.

He has been unwavering in his service and devotion through all the landmark stages of the university since the 1960’s, as it dealt successfully one by one with the issues associated with its amazing development. He has been a stalwart of support and assistance while all the pieces were being put into place that would define ECU as the great service-oriented university it is today.
Max and his late wife, Catherine Smith “Kitty” Joyner, were married 56 years, and they were the epitome of a “Pirate couple”, a team, and an inseparable partnership in pursuing their interests and passions for university causes, as well as causes beyond. Each had individual interests unique unto themselves; however, at the end of the day, whatever cause attracted their individual efforts was in fact a joint enterprise because of the respect, support, and encouragement each had for the other.

I hasten to invite you to examine the documents attached to this nomination, as they will give a more complete picture of Max’s role with, and impact on, this university. You will immediately discover that, when considering the growth and development of ECU over the past 50 +/- years, it is impossible not to talk about Max Joyner. His servant leadership has been vital in the development of the university, and the transforming events making ECU the university of which we are so justly proud.

After reviewing his list of accomplishments and areas of involvement, I am confident you will be amazed and convinced that it is altogether fitting and proper that the Board of Trustees bestows the Jarvis Medal on Max Ray Joyner, Sr. Actually, I think it is overdue, and could not happen too soon.

The Jarvis Medal is regarded as “the university’s highest honor and recognizes extraordinary service to the university or society”. Max does indeed exemplify this description. He has been committed to serving both the university and society in highly significant roles for the past 50 +/- years including servant leader, advocate, mentor, and major benefactor. Many people have given of themselves and served this university well through the years; however, Max is particularly outstanding as he has been committed in so many ways, in so many areas, for such a long period of time, while giving of himself to benefit the university and society.

After perusing these examples of his leadership, support, and engagement, I am confident you will further understand and appreciate my excitement in making this nomination:

- Former member and Chair, ECU Board of Trustees (Two 4-year terms).
- Former President of the ECU Alumni Association.
- Former President and long-time leader in Pirate Club, and avid supporter of Pirate Athletics.
- Former President and a founder of the East Carolina University Foundation, Inc. Board member for over 20 years.
- Long-time member of the Board of Directors of the BB&T Center for Leadership Development (30 plus years) Was made member emeritus.
- Major supporter of Music and the Arts, Medical School, and many other areas.
• Major university benefactor. Included among numerous other projects and scholarships: 2 endowed scholarships, an endowed chair, and another endowed fund.
• Board member, Honors College Advancement Council. Funded scholarship in Honors College.
• Former member Board of Directors of Greenville Chamber of Commerce.
• Former member of Board of Trustees of Pitt Community College, and auditorium in new science building is named for him.
• Former chairman, Mayor's Advisory Committee in Leisure and Recreation for City of Greenville.
• He and his wife (deceased) were active in the founding of The Oakwood School in Pitt County, and classroom building on the campus is named for them.
• Served in major leadership positions with United Fund.
• One of the founders of the Greater Greenville Foundation and served as its vice chairman.
• Major benefactor for Salvation Army, Boys and Girls Club, and Boy Scouts.

Max serves as an active leader in the First Presbyterian Church in Greenville and has been a member there since 1956.

Max is proud to have served his country in the U.S. Army, and saw action with the 987th Armored Field Artillery in Korea. He earned the rank of Master Sergeant.

He has Life Membership in the VFW, has been recognized for being a member of the American Legion for 50 years, and is a Life Member.

(Please see attachments in this packet for more complete list of areas of support, involvement, accomplishments, and honors.)

As evidence of how Max's long and distinguished tenure of service and leadership has been received by both the university and beyond, I submit some examples of awards and recognition he has received: (Actually, I think we would be hard-pressed to find a major university award for volunteer service that he has not received.)

• Recipient of the University's Outstanding Alumni Award.
• Virgil Clark '50 Distinguished Service Award (ECU Alumni Association)
• Distinguished Military Service Society
• Platinum member of the Order of the Cupola
• Chancellor's Amethyst Award
• Recipient of the highest Jefferson Standard Award, the Bill Andrews Award, for contributions to the life insurance industry and his community.
• Inducted into The Honor Society of Phi Kappa Phi.
• Received the Chancellor’s Amethyst, a special recognition of philanthropic commitment and generosity to ECU.
• Presented the Order of the Long Leaf Pine.
• Citizen of the Year for Pitt County.
• Was named the first alumnus honorary member of the ECU chapter of Beta Gamma Sigma business honor society.
• Outstanding Boss of the Year for North Carolina (NC Jaycees).

Max and I have spent many hours together over the years in many different capacities, and I know the care, concern, compassion, and sense of duty that he carries in his heart. I also know that no one other than Max, his Lord, and the recipients of his generosity will ever know the full extent of the good deeds emanating from his caring and dutiful nature.

Max has indeed been significantly instrumental in building this university and making it what it is today. He is highly deserving of the right to wear the Thomas Jordan Jarvis Medal, so let’s proclaim him so. It’s the right thing to do, and we can all be proud that we did.

With deep appreciation for your consideration of this request,

[Signature]

Donald Y. Leggett ’58 & ’62

PS: Max would be a great choice for an honorary doctorate.
ATTACHMENTS
Max R. Joyner

Updated: August 6, 2018

Born: Pitt County on September 16, 1931

Education: Graduated from Greenville High School in 1950 and in September he started college at Chapel Hill and on January 23, 1951 had to drop out and enter the US Army. He was discharged from the Army on September 10, 1952 and began East Carolina University on September 12, 1952. He worked his way through College by having three jobs and received $110 per month from the GI Bill for serving in the Army. He graduated with an A.B. Degree in Business Administration in three years in 1955.


Family: Max married Catherine (Kitty) Lorah Smith on April 8, 1955, Kitty is deceased (August 2011). Three children: Catherine, who is married to William Randolph Hoft; Max, Jr., who is married to Kelly Elizabeth Jordan; and Julia Fulcher.

Max and Kitty have been very active in all areas at East Carolina University and served in many leadership capacities.

East Carolina University Activities

1. 1974 – First alumnus honorary member of the ECU chapter of Beta Gamma Sigma Business Honor Society

2. Board of Directors, School of Business

3. Funded several scholarships for students in the School of Business

4. Served on many selection committees for athletic director, head basketball coach, head football coach and Chancellor

5. 1976 and 1977 – President Alumni Association – Lifetime Member

6. 1979 - President, ECU Educational Foundation (Pirate Club) and funded several scholarships

7. Lifetime member of the ECU Pirate Club

8. 1981 – Outstanding Alumni Association Award

9. 1982 – Founding Member and President ECU Foundation served on board for over 20 years.

10. 1985-1993 – ECU Board of Trustee – appointed for two four-year terms, appointed by Governor Martin

11. 1988-89 and 1989-90 - Chairman, ECU Board of Trustees

12. 1987 – one of the first to endow – University Scholars Award Scholarship – The Max R. & Kitty Joyner Scholarship

13. 1988 – Chairman – Chancellor Richard Eakin’s Inauguration
14. Board Member of the BB&T Leadership Committee for over 30 years, after retiring in 2011 becoming Emeritus member

15. Member of the Athletic Council for several times

16. 1993 – Area Chairman of the Pitt County division of the ECU Shared Vision Campaign raising several million dollars

17. The first Endowed Chair at the ECU Medical Foundation at the Brody School of Medicine is the Max R. and Catherine Joyner Chair

18. Endowed the Max R. and Catherine Joyner Scholarships for School of Nursing

19. Endowed the Max Ray Joyner Award for Faculty Service through Distance Education given each year for the outstanding professor

20. 2011-2014 – Board Member, Honors College Advancement Council

21. 2012 – Earned membership to the Polaris Society

22. 2012 - Max is honored to be a member of the Honor Society of Phi Kappa Phi Chapter at East Carolina University

23. 2013 – Funded another scholarship for the Honors College

24. Max and Kitty were supportive in the School of Music and enjoyed the theatre and The Four Seasons

25. Member of the Leo Jenkins Society

26. Platinum member of the Order of the Cupola

28. Membership in the Old Austin Society

29. Member of the Order of the Wright Circle

30. 2015 - Virgil Clark ’50 Distinguished Service Award, East Carolina Alumni Association

31. 2015 – Member of Cornerstone Society

32. Funded funds to the Wounded Warriors program – Laboratory named in his honor. This Program transitions Marines from Camp Lejeune for treatment for Post-Traumatic Stress Order and traumatic brain injury for treatment at East Carolina University.

33. Inducted into the Distinguished Military Service Society

34. Funded an additional scholarship for the Honors College

35. Max and Kitty Joyner have donated more than 50 scholarships to students at East Carolina University for School of Nursing, Honors College, and School of Business

36. Max was awarded the Chancellor’s Amethyst Award by Chancellor Cecil Staton in recognition of his dedication and generosity on April 19, 2018.

Update: 8-6-18
Max Ray Joyner, ChFC, CLU, AEP

Updated: August 6, 2018


1956- Jefferson Standard Life Insurance Underwriter, Regional Agency Manager 1971
1962- President, Pitt County Life Underwriters Association
1970- Regional Agency Manager in charge of 25 counties in Northeastern North Carolina
1971- Earned the Chartered Life Underwriter designation (CLU) from the American College.

Membership in Eastern Carolina Chapter of CLU (one of its founders and past Presidents)
1983- Earned Chartered Financial Consultant (ChFC) designation from the American College
1986- Max was the recipient of the highest Jefferson Standard award, Bill Andrews Award, for contributions to the life insurance industry and his community
1990- Earned the AEP designation (Accredited Estate Planner)
1993- President, East Carolina Estate Planning Council

After serving 24 years as Agency Manager in Greenville, Max retired from Jefferson Pilot in July 1995. Max’s Agency produced more Life Insurance sales for the company than any other agency in the history of the company. Jefferson Pilot had eighty agencies in 34 States.
**Civic Activities:**

Max loves his community and has served it in many capacities.

Board of Directors of the Greenville Chamber of Commerce

1961- Vice-President, Greenville Jaycees

1970- President, North State Little League

1971- President, Greenville Kiwanis Club

1972- Board of Trustees, Pitt Community College (appointed by Governor James Holshouser for one eight-year term)

1975- First President, Rose High School Athletic Association and one of the founders

1978-Vice-Chairman of the Greater Greenville Foundation and one of the founders

1979- Division Chairman, Professional II Group of United Fund

    Max and Kitty were both active in the founding of The Oakwood School: a class room building was named in their honor recognizing their financial support that they made to the school

    Board Member of United Fund

    Chairman, Citizen's Participation Task Force for the City of Greenville

1982- Chairman, Mayor’s Advisory Committee in Leisure and Recreation for the City of Greenville

    Max has been very supportive in the Boys and Girls Club and the Boy’s Scout with his generous financial support

    Max served on the Local Board for Planters Bank

    Max was one of the founders of the North State Savings and Loan and served as Chairman of the Board

2009 – Awarded Outstanding Boss of the Year for North Carolina by the NC Jaycees

2014 – Max is very proud to have been presented the Order of the Long Leaf Pine, the highest award that North Carolina awards to a citizen, by Governor Pat McCrory on June 25, 2014

2014 – Financial support – Membership of Circle of Champions for the Boys and Girls Club

2015 – Gave financial support to A Time for Science program – a planetarium observatory. In 2016 named Kitty and Max Joyner Astronomy Park in Grifton, NC.

2016 – Awarded Citizen of the Year for Pitt County by the Greenville/Pitt Chamber of Commerce

2017 – Pitt Community College – Auditorium named after him in the new Science Building for his financial support

2017 – Recognized for Pillars of the Community lead contributor for The Salvation Army

Updated: 8-6-18
Church Activities:

Max serves as an active leader in the First Presbyterian Church and has been a member there since 1956.

Chairman, Board of Deacons

Elder

Trustee and Treasurer of the church for many years

1990- Co-Chairman, Fund Raiser for the new Fellowship Hall

2006- Co-Chairman, Fund Raiser to pay off the Church Mortgage

Military:

Max joined the National Guard while still in High School in 1949. The Guard was activated on January 23, 1951. He had to drop out of college to go in to the Army. He had his training in Fort Campbell, Kentucky and 6 months later was sent to Korea. Max was proud to have served his Country in the US Army and saw action with the 987th Armored Field Artillery in Korea in 1951 and 1952 during the Korea conflict. Max earned the rank of Master Sergeant. He was discharged on September 10, 1952.

Life Membership in the Veterans of Foreign Wars (VFW)

In 2006 he was recognized for being a member of the American Legion for 50 years

2015 – Life time member of the American Legion and became a Life Member, Pitt County Post 39

Updated: 8-6-18
OLD-SCHOOL VALUES

Quietly but consistently, Max Ray Joyner has nurtured East Carolina in much the same way the university has nurtured the region.

By Steve Tuttle
ECU News Services

East Carolina University and Greenville should be forever grateful that Max Ray Joyner '55 never had a real hobby.
His late wife, Kitty Smith Joyner ’59, who died in 2011, certainly did. “Kitty had more hobbies than any human being I ever knew,” he says as he looks up at an oil painting of her in the living room of his Greenville home. “I never did. I guess you could say that the college and civic work was my hobby.”

He has quietly engaged in that hobby for nearly 60 years now, becoming a leading citizen of Greenville and one of the university’s most reliable volunteers and most generous donors.

It’s hard to think of a campus group he hasn’t led. He was president of the East Carolina Alumni Association and then the Pirate Club. He was a founding member and president of the ECU Foundation and served on that board for more than 20 years. He served two terms on the Board of Trustees and was its chair for two years.

He started giving money to East Carolina in the 1960s “when you could pay for a scholarship in the business school for around $650.”

In the years since, he has funded an endowed scholarship in the College of Nursing and created the first endowed chair in the Brody School of Medicine. He funded a cash prize to recognize faculty excellence in continuing education. He endowed a University Scholars award and recently funded a second scholarship in the Honors College.

His gifts have entitled him to membership in all of ECU’s major philanthropic groups, including the Leo Jenkins Society, the Order of the Cupola, the Old Austin Society, the Order of Wright Circle and the Polaris Society — the new group supporting the Honors College.

He’s 83 and — after more than five decades — he’s still giving his time and money to the university. Why?

He considers the question as he glances around the living room. This home in the Forest Hills neighborhood is where he and Kitty lived for 50
years — where they hosted many dinners and receptions for ECU, where Chancellor Richard Eakin was first introduced to the community.

He shrugs his shoulders. “It’s not hurt my standard of living any,” he says with a twinkle in his eye.

Kitty and Max Joyner watch as Chancellor Richard Eakin, right, presents one of the first University Scholars awards in 1987 to Patricia Lynn Jones ’91 of Kinston, left. The Joyners funded the scholarship.

Thought Leo ‘would be a flop’

Most alumni tell stories about things that happened on campus several years ago. Joyner’s stories are about events that happened several chancellors ago.

Like this one: Joyner was just three years out of East Carolina in 1958 when he raised $50,000 and built Greenville’s first off-campus student apartments, The Collegiate, a 20-unit building at Fifth and Holly streets that’s still in use. It’s now called Sycamore Hill.

When his renters stayed up past 10 p.m. talking in the parking lot (Roddy Jones ’58 of Raleigh and Don Leggett ’58 of Greenville were two), a retired teacher who lived nearby would call the college to complain. And then Joyner’s phone would ring.

“Dr. Messick called me practically every morning, saying ‘Max Ray, Mrs. Clark called me again, and we’re going to have to do something about those boys over there.’”
John Messick was seven chancellors ago.

As his business career blossomed, Joyner became an enthusiastic supporter of Messick’s successor, Leo Jenkins, although at first he thought Jenkins faced a big impediment—his accent.

“When Messick was leaving (as chancellor in 1959), a lot of people didn’t think Leo would get it...because he was from New Jersey,” Joyner recalls. “Back then a lot of people didn’t cater to Yankees. And he sounded like a Yankee. I thought in politics he would be a flop as soon as he opened his mouth. But I was very wrong. Leo was a great leader.”

He and other local business people found it hard to resist when Jenkins invited them to dinner meetings to pitch his pet projects for the college.

“I went to a lot of Leo’s ‘free’ dinners,” Joyner says. “One time he asked a bunch of us to dinner and said he needed $15,000 for something for the school. He said that if 10 of us gave $500 each for three years, he would have it. That was the beginning of what’s now the ECU Foundation.”

As the decades rolled by, Joyner was a quiet presence at seminal moments in East Carolina history. He was on the search committee that picked Jenkins’ successor, Thomas Brewer, and was chair of the inauguration committee for Chancellor Eakin. Joyner served on other search committees that hired a university athletic director, a head football coach and a head basketball coach.

Through the many scholarships he supports and the gift of his time to lead university and civic organizations, Joyner has become the embodiment of East Carolina’s motto, Servire—to serve.

“Max Ray has lived the very goals that ECU seeks to advance for eastern North Carolina with his service and commitment to improving the lives of others,” Eakin says.

**Lifetime connections**

Joyner was a junior at Greenville High School in 1949 when he walked by the home demonstration class one day and saw Kitty Smith for the first time. “She was sitting behind a sewing machine, and she was the most attractive thing I had ever seen. Our first date—she invited me because it was Sadie Hawkins Day. Six years to the day later, we were married.”

In the interval he served in the Army in Korea as a master sergeant with the 987th
Armored Field Artillery. Then he came home and completed a degree in business administration in three years. He sold shoes in a downtown store to supplement his GI Bill benefits.

Kitty was from a prominent family. Her mother, Mary Bertolet Smith, taught piano at East Carolina from 1917 to 1926. Her father, Guy Smith, was a local business owner and civic leader for whom Greenville's baseball stadium is named. A Terpsichorean Club debutante, Kitty went to Duke for her undergraduate degree before returning to Greenville to marry Joyner and enrolling in graduate school here.

Max Ray, as he is called by his legions of friends, was one of seven children. His family lived in the Red Oak community, and his father worked for Guaranty Bank. His older brother, Wilton Joyner '50 '53, taught in the ECU education department from 1976 to 1998. He and Wilton are the last surviving siblings.

Joyner went to work for the Jefferson-Pilot Insurance Co. almost straight out of college and stayed with the company for 39 years until retiring in 1995. For 24 years he was Jefferson-Pilot's manager for the 25 counties in northeastern North Carolina. His agency produced the most life insurance sales in the history of Jefferson-Pilot, which included 75 agencies across the country.

He became a chartered financial consultant, a chartered life underwriter and an accredited estate planner. He was a founder and chair of North State Savings and Loan in Greenville and sat on the local board of Planters Bank.

He developed a keen eye for real estate and invested in several apartment projects, including Tar River Estates in Greenville and Wilson Woods in Wilson. His most recent development is Meridian Park, a 374-unit community in west Greenville.

Max Ray Joyner poses with EC Scholar Kelly Forbis. Joyner has helped fund ECU’s leading undergraduate scholarship program.

Over the years, he says, "I would have a little profit in stocks, or I'd sell some real estate, and I'd give the money to the college."

Why? "While I was attending East Carolina I worked several part-time jobs and also received $110 a month for serving in the Army, and I realized it was tough working your way through college," Joyner says.
"Today, it is nearly impossible for a student to work their way through college. That is the reason that I decided to start giving scholarships."

He enjoys meeting the students who are awarded the scholarships he funds. "The first one I remember, she was there with her daddy. It was kind of touching because her daddy came up to me and said he appreciated this because, he said, 'there is no way I could send her to college.'"

He says he didn't plan to have an endowed chair in the medical school named for him and Kitty. It happened simply because he was asked and the arithmetic looked right.

"We had a new president of Jefferson-Pilot, and I went with Dick Eakin up to (the company headquarters in) Greensboro to meet him. A week later I got a letter saying Jefferson-Pilot would give East Carolina $250,000.

"Then Dick came to me and said, you know, the state will match us one-third to raise the half-million dollars you need for an endowed chair. So with that quarter-million from Jefferson-Pilot, he said if we just had $87,000 more we could have a chair, the first one at the medical school.

"I thought it was a right good idea, so we did," he says.

Eakin speaks glowingly of Joyner. "Max Ray has been a supportive and loyal friend to my wife, Jo, and me since our introduction to ECU in 1987. He provided wise counsel as chair of the Board of Trustees while I was chancellor. His dedication to ECU is remarkable."

'The best person I know'

Max Ray and Kitty had three children. The middle one, Max Ray Joynar Jr. of Greenville, attended ECU and now is associated with Town Insurance Agency. He serves on the ECU Board of Trustees. He says his dad is "the best person I know, certainly the best role model."

He points out that his dad helped start the booster club at J.H. Rose High School. "He was at every game, everything that I was involved in growing up," says Max Jr. "He's given land for two churches in town and land for a fire station."

Kitty's philanthropic interests were in the fine arts. She and Max Ray supported the Four Seasons concerts, the ECU Friends of Music, the Friends of Theatre and Dance, and the S. Rudolph Alexander Performing Arts Series.
Important deeds done far from the spotlight

When he was chair of the ECU Board of Trustees in the early 1990s, Max Ray Joyner initiated a project to compile a list of every building, conference room and lounge on campus that had been named for faculty members, important donors or honored alumni. He wanted to be sure these memorializations weren’t lost over time.

As he looked over the list, it occurred to Joyner that one person had been overlooked, a person who played a key role in East Carolina’s history. But it wasn’t a chancellor, a dean or a rich donor Joyner was concerned about.

It was James Louis “Pop” Williams, pictured at left, who was the campus police chief from 1917 until 1953. For most of those 36 years, Williams was the only campus cop.

“I saw him a hundred times, when I was in high school and later in college. He only worked at night, and he had this big key on a chain around his neck. He would walk around and turn that key in these stations around campus. And sometimes we would talk.

“I just thought there should be some record of someone who had served the college that long, who had done important things but done them away from the spotlight.

“It took me a while to finally get a marker put up in his memory, and I’m glad we got that done.”

The marker, shown at left, is in the parking lot at the corner of Fifth and Harding streets.
Reaching for the stars
A Time For Science expands with observatory opening

- An $80,000 donation from benefactor Max Joyner Sr. and a partnership with Pitt Community College bolsters the 450-acre science and nature learning park as a regional center for astronomy

By Michael Abramowitz

GRIFTON — When it comes to what can be accomplished to uplift education and people's appreciation for their natural environment, the folks at A Time For Science Nature and Science Learning Center in Grifton have proved that the sky’s the limit.

The center, located on 450 acres in rural Pitt County, recently opened its latest contribution to the advancement and enjoyment of scientific study: The Kitty and Max Joyner Sr. Observatory. Together with its Chia-yu Li Planetarium, which formally opened in 2015, A Time For Science has boldy taken the study of astronomy where it has not gone before — at least, not in eastern North Carolina.

The observatory is named for the Pitt County couple whose love for stargazing led to the $80,000 donation that funded the project. The late Kitty Joyner loved watching the night sky and world’s beyond our own, said Max, who now has made it possible for others to share his wife’s love for the stars in a real and unique way.

“Kitty had many hobbies, and her favorite was stargazing,” Max said at the recent ribbon-cutting ceremony. “She got hooked on astronomy during a trip we made to Australia. Then, we went to the country’s biggest stargazing party, held each year in Florida, and many others across the U.S. There are many observatories west of here, but this is the only one in eastern North Carolina.”

The observatory’s 16-inch diameter telescope is a gift from Pitt Community College, which received it on permanent loan from Guilford Technical Community College in Greensboro after that school received a new one. It allows scientists and students from Pitt County Schools, Pitt Community College and East Carolina University to see the planets, the moon — in unbelievable detail — and the stars. Local and regional astronomers also can study deep space objects such as nebulas, star clusters, double stars and galaxies. Brian Baker, the director of astronomy and space science at A Time For Science,
The 16-inch telescope came to the Kitty and Max Joyner Observatory at A Time For Science in Grifton through a partnership with Pitt Community College and a permanent loan from Guilford Technical Community College.

described the software programming that displays the nighttime sky on a computer monitor and connects with and controls the telescope's movements.

"You can select a star, planet or deep space object and the the telescope moves around to locate the selection, and is synchronized to the window," Baker said. "I hope to analyze the components of light to study stars and nebulae (deep space clouds of dust, hydrogen and helium gas and plasma; places where stars are created). Everything we know about the universe comes from studying and analyzing light."

"Eastern North Carolina has a passion for astronomy," Baker said. "I look forward to taking that to the next level. With this observatory and its state-of-the-art equipment, nothing is out of our reach."

A Time for Science Nature and Science Learning Center seems the perfect isolated location for an observatory. The center was established in September 2009 as a nonprofit, charitable organization under the sponsorship of the Greater Greenville Community Foundation. It operates cooperatively and in close association with the Pitt County Environmental Education Center at Contention Creek, which adds 40 acres to the center's natural environment, managed through the Pitt County's Soil and Water Conservation District office.

Since its beginning, the center has received most of its funding and resources from its founders, John and Nancy Bray, who contributed 380 acres of their property to establish the center. They have provided more than $3 million to Pitt County in the form of investments in real estate, facilities, capital and operational expenses as well as endowment funds.

Executive Director Emily Jarvis emphasized how much fun people have at the center, but it's not just fun they're having.

"John and Nancy Bray founded the center as a resource for STEM education and to provide informal science education and programming for people of all ages," Jarvis said. "They wanted to get people outdoors in nature doing science and having fun."

A Time for Science has accomplished that and a whole lot more in less than a decade.

"We've been on a continuous growth path from serving just a handful of students to now serving more than 10,000 each year as the go-to destination for students in Pitt and 15 other counties in the region," Jarvis said. "We provide children with an authentic experience on which they can hang future knowledge."

Thomas Gould, Pitt Community College vice president for academic affairs, said the relationship between Pitt Community College and A Time For Science is strong and productive.

"Our missions and visions intertwine perfectly," Gould said. "At PCC, we often tell
MORE ON TIME

A Time for Science Nature and Science Learning Center operates year-round and is managed and operated by a volunteer board of directors, a board of advisors, a small staff and a network of volunteers. The center is solely supported by charitable contributions and grants as well as by nominal activity and program fees. For more information about events at the center or to learn how to support its mission, visit http://www.atimeforscience.org or call 252-746-4470.
Our missions and visions intertwine perfectly.
At PCC, we often tell students to reach for the stars.
Now they can see what they’re reaching for.

students to reach for the stars. Now they can see what they’re reaching for.”

Some accomplishments are harder to measure, perhaps best observed in the smiles, astonished looks and squeals and shrieks, common results of a child’s discoveries.

“Many of the children who come out here on school buses have never been in a setting like this before and don’t have a place to run through the woods and see what goes on,” Jarvis said. “They get excited about what they discover here and want to do it again. That’s the whole point of this campus.”

Board member and ECU administrator Al Delia said A Time For Science combines learning and fun in a way he sees nowhere else in Pitt County.

“We have kids from all walks of life who never have really spent time in the outdoors and come here to walk our trails and kayak on our ponds, sometimes for the first time doing something like that,” Delia said. “Beyond just having fun, they get to understand the science and learn how things in life are connected to each other.”

The addition of the planetarium, and now the observatory, has really enhanced the youth-science connection in a deep and meaningful way, Delia said.

N.C. House District 9 Rep. Greg Murphy, a former board member, said the observatory and astronomy study center at ATFS will be a hugely important asset for Pitt and neighboring counties.

“Education is the first priority of the state Legislature, and we in the eastern portion of the state have to step up our game and compete scientifically,” Murphy said. “Through the vision of the Bray family and the donation of the Joyners, this is definitely a step forward. I hope people take advantage of this facility and what it offers.”
Life of service: Joyner named citizen of year
Continued from \textit{At RCU Board of Trustees...}\noindent

Column 2, continued from Attachment \textit{G...}

\qquad Column 3, continued from Attachment \textit{G...}

\qquad Column 4, continued from Attachment G...
ECU laboratory named in honor of alumnus

ECU's College of Health and Human Performance dedicated the Psychophysiology and Biofeedback Laboratory in the Carol G. Belk Building in honor of alumna Max Ray Joyner Sr. on July 20.

The laboratory recognizes Joyner's generous support of the college's Center for Applied Psychophysiology. "Few people realize what ECU is doing with wounded warriors," Joyner said. "If (my contribution) can help one man get back to normal, it will be the best investment I've ever made."

The center uses an innovative combination of gaming technology and biofeedback techniques to help military personnel recover from post-traumatic stress disorder and brain injuries. Joyner, who served in the U.S. Army for two years during the Korean War, is a native of Greenville. Joyner is known for his longtime leadership and service to ECU and the community. He served on numerous boards and foundations, including the Board of Trustees and the East Carolina Alumni Association.
Action Items (There are no items which require action by the full board):

1. Approval of the November 1, 2018 meeting minutes.

Internal Audit Report – Mr. Wayne Poole
Mr. Poole presented the Internal Audit dashboard for the fiscal year to date. As of this date, Internal Audit has completed 63% of the annual audit plan, the audit staff has achieved a 74% productivity rate, and University management has completed 100% of the corrective actions that Internal Audit has followed up on since July 1. Internal Audit is on pace to complete 85% to 90% of the annual audit plan (the benchmark is 80%).

Mr. Poole stated that the University’s fiscal year 2018 financial statement audit, has been completed by the Office of the State Auditor. The financial audits of the University’s affiliated entities have also been completed by external auditors. None of the audit reports contained any findings.

Research Compliance – Dr. Mike Van Scott
Dr. Van Scott introduced the new Director of Research Integrity, Compliance, and Export Controls, Ms. Deb Elek.

Information Security
Mr. Poole introduced the University’s new Information Security Officer, Dr. Mark Webster.

Healthcare Compliance – Ms. Michelle DeVille
Ms. DeVille provided a written summary of activities for her office for the 2018 calendar year, in the committee’s read-ahead materials. The summary included information on healthcare billing reviews, HIPAA compliance activities, and clinical trial billing reviews performed by her office during the 2018 calendar year.

Enterprise Risk Management Report – Mr. Tim Wiseman
Mr. Wiseman presented the 2018-19 top enterprise risks, which were derived from inputs of University management, students, and the ERM Committee. Mr. Wiseman advised that the top risks have been identified and shared with the Executive Council. Each has been assigned to a risk owner and risk treatment and management plans are being documented. Mr. Wiseman also shared the top five risks noted by ECU students.

Equal Opportunity and Title IX – Ms. LaKesha Forbes
Ms. Forbes and Ms. Malorie Porter provided an overview of the activities of the Office for Equity and Diversity. This included an overview of the complaint investigation process and the types of complaints received and investigations that were completed during the 2018 calendar year. Ms. Porter also provided a brief overview of the proposed changes to the federal Title IX guidance for higher education institutions. Ms. Forbes advised the committee that the proposed guidance may still be revised. Once any changes become final, all institutions, including ECU will have to determine how their response processes will change.
Minutes from the November 1, 2018 meeting were approved.

For the Health Sciences Division (HSD) update, Dr. Brown presented on behalf of Dr. Stacy:

- The HSD Priorities that included details on the School of Rural Public Health, Interprofessional Education, Research Support and Outreach/Care Delivery.
- The School of Dental Medicine has now served patients in all 100 NC Counties totaling 62,828 patients as of March 20, 2019.
- The College of Nursing continues to see exceptional results in their licensure exam pass rates with NCLEX-RN at 99% and Nurse Anesthesia, Nurse-Midwifery, Neonatal Nurse Practitioner at 100%.
- The College of Allied Health Sciences also continues to have excellent results in pass rates with the Physician Assistant, Occupational Therapy and Physical Therapy students at 100% for numerous years with a high employment expected growth rate in the years to come.
- Also, in the College of Allied Health Sciences, An ECU faculty member whose work has allowed thousands the ability to communicate normally recently was elected to the inaugural class of the National Academy of Inventors Senior Members. Dr. Andrew Stuart is one of 66 members of the NAI's first Senior Member class, joining fellow faculty members, scientists and administrators from NAI member institutions across the United States.
- The Brody School of Medicine currently has 1,723 medical and residency graduates that practice in 86 counties and 42% in medically underserved counties in eastern NC. Fourth-year medical students gathered in the auditorium of ECU's Brody School of Medicine on March 15th surrounded by their peers, professors and family members – to open letters telling them where they would be spending the next three to seven years completing residency training. All 73 students from Brody's Class of 2019 who submitted a rank list in the National Resident Matching Program (NRMP) for the 2018-2019 application cycle learned during the school's annual Match Day ceremony that they had matched to a residency program. Nearly 25% of Brody's graduating students matched to residency programs within the state of North Carolina. Nearly half of those students will remain at Vidant Medical Center, Brody's affiliated teaching hospital, for their residency training.

ECU BOT Health Sciences Committee Action:

Action Items from closed session to be announced in open session:

Closed Session Minutes from the November 1, 2018 meeting were approved.

Request - The Health Sciences Committee approve the following motion:

I move that:
The board approve recommendations for promotion and permanent tenure for faculty members listed for the 2018-2019 academic year for the Health Sciences Division as presented in the board materials.

The motion passed unanimously.

Request - The Health Sciences Committee approve the following motion:

I move that:

- The board approve the appointment of Professor with permanent tenure in the Brody School of Medicine for John Cavanagh, PhD as presented in the board materials.

The motion passed unanimously.

Request - The Health Sciences Committee approve the following motion:

I move that:

- The board approve the initial appointment of Professor with permanent tenure in the School of Dental Medicine for Michelle McQuistan, DDS, MS as presented in the board materials.

The motion passed unanimously.

BOT Attendees:
Deborah Davis (Committee Chair) by phone
Vern Davenport (Committee Vice Chair)
Edwin Clark (Committee Member)
Kel Normann (Committee Member)
Bob Plybon (Committee Member)
Jason Poole (Committee Member)
Leigh Fanning
Max Joyner
Fielding Miller
Kieran Shanahan
Jordan Koonts
ECU Board of Trustees - University Affairs Committee - April 11, 2019

Academic Affairs – Ron Mitchelson

- Conferral of Degrees (MOTION)

- Faculty Serious Illness and Leave (FISL) Update (MOTION) - This is coming to BOT due to the fact that it will be an official policy. The language that has been cleaned up and consistent with other policies at ECU and in the System.

- Enrollment Update – Chris Locklear
  o Chris shared a recap from Fall 2018 and recapped some of the changes we have made to adjust. He shared where all students admitted by ECU actually enrolled, which includes other UNC System schools as well as more than 200 students that went to Wake Tech. He shared the comparative for ECU admits that didn’t go to ECU but went to App State based on county of residence. Wake County is a place where we really took a hit. The same comparison fit for those admitted here but going to UNCW. Right now the largest competitor for ECU is UNC Charlotte comparing 2017 to 2018.
  o Regarding the new strategies for 2019 freshman cohort – ECU focused on improving the yield through events/programs such as Redesigned Tours, Pirates in your Town, Pirates Aboard, and No Quarter Flags sent to Admitted Students. Having the new student center has been an amazing enhancement to how we start our campus tours and has been met very positively. Financially we have added the Chancellor’s Scholarships as well as the RaiseMe micro scholarships option. The search for the Director of Admissions is underway with hopes of having a person hired this summer.
  o For Fall 2019 Outlook – the early indicators are positive – applications, enrollment deposits, orientation deposits and housing deposits are all trending positive. The transfer numbers and grad school numbers are slightly down compared year to date.

Student Affairs – Virginia Hardy

- Housing Presentation – Bill McCartney, Associate Vice Chancellor for Campus Living, shared that Campus Living focuses on provide access to social, academic and personal support systems and spaces that provide a universal experience. Student Safety is paramount to all that Campus Living does which includes additional cameras, stronger security at doors and elevators and more. ECU has about 5,800 beds in our 17 residence halls. We have been at near capacity every fall semester (about 99%) since 2012-13. In three of those years our capacity was a bit lower due to Gateway being built as well as renovations to the three West End Towers. Bill shared that empty beds impact revenue significantly. Every ten vacant beds have a negative impact of about $96,000 for Campus Living and Dining Services in a year.

Campus Living has completed or will have completed more than $213 million in renovations between 2000-2025. Since 2010, 63% of all beds have been built new or renovated and 71% of all housing is considered modernized student housing.

- Greek Life Task Force Update
  o The Chancellor’s Greek Life Task Force has completed its work. John Mountz, director of ECU Greek Life, provided some details from the report. From the report there were four key recommendations; Implement a scorecard on Greek Organization Performance; Create a Standards Program; Establish clear policies and procedures for Recruitment, Intake and New Member Education; and Increasing Alumni Involvement.

In the next six months a focus will be on the guidelines for Recruitment, Intake and New Member Education as well as developing the Standards Program and expansion of training and education efforts.
MEMORANDUM

TO: Kieran Shanahan, Chair
    Board of Trustees

FROM: Dr. Ronald L. Mitchelson
      Provost and Senior Vice Chancellor for Academic Affairs

DATE: March 26, 2019

SUBJECT: Faculty Serious Illness Leave

This is a request for the attached version of the Faculty Serious Illness Leave (FSIL) policy to be considered for approval by the Board of Trustees (BOT) which will be effective upon the BOT approval. Below are a few points that are revisions to the policy:

- Eligibility language that is not consistent with the 12-month faculty leave policy was removed. Prior to this revision, if a faculty member earned sick leave, they were not eligible for FSIL. This version of the policy corrects that inconsistency.

- Language has been added to ensure faculty who are unable to return to work after paid leave options are exhausted are aware that they may also have options under the Americans with Disabilities Act (ADA) once paid leave options are expired.

- Secondary caregiver has been removed from the policy. Prior to this revision, the secondary caregiver only received 21 days. In this version of the policy, the secondary caregiver can now receive the full amount of eligible FSIL.
### Faculty Serious Illness and Parental Leave

*Updated Version 2*

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| History         | Original BOT approval May 6, 2006; Revised, BOT approved and effective July 1, 2014.  
THIS POLICY WAS GOVERNED BY THE ECU FACULTY MANUAL THROUGH JUNE 30, 2011. |
| Contact         | Director of Benefits, Human Resources (328-9825);  
Assistant Vice Chancellor for Personnel & Resource Administration (Academic Affairs) (328-2587);  
Associate Vice Chancellor for Health Sciences Human Resources (744-1910). |
| Related Policies| UNC Policy Manual 300.2.11, Serious Illness and Disability Leave for Faculty  
Leave Policy for Twelve-Month Faculty POL06.45.03  
ECU Faculty Manual, Part XI, GENERAL FACULTY EMPLOYMENT GUIDELINES AND BENEFITS  
ECU Faculty Manual, Part VIII, PERSONNEL POLICIES AND PROCEDURES FOR THE FACULTY  
ECU Faculty Manual, Part IX, TENURE AND PROMOTION POLICIES AND PROCEDURES AND PERFORMANCE FOR TENURED FACULTY |
| Additional References | ECU Human Resources Benefits  
UNC Policy Manual 300.2.11[G], Guidelines on Serious Illness and Disability Leave for Faculty  
January 29, 2016 Memorandum from Mr. Brian Usischon, Associate Vice President for Human Resources, Benefits, Shared Services & Technology regarding Serious Illness and Disability Leave for Faculty,  
Federal Family and Medical Leave Act (FMLA). |
1. Purpose
This policy provides leave with pay for eligible faculty (defined in Section 2 below) for cases of a serious health condition and/or parental leave (defined as birth, adoption, and foster care placement of a child). For further explanation, see the federal Family and Medical Leave Act (“FMLA”) link under Related Policies, above. In addition, faculty to whom this policy applies shall also be subject to the same family and medical leave policy as may be prescribed for employees subject to the State Human Resources Act. For further explanation, see the State Human Resources Manual, Family and Medical Leave link under Related Policies, above. To the extent this policy conflicts with the State Human Resources Manual, Family and Medical Leave, this policy shall govern.

2. Eligibility

2.1 This policy applies only to faculty members who meet all of the following conditions:

2.1.1 have been continuously employed by East Carolina University for at least twelve (12) consecutive calendar months, and

2.1.2 have continuously held a permanent appointment of at least seventy-five percent (75%) of full-time, and

2.1.3 participate in either the Teachers’ and State Employees’ Retirement System of North Carolina or the Optional Retirement Program, and

2.1.4 have met all other requirements for FMLA leave as described in the State Human Resources Manual, Family and Medical Leave [see link under Related Policies, above].

2.2 This policy does not apply to faculty members with temporary appointments or to faculty who are employed with less than seventy-five percent (75%) appointments. In addition, the benefits provided in accordance with this policy for those faculty members whose appointments are less than 1.0 FTE will be pro-rated accordingly.

2.3 A period of employment in a non-eligible status may not be used to partially meet the requirement for twelve (12) consecutive months in an eligible capacity.

2.4 Leave benefits are available to faculty members who meet the eligibility requirements, and paid leave may be taken during the term of appointment.

2.4.1 For a twelve (12)-month faculty member, the term of appointment is twelve (12) calendar months (usually defined as July 1 through June 30).

2.4.2 For a nine (9)-month faculty member, the term of appointment is August 16th through May 15th.
2.4.2.1 An eligible nine (9)-month faculty member may receive leave with pay for a documented qualifying event that begins during the regular academic term of appointment. If the documented qualifying event begins outside of the appointment term (i.e., August 16th through May 15th), the faculty member may receive leave with pay after the beginning of the next appointment term (i.e., August 16th) up to a maximum of twelve (12) calendar weeks from the date of the documented qualifying event.

2.4.2.2 Teaching duties in the summer terms by nine (9)-month faculty members are covered under a separate contract, and paid leave under this policy is not provided for absence during a contracted summer term.

2.5 This policy applies only to faculty and not to other employment categories including, but not limited to, categories of Senior Academic and Administrative Officer (SAAO Tier I or Tier II), EHRA Non-faculty (NF-EHRA Instructional, Research, or Information Technology), SHRA/CSS, Postdoctoral Fellows, or student employees.

2.6 Any faculty member who is on a less than twelve (12)-month appointment will be treated as a nine-(9)-month faculty member for the purposes of this policy.

3. Description of Benefits

3.1 The total maximum leave benefit for an individual faculty member for all leave benefits is as described in section 3.2 below for leave with pay and as described in section 3.3 below for leave without pay. All leave benefits provided pursuant to this policy are in accordance with the FMLA and run concurrently with the FMLA for up to twelve (12) calendar weeks within any consecutive twelve (12) calendar month period regardless of the number of qualifying events that occur. [See section 4.6.] Note in section 3.3.1.3 below, under the North Carolina Family Illness Act, a faculty member is entitled to additional leave without pay that, combined with FMLA or the paid leave under this policy, totals up to fifty-two (52) weeks of leave during a five (5)-year period in cases of serious illness of a child, spouse, or parent.

3.1.1 The start date of the first leave starts the clock for the twelve (12)-month period for leave with or without pay under this policy.

3.2 Leave with pay

3.2.1 For qualifying reasons as defined in the FMLA, leave with pay is available to a faculty member who meets the eligibility criteria defined in section 2 above.

3.2.2 Serious Health Conditions: For documented serious health conditions, as defined in the FMLA, faculty members are eligible for leave with pay in accordance with this policy for a maximum of the following amounts in any consecutive twelve (12)-month period:

3.2.2.1 For nine (9)-month faculty, twelve (12) calendar weeks; and

3.2.2.2 For twelve (12)-month faculty, sixty (60) calendar days. (Twelve (12)-month faculty may also be eligible to take accrued sick and/or vacation leave in accordance with the Leave Policy for Twelve-Month Faculty in addition to paid leave pursuant to this policy.)
See section 4.3 for certification requirements.

3.2.3 Birth, Adoption, or Foster Care Placement of a Child

3.2.3.1 For the documented birth, adoption or foster care placement of a child, faculty members are eligible for leave with pay in accordance with this policy for a maximum of the following amounts, beginning on the date of the documented qualifying event:

3.2.3.1.1. For nine (9)-month faculty, twelve (12) calendar weeks; and
3.2.3.1.2. For twelve (12)-month faculty, sixty (60) calendar days. (Twelve (12)-month faculty may also be eligible to take accrued sick and/or vacation leave in accordance with the Leave Policy for Twelve-Month Faculty in addition to paid leave pursuant to this policy.)

See section 3.4 regarding intermittent leave and section 4.3 for documentation requirements.

3.2.4 Health/medical complications arising due to pregnancy and childbirth will be treated as any other serious health condition [see section 3.2.2 above].

3.2.5 Care for an Immediate Family Member: For required care of an FMLA-defined spouse, child (son or daughter), or parent who has an FMLA-qualified serious health condition, faculty members are eligible for leave with pay in accordance with this policy for a maximum of the following amounts in any consecutive twelve (12)-month period:

3.2.5.1 For nine (9)-month faculty, twelve (12) calendar weeks; and
3.2.5.2. For twelve (12)-month faculty, sixty (60) calendar days. (Twelve (12)-month faculty may also be eligible to take accrued sick and/or vacation leave in accordance with the Leave Policy for Twelve-Month Faculty in addition to paid leave pursuant to this policy.)

See section 3.3.1.3 for additional family illness provisions. See section 4.3 for certification requirements.

3.3 Leave without pay

3.3.1 For qualifying reasons defined in the FMLA, leave without pay is available to faculty members who meet the eligibility criteria defined in section 2 above.

3.3.1.1 For qualifying events defined in section 3.2 above, after a period of approved leave with pay is exhausted in accordance with this policy, faculty members unable to return to work and who may otherwise qualify under the Americans with Disabilities Act (ADA), will be referred to the University’s ADA Coordinator to engage in the interactive process to determine what reasonable accommodations are needed in order to return to work, which may include a period of additional unpaid leave as an accommodation. In order to be approved for additional unpaid leave as an accommodation under the ADA, faculty members must participate in the interactive process through the University’s ADA Coordinator.

3.3.1.2 For qualifying events defined in section 3.2 above, after a period of approved leave with pay is exhausted in accordance with this policy, twelve (12)-month faculty many be eligible for
additional leave (e.g., without pay; and/or, to the extent eligible, accrued sick and/or vacation leave) in accordance with the Leave Policy for Twelve-Month Faculty.

3.3.1.3 After exhausting twelve (12) calendar weeks of leave with or without pay pursuant to this policy, a faculty member with twelve (12) months of eligible service is entitled, under the North Carolina Family Illness Act, to additional leave without pay that, combined with FMLA or the paid leave under this policy, totals up to fifty-two (52) weeks of leave during a five (5)-year period in cases of serious illness of a child, spouse, or parent. Application is made through the Department of Human Resources Benefits Office.

3.4 Intermittent and Reduced Leave

3.4.1 Leave may be taken intermittently or on a reduced leave schedule if the qualifying event has created a documented medical need as allowable under FMLA that may be best accommodated through an intermittent or reduced leave schedule. Any revisions to a faculty member’s assignments or schedule will be documented in a written agreement signed by the unit administrator and the faculty member, based on the advice of an eligible health care provider (as defined under the FMLA).

3.4.2 Intermittent leave is leave taken in blocks of time due to a single qualifying event rather than for one continuous period of time. This allows employees to engage in work between leave periods without exhausting the requested leave time in a continuous span. Leave for birth and bonding with a child must be taken in a continuous period of time from the date of the qualifying event, unless intermittent leave is medically necessary.

3.4.3 Reduced leave is a reduced schedule (e.g., shifting from full to part time) where the documented medical need as allowable under FMLA is best addressed by partial return to work.

3.4.4. The Human Resources Benefits Office and the respective Division Office (the Office of the Assistant Vice Chancellor for Personnel & Resource Administration for faculty in the Division of Academic Affairs and the Office of the Associate Vice Chancellor for Health Sciences Human Resources for faculty in the Division of Health Sciences) will assist the unit in determining any and all faculty workload adjustments that become necessary as a result of intermittent leave requests and approvals. These offices will also work together to assist the unit in the calculation and documentation of leave taken.

3.5 Short-term Disability Benefits

3.5.1 Employees are eligible for short-term disability benefits under the Disability Income Plan of North Carolina after both of the following conditions are met:

3.5.1.1 one (1) year of contributing membership within the past thirty-six (36) months in the Teachers’ and State Employees’ Retirement System of North Carolina or the Optional Retirement Program, and

3.5.1.2 a sixty (60) calendar-day waiting period from the date of disability onset. More information about disability benefits can be found on the Human Resources Benefits web site [see link in Additional References, above].
3.5.2 Employees may purchase supplemental disability insurance coverage offered by plans approved and available through the Human Resources Benefits Office. [See link in Additional References, above]

4. Administration of Benefit

4.1 The faculty member’s request for leave with pay must be made in writing to the Human Resources Benefits Office by completing the form entitled FSIL Request located on the Human Resources Benefits web site.

4.2 It is the faculty member’s responsibility to inform the unit administrator in writing of the anticipated absence under this policy at least sixty (60) calendar days in advance of the leave or as soon as practicable after the need for leave is foreseeable so that qualified substitute personnel can be secured by the unit administrator as early as possible.

4.2.1 The unit administrator is responsible for securing, to the extent possible, substitute personnel for the duration of the faculty member’s approved leave (with or without pay). Cost of substitute personnel will be supported by the academic unit when funds are available within the unit. When the academic unit is unable to provide the funds to support substitute personnel, the unit administrator will submit a written justification to request funding from the next higher administrator up to the appropriate vice chancellor. Any adjustments in work schedules within the unit are at the discretion of the unit administrator, with the approval of the next higher administrator, and are subject to unit and institutional needs and resources. [See section 3.4.4.]

4.2.2 Upon the faculty member’s return to work after a period of approved leave (with or without pay) under this policy, the unit administrator and the faculty member will jointly determine the completion of assigned responsibilities during the remainder of the academic term. Similarly, when a faculty member will begin a period of approved leave (with or without pay) after the academic term has begun, the unit administrator and the faculty member will jointly determine the faculty member’s assigned responsibilities for the period of the academic term not covered by approved leave (with or without pay).

4.3 Certification and Documentation Requirements for Qualifying Events

4.3.1 Serious Health Conditions: Medical certification of the faculty member’s serious health condition, including a statement from an eligible health care provider (as defined under the FMLA) about the probable length of absence from normal duties, is required. If the request is for the purpose of caring for a FMLA-defined spouse, child (son or daughter), or parent who has an FMLA-qualified serious health condition, the University also requires medical certification of that person’s illness or disability and documentation of the circumstances which make it impossible or difficult for the faculty member to carry on with normal duties.

4.3.2 Birth, Adoption, or Foster Care Placement of a Child: Documentation of the qualifying event is required. Note that a faculty member who meets the eligibility requirements in section 2 above and who is an expectant mother may take leave pursuant to this policy before the birth of a child for prenatal care or if her condition makes her unable to work or requires a reduced work schedule in accordance with section 3.4. Also, leave pursuant to this policy may be granted before the actual
placement or adoption of a child if an absence from work is required for the placement for adoption or foster care to proceed.

4.3.3 Forms for certification and documentation of each category of qualifying event are located on the Human Resources Benefits web site and must be submitted by the faculty member within fifteen (15) calendar days after submitting the request for leave benefits.

4.4 The Human Resources Benefits Counselor will review the certification or documentation of the qualifying event and determine the eligibility of the faculty member for leave with pay under this policy. If the Human Resources Benefits Counselor determines that the employee is not eligible for leave with pay benefits under this policy, the Human Resources Benefits Counselor will notify the faculty member of the decision in writing, including the grounds for denial of the requested leave benefit. The faculty member may appeal this decision to the Director of Benefits. The decision of the Director of Benefits is final.

4.5 The Human Resources Benefits Counselor will provide the appropriate vice chancellor with written notification of the faculty member’s eligibility for leave with pay under this policy. For approved leave with pay, the appropriate vice chancellor will issue a letter to the faculty member informing him or her of the beginning and ending dates of authorized leave with pay, with copies to appropriate unit administrators.

4.6 The FMLA entitlement of twelve (12) weeks of leave without pay will run concurrently with any period of leave with pay under this policy. The period of leave with pay will also be designated as family medical leave under the FMLA.

4.7 Leave (with or without pay) applies to the faculty member’s employment during a regular term of appointment as defined in section 2.4 above.

4.7.1 If the illness or disability requires an absence from faculty duties longer than twelve (12) calendar weeks within a twelve (12) consecutive calendar month period, the faculty member may apply in writing to his or her unit administrator for a leave of absence without pay in accordance with provisions of the ECU Faculty Manual.

4.7.1.1 The faculty member may also apply to the Human Resources Benefits Office for salary continuation through the Disability Income Plan of North Carolina and through any other optional disability program(s) in which he or she may be enrolled.

4.9 Any unused leave pursuant to this policy is not eligible for terminal leave payment when the faculty member leaves the employment of the University, and it may not be used to extend years of creditable state service for retirement benefits. However, it must be exhausted prior to participation in the Disability Income Plan of North Carolina available to eligible employees.

5. Use of Leave with Pay

5.1 Leave with pay provided under this policy may be used for serious health conditions, pregnancy, birth, adoption, or foster care placement of a child as defined in section 3.2 above. A faculty member who anticipates an absence from duties for longer than three (3) days for qualifying reasons as defined by the
FMLA shall inform the unit administrator at least sixty (60) calendar days in advance of the leave or as soon as practicable after the need for leave is foreseeable. (See section 4.2 above.)

5.2 A faculty member will not be penalized because of time required away from work caused by or contributed to by conditions such as pregnancy, miscarriage, childbirth, or recovery. Disabilities resulting from pregnancy shall be treated the same as any other covered disability.

6. Record-Keeping

6.1 This policy provides an important financial benefit; therefore, accurate records must be maintained. The Human Resources Benefits Office and the respective Division Office (the Office of the Assistant Vice Chancellor for Personnel & Resource Administration for faculty in the Division of Academic Affairs and the Office of the Associate Vice Chancellor for Health Sciences Human Resources for faculty in the Division of Health Sciences) will maintain all official records.

7. Coordination with Other Policies

7.1 When a faculty member takes intermittent or reduced leave in accordance with section 3.4 above, the relative weights among teaching, research, service, and clinical care may be revised [see Part VIII of the Faculty Manual] so long as the reassignment of responsibilities is completed in a manner that minimizes the impact on academic program quality.

7.2 Consistent with Part IX of the Faculty Manual, an untenured, probationary term (tenure-track) faculty member who is granted leave under this policy may be eligible for an extension of the probationary term. If the faculty member wishes to request an extension of the probationary term on the basis of leave granted under this policy, he/she must submit a written request in accordance with the requirements of Part IX of the Faculty Manual for Extensions of the Probationary Term.

7.3 The leave with pay provided under this policy shall have no effect on the faculty member’s other employment benefits.

7.4 Consistent with the Faculty Manual, Part XI and Part VIII, the faculty member may not engage in other employment or compensated arrangements during the period of leave with or without pay under this policy.

7.5 If a faculty member granted leave under this policy wishes to request that his or her five (5)-year post-tenure review be delayed, he/she must submit a written request to the unit administrator. The terms of such an agreement will be stated in writing, signed by the faculty member, and approved by the unit administrator, dean (or other appropriate administrator), and the appropriate vice chancellor.

8. Confidentiality

8.1 Communications and documentation concerning leave requested or approved pursuant to this policy shall constitute confidential records in accordance with North Carolina law.

9. Effective Date

9.1 This policy is effective July 1, 2011, and shall supersede any previous policies granting leave to faculty members for qualifying events as defined by the FMLA. A faculty member who is absent on approved
leave at the time this policy becomes effective will continue to receive the leave benefits approved for that absence until the period of approved leave expires.

9.2 Any revisions and/or amendments to this policy shall become effective upon the approval of the ECU Board of Trustees.
Faculty Serious Illness and Parental Leave

Updated Version 2 (Current Version)

Policy  
POL06.45.01

Title  
Faculty Serious Illness and Parental Leave

Category  
Human Resources

Sub-category  
Leaves

Authority  
Board of Trustees

History  
Original BOT approval May 6, 2006; Revised, BOT approved and effective July 1, 2014.

THIS POLICY WAS GOVERNED BY THE ECU FACULTY MANUAL THROUGH JUNE 30, 2011.

Contact  
Director of Benefits, Human Resources (328-9825);

Assistant Vice Chancellor for Personnel & Resource Administration (Executive Director for Academic Affairs Personnel Administration or Associate Vice Chancellor for Personnel Administration, Division of Academic Affairs) (328-2587);

Affairs (328-1416 or 328-5442); Associate Vice Chancellor for Health Sciences Human Resources (744-1910).

Related Policies  
UNC Policy Manual 300.2.11, Serious Illness and Disability Leave for Faculty

Leave Policy for Twelve-Month Faculty POL06.45.03

ECU Faculty Manual, Part XI, GENERAL FACULTY EMPLOYMENT GUIDELINES AND BENEFITS
ECU Faculty Manual, Part VIII, PERSONNEL POLICIES AND PROCEDURES FOR THE FACULTY
ECU Faculty Manual, Part IX, TENURE AND PROMOTION POLICIES AND PROCEDURES AND PERFORMANCE REVIEW OF TENURED FACULTY

Federal Family and Medical Leave Act (FMLA)

State Human Resources Manual, Family and Medical Leave

Additional References  
ECU Human Resources Benefits

UNC Policy Manual 300.2.11[G], Guidelines on Serious Illness and Disability Leave for Faculty
1. Purpose
This policy provides leave with pay for eligible faculty (defined in Section 2 below) for cases of a serious health condition and/or parental leave (defined as birth, adoption, and foster care placement of a child). For further explanation, see the federal Family and Medical Leave Act ("FMLA") link under additional references, Related Policies, above. In addition, faculty to whom this policy applies shall also be subject to the same family and medical leave policy as may be prescribed for employees subject to the State Human Resources Act. For further explanation, see the State Human Resources Manual, Family and Medical Leave link under Related Policies, above. To the extent this policy conflicts with the State Human Resources Manual, Family and Medical Leave, this policy shall govern.

2. Eligibility
2.1 This policy applies only to faculty members who meet all of the following conditions:

2.1.1 have been continuously employed by East Carolina University for at least twelve (12) consecutive calendar months, and

2.1.2 have continuously held a permanent appointment of at least seventy-five percent (75%) percent of full-time, and

2.1.3 who participate in either the Teachers', and State Employees', Retirement System of North Carolina or the Optional Retirement Program, and

2.1.4 who do not accrue sick leave have met all other requirements for FMLA leave as described in the State Human Resources Manual, Family and Medical Leave [see link under Related Policies, above].

2.2 This policy does not apply to faculty members with temporary appointments or to faculty who are employed with less than seventy-five percent (75%) percent appointments. In addition, the benefits...
provided in accordance with this policy for those faculty members whose appointments are less than 1.0 FTE will be pro-rated accordingly.

2.3 A period of employment in a non-eligible status may not be used to partially meet the requirement for twelve (12) consecutive months in an eligible capacity.

2.4 Leave benefits are available to faculty members who meet the eligibility requirements, and paid leave may be taken during the term of appointment.

2.4.1 For a twelve (12)-month faculty member, the term of appointment is twelve (12) calendar months (usually defined as July 1 through June 30).

2.4.2 For a nine (9)-month faculty member, the term of appointment is the regular academic year that begins with Opening Day Convocation for Fall Semester in August and ends with Commencement at the end of Spring Semester in May/August 16th through May 15th.

2.4.2.1 An eligible nine (9)-month faculty member may receive leave with pay for a documented qualifying event that begins during the regular academic term of appointment. If the documented qualifying event begins between Commencement in May and Opening Day Convocation in August outside of the appointment term (i.e., August 16th through May 15th), the faculty member may receive leave with pay after Opening Day Convocation the beginning of the next appointment term (i.e., August 16th) up to a maximum of twelve (12) calendar weeks from the date of the documented qualifying event.

2.4.2.2 Teaching duties in the summer terms by nine (9)-month faculty members are covered under a separate contract, and paid leave under this policy is not provided for absence during a contracted summer term.

2.5 This policy applies only to faculty and not to other employment categories including, but not limited to, categories of Senior Academic and Administrative Officer (SAAO Tier I or Tier II), EHRA Non-faculty (NF-EHRA Instructional, or Research, or Public Service/Information Technology), SHRA/CSS, Postdoctoral Fellows, or student employees.

2.6 Any faculty member who is on a less than twelve (12)-month appointment will be treated as a nine (9) month faculty member for the purposes of this policy.
3. Description of Benefits

3.1 The total maximum leave benefit for an individual faculty member for all leave benefits is as described in section 3.2 below for leave with pay and as described in section 3.3 below for leave without pay (with or without pay) under this policy. All leave benefits provided pursuant to this policy are in accordance with the FMLA and are run concurrently with the FMLA for up to twelve (12) calendar weeks within any consecutive twelve (12) calendar month period regardless of the number of qualifying events that occur, except as stated in section 3.2.3.4 below. [See section 4.6.] Note in section 3.3.1.32 below, under the North Carolina Family Illness Act, a faculty member is entitled to additional leave without pay that, combined with FMLA or the paid leave under this policy, totals an extension of up to fifty-two (52) weeks of leave without pay during a five (5)-year period in cases of serious illness of a child, spouse, or parent.

3.1.1 The start date of the first leave sets starts the clock for the twelve (12)-month period for leave with or without pay under this policy. [See section 5.3 regarding use of any accrued leave balance prior to utilizing paid leave benefits under this policy.]

3.2 Leave with pay

3.2.1 For qualifying reasons as defined in the FMLA, leave with pay is available to a faculty member who meets the eligibility criteria defined in section 2 above.

3.2.2 Serious Health Conditions: For documented serious health conditions, as defined in the FMLA, faculty members are eligible for leave with pay in accordance with this policy for a maximum of the following amounts 12 calendar weeks in any consecutive twelve (12)-month period:

3.2.2.1 For nine (9)-month faculty, twelve (12) calendar weeks; and

3.2.2.2 For twelve (12)-month faculty, sixty (60) calendar days. (Twelve (12)-month faculty may also be eligible to take accrued sick and/or vacation leave in accordance with the Leave Policy for Twelve-Month Faculty in addition to paid leave pursuant to this policy.)

See section 4.3.4 for certification requirements.

3.2.3 Birth, Adoption, or Foster Care Placement of a Child
3.2.3.1 Primary Caregiver: The primary caregiver for the documented birth, adoption or foster care placement of a child, faculty members are eligible for leave with pay in accordance with this policy for a maximum of the following amounts, beginning on the date of the documented qualifying event:

3.2.3.1.1. For nine (9)-month faculty, twelve (12) calendar weeks beginning on the date of the documented qualifying event; and.

3.2.3.1.2. For twelve (12)-month faculty, sixty (60) calendar days. (Twelve (12)-month faculty may also be eligible to take accrued sick and/or vacation leave in accordance with the Leave Policy for Twelve-Month Faculty in addition to paid leave pursuant to this policy. *)

See section 3.4.2 regarding intermittent leave and section 4.3.2 for documentation requirements.

3.2.3.2 Secondary Caregiver: Secondary caregiver is the term that applies to instances in which there are two (2) East Carolina University faculty members who are both eligible for leave pursuant to this policy (see section 2, above, for eligibility requirements) for the same birth, adoption, or foster care placement of a child (hereinafter referred to as two eligible employees for the purposes of this section 3.2.3). For such a documented qualifying event, the secondary caregiver is eligible for leave with pay for 21 calendar days (in addition to the leave with pay for the primary caregiver in section 3.2.3.1) any time within the 12 consecutive calendar month period immediately following the documented qualifying event.

3.2.3.3 Two eligible employees may choose to share the 12 consecutive calendar weeks of leave with pay for the same qualifying event, but in no case may two eligible employees each receive 12 calendar weeks of leave with pay for the same qualifying event. If two eligible employees choose to share the 12 consecutive calendar weeks of leave with pay for the same qualifying event, the secondary caregiver is eligible for the additional 21 calendar day of leave with pay as stated in section 3.2.3.2 above. Also see section 3.3 for maximum leave eligibility in a 12 calendar month period.

3.2.3.4 A faculty member shall not qualify as both primary and secondary caregiver for a single qualifying event. However, the

* Please see footnote 1, above.
secondary caregiver defined in 3.2.2 may be approved for a leave with pay for up to 12 calendar weeks for a separate qualifying event within the same 12 calendar month period.

3.2.4 Health/medical complications arising due to pregnancy and childbirth will be treated as any other serious health condition [see section 3.2.2 above].

3.2.5 Dependent Care or Care for an Immediate Family Member: For required care of an FMLA-designated dependent or immediate family member: spouse, child (son or daughter), or parent who has an FMLA-qualified serious health condition, the faculty members are eligible for leave with pay in accordance with this policy for a maximum of the following amounts in any consecutive twelve (12)-month period:

3.2.5.1 For nine (9)-month faculty, twelve (12) calendar weeks; and

3.2.5.2 For twelve (12)-month faculty, sixty (60) calendar days. (Twelve (12)-month faculty may also be eligible to take accrued sick and/or vacation leave in accordance with the Leave Policy for Twelve-Month Faculty in addition to paid leave pursuant to this policy.)

See section 3.3.1.32 for additional family illness provisions. See section 4.3.1 for certification requirements.

3.3 Leave without pay

3.3.1 For qualifying reasons defined in the FMLA, leave without pay is available to faculty members who meet the eligibility criteria defined in section 2 above.

3.3.1.1 For qualifying events defined in section 3.2.1 above, after a period of approved leave with pay is exhausted in accordance with this policy, faculty members unable to return to work and who may otherwise qualify under the Americans with Disabilities Act (ADA), will be referred to the University’s ADA Coordinator to engage in the interactive process to determine what reasonable accommodations are needed in order to return to work, which may include a period of additional unpaid leave as an accommodation. In order to be approved for additional

*Please see footnote 1, above.
unpaid leave as an accommodation under the ADA, faculty members must participate in the interactive process through the University’s ADA Coordinator.

additional leave (e.g., without pay; and/or, to the extent eligible, accrued sick and/or vacation leave in accordance with the Leave Policy for Twelve-Month Faculty) up to a total maximum of twelve (12) calendar weeks (including leave with and without pay) may be approved within any consecutive twelve (12) month period. In no case will leave with or without pay under the FMLA be approved beyond a total of twelve (12) calendar weeks within any consecutive twelve (12) calendar month period, except as provided in section 3.2.3.4 above. [See section 4.6.]

3.3.1.2 For qualifying events defined in section 3.2 above, after a period of approved leave with pay is exhausted in accordance with this policy, twelve (12)-month faculty may be eligible for additional leave (e.g., without pay; and/or, to the extent eligible, accrued sick and/or vacation leave) in accordance with the Leave Policy for Twelve-Month Faculty.

3.3.1.3 After exhausting twelve (12) calendar weeks of leave with or without pay pursuant to this policy, a faculty member with twelve (12) months of eligible service is entitled, under the North Carolina Family Illness Act, to additional leave without pay that, combined with FMLA or the paid leave under this policy, totals an extension of up to fifty-two (52) weeks of leave without pay during a five (5)-year period in cases of serious illness of a child, spouse, or parent. Application is made through the Department of Human Resources Benefits Office.

3.4 Intermittent and Reduced Leave

3.4.1 Leave may be taken intermittently or on a reduced leave schedule if the qualifying event has created a documented medical need as allowable under FMLA that may be best accommodated through an intermittent or reduced leave schedule. Any revisions to a faculty member’s assignments or schedule will be documented in a written agreement signed by the unit administrator and the faculty.

*Please see Footnote 1, above.*
member, based on the advice of an eligible health care provider (as defined under the FMLA).

3.4.2 Intermittent leave is leave taken in blocks of time due to a single qualifying event rather than for one continuous period of time. This allows employees to engage in work between leave periods without exhausting the requested leave time in a continuous span. Leave for birth and bonding with a child must be taken in a continuous period of time from the date of the qualifying event, unless intermittent leave is medically necessary.

3.4.3 Reduced leave is a reduced schedule (e.g., shifting from full to part time) where the documented medical need as allowable under FMLA is best addressed by partial return to work.

3.4.4. The Human Resources Benefits Office and the respective Division Office (the Office of the Assistant Vice Chancellor for Personnel & Resource Administration for faculty in the Division of Academic Affairs and the Office of the Associate Vice Chancellor for Health Sciences Human Resources for faculty in the Division of Health Sciences) will assist the unit in determining any and all faculty workload adjustments that become necessary as a result of intermittent leave requests and approvals. These offices will also work together to assist the unit in the calculation and documentation of leave taken.

3.5 Short-term Disability Benefits

3.5.1 Employees are eligible for short-term disability benefits under the Disability Income Plan of North Carolina after both of the following conditions are met:

3.5.1.1 one (1) year of contributing membership within the past thirty-six (36) months in the Teachers’ and State Employees’ Retirement System of North Carolina or the Optional Retirement Program, and

3.5.1.2 a sixty (60) calendar-day waiting period from the date of disability onset. More information about disability benefits can be found on the Human Resources Benefits web site [see link in Additional References, above].

3.5.2 Employees may purchase supplemental disability insurance coverage offered by plans approved and available through the Human Resources Benefits Office. [See HR Benefits web link in Additional References, above]
4. Administration of Benefit

4.1 The faculty member’s request for leave with pay must be made in writing to the Human Resources Benefits Office by completing the form entitled FSIL Request for Faculty Serious Illness and Parental Leave located on the Human Resources Benefits web site.

4.2 It is the faculty member’s responsibility to inform the unit administrator in writing of the anticipated absence under this policy at least sixty (60) calendar days in advance of the leave or as soon as practicable after the need for leave is foreseeable so that qualified substitute personnel can be secured by the unit administrator as early as possible.

4.2.1 The unit administrator is responsible for securing, to the extent possible, substitute personnel for the duration of the faculty member’s approved leave (with or without pay). Cost of substitute personnel will be supported by the academic unit when funds are available within the unit. When the academic unit is unable to provide the funds to support substitute personnel, the unit administrator will submit a written justification to request funding from the next higher administrator up to the appropriate vice chancellor. Any adjustments in work schedules within the unit are at the discretion of the unit administrator, with the approval of the next higher administrator, and are subject to unit and institutional needs and resources. [See section 3.4.4.]

4.2.2 Upon the faculty member’s return to work after a period of approved leave (with or without pay) under this policy, the unit administrator and the faculty member will jointly determine the completion of assigned responsibilities during the remainder of the academic term. Similarly, when a faculty member will begin a period of approved leave (with or without pay) after the academic term has begun, the unit administrator and the faculty member will jointly determine the faculty member’s assigned responsibilities for the period of the academic term not covered by approved leave (with or without pay).

4.3 Certification and Documentation Requirements for Qualifying Events

4.3.1 Serious Health Conditions: Medical certification of the faculty member’s serious health condition, including a statement from an eligible health care provider (as defined under the FMLA) about the probable length of absence from normal duties, is required. If the request is for the purpose of caring for a FMLA-defined spouse, child
(son or daughter), or parent who has an FMLA-qualified serious health condition family member or dependent, the University also requires medical certification of that person’s illness or disability and documentation of the circumstances which make it impossible or difficult for the faculty member to carry on with normal duties.

4.3.2 Birth, Adoption, or Foster Care Placement of a Child:
Documentation of the qualifying event is required. Note that a faculty member who meets the eligibility requirements in section 2 above and who is an expectant mother may take leave pursuant to this policy before the birth of a child for prenatal care or if her condition makes her unable to work or requires a reduced work schedule in accordance with section 3.42.2. Also, leave pursuant to this policy may be granted before the actual placement or adoption of a child if an absence from work is required for the placement for adoption or foster care to proceed.

4.3.3 Forms for certification and documentation of each category of qualifying event are located on the Human Resources Benefits web site and must be submitted by the faculty member within fifteen (15) calendar days after submitting the request for leave benefits.

4.4 The Human Resources Benefits Counselor will review the certification or documentation of the qualifying event and determine the eligibility of the faculty member for leave with pay under this policy. If the Human Resources Benefits Counselor determines that the employee is not eligible for leave with pay benefits under this policy, the Human Resources Benefits Counselor will notify the faculty member of the decision in writing, including the grounds for denial of the requested leave benefit. The faculty member may appeal this decision to the Director of Benefits. The decision of the Director of Benefits is final.

4.5 The Human Resources Benefits Counselor will provide the appropriate vice chancellor with written notification of the faculty member’s eligibility for leave with pay under this policy. For approved leave with pay, the appropriate vice chancellor will issue a letter to the faculty member informing him or her of the beginning and ending dates of authorized leave with pay, with copies to appropriate unit administrators.

4.6 The FMLA entitlement of twelve (12) weeks of leave without pay will run concurrently with any period of leave with pay under this policy.
The period of leave with pay will also be designated as family medical leave under the FMLA.

4.7 Leave (with or without pay) applies to the faculty member’s employment during a regular term of appointment as defined in section 2.4 above.

4.7.1 If the illness or disability requires an absence from faculty duties longer than twelve (12) calendar weeks within a twelve (12) consecutive calendar month period, the faculty member may apply in writing to his or her unit administrator for a leave of absence without pay in accordance with provisions of the ECU Faculty Manual.

4.7.1.1 The faculty member may also apply to the Human Resources Benefits Office for salary continuation through the Disability Income Plan of North Carolina and through any other optional disability program(s) in which he or she may be enrolled.

4.8 In cases of serious illness of a child, spouse, or parent, the North Carolina Family Illness Act allows the faculty member to apply in writing for extension of up to fifty-two (52) weeks of leave without pay during a five (5)-year period. Application is made through the Department of Human Resources Benefits Office.

4.9 Any unused leave pursuant to this policy is not eligible for terminal leave payment when the faculty member leaves the employment of the University, and it may not be used to extend years of creditable state service for retirement benefits. However, it must be exhausted prior to participation in the Disability Income Plan of North Carolina available to eligible employees.

5. Use of Leave with Pay

5.1 Leave with pay provided under this policy may be used for serious health conditions, pregnancy, birth, adoption, or foster care placement of a child as defined in section 3.2 above. A faculty member who anticipates an absence from duties for longer than three (3) days for qualifying reasons as defined by the FMLA shall inform the unit administrator at least sixty (60) calendar days in advance of the leave or as soon as practicable after the need for leave is foreseeable. (See section 4.2 above.)

5.2 A faculty member will not be penalized because she will not be penalized because she of time required to take time away from work caused by or contributed to by
conditions such as pregnancy, miscarriage, childbirth, or recovery. Disabilities resulting from pregnancy shall be treated the same as any other covered disability. The type and nature of the faculty member’s duties during pregnancy will be determined by the unit administrator in consultation with the faculty member and upon advice the faculty member receives from her eligible health care provider. Revisions to the faculty member’s assignments will be documented in a written agreement signed by the unit administrator and the faculty member.

5.3 A faculty member who has an accrued balance of sick leave from a previous leave-earning employment status must exhaust this accumulated sick leave balance prior to utilizing the benefit of leave with pay provided by this policy. Sick leave that has accrued will be considered as part of the maximum 12 (twelve) calendar-week eligibility for leave with pay under this policy.

6. Record-Keeping

6.1 This policy provides an important financial benefit; therefore, accurate records must be maintained. The Human Resources Benefits Office and the respective Division Office (the Office of the Assistant Vice Chancellor for Personnel & Resource Administration for faculty in the Division of Academic Affairs and the Office of the Associate Vice Chancellor for Health Sciences Human Resources for faculty in the Division of Health Sciences) appropriate vice chancellor will maintain all official records, and the vice chancellor will make an annual report on the use of leave under this policy to the Chancellor and to the Chair of the Faculty no later than August 1 each calendar year.

7. Coordination with Other Policies

7.1 When a faculty member takes intermittent or reduced leave in accordance with section 3.4 above, the relative weights among teaching, research, service, and clinical care may be revised [see Part VIII of the Faculty Manual] so long as the reassignment of responsibilities is completed in a manner that minimizes the impact on academic program quality.

7.2 Consistent with Part IX of the Faculty Manual, an untenured, probationary term (tenure-track) faculty member who is granted leave under this policy may be eligible for an extension of the probationary term. If the faculty member wishes to request an extension of the probationary term on the basis of leave granted under this policy, he/she must submit a written request to the unit administrator, subject to approval by the Chancellor, at the time the paid leave is granted in
accordance with the requirements of Part IX of the Faculty Manual for Extensions of the Probationary Term.

7.3 The leave with pay provided under this policy shall have no effect on the faculty member’s other employment benefits.

7.4 Consistent with the Faculty Manual, Part XI and Part VIII, the faculty member may not engage in other employment or compensated arrangements during the period of leave with or without pay under this policy.

7.5 If a faculty member granted leave under this policy wishes to request that his or her five (5)-year post-tenure review be delayed, he/she must submit a written request to the unit administrator. The terms of such an agreement will be stated in writing, signed by the faculty member, and approved by the unit administrator, dean (or other appropriate administrator), and the appropriate vice chancellor.

8. Confidentiality

8.1 Communications and documentation concerning leave requested or approved pursuant to this policy shall constitute confidential records in accordance with North Carolina law.

9. Effective Date

9.1 This policy is effective July 1, 2011, and shall supersede any previous policies granting leave to faculty members for qualifying events as defined by the FMLA. A faculty member who is absent on approved leave at the time this policy becomes effective will continue to receive the leave benefits approved for that absence until the period of approved leave expires.

9.2 Any revisions and/or amendments to this policy shall become effective upon the approval of the ECU Board of Trustees. This policy may be revised from time to time, with subsequent changes to selected portions of the policy effective on the dates indicated herein.
COUNTY OF PITTSBURGH
STATE OF NORTH CAROLINA

EMPLOYMENT AGREEMENT

HEAD FOOTBALL COACH

THIS EMPLOYMENT AGREEMENT, made and entered into on this the 12th day of April, 2019 by East Carolina University ("ECU" or "UNIVERSITY"), an educational institution and agency of the State of North Carolina, and Mike Houston ("COACH") (the "Agreement"). ECU and COACH may be referred to herein individually as a "Party" or, collectively, as the "Parties."

WITNESSETH:

WHEREAS, ECU is a constituent institution of the University of North Carolina and maintains an intercollegiate athletics department within Division I of the National Collegiate Athletics Association ("NCAA");

WHEREAS, COACH is experienced as a coach in the field of athletics and desires to perform duties as Head Football Coach, responsible for coaching ECU’s NCAA Division I football team ("Team") and the UNIVERSITY’s intercollegiate football program (the "Football Program");

WHEREAS, the parties previously agreed to the terms contained in a document captioned "ECU Head Football Coach Memorandum of Understanding" dated December 2, 2018 (hereinafter, the "MOU"), for purposes of memorializing the basic material terms of employment for COACH, but with the express intent to negotiate additional details regarding his employment to be integrated with the terms of the MOU into one head coaching agreement, which is the purpose of this Agreement;

WHEREAS, the parties intend for the terms of the parties' agreement as contained in the MOU to be replaced in their entirety by the terms and conditions of this Agreement; and

WHEREAS, the parties acknowledge that although this Agreement is sports-related, the primary mission of ECU is education, and, accordingly, the primary purpose of all ECU’s legal arrangements, including this Agreement, is the furtherance of ECU’s educational mission.

NOW, THEREFORE, in consideration of the promises and mutual covenants hereinafter set forth, the parties agree as follows:
I. TERM OF EMPLOYMENT

A. ECU employs COACH as Head Football Coach for a term of five (5) years beginning on December 3, 2018 and ending on December 2, 2023 (the “Term”). Each twelve month period during the Term beginning on December 3 and ending on December 2 shall be referred to herein as an “Agreement Year.” COACH accepts employment in this position and agrees to faithfully, diligently, and competently perform the duties of COACH, as set forth herein. COACH’s employment under this Agreement shall continue until the ending date set forth above, unless terminated earlier as provided herein or extended beyond the date as the parties shall agree in writing and as approved by ECU’s Chancellor (the “Chancellor”) and, if required by applicable policy, by UNIVERSITY’S Board of Trustees.

B. COACH shall be considered a non-faculty Senior Academic and Administrative Officer-Tier II (“SAAO Tier II”) employee. The position of COACH is classified as an employee exempt from the North Carolina State Human Resources Act (“EHRA”), such positions being known as EHRA Non-Faculty (or EPA Non-Faculty) at ECU. COACH’s employment is subject to the East Carolina University "Employment Policy for Employees Exempt from the State Human Resources Act" as adopted by the Board of Trustees, and as revised from time to time (the “Policy”). The Policy and other policies and rules to which COACH is subject and shall abide are contained in the Code of the UNC Board of Governors and ECU’s policies, regulations and rules. Such policies may be accessed at [http://www.ecu.edu/PRR and https://www.northcarolina.edu/apps/policy/index.php?pg=toc&id=12&added=&return url=%2Fapps%2Fpolicy%2Findex.php%3Fpg%3Dtoc%26id%3D](https://www.northcarolina.edu/apps/policy/index.php?pg=toc&id=12&added=&return url=%2Fapps%2Fpolicy%2Findex.php%3Fpg%3Dtoc%26id%3D) and are incorporated herein by reference. COACH accepts and shall abide by the Code of the UNC Board of Governors and ECU’s policies, regulations and rules.

C. The Director of Athletics for the UNIVERSITY ("Director” or “Director of Athletics”) shall provide a written evaluation of the COACH’s performance on an annual basis.

D. It is expressly understood and agreed by the parties that this Agreement is not effective until COACH has satisfied ECU’s background check requirements and, should COACH not satisfy said requirements, this Agreement is null and void and without legal consequence to the Parties.

II. DUTIES

A. ECU hereby employs COACH as the Head Football Coach of the Team with all the duties, responsibilities, and obligations normally associated with the position of Head Football Coach at a major university. Duties include, but are not limited to, the following:

   (1) COACH will serve as the Head Football Coach of the Team and devote his full time, energy, and abilities for the exclusive benefit of ECU as specifically
set forth herein. COACH will be responsible for performing all the duties, responsibilities, and obligations normally associated with the position of Head Football Coach at a major university;

(2) The COACH shall perform all duties specified herein in strict compliance with the constitution, by-laws, rules, and regulations of the NCAA, and the American Athletic Conference (the "AAC") and any other association, conference, or like organization approved by the NCAA with which ECU is or may become affiliated (the "Conference"), including recruiting rules, and with the policies of East Carolina University and its Athletics Department and of the Board of Governors of The University of North Carolina (the "BOG") and any applicable State or federal law, rule or regulation, as, collectively, the same are now constituted or as any of the same may be amended during the Term;

(3) The Football Program under the direction of the COACH must comply with all policies, rules, and regulations of ECU and the BOG and the constitutions, bylaws, policies, rules and regulations of the NCAA and the Conference. Each time "Athletic Program Personnel" or "Football Program Personnel" is used throughout this Agreement, the phrase shall refer to all assistant football coaches and other ECU employees, contractors, student athletes and volunteers under the supervisory responsibility, both direct and indirect, of the COACH, as well as all functions and responsibilities assigned to persons in those positions. The COACH shall be responsible for instructing, supervising, and monitoring the conduct of Football Program Personnel with the goal of assuring full compliance with the constitution, by-laws, rules, and regulations of the NCAA and the Conference, including recruiting rules, and with the policies of East Carolina University and its Athletics Department and of the BOG and any applicable State or federal law, rule or regulation, as, collectively, the same are now constituted or as any of the same may be amended during the Term. In the event the Coach becomes aware of or has reasonable cause to believe that any violation of the constitution, by-laws, rules or regulations of the NCAA or the Conference or other applicable policies or laws may have taken place, he shall report the same promptly to the Director of Athletics or the Chancellor;

(4) The COACH shall make all reasonable efforts to promote and encourage sportsmanship in his coaches, players, and fans in attendance at intercollegiate football contests;

(5) Devote his best efforts full time in leadership, supervision, and promotion of ECU's Team and Football Program that supports said Team, including, but not limited to, with regard to using best efforts to ensure compliance with applicable laws, rules, and requirements, and the promotion of the mission of ECU and its intercollegiate athletics program, ECU's high standard of academic excellence, and the general health and welfare of student-athletes;
The parties agree that the policies regarding the athletic program at ECU shall be determined by ECU; however, the implementation of the daily routine and administration as they pertain to the Football Program shall be the primary responsibility of the COACH in compliance with all policies, rules, and regulations of the NCAA, Conference, ECU, and the BOG;

Use best efforts to ensure that the Football Program is and/or operates in compliance with the Constitution and Bylaws of the Conference and also with the Constitution, Bylaws, rules and regulations of the NCAA; all State and Federal laws, and policies and procedures of The University of North Carolina and ECU;

Understand, observe and uphold all standards, including but not limited to academic standards and requirements, policies, rules and regulations of ECU as well as the Constitution and Bylaws of the Conference and of the NCAA, all applicable State and Federal laws, and all policies and procedures of The University of North Carolina and ECU as may be amended from time to time, and use best efforts to ensure compliance with all of the same standards, requirements, policies, rules, regulations, Constitution, Bylaws, laws and procedures by all coaches and other athletic department personnel under the supervisory responsibility of COACH, both direct and indirect, as well as the Football Program and all functions and responsibilities assigned to those persons;

Use best efforts to foster academic values, maintain program integrity, and encourage and contribute to the academic progress of all Team members under his supervision and to use best efforts to ensure that all academic standards, requirements, and policies of ECU are observed including those in connection with the recruiting and eligibility of perspective and current student athletes, and specifically with regard to the recruiting of student athletes who are academically qualified;

Use best efforts to ensure the safety and welfare of student-athletes under COACH's supervision; use best efforts to ensure that coaching and administrative staff actively support the Football Program and ECU's joint commitment to academic achievement for each student-athlete under COACH's supervision, to include promoting academic advising and counseling services; promote an environment that encourages student-athletes to achieve the best grades possible and to make progress toward a degree in a defined academic program;

Interview, screen, and recommend to the Director of Athletics for employment all assistant football coaches. The hiring of assistants and all personnel within the Football Program shall comply with all applicable ECU policies and regulations. The COACH shall recommend to the Director of Athletics the salaries of the assistant coaches and each year shall provide written annual evaluations of their performances to the Director. The
COACH shall recommend to the Athletic Director that an assistant coach be terminated if the assistant's services are not satisfactory to the COACH;

(12) Maintain and enforce any and all disciplinary policies and drug/alcohol policies of ECU;

(13) Maintain effective relations with governing boards, associations, conferences, committees, alumni, students, faculty, and staff;

(14) Each Agreement Year make appearances/speeches at Pirate Club fundraising socials and events. COACH agrees to make reasonable efforts to accommodate any such requests based upon his other outstanding commitments. Only those appearances made at the request of ECU shall count toward satisfaction of the obligations of COACH under this paragraph;

(15) Promptly advise the Director of Athletics if the COACH has any reason to believe that any violation of NCAA or Conference constitutional provisions, bylaws, rules, or regulations has occurred or will occur and shall cooperate fully in any investigation of possible violations conducted or authorized by the UNIVERSITY, the Conference, or the NCAA at any time, including but not limited to the NCAA infractions process, including the investigation and adjudication of a case;

(16) Promptly advise the Chancellor, Director of Athletics, and the Senior Associate Athletic Director for Compliance if the COACH has any reason to believe that ECU's Football Program may be at risk of being deemed ineligible to compete in any NCAA or Conference competition due to academic, conduct related or other compliance concerns;

(17) Perform such other duties as assigned from time to time by the Director of Athletics;

(18) The COACH shall not attempt to raise money to support the football budget without the prior written approval of the Director of Athletics. All requests of financial support from the Pirate Club for the football program will be channeled through the Director of Athletics to the Executive Committee of the Pirate Club;

(19) The COACH shall not instruct or knowingly permit his assistants to do anything that this Agreement prohibits COACH from doing; and

(20) If COACH is found to have committed violations of NCAA rules or regulations, whether while employed by ECU or during prior employment at another NCAA member institution, COACH shall be subject to disciplinary action as set forth in the provisions of the NCAA infractions process and applicable ECU policies, regulations or rules, including the Policy. Such
disciplinary action may include, but is not limited to, suspension without pay or termination for cause.

B. COACH agrees to faithfully, diligently, and competently perform the duties of Head Football Coach, and to devote such time, attention, and skills to the performance of said duties as necessary to meet the responsibilities of the position of Head Football Coach. COACH shall report to and be under the immediate supervision of the Director of Athletics. COACH agrees that the failure to discharge any of the duties of Head Football Coach constitutes a breach of this Agreement that would allow ECU to terminate COACH for cause pursuant to section XI of this Agreement.

C. If COACH is found to have committed violations of NCAA rules or regulations, whether while employed by ECU or during prior employment at another NCAA member institution, COACH shall be subject to disciplinary action as set forth in the provisions of the NCAA infractions process and applicable ECU policies, regulations or rules, including the Policy. Such disciplinary action may include suspension without pay or termination for cause in accordance with section XI of this Agreement. In the event that any future or amended NCAA or Conference rule, regulation, bylaw, or constitutional provision should render ineffectual this Section II.C as a basis for protecting the institutional integrity of ECU, then COACH and ECU will, to the extent possible, engage in good faith negotiations to revise this Section II.C. or to substitute an alternative provision that would allow for a materially similar duty to be imposed upon the COACH with materially similar consequences for failure to perform said duty while preserving for ECU as much of the bargained for institutional benefit as reasonably possible.

D. The parties mutually agree that major public announcements (e.g. suspension of players from the team, schedule modifications) made through any medium concerning the football program at ECU will be discussed with each other, including specifically the Director of Athletics (or his designee) and COACH, prior to said announcements being made public. Both parties agree to give full and faithful allegiance to the other as concerns the athletic program.

III. ANNUAL SALARY

The Annual Salary for the position of COACH is Five Hundred Thousand Dollars ($500,000) ("Annual Salary"), based on a twelve (12) month employment period. The salary will be paid in semi-monthly installments with the first installment paid no later than January 15, 2019 and continuing through the period of COACH's employment relationship with the UNIVERSITY under this Agreement. For purposes of clarification, through the described installment payments, COACH will receive a pro-rata amount of the Annual Salary for each Agreement Year. Such installment payment may be in addition to any pro-rata monthly payment amount accrued of any supplemental compensation or bonus due and payable as described in, and in accordance with Appendix A. COACH will receive any and all other regular
employment benefits provided by the State of North Carolina to similarly situated employees, plus benefits provided to University EHRA Non-Faculty employees based upon the Annual Salary.

IV. BENEFITS AND OTHER NON-SALARY COMPENSATION

ECU shall provide COACH all benefits and other non-salary compensation included and as specified in Appendix A, attached hereto and incorporated by reference.

V. OUTSIDE COMPENSATION

A. COACH may earn other compensation from sources outside of ECU while employed by ECU with prior approval by the Chancellor. Any outside compensation is subject to compliance with ECU’s “Regulation on Conflicts of Interest, Commitment, and External Professional Activities for Pay” and the “Policy on External Professional Activities for Pay” of the UNC Board of Governors, both of which are herein incorporated by reference, and is subject to all other relevant State and Federal policies and laws concerning conflict of interest. Such activities are independent of COACH’s employment with ECU, ECU shall have no responsibility for any claims arising therefrom, and the COACH shall indemnify and hold harmless ECU from any and all claims and/or losses as a result of COACH’s participation in such activities. Activities for outside compensation shall include, but not be limited to, engaging in any radio, television, motion picture, Internet, stage, writing or any similar activity, personal appearances, commercial endorsements, and sport camps. Subject to specific reporting requirements established by ECU, no outside activities will be allowed without having on file with ECU, a signed approval of the “Notice of Intent to Engage in External Professional Activities for Pay” prior to engaging in those activities, which approval shall not be unreasonably withheld. Request forms, disclosures and reports related to external activities for pay as described in the section are currently submitted electronically utilizing ECU’s online Activities, Interests, and Relationships Management System (“AIR”), and in the future may be submitted using a different system or process as is designated by ECU. A sample of the current form is attached hereto as Exhibit B for illustrative purposes only. The AIR system may be accessed at https://ecu.myresearchonline.org/air/.

(i) SUMMER CAMPS: The COACH may conduct football clinics/camps in/ at ECU facilities at the discretion of the Athletic Director provided that COACH and COACH’S operation of any such camp must comply with all applicable laws, NCAA and ECU regulations and policies, including ECU’s “Youth Camps and Programs” Regulation. At a minimum, COACH will be allowed to operate two weeks of football summer camps on the campus of ECU each summer while he is employed as Head Football Coach, under the terms provided by University policy. The COACH may not solicit sponsorships for said camps without the approval of the Director of Athletics. Said camps and camp sponsorships solicitations must comply with all applicable laws and the policies of ECU, the NCAA, and AAC. Nothing herein shall prohibit COACH from conducting additional football camps and clinics so long as such activities are approved in advance by the Director of Athletics and comply with all applicable
University, Conference, and NCAA guidelines and policies, including without limitation the University’s “Regulation on Conflicts of Interest, Commitment, and External Professional Activities for Pay”

(ii) COMMERCIAL ENDORSEMENTS:

a. Only with prior written approval of the Director of Athletics and in compliance with applicable ECU policy, the COACH will be allowed to accept remuneration for commercial endorsements if they: (i) fall within the guidelines of the NCAA and the AAC; (ii) do not conflict with sponsorship agreements entered into by ECU; and (iii) do not reflect unfavorably upon ECU.

b. If the COACH makes commercial endorsements, he may identify himself as the football coach of East Carolina University but shall not otherwise associate ECU’S name, logos or marks with the endorsement. The COACH shall not use any ECU students in any endorsement of private products or services and shall not film any commercials or be photographed endorsing private products or services on ECU property.

c. The COACH’S commercial endorsements are independent of his ECU employment and ECU will have no responsibility or liability for any claims arising there from.

d. Notwithstanding subparts V.A.(ii).a-c, the COACH agrees that he shall not establish an Internet website or weblog, Twitter account, or Internet program or presence in any form, including any social networking site, that in any way relates to ECU football program or his position as COACH at ECU without the written consent of the Director of Athletics.

B. In accordance with ECU policy and NCAA Bylaw 11.3.2, which are incorporated herein by reference, COACH shall report annually on July 1 to the Director of Athletics and the Chancellor all athletically-related income from sources outside ECU, including but not limited to, income from sports camps and clinics, television and radio programs, commercial endorsements, consulting agreements, and all other athletically-related income from whatever outside source. Such income shall be reported in a manner as prescribed by the Athletics Department, which may be subject to change. The current East Carolina University Athletically Related Income form, as of the date of this Agreement, is attached hereto as Exhibit C. COACH shall ensure that upon request ECU has reasonable and prompt access to all records of COACH to verify this report.

C. COACH agrees that ECU may use, without payment of additional compensation to COACH, COACH’s name, picture, likeness and voice in connection with any such programs and endorsements that promote ECU. This provision shall survive expiration or termination of this Agreement.
D. In conformance with applicable ECU, Conference, and NCAA guidelines and policies, including without limitation ECU's "Regulation on Conflicts of Interest, Commitment, and External Professional Activities for Pay," and any other applicable ECU policy, and if approved in writing by the Chancellor and the Director of Athletics prior to occurring, the COACH may enter into outside agreements for media appearances and any other personal appearances, lectures and speaking engagements other than ECU activities and receive any benefits for which he contracts; provided, that such contracts or agreements are at no expense to ECU or its Department of Athletics, nor obligate in any way ECU or its Department of Athletics. COACH shall notify ECU, through the Director of Athletics, in writing at least ten (10) days prior to the time he is required to perform under such contracts, including all information that is required to be reported under ECU's "Regulation on Conflicts of Interest, Commitment, and External Professional Activities for Pay." ECU reserves the right to prohibit the COACH'S performance of any contract which it deems to conflict with the COACH'S responsibilities to ECU or which it deems to involve an unreasonable time commitment or that may reflect unfavorably upon ECU. COACH'S public appearances as described in this paragraph are independent of his ECU employment, and ECU shall have no responsibility or liability for any claims arising there from.

E. For the duration of this Agreement, the COACH shall not enter into or be a party to any shoe, apparel, or equipment agreement, including any agreement that obligates the COACH to wear, promote, endorse, or consult with a manufacturer or seller concerning the design and/or marketing of shoes, apparel, or equipment. This notwithstanding, ECU may require the COACH to comply and COACH shall cooperate with the terms of any shoe, apparel, and equipment agreements entered into by ECU, including but not limited to, requiring the COACH to wear or use a particular brand of shoe, apparel or equipment while performing his duties as the Head Football Coach. ECU is entitled to all revenue and/or proceeds derived from any shoe, apparel, or equipment contract entered into by ECU.

VI. BUYOUT PAYMENT

To the extent permitted by applicable law and University of North Carolina and ECU policy, ECU agrees to be responsible for COACH'S obligation under his previous employment agreement with James Madison University ("JMU") to pay a "Buyout" payment to JMU in an amount not to exceed $500,000 and, in no event, exceeding the actual amount of the buyout amount to be paid by Coach to JMU (the "Buyout Amount"). ECU will make a first payment to JMU in the amount of one-half of the Buyout Amount within sixty (60) days following December 6, 2018 (the "First Payment"). ECU will make a second payment to JMU in the amount of one-half of the Buyout Amount within one-hundred and fifty (150) days following December 6, 2018 (the "Second Payment"). ECU shall pay the COACH an amount of money equal to the amount of personal income tax liability incurred by Coach due to ECU's payment of the Buyout Amount to JMU. The COACH shall use these funds in compliance with NCAA, Conference, and UNIVERISTY regulations, rules and policies.
VII. TAXES

COACH acknowledges that, in addition to the salary provided for in this Agreement, certain benefits and other non-salary compensation he receives incident to his employment relationship with ECU may give rise to taxable income. COACH agrees to be responsible for the payment of any taxes (including federal, state and local taxes) due on such income. COACH also understands that ECU shall withhold taxes on amounts paid or due to COACH and the value of benefits and other non-salary compensation provided to COACH, to the extent required by applicable law and regulation.

VIII. UNIVERSITY RECORDS

All materials or articles of information including, without limitation, personnel records, recruiting records, team information, films, statistics or any other material or data furnished to COACH by ECU or developed by COACH on behalf of ECU or at ECU's direction or for ECU's use or otherwise in connection with COACH's employment hereunder are and shall remain the sole property of ECU. COACH shall ensure all said materials or articles of information are in the possession of the ECU as of the date of expiration or termination of this Agreement. If ECU requests access/or the return of such materials at any time during or at or after the termination of COACH's employment, COACH shall immediately deliver same to ECU.

IX. COACH SUBJECT TO REASSIGNMENT

Throughout the Term of this Agreement, COACH shall use his best full-time energies and abilities for the exclusive benefit of ECU. It is understood by the parties, however, that during the Term of this Agreement, ECU retains the right to reassign the COACH to other positions, for a period not to exceed sixty (60) days and as agreed upon in good faith by COACH, the Director of Athletics, and the Chancellor, with different duties that ECU deems to be reasonably consistent with COACH's education and experience, with no diminution in Annual Salary. In the event COACH, the Director of Athletics, and the Chancellor cannot come to a mutual agreement regarding reassignment, the Chancellor, in consultation with the Director of Athletics shall have the final authority. Such sixty (60) day period may be extended in the Chancellor's sole discretion to the extent the Chancellor determines, in good faith, that such extension is necessary. ECU's obligation to provide non-salary or deferred compensation under Appendix A, sections F-L and section O (if applicable) will terminate upon reassignment at the ECU's sole discretion, except that ECU shall pay, subject to the conditions in Appendix A, sections M-N, the COACH any bonuses earned under Appendix A, sections I, J, K, L, and O prior to reassignment and any supplemental compensation earned under Appendix A, sections F, G, and H on a pro-rata basis up to the date of the reassignment. Upon cessation of Head Football Coach duties and responsibilities, COACH shall voluntarily relinquish all appointments on NCAA or athletic conference committees, subcommittees and/or councils of any nature. If ECU makes such a decision to reassign COACH and COACH refuses to accept such reassignment, then ECU may terminate this Agreement for cause pursuant to section XI of this Agreement.
X. AUTOMATIC TERMINATION UPON DEATH OR DISABILITY OF COACH

A. This Agreement shall terminate automatically upon the death of COACH. If this Agreement is terminated pursuant to this section because of death, the COACH’s Annual Salary and all other benefits shall terminate as of the end of the calendar month in which death occurs, except that COACH’s personal representative or other designated beneficiary shall be paid any bonuses earned under Appendix A, sections I, J, K, L, and O prior to death, any supplemental compensation earned under Appendix A, sections F, G, and H on a pro-rata basis prior to death, and all such death benefits, if any, as may be contained in any benefit plan and due to COACH as an EHRA non-faculty employee.

B. This Agreement shall terminate automatically upon the permanent disability of COACH. For purposes of this provision, COACH shall be deemed permanently disabled if, due to a mental or physical impairment, COACH is unable to perform the essential functions of the job with or without reasonable accommodation for a period of ninety (90) days. If this Agreement is terminated pursuant to this section because of permanent disability, ECU’s sole obligation shall be to pay that portion of the Annual Salary as set forth in section III due to COACH as of the date of termination, disability benefits to which COACH may be entitled to under any disability program in which COACH is enrolled through ECU, any bonuses earned under Appendix A, sections I, J, K, L, and O prior to permanent disability, and any supplemental compensation earned under Appendix A, sections F, G, and H on a pro-rata basis up to the date of permanent disability.

XI. COACH REPRESENTATION AND WARRANTIES; TERMINATION BY ECU FOR CAUSE

A. COACH represents and warrants that he has disclosed to ECU: (a) any known previous material breach or alleged material breach by COACH of his duties or his employment agreement or other agreement at any other NCAA member institution; (b) any known material violation or alleged violation of any law or rule applicable to intercollegiate athletics by COACH or any person under his direct or indirect supervision; (c) any known material violation or alleged violation by any athletic program under the direction of COACH, including, but not limited to, a member of the coaching staff, a player, or any other person affiliated with the intercollegiate athletics program who reported directly or indirectly to COACH, of rules or regulations of the NCAA or any other association, conference or like organization associated with another NCAA member institution, state or federal laws, rules or regulations, or any rules or policies of another NCAA member institution; (d) other known material misconduct or alleged misconduct, including without limitation fraud, dishonesty, acts of violence, or other conduct that is contrary to the mission of another NCAA member institution or an educational institution; and (e) all convictions and guilty pleas of COACH, including an Alford Plea, to (i) a felony or (ii) a criminal offense which constitutes fraud, dishonesty or moral turpitude, the underlying offense or activity, but not the conviction or guilty plea, having occurred prior to the date of COACH’s signature below. COACH understands and agrees that this representation and warranty is a material inducement for ECU to enter into this
Agreement, and that ECU has relied upon this representation and warranty in entering into this Agreement with COACH. For the purpose of clarity, the term "alleged" as used in this Section XI(A) means a claim or assertion of which COACH is aware.

B. This Agreement may be terminated by ECU for cause. "Cause" shall include, but not be limited to, the following:

1. Failure to satisfactorily carry out the duties of COACH as defined in section II of this Agreement and, where applicable, failure to cure same within thirty (30) calendar days of receiving written notice of such failure from ECU, or within such additional timeframe as reasonably necessary and as approved by the Director of Athletics;

2. A major or willful violation or multiple minor or secondary violations by COACH, or knowing participation by COACH in a violation by an assistant/associate COACH or coach or other staff member of which COACH had reason to know, or should have known through the exercise of reasonable diligence or which COACH condoned as an NCAA regulation or bylaw or a Conference regulation or bylaw, whether while employed by ECU or during prior employment at another NCAA member institution;

3. Any act or omission that constitutes a violation by COACH of any policy or regulation of ECU or of the Board of Governors of the University of North Carolina, or the constitution, or any bylaw, rule or regulation of the NCAA, AAC, or any other association, conference or like organization with which ECU is or may become affiliated, to the extent such violation is deemed in the sole discretion of ECU to be grounds for termination of the Agreement for cause. ECU will deem a violation to be grounds for termination under this Section XI.B., if it is serious or intentional or negligently committed, including with regard to NCAA provisions any major or serious violation (e.g., repeated violations or any violation that the University determines could reasonably be expected to result in sanctions such as probation, forfeiture of athletic contests, loss of one or more scholarships, prohibitions against conference or championship or telecast appearances, restrictions on a coach's right to recruit, etc.);

4. Failure of COACH to appropriately monitor and report any compliance or NCAA eligibility issues of which COACH is aware, or with the appropriate and reasonable monitoring of ECU's Football Program, COACH should have been aware;

5. Failure of the COACH to appropriately monitor, manage, and report to the Director of Athletics, the Chancellor and other appropriate ECU personnel, any issues or conditions within the COACH's purview that adversely affect the safety and welfare of student athletes, including, but not limited to, failing to ensure that coaching staff of the Football Program are directed to comply with, and are complying with, best practices with regard to the management of suspected concussions, heat stroke, and other serious medical conditions known to affect student athletes;
(6) Conviction of, or a guilty plea, including an Alford Plea, to (i) a felony or (ii) a criminal offense which constitutes fraud, dishonesty, or moral turpitude;

(7) Misconduct of the COACH, or misconduct of any assistant or associate COACH or of a coach or of his staff of which the COACH knew, had reason to know, or should have known through the exercise of reasonable diligence, or which COACH condoned, of such a nature, as reasonably determined in the discretion of ECU, that would tend to bring disrespect, contempt or ridicule upon ECU, or which brings discredit to ECU, or which harms ECU’s reputation, or which reasonably brings into question the integrity of the COACH or that, as determined in the sole discretion of the Chancellor, would render COACH unfit to serve in the position of Head Football Coach;

(8) Prolonged absence from duty without the consent of the Chancellor;

(9) Failure by COACH to use best efforts to ensure that academically qualified student athletes are recruited and that student athletes are making adequate progress in a defined degree program;

(10) Refusal of COACH to carry out reasonable directives from the Director of Athletics and/or the Chancellor;

(11) Seeking, interviewing for or negotiating terms for, whether directly or through any agent or representative (acting with or without COACH’s knowledge), employment with another sports-related business or program without the express written approval of the Director of Athletics or the Chancellor, which approval shall not be unreasonably withheld;

(12) A breach of any representation and/or warranty made by COACH in Section XI(A) or any other act, whether occurring prior to or during the Term, which brings serious discredit to the Football Program or would be likely to cause prospective student-athletes to elect not to attend ECU; or

(13) Any of those causes specified in the Employment Policies for EHRA employees of the University of North Carolina or ECU, as adopted and revised from time to time.

C. In the event of a termination under this section, ECU’s sole obligation to COACH shall be to pay COACH that portion of the Annual Salary as set forth in section III earned, accrued and owing to COACH as of the date of such termination, but not beyond that date, and any supplemental compensation earned under Appendix A, sections F-G on a pro-rata basis up to the date of termination. In the event ECU exercises its right to terminate the Agreement with cause, ECU shall not be obligated to pay COACH any other compensation or benefits described in the Agreement, including but not limited to any loss of business opportunities or loss of other compensation,
income, benefits, or perquisites from any sources, that might occur as a result of such termination.

D. Any process to terminate COACH for cause shall be conducted in compliance with the Policy and all other applicable policies and regulations.

XII. TERMINATION BY ECU WITHOUT CAUSE

This Agreement may be terminated by ECU at any time without cause.

A. In the event ECU exercises its right to terminate COACH’s employment or this Agreement without cause, ECU’s sole financial obligation shall be limited to paying COACH the remaining and unpaid amount of Annual Salary that would have been due and payable to him under Section III of this Agreement had COACH remained employed by ECU for the remaining Term of the Agreement and, if applicable, any bonuses earned as of the effective date of termination. In the event ECU exercises its right to terminate COACH’s employment or the Agreement without cause, ECU shall not be obligated to pay COACH any other compensation described in the Agreement or be responsible for consequential damages, including but not limited to any loss of business opportunities or loss of other income, benefits, or perquisites from any sources, that might occur as a result of such termination. Payment of the total amount determined shall occur over the remaining Term of the Agreement as follows: 1) Within thirty (30) days of the effective date of termination without cause, payment shall be made of amounts due with respect to the remainder of that contract year, and 2) payments due hereunder with respect to each subsequent year shall be made on the last day of such subsequent contract year, until all amounts due under this section XII have been paid in full. As a precondition for COACH’s receipt of the amounts payable under this Section XII(A), ECU may, in its sole discretion, require COACH to execute a release in favor of ECU, and any affiliated entities, releasing them and their agents, trustees, directors, officers, representatives and employees from any and all federal or state law claims that COACH may have against them at the time of the release, including, but not limited to, claims resulting from the breach or termination of this Agreement or the severance of COACH’s relationship with ECU.

B. COACH acknowledges his obligation to minimize the payments due to him under section XII(A) and agrees to make every reasonable effort to obtain other employment as long as ECU has the obligation to make payments under section XII(A). If the COACH obtains new employment, ECU’s financial obligations under section XII(A) shall be reduced by the total compensation that is expected to be received by COACH in his new position, including employee benefits, whether in cash, deferred payments, or in kind if COACH were to fully perform under COACH’s new employment relationship. COACH shall immediately, upon acceptance of other employment, notify the Chancellor in writing of such employment and the total compensation to be paid to COACH for the employment. In addition, COACH agrees to provide ECU with a copy of his W-2 form for each calendar year as long as ECU has the obligation to make payments under section XII. Any diminution of compensation in COACH’s
new position or COACH ceasing to be employed in his new position shall have no effect on the reduced financial obligations of ECU.

C. If COACH’s total expected compensation in the new position exceeds that which COACH would have been paid at ECU as set forth in section III, then ECU’s financial obligations under section XII(A) shall terminate and ECU shall have no additional or future financial obligations to COACH.

D. In the event that ECU provides written notice to COACH of documented evidence that, during COACH’s period of employment would have been grounds for termination by ECU with cause pursuant to the Policy or Section XI of this Agreement, ECU’s financial obligations under XII(A) shall terminate upon thirty (30) days of such written notice.

E. COACH acknowledges and agrees that ECU’s sole financial obligation in the event that COACH is terminated without cause is governed by section XII(A) of this Agreement, and any prior agreements or promises in regard to ECU’s payments to COACH due to termination without cause, if any, are null and void.

XIII. TERMINATION BY COACH PRIOR TO EXPIRATION

A. COACH agrees that the promise to work for ECU for the entire Term of the Agreement is essential to ECU. The parties agree that the COACH has special, exceptional, and unique knowledge, skill and ability as a COACH, which, in addition to the continuing acquisition of experience at ECU, as well as ECU’s special need for continuity in its intercollegiate sports program, render the COACH’s services unique. COACH therefore agrees, and hereby specifically promises, not to actively seek, negotiate for or accept athletics related employment, under any circumstances, without first informing or obtaining written permission from the Chancellor, such employment including but not limited to a sports commentator, or an athletics director or administrator of or over an intercollegiate sports program at any institution of higher education which is a member of the NCAA or for any professional team participating in any professional league or conference in the United States or elsewhere, requiring performance of duties prior to the expiration date of the Term of this Agreement or any extension thereof.

B. In the event COACH terminates his employment or this Agreement without cause or commits any breach of this Agreement, including but not limited to accepting other employment without first obtaining the permission of the Chancellor, COACH shall pay ECU liquidated damages in lieu of any and all other legal remedies or equitable relief that ECU would be entitled to solely as a direct result of the early termination of this Agreement, equal to the following amounts in each year of this Agreement, respectively:

<table>
<thead>
<tr>
<th>AGREEMENT YEAR</th>
<th>LIQUIDATED DAMAGES OWED</th>
</tr>
</thead>
<tbody>
<tr>
<td>i. December 3, 2018 – December 2, 2019</td>
<td>$2,500,000</td>
</tr>
<tr>
<td>ii. December 3, 2019 – December 2, 2020</td>
<td>$2,000,000</td>
</tr>
</tbody>
</table>
iii. December 3, 2020 – December 2, 2021 $1,500,000
iv. December 3, 2021 – December 2, 2022 $1,000,000
v. December 3, 2022 – December 2, 2023 $500,000

C. COACH acknowledges and agrees that the Buyout Amount to be paid by ECU to JMU is in reliance of COACH’s promise of performance under this Agreement for the full Term of this Agreement and that any premature termination of this Agreement or COACH’s employment by ECU with cause or by COACH without cause would be detrimental to the Football Program. In the event of such premature termination by COACH without cause or by ECU with cause within the first twenty-five (25) months of this Agreement, COACH shall reimburse ECU for the portion of the Buyout Amount as follows:

<table>
<thead>
<tr>
<th>AGREEMENT MONTHS</th>
<th>PORTION OF BUYOUT AMOUNT OWED</th>
</tr>
</thead>
<tbody>
<tr>
<td>i. December 3, 2018 – June 30, 2019</td>
<td>$500,000</td>
</tr>
<tr>
<td>ii. July 1, 2019 – January 31, 2020</td>
<td>$250,000</td>
</tr>
<tr>
<td>iii. February 1, 2020 – August 31, 2020</td>
<td>$125,000</td>
</tr>
<tr>
<td>iv. September 1, 2020 – January 1, 2021</td>
<td>$75,000</td>
</tr>
</tbody>
</table>

D. COACH, or COACH’s designee, shall pay the total of any amounts owed to ECU by COACH under section XIII.B. and XIII.C. within ninety (90) days following termination of COACH’s employment or this Agreement. In the event COACH designates a third party to pay ECU on COACH’s behalf, COACH shall remain ultimately responsible to ensure that such third party designee fully satisfy any and all financial obligations as specified herein.

E. This is an Agreement for personal services. The parties recognize and agree that a termination of this Agreement by COACH prior to its natural expiration could cause ECU to lose its valuable investment in COACH’s continued employment at ECU and could cause ECU additional damages beyond its lost investment, including but not limited to a possible adverse effect on the intercollegiate sports program. The parties further agree that it is difficult or impossible to determine with certainty the damages that may result from such termination by COACH and that the liquidated damages provisions of this paragraph are not to be construed as a penalty, but as an attempt by COACH and ECU to establish adequate and reasonable compensation to the University in the event COACH terminates this Agreement. Notwithstanding the foregoing, nothing in this Section XIII shall be construed to, in any way, limit or preclude any claim or legal remedy which ECU may have against COACH that is the result of any other action, inaction or malfeasance of COACH, including any breach of this Agreement not related to COACH’s early termination.

XIV. INTENTIONALLY OMITTED

XV. TERMINATION OR AMENDMENT BY BOTH PARTIES

This Agreement may be terminated or amended at any time upon mutual written agreement of all parties.
XVI. COMPENSATION CONDITIONAL

The payment of all forms of compensation set forth in this Agreement is subject to and contingent upon the approval of the annual operating budget by the ECU and The University of North Carolina Board of Governors, and the sufficiency of appropriations or the availability of sufficient funds within the Athletic Department’s budget to pay such compensation.

XVII. MERGER

This Agreement constitutes the full and complete agreement of the parties. No prior or subsequent written or oral understandings or representations pertaining to the subject matter of this Agreement shall be binding upon the parties unless contained herein or set forth in the form of written amendment(s) to this Agreement, executed by both parties prior to becoming effective.

XVIII. INTERPRETATION AND APPLICABLE LAW

This Agreement is made under and shall be interpreted according to the laws of the State of North Carolina. Any rule to the effect that an agreement shall be construed against the party drafting shall have no application to this Agreement.

XIX. NOTICES

Any notice or other communication required under this Agreement shall be in writing and shall be deemed effective when personally delivered or sent by confirmed facsimile or five (5) days after being deposited in the United States mail, postage prepaid, registered or certified, addressed to the other party at its/his respective address or facsimile number set forth below, or such other address or facsimile number as may be given by such party in writing to the other, or with respect to COACH, to the address or facsimile of his attorney of record if COACH has provided such in writing to the Chancellor.

ECU: COACH:
Chancellor Mike Houston
105 Spilman Building 268 Ward Sports Medicine Building
East Carolina University East Carolina University
Greenville, NC 27858 Greenville, NC 27858

XX. BENEFIT

This Agreement, in accordance with its terms and conditions, shall inure to the benefit of and be binding upon ECU, its successors and assigns, and COACH, his heirs, executors, administrators and legal representatives.
XXI. SEVERABILITY

The invalidity or unenforceability of any provision hereof shall in no way affect the validity or enforceability of any other provision hereof.

XXII. SOLE AND ENTIRE AGREEMENT

This instrument contains the entire Agreement of the parties and fully supersedes any and all prior offers, discussions, agreements or understandings between the parties hereto. Any and all prior contracts and agreements, oral or written, between the parties, including without limitation the MOU dated December 2, 2018, are hereby terminated and voided. The Agreement may not be changed or amended orally, but only by an Agreement in writing signed by the party against whom enforcement of any waiver, amendment, change, modification, extension or discharge is sought.

XXIII. APPROVAL BY BOARD OF TRUSTEES/BOARD OF GOVERNORS

It is expressly understood and agreed by the parties that this Agreement, and any subsequent amendments is/are not effective until approved by ECU’s Board of Trustees and COACH has satisfied ECU’s background check requirements.

XXIV. PUBLIC RECORDS

COACH acknowledges and understands that upon execution of this Agreement, the payment amounts and other terms and conditions contained herein shall not be confidential and this Agreement shall be considered a public record within the meaning of the North Carolina Public Records Act, N.C. Gen. Stat. § 132-1 et seq.

XXV. FULL AND CAREFUL CONSIDERATION

COACH acknowledges that he has been given the opportunity to fully and carefully consider this Agreement and all of its provisions and to review this Agreement with legal counsel of his own choosing before signing it.

XXVI. ASSIGNMENT

COACH’s rights and interest under this Agreement may not be assigned, pledged, or encumbered by COACH. The parties understand and agree that there are no third party beneficiaries to this Agreement.

XXVII. NO WAIVER OF DEFAULT

No waiver by the parties hereto of any default or breach of any covenant, term, or condition of this Agreement shall be deemed to be a waiver of any other default or breach of the same or any other covenant, term, or condition contained herein.

XXVIII. IMMUNITY NOT WAIVED
It is expressly agreed and understood between the parties that ECU is an agency of the State of North Carolina and that nothing contained herein shall be construed to constitute a waiver or relinquishment by ECU of its right to claim such exemptions, privileges, and immunities as may be provided by law.

**XXIX. SAVINGS CLAUSE**

In the event one or more clauses of this Agreement are declared illegal, void or unenforceable, that shall not affect the validity of the remaining portions of said Agreement.

**XXX. COUNTERPARTS**

The Parties agree that this Agreement may be executed in multiple, identical original counterparts, each of which is an original, and all said counterparts form only one single Agreement; and may be executed via electronic means (including DocuSign, facsimile, and e-mail).

**XXXI. SURVIVAL**

The terms and conditions of this Agreement which by their nature are intended to survive termination or expiration of this Agreement shall so survive.

**SIGNATURE PAGE Follows**
IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first written above.

EAST CAROLINA UNIVERSITY

By: 
Cecil Staton
Chancellor

4/10/19

COACH

By: 
Mike Houston
Head Coach

4/10/19

As required under UNC Policy Manual Section 1100.3, all terms and conditions of the foregoing agreement have been approved as of the 12th day of April, 2019, by the Board of Trustees of East Carolina University.

By: ________________________________
Kieran Shanahan, Chairman, Board of Trustees

Date signed

Attested to:

By: ________________________________
Megan Ayers, Assistant Secretary to the Board of Trustees

Date signed
APPENDIX A

BENEFITS AND OTHER NON-SALARY COMPENSATION

A. STATE BENEFITS As an EHRA Non-Faculty Employee, COACH shall be entitled
to receive any and all employee-related benefits that are normally available to other
twelve-month EHRA Non-Faculty Employees, unless and except as may be expressly
stated herein. As an EHRA Non-Faculty Employee, COACH is currently entitled to
twenty-four (24) annual leave days per year. COACH acknowledges and agrees that
benefits or classifications provided by ECU are subject to change from time to time
by the North Carolina General Assembly, the University of North Carolina, or ECU.

B. MOVING EXPENSES UNIVERSITY shall reimburse COACH for documented
personal moving expenses of up to $15,000 reasonably incurred by COACH within
twelve months of the effective date of this Agreement, in accordance with standard
procedures and applicable policies of the UNIVERSITY.

C. HOUSING AND HOUSING ALLOWANCE UNIVERSITY shall make temporary
housing available for COACH for a period of up to 60 days from the effective date of
this Agreement. At UNIVERSITY's election, and with reasonable notice to COACH,
UNIVERSITY may, in its sole discretion, choose to pay COACH a housing allowance
not to exceed $2,000 per month instead of making housing directly available to him.

D. AUTOMOBILE ECU shall make arrangements for and provide one (1) courtesy or
leased vehicle for the COACH to use, contingent upon and while performing his
duties under this Agreement. ECU shall be responsible for maintaining collision and
comprehensive liability insurance on the vehicle. Alternatively, ECU may provide an
annual automobile allowance in the amount of $12,413, which amount may be adjusted
annually consistent with UNIVERSITY policy. COACH shall be responsible for
providing maintenance on any vehicle.

E. CELL PHONE AND COUNTRY CLUB MEMBERSHIP UNIVERSITY shall pay
COACH a cell phone allowance in an amount of $130/month for a total of $1560 per
twelve (12) months. ECU shall pay for COACH to have a membership in a country
club located in or around Greenville, North Carolina, said country club as agreed upon
between ECU and COACH. Alternately, ECU may pay COACH an allowance for the
purpose of paying membership fees at the selected country club.

F. BROADCAST PROGRAM PAYMENT ECU and COACH will produce and market
weekly the head football coach television, radio and Internet programs, including
weekly thirty-minute head football coach television programs and weekly one-hour
head football coach radio programs, and head football coach Internet programs
(collectively, "Broadcast Programs") during the entire competitive intercollegiate
football season, including "regular season" games, any conference championship game
and any "post-season" bowl game(s) (" Entire Competitive Football Season" or
"ECFS"). For the work of COACH in connection with the Broadcast Programs and
all other public appearances and events during the Term, UNIVERSITY will pay COACH as follows:

<table>
<thead>
<tr>
<th>AGREEMENT YEAR</th>
<th>BROADCAST PROGRAM PAYMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 3, 2018 to December 2, 2019</td>
<td>$350,000.00;</td>
</tr>
<tr>
<td>December 3, 2019 to December 2, 2020</td>
<td>$385,000.00;</td>
</tr>
<tr>
<td>December 3, 2020 to December 2, 2021</td>
<td>$423,500.00;</td>
</tr>
<tr>
<td>December 3, 2021 to December 2, 2022</td>
<td>$465,850.00; and</td>
</tr>
<tr>
<td>December 3, 2022 to December 2, 2023</td>
<td>$512,435.00.</td>
</tr>
</tbody>
</table>

UNIVERSITY's obligation under this Part F (Broadcast Program Payment) shall be paid in semi-monthly payments to COACH beginning on December 3, 2018; provided however, in the event COACH's employment is terminated pursuant to the Policy or Section X, XI, or XII of this Agreement, then COACH will be deemed to have earned only the pro-rata Broadcast Program Payment due through the date of termination of COACH's employment. Any such earned and unpaid pro-rata Broadcast Program Payment shall be paid to COACH within 30 days of the termination of his employment.

The COACH shall have no ownership interest in the Broadcast Programs or any part thereof, including but not limited to copyright. ECU will be responsible for payment of expenses incurred in marketing and producing the Broadcast Programs and COACH and ECU will mutually define the role of the COACH in the Broadcast Programs. All rights, title and interests in the Broadcast Programs, whether in whole or any part thereof, and all copies thereof, and all copyrights shall be and remain the sole property of ECU, which may use, assign, convey and otherwise use and dispose of the Broadcast Programs, and any parts thereof, as ECU determines appropriate in its sole discretion and without further consent or participation of the COACH, including, but not limited to, revising, editing, reproducing, broadcasting and transmitting as often and whenever ECU desires. COACH shall be entitled to no consideration for his participation in or contribution to any aspect of production, broadcast, rebroadcast, or reproduction of the Broadcast Programs, in whole or part, other than the amount of consideration provided under this Part F. Notwithstanding the foregoing provisions of this Part F, ECU may, in its sole discretion, reduce the frequency of or eliminate entirely production and/or marketing of any or all of the Broadcast Programs at any time and, in such event, ECU's sole obligation to the COACH shall be to pay COACH, while he remains employed as Head Football Coach, the compensation that COACH would have earned under this Part F had production and marketing continued and had the COACH participated cooperatively with ECU in said production and marketing. ECU's obligation to pay COACH any compensation under this Part F shall terminate immediately in the event that COACH is no longer employed by ECU as and with the duties of Head Football Coach.

G. **SEASON TICKET SALES PAYMENT** In consideration for his efforts as Head Football Coach each year promoting sales of season tickets, ECU will pay COACH as follows:
<table>
<thead>
<tr>
<th>AGREEMENT YEAR</th>
<th>SEASON TICKET SALES PAYMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 3, 2018 to December 2, 2019</td>
<td>$225,000.00;</td>
</tr>
<tr>
<td>December 3, 2019 to December 2, 2020</td>
<td>$247,500.00;</td>
</tr>
<tr>
<td>December 3, 2020 to December 2, 2021</td>
<td>$272,250.00;</td>
</tr>
<tr>
<td>December 3, 2021 to December 2, 2022</td>
<td>$299,475.00; and</td>
</tr>
<tr>
<td>December 3, 2022 to December 2, 2023</td>
<td>$329,422.00</td>
</tr>
</tbody>
</table>

UNIVERSITY's obligation under this Part G ("Season Ticket Sales Payment") shall be paid in semi-monthly payments to COACH beginning on December 3, 2018; provided however, in the event COACH's employment is terminated pursuant to the Policy or Section X, XI, or XII of this Agreement, then COACH will be deemed to have earned only the pro-rata Season Ticket Sales Payment due through the date of termination of COACH's employment. Any such earned and unpaid pro-rata Season Ticket Sales Payment shall be paid to COACH within 30 days of the termination of his employment.

H. **ANNUAL FUND PAYMENT** In consideration of efforts promoting the work of the East Carolina University Educational Foundation, Inc. (hereinafter, the "Pirate Club") in general, and in raising funds to support the collection of Annual Fund Dollars, UNIVERSITY will pay COACH as follows:

<table>
<thead>
<tr>
<th>AGREEMENT YEAR</th>
<th>ANNUAL FUND PAYMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 3, 2018 to December 2, 2019</td>
<td>$225,000.00;</td>
</tr>
<tr>
<td>December 3, 2019 to December 2, 2020</td>
<td>$247,500.00;</td>
</tr>
<tr>
<td>December 3, 2020 to December 2, 2021</td>
<td>$272,250.00;</td>
</tr>
<tr>
<td>December 3, 2021 to December 2, 2022</td>
<td>$299,475.00; and</td>
</tr>
<tr>
<td>December 3, 2022 to December 2, 2023</td>
<td>$329,422.00</td>
</tr>
</tbody>
</table>

Throughout this Agreement "Annual Fund Dollars" refers only to those dollars received each calendar year as membership fees paid to the Pirate Club to join or maintain membership in the Pirate Club.

UNIVERSITY's obligation under this Part H ("Annual Fund Payment") shall be paid in semi-monthly payments to COACH beginning on December 3, 2018; provided however, in the event COACH's employment is terminated pursuant to the Policy or Section X, XI, or XII of this Agreement, then COACH will be deemed to have earned only the pro-rata Annual Fund Payment due through the date of termination of COACH's employment. Any such earned and unpaid pro-rata Annual Fund Payment shall be paid to COACH within 30 days of the termination of his employment.

I. **INCENTIVE BONUSES** For so long as COACH is employed as Head Football Coach, COACH shall be eligible for additional incentive bonuses, in the amounts and under the conditions as follows, subject to such other contingencies as may be stated in this Agreement:
i. **COLLEGE FOOTBALL PLAYOFF** For Team achievement in the College Football Playoff (CFP) championship series, a CFP bowl game outside the championship series, or a bowl game outside the CFP, payments under one of the following scenarios each year:
   1. CFP championship series:
      a. Participating in a semi-final game of the CFP national championship series, $250,000.00;
      b. Participating in the CFP national championship game, $250,000.00; and
      c. Winning the CFP national championship game, $500,000.00;
   2. CFP bowl games outside of the championship series:
      a. Participating in a CFP bowl game other than a game in the CFP national championship series, $75,000.00; and
      b. Winning a CFP bowl game other than a game in the CFP national championship series, $100,000.00; or
   3. Bowl game outside the CFP:
      a. Participating in a bowl game other than any CFP bowl, $25,000.00; and
      b. Winning a bowl game other than any CFP bowl, $50,000.

Eligibility for bonuses within each bowl scenario is cumulative (e.g., COACH may earn a total of up to $500,000.00 if the Football Team wins the CFP national championship game). Eligibility of COACH for bonuses in connection with each of the games listed in this Part (i) is contingent upon COACH’s actual participation, as Head Football Coach, coaching ECU’s Team for and during its participation in the particular game identified (i.e., COACH is ineligible while reassigned, suspended or on leave). ECU has sole discretion to determine whether to seek and whether to accept an invitation for the Team to participate in any bowl relevant to this Part I and failure to seek or to accept an invitation shall not be a breach of this Agreement.

ii. **TOP 25** If the Team is ranked by the CFP immediately following the CFP national championship as one of the top 25 teams in the nation, $50,000.00.

iii. **NATIONAL OR AFCA COACH OF THE YEAR** If COACH is named "national coach of the year" in NCAA Division I football by one or more of the nationally recognized organizations designated in writing by UNIVERSITY, such as Sporting News and Associated Press, or the American Football Coaches Association (the "AFCA"), one payment of $25,000.00, regardless of the number of national awards.
iv. **AAC COACH OR AFCA REGIONAL COACH OF THE YEAR** If COACH is named as "football coach of the year" in the American Athletic Conference ("AAC") as tallied by the AAC, or as the AFCA's Regional Football Coach of the Year, one payment of $25,000.00.

v. **ACADEMIC PERFORMANCE** For annual Team academic performance, calculated according to NCAA requirements, as reported in the Spring 2019 semester and each year thereafter while COACH is employed as Head Football Coach, as follows:

   (A) With regard to single-year Academic Progress Rate ("APR") for the Team, an APR equal to 975 or greater, $50,000.00; or, for an APR of 950 or more up to 974, $25,000.00; and

   (B) For a Team single-year Graduation Success Rate ("GSR") equal to or greater than 80%, $50,000.00.

   (C) Any amount earned will be paid within sixty (60) days of when the APR and GSR is reported publicly. In order to receive payment under this Part I(v), the COACH must be employed by and performing substantial services for ECU on the date the APR or GSR is reported publicly.

vi. COACH agrees that in addition to the salary provided under this Agreement, some benefits and non-salary compensation he receives incident to his employment relationship with ECU may give rise to taxable income. COACH agrees to be responsible for the payment of any taxes (including federal, state and local taxes) due on such income. COACH also acknowledges that ECU shall withhold tax, including FICA withholding, on amounts paid or due to COACH and the value of benefits of other non-salary compensation provided to COACH, to the extent ECU determines it is required by applicable law and regulation.

vii. In the event any future or amended state or federal law, rule, or regulation, or NCAA or AAC rule or regulation should prohibit payment of any bonus listed herein, render any bonus illegal or ineffectual, or subject ECU to a penalty or assessment or violation of law if such bonus were to be paid, ECU will make a good faith effort to revise such bonus or substitute an alternative incentive payment that would allow for a similar economic benefit to be provided to COACH while preserving for ECU as much of the bargained for institutional benefit as reasonably possible.
J. **RETENTION BONUS** If COACH has been employed by ECU in the position of Head Football Coach and with all duties of that position continuously until December 2 of the following Agreement years he will receive the following payments, respectively:

<table>
<thead>
<tr>
<th>DATE</th>
<th>BONUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) December 2, 2019</td>
<td>$125,000</td>
</tr>
<tr>
<td>(ii) December 2, 2020</td>
<td>$125,000</td>
</tr>
<tr>
<td>(iii) December 2, 2021</td>
<td>$125,000</td>
</tr>
<tr>
<td>(iv) December 2, 2023</td>
<td>$275,000</td>
</tr>
</tbody>
</table>

Any amount earned will be paid within sixty (60) days of the date specified above. For purposes of clarity, COACH may earn each bonus only one time (i.e., if COACH was continuous employed at ECU in the position of Head Football Coach with said duties thereof until December 2, 2023, he would receive a payment of $275,000 and not $650,000 ($275,000 + $125,000 + $125,000 + $125,000).

K. **POWER FIVE OPPONENTS** During each regular season during the Term of this Agreement COACH will be paid a bonus of $20,000 for each win Football Team has over a Power Five Opponent. This bonus is cumulative for each football season, meaning that if COACH beats two Power Five football opponents in a single season he will receive $40,000. Any bonus earned will be paid within sixty (60) days of said bonus being earned.

L. **EIGHT OR MORE WINS.** In any regular football season in which the Football Team has eight (8) or more wins, COACH is eligible to be paid a bonus as follows:

<table>
<thead>
<tr>
<th>REGULAR SEASON WINS</th>
<th>BONUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) 8 Wins</td>
<td>$30,000</td>
</tr>
<tr>
<td>(ii) 9 Wins</td>
<td>$35,000</td>
</tr>
<tr>
<td>(iii) 10 Wins</td>
<td>$40,000</td>
</tr>
<tr>
<td>(iv) 11 Wins</td>
<td>$45,000</td>
</tr>
<tr>
<td>(v) 12 Wins</td>
<td>$50,000</td>
</tr>
</tbody>
</table>

Any bonus earned will be paid within sixty (60) days after the end of the regular football season for that Agreement year.

M. The parties understand and agree that the right to any bonus, supplemental pay, or non-salary compensation (for purposes of this Part M, the "Bonus") described in this Appendix A vests when any such Bonus is earned, not when any such Bonus is paid.
In no event shall the payment of any Bonus be considered part of Annual Salary. In the event that any future or amended state or federal law, rule or regulation, or NCAA or Conference rule or regulation should a) prohibit the payment of any Bonus; b) render any Bonus illegal or ineffectual; or c) subject ECU to a penalty or assessment or violation of law if such Bonus were to be paid, ECU will, to the extent possible, revise such bonus or substitute an alternative incentive payment that would allow for a similar economic benefit to be provided to the COACH while preserving for ECU as much of the bargained for institutional benefit as reasonably possible.

N. The payment of the bonuses and other compensation described in this Appendix A (for the purpose of this Section N only, individually, the "Bonus" and, collectively, the "Bonuses") is subject to the availability of non-State appropriated funds in the Department's budget and contingent upon a satisfactory performance review of the COACH by the Athletic Director. A Bonus is deemed "earned":

(i) on the date that the milestone tied to the applicable Bonus has been fully completed and/or achieved; or

(ii) where the milestone for a Bonus is based on performance over an entire season, on the date of the last day of the regular season for the Football Program; and

(iii) provided further, on the date specified in (i) or (ii), where:

(a) all varsity sports are in compliance with all NCAA, Conference, and UNC and ECU policies, regulations, bylaws, and constitutional provisions;

(b) the COACH is actively employed as Head Football Coach at ECU; and

(c) there are no pending or active NCAA or Conference or ECU investigations of violations relating to the Football Program.

No bonus will be deemed earned where a condition specified in this Section N is not satisfied.

O. SIGNING BONUS COACH shall be entitled to a one-time bonus upon execution of the Head Football Coach Employment Agreement in accordance with the following milestones:

(i) $5000 if the Head Football Coach Employment Agreement is fully executed by the Parties on or before February 8, 2019; or

(ii) $2500 if the Head Football Coach Employment Agreement is fully executed by the Parties on or before March 1, 2019.

The bonuses in this Part O are not cumulative and will be paid within sixty (60) days of achievement of the applicable milestone.
APPENDIX B

1/28/2010

Item List
1. Disclosure Information
   • Notice of Intent to Engage in External Professional Activities for Pay - EPAP
     • Disclose Here (HTML) • Disclose Here (Microsoft Word)

Contact Information
Contact information displayed is for reference only and cannot be revised on this screen. For assistance with updating your contact information, please contact your department.

Last Name: Hotández
First Name: Robert
Department: H29 - Research Integrity and Compliance
Title: 10306 University Program Assoc
Campus Address: 608 Haysy Blvd
Campus Telephone: 2527396810
Email: hotandezr@ecu.edu

General Questions
Contacting Organization:

Address of Contacting Organization:

Which of the following best describes the contracting organization?
• For Profit organization
• Non-Profit organization
• Federal
• School district
• Other state/local government agency
• University
• Other

Please describe the nature of the proposed activity:

To the best of your knowledge, does the contracting organization above provide funding or equipment which directly supports a research project on which you or your other University duties or activities?
• Yes
• No

Save and Continue

https://ecu.researchonline.uncfmc/index.cfm?event=disclosure.form&disctype=EPAP
1/26/2019

AIR

Item List

1. Disclosure Information/Reference
   Attachment M

2. Disclosure of Questions

3. Disclosure Status (if applicable)
   Attachment M

1) Notice of Intent to Engage in External Professional Activities for Pay - EPAP

   4/1/2019

2) Dates

   Each EPAP must cover only one period with one fiscal year (July 1 - June 30). If your activity spans more than one fiscal year, you must submit a request for each fiscal year in which you plan to engage in this activity.

   Please enter the beginning date of your proposed activity. Remember the dates of your activity must fall within a single fiscal year.
   mm/dd/yyyy

   Please enter the ending date of your proposed activity. Remember the dates of your activity must fall within a single fiscal year.
   mm/dd/yyyy

3) Time Commitment

   Total number of hours to be devoted to activity

   Total number of University business hours (M-F, 9-5), including travel time. This will be measured due to this activity:

   Estimated duration of activity (length of time)
   a) Less than a month
   b) 1-4 months
   c) More than 4 months

   Do you have a 6-month or 12-month appointment?
   a) Yes
   b) No

   On average, how many hours per WEEK will you be devoted to the activity for the duration of the activity within the current fiscal year, and do not identify any classes, meetings, or other University duties that will be missed because of involvement in the proposed activity and state what arrangements to cover any such absence?

4) University Resources

   Will this activity use any University resources (personnel, products, facilities, equipment, administrative infrastructure) (e.g., HR, etc)? (see AIR Policies at https://www.uvm.edu/af/epap/epap)

   a) Yes
   b) No

5) Income Statement

   Have you or your family received or expect to receive income, royalties, personal gifts, loans, grants, or anything of value from an entity or vendor related to the income from your primary employer should not be included.

   a) Yes
   b) No

6) Ownership/Equity Interest

https://air.uvm.edu/researchonline.org/air/index.dhtml?event=disclosure_form&screen=0&maasl=68831

1/2
AIR

1) Gifts
Has an entity or vendor related to this activity given a gift to the University, or affiliated foundations where the gift was designated for your benefit, your family, your research, or your research team?

☐ Yes  ☐ No

2) External Positions
Do you or a family member hold a position(s), paid or unpaid, with an entity or vendor associated with this activity?

☐ Yes  ☐ No

3) Intellectual Property
Are you or a family member an inventor or licensed (or under negotiation) intellectual property being evaluated or used in this project/activity?

☐ Yes  ☐ No

4) Does any entity involved in this project currently hold rights or negotiating rights to additional IP for which you or your family members are listed as inventors?

☐ Yes  ☐ No

5) Additional Information

☐ Check here if you have any additional information that is relevant to this disclosure.

I certify that the information provided above is complete and accurate to the best of my knowledge.

[Signature]

[Revised by: [Name]]

[Date: 1/28/2019]
EXHIBIT C

EAST CAROLINA UNIVERSITY ATHLETICALLY RELATED INCOME

<table>
<thead>
<tr>
<th>Source</th>
<th>Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Income from Annuites</td>
<td></td>
</tr>
<tr>
<td>2. Sports camps</td>
<td></td>
</tr>
<tr>
<td>Name and Location</td>
<td></td>
</tr>
<tr>
<td>3. Housing benefits</td>
<td></td>
</tr>
<tr>
<td>Describe</td>
<td></td>
</tr>
<tr>
<td>4. Country Club Membership</td>
<td></td>
</tr>
<tr>
<td>Location</td>
<td></td>
</tr>
<tr>
<td>5. Athletic Club Membership</td>
<td></td>
</tr>
<tr>
<td>Location</td>
<td></td>
</tr>
<tr>
<td>6. Television appearances or commercials</td>
<td></td>
</tr>
<tr>
<td>Describe</td>
<td></td>
</tr>
<tr>
<td>7. Radio appearances or commercials</td>
<td></td>
</tr>
<tr>
<td>Describe</td>
<td></td>
</tr>
<tr>
<td>8. Endorsement or consultation contracts:</td>
<td></td>
</tr>
<tr>
<td>a. Athletics shoes</td>
<td></td>
</tr>
<tr>
<td>Name of Company</td>
<td></td>
</tr>
<tr>
<td>b. Apparel</td>
<td></td>
</tr>
<tr>
<td>Name of Company</td>
<td></td>
</tr>
<tr>
<td>c. Equipment</td>
<td></td>
</tr>
<tr>
<td>Name of Company</td>
<td></td>
</tr>
<tr>
<td>9. Speaking Engagements</td>
<td></td>
</tr>
<tr>
<td>Describe</td>
<td></td>
</tr>
<tr>
<td>10. Courtesy automobile</td>
<td></td>
</tr>
<tr>
<td>(Lease Value)</td>
<td></td>
</tr>
<tr>
<td>Make and Model of Vehicle</td>
<td></td>
</tr>
<tr>
<td>11. Other (please specify)</td>
<td></td>
</tr>
</tbody>
</table>

☐ Check here if no outside income was received during August 1, 20___ through July 31, 20___

Staff Member's Signature                                             Date

NCAA Bylaw 11.2.2 – Contractual agreements, including letters of appointment, between a full-time or part-time athletics department staff member (excluding secretarial or clerical personnel) and ECU shall include the stipulation that the staff member is required to provide a written detailed account annually to the chancellor for all athletically related income and benefits from sources outside ECU.

Pursuant to NCAA Bylaw 11.2.2, I hereby certify that I received the indicated athletically related income and benefits from sources outside ECU during August 1, 20__ through July 31, 20__. 
NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY
BOARD OF TRUSTEES

Chancellor’s Leadership Academy ECU

Name of Originator

Student Affairs 252 328 6541 sneadg@ecu.edu
Department/Division Phone Email

Proposed Name(s) to Honor: Dr. Austin Bunch

Address: City State Zip

Telephone: Home Business

Relationship to the University: Associate Provost, Academic Affairs

Proposed Object for Naming: N/A

Purpose for recommendation:

☐ Honorary (Attach background materials as appropriate to justify the recommendation)

☐ Gift (Attach background materials as appropriate to justify the recommendation and complete the section below)

Purpose of Gift:   ☐ Annual ☐ Capital ☐ Endowment
Date of Original Commitment:
Amount of the Total Commitment: 
Amount Paid: 
Current Pledge Balance: 
Status of Payments:
Was the gift part of a campaign:   ☐ Yes ☐ No Define: 
Was the project pre-approved:   ☐ Yes ☐ No
Directed to:   ☐ ECU Foundation ☐ Educational Foundation ☐ Medical Foundation ☐ Other

If the Gift was more than $25,000:
1. Attach a copy of the signed Letter of Intent.
2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.
3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

Signature of Originator

Date
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

Office of Vice Chancellor for University Advancement:
Received _______________________________
Action ________________________________
Forwarded or returned __________________
Date 4/9/2019

Vice Chancellor’s Signature

Comments ______________________________

Chancellor’s Office:
Received _______________________________
Action ________________________________
Forwarded or returned __________________
Date 4/10/2019

Chancellor’s Signature /010

Comments ______________________________

Athletics and Advancement Committee of the Board of Trustees:
Received _______________________________
Action ________________________________
Forwarded or returned __________________
Date __________________

Chair’s Signature

Comments ______________________________

Board of Trustees:
Received _______________________________
Action ________________________________
Forwarded or returned __________________
Date __________________

Chair’s Signature

Comments ______________________________
Nov. 27, 2018

Dear Chris,

The Advisory Council of the Chancellor’s Leadership Academy (CLA) proposed that we honor the memory of Dr. Austin Bunch for his continued dedication to the Leadership Academy for a decade.

Dr. Bunch taught in the CLA for ten years and even taught the first session after his retirement. His area of expertise within the CLA was followership which had a great impact on the hundreds of faculty and staff who participated in the Academy.

Many of the Leadership Academy activities and sessions are held in 1200 Greenville Centre. Hence, we are suggesting that a plaque be placed at that space to commemorate and honor his memory.

We are not proposing to rename any building or activity - just to recognize Dr. Bunch’s memory and leadership.

Thank you in advance for your consideration of this initiative. Please contact me sneadg@ecu.edu should you have any questions.

Thanks,

Gloria F. Snead
Leadership Education Coordinator
Leadership Development Academy
NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY
BOARD OF TRUSTEES

Mr. Thomas Phillips Wood III

Name of Originator

Athletics/Pirate Club (252) 737 4540 woodp@ecu.edu
Department/Division Phone Email

Proposed Name(s) to Honor: Mr. and Mrs. Thomas Combs

PO Box 1696 Oxford, NC 27565
Address: City State Zip

Telephone: Home Business

Relationship to the University: Donor

Proposed Object for Naming: Coaches Family Box

Purpose for recommendation:

☐ Honorary (Attach background materials as appropriate to justify the recommendation)

☑ Gift (Attach background materials as appropriate to justify the recommendation and complete the section below)

Purpose of Gift: ☐ Annual ☐ Capital ☐ Endowment
Date of Original Commitment: 4/15/16
Amount of the Total Commitment: $100,000
Amount Paid: $100,000
Current Pledge Balance: $0
Status of Payments:

Was the gift part of a campaign: ☑ Yes ☐ No Define:
Was the project pre-approved: ☑ Yes ☐ No
Directed to: ☑ ECU Foundation ☑ Educational Foundation
☐ Medical Foundation ☐ Other

If the Gift was more than $25,000:
1. Attach a copy of the signed Letter of Intent.
2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.
3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

Signature of Originator Date 4/2/19
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

Office of Vice Chancellor for University Advancement:

Received ________________________________

Action ________________________________

[Signature]

Vice Chancellor’s Signature

Forwarded or returned ________________________________

Date 4/9/2019

Comments __________________________________________

__________________________________________________

Chancellor’s Office:

Received ________________________________

Action ________________________________

[Signature]

Chancellor’s Signature

Forwarded or returned ________________________________

Date 4/10/2019

Comments __________________________________________

__________________________________________________

Athletics and Advancement Committee of the Board of Trustees:

Received ________________________________

Action ________________________________

Date

Forwarded or returned ________________________________

Chair’s Signature

Comments __________________________________________

__________________________________________________

Board of Trustees:

Received ________________________________

Action ________________________________

Date

Forwarded or returned ________________________________

Chair’s Signature

Comments __________________________________________

__________________________________________________
ANNUAL CAPITAL CAMPAIGN GIFT COMMITMENT

NUMBER _______  [ ] FOUNDER'S SUITE  [ ] STANDARD SUITE  [ ] LOGE BOX  [ ] SCHOLARSHIP CLUB LEVEL  [ ] WILLIAMS-CLARK CLUB LEVEL

TERM:  [ ] THREE-YEAR  [ ] SIX-YEAR  [ ] NINE-YEAR

YEAR ONE ___________  YEAR TWO ___________  YEAR THREE ___________  YEAR FOUR ___________  YEAR FIVE ___________

YEAR SIX ___________  YEAR SEVEN ___________  YEAR EIGHT ___________  YEAR NINE ___________  YEAR TEN ___________

TOTAL CAPITAL CAMPAIGN PLEDGE ______________

25% OF TOTAL FIRST-YEAR PLEDGE DUE BY DECEMBER 1, 2016

ANNUAL PIRATE CLUB GIFT

Your Annual Fund gift must meet the below minimum gift levels:

WILLIAMS-CLARK CLUB | Jolly Roger ($3,300 or more)
SCHOLARSHIP CLUB | Scholarship ($5,500 or more)
LOGE BOX | Bronze Sabre ($8,250 or more)
STANDARD SUITE | Silver Sabre ($11,000 or more)
FOUNDER'S SUITE | Silver Sabre ($11,000 or more)

Annual Pledge Level:
2018 - 20 ______ of ______________

Name(s): Thomas E. Enn. CombS

Total Capital Campaign Pledge Amount: $100,000

Pirate Club Number: 15782

ECU would like to recognize you and your gift. (Please check one)
[ ] Print my/our name as Thomas E. Enn. CombS
[ ] Naming opportunity CombS Family Suite

Donor Signature _____________________________

List me/us as “anonymous.” [ ]

Date 4-15-16

Gifts to the Foundation qualify as charitable contributions to an IRC Section 501(c)(3) public charity for federal income and estate tax purposes to the extent allowable by the IRS code.

This agreement is contingent upon completion of the construction project. * Pledge contingent on Fall 2018 opening. In the event facility is not completed by Fall 2018, donor may revoke pledge and deposit will be refunded. Please consult your tax advisor.
NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY
BOARD OF TRUSTEES

Mr. Thomas Phillips Wood III

Name of Originator

Athletics/Pirate Club (252) 737 4540 woodp@ecu.edu

Department/Division Phone Email

Proposed Name(s) to Honor: Mr. and Mrs. JB Davis

2043 Northmont Drive Asheboro, NC 27205

Address: City State Zip

Telephone: Home Business

Relationship to the University: Donor

Proposed Object for Naming: Athletic Director Suite

Purpose for recommendation:

☐ Honorary (Attach background materials as appropriate to justify the recommendation)

☒ Gift (Attach background materials as appropriate to justify the recommendation and complete the section below)

Purpose of Gift: ☐ Annual ☐ Capital ☐ Endowment

Date of Original Commitment: 4/7/16

Amount of the Total Commitment: $100,000

Amount Paid: $100,000

Current Pledge Balance: $0

Status of Payments:

Was the gift part of a campaign: ☐ Yes ☐ No Define:

Was the project pre-approved: ☐ Yes ☐ No

Directed to: ☐ ECU Foundation ☐ Educational Foundation

☐ Medical Foundation ☐ Other

If the Gift was more than $25,000:

1. Attach a copy of the signed Letter of Intent.

2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.

3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

Signed: 4/2/19

Signature of Originator Date
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

Office of Vice Chancellor for University Advancement:
Received
Action

/

Curtis D
Forwarded or returned Date 4/9/2019
Chancellor’s Signature
Date

Comments

Chancellor’s Office:
Received
Action

/

Ron Mitchell
Forwarded or returned Date 4/10/2019
Chancellor’s Signature
Date

Comments

Athletics and Advancement Committee of the Board of Trustees:
Received
Action

/ Date

Chair’s Signature
Forwarded or returned
Date

Comments

Board of Trustees:
Received
Action

/ Date

Chair’s Signature
Forwarded or returned
Date

Comments
ANNUAL CAPITAL CAMPAIGN GIFT COMMITMENT

NUMBER __________ [ ] FOUNDER'S SUITE [ ] SUITE [ ] LOGE BOX [ ] SCHOLARSHIP CLUB LEVEL [ ] WILLIAMS-CLARK CLUB LEVEL

TERM: [ ] THREE-YEAR LEASE [ ] SIX-YEAR LEASE [ ] NINE-YEAR LEASE

YEAR ONE __________ YEAR TWO __________ YEAR THREE __________ YEAR FOUR __________ YEAR FIVE __________
YEAR SIX __________ YEAR SEVEN __________ YEAR EIGHT __________ YEAR NINE __________ YEAR TEN __________

TOTAL CAPITAL CAMPAIGN PLEDGE __________________________

25% OF TOTAL FIRST-YEAR PLEDGE DUE BY DECEMBER 1, 2016

ANNUAL PIRATE CLUB GIFT

Your Annual Fund gift must meet the below minimum gift levels:

WILLIAMS-CLARK CLUB | Jolly Roger ($3,300 or more)
SCHOLARSHIP CLUB | Scholarship ($5,500 or more)
LOGE BOX | Bronze Sabre ($8,250 or more)
SUITE | Silver Sabre ($1,000 or more)
FOUNDER'S SUITE | Silver Sabre ($1,000 or more)

Annual Pledge Level
2018 - 20 __________ of ______________

Name(s): __________________________

Total Capital Campaign Pledge Amount: __________________________

ECU would like to recognize you and your gift. (Please check one)
[ ] Print my/our name as __________________________

[ ] List me/us as “anonymous.”

[ ] Naming opportunity

Donor Signature __________________________ Date 4-7-16

PIRATE CLUB NUMBERS: __________

ADDITIONAL PHILANTHROPIC GIFT IN SUPPORT OF DOWDY-FICKLEN RENOVATION

In recognition of my/our belief in and commitment to the mission of ECU Athletics, I/we hereby state my/our pledge of philanthropic financial support to the Dowdy-Ficklen South Side Renovation.

Pledge Amount: $100,000.00 in addition to Capital Campaign Pledge

Equal payment of $20,000.00 per year for 5 years

Gifts to the Foundation qualify as charitable contributions to an IRC Section 501(c)(3) public charity for federal income and estate tax purposes to the extent allowable by the IRS code.

This agreement is contingent upon completion of the construction project. * Pledge contingent on Fall 2018 opening. In the event facility is not completed by Fall 2018, donor may revoke pledge and deposit will be refunded. Please consult your tax advisor.
The ECU Educational Foundation Inc. Statement of Financial Commitment
Annual Capital Campaign Commitment

Annual Pirate Club Level

Your contribution level is based on the below minimum pledge levels:

- Founder's Suite: $5,000
- Standard Suite: $2,500
- Loge Box: $1,000
- Scholarship Club Level: $500
- Williams-Clark Club Level: $200

Minimum Annual Pledge Level: 20 Years of 2% of Athletics

Premium Seating Commitment

- Founder's Suite: Number of Suites ______ Term: [ ] Ten-Year
- Standard Suite: Number of Suites ______ Term: [ ] Three-Year
- Loge Box: Number of Boxes ______ Term: [ ] Three-Year
- Scholarship Club Level: Number of Seats ______ Term: [ ] Three-Year
- Williams-Clark Club Level: Number of Seats ______ Term: [ ] One-Year

Annual Premium Game Day Experience Opportunities

- Field Level Club: Term: [ ] One-Year
- Premium Parking: Term: [ ] One-Year

Number of Passes ______ X 1,000 Per Pass = $ ______

Total Premium Seating Game Day Experience Opportunity: $ ______

Name(s): J.B. Davis
Pirate Club Number: 103241

ECU would like to recognize you and your financial support. (Please check one)

[ ] Print my/our name as ____________
[ ] List me/us as “anonymous.”

Signature: J.B. Davis
Date: 3/5/19

Pirate Club Staff Member Signature
Date: 3/5/19

Please Sign/Date Agreement and Return to:
ECU Pirate Club, 304 Ward Sports Medicine Building, Mailstop 158, East Carolina University, Greenville, NC 27834-4353
NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY
BOARD OF TRUSTEES

Mr. Thomas Phillips Wood III

Name of Originator

Athletics/Pirate Club (252) 737 4540 woodp@ecu.edu
Department/Division Phone Email

Proposed Name(s) to Honor: Mr. Doug and Kathy Gomes

1807 Circle Drive Greenville, NC 27858
Address: City State Zip

Telephone: Home Business

Relationship to the University: Donor

Proposed Object for Naming: AD Parlor

Purpose for recommendation:

☐ Honorary (Attach background materials as appropriate to justify the recommendation)

☑ Gift (Attach background materials as appropriate to justify the recommendation and complete the section below)

Purpose of Gift: ☐ Annual ☐ Capital ☐ Endowment
Date of Original Commitment: 2/22/16
Amount of the Total Commitment: $25,000
Amount Paid: $25,000
Current Pledge Balance: $0

Status of Payments:
Was the gift part of a campaign: ☑ Yes ☐ No Define: ______________
Was the project pre-approved: ☑ Yes ☐ No

Directed to: ☐ ECU Foundation ☐ Educational Foundation
☐ Medical Foundation ☐ Other

If the Gift was more than $25,000:
1. Attach a copy of the signed Letter of Intent.
2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.
3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

Signature of Originator 4/2/19

Date
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

Office of Vice Chancellor for University Advancement:
Received
Action
Forwarded or returned Date 4/9/2019
Vice Chancellor’s Signature

Chancellor’s Office:
Received
Action
Forwarded or returned Date 4/10/2019
Chancellor’s Signature

Athletics and Advancement Committee of the Board of Trustees:
Received
Action
Forwarded or returned
Chair’s Signature

Board of Trustees:
Received
Action
Forwarded or returned
Chair’s Signature

Comments


ANNUAL CAPITAL CAMPAIGN GIFT COMMITMENT

NUMBER: 1  [ ] FOUNDER’S SUITE  [ ] SUITE  [ ] LOGE BOX  [ ] SCHOLARSHIP CLUB LEVEL  [ ] WILLIAMS-CLARK CLUB LEVEL

TERM:  [ ] THREE-YEAR LEASE  [ ] SIX-YEAR LEASE  [ ] NINE-YEAR LEASE

YEAR ONE 12,500  YEAR TWO 12,120  YEAR THREE 12,341  YEAR FOUR 12,364  YEAR FIVE 12,467
YEAR SIX 12,612  YEAR SEVEN 12,738  YEAR EIGHT 12,866  YEAR NINE 12,994  YEAR TEN

TOTAL CAPITAL CAMPAIGN PLEDGE $112,922

25% OF TOTAL FIRST-YEAR PLEDGE DUE BY DECEMBER 1, 2016

ANNUAL PIRATE CLUB GIFT

Your Annual Fund gift must meet the below minimum gift levels:

WILLIAMS-CLARK CLUB: $5,000 or more
SCHOLARSHIP CLUB: $3,000 or more
LOGE BOX: Bronze Sabre: $2,500 or more
SUITE: Silver Sabre: $1,000 or more
FOUNDER’S SUITE: Silver Sabre: $1,000 or more

Annual Pledge Level 2018 - 2020: Silver Sabre or Higher

Name(s): Doug & Kathy Games

Pirate Club Number: 3662

Total Capital Campaign Pledge Amount: $112,922 + $25,000 = $137,922

ECU would like to recognize you and your gift. (Please check one)
[ ] Print my/our name as Doug & Kathy Games
[ ] Naming opportunity: (to be determined)

Donor Signature

Date 2/22/16

Adding Philanthropic Gift in Support of Dowdy-Ficklen Renovation

In recognition of my/our belief in and commitment to the mission of ECU Athletics, I/we hereby state my/our pledge of philanthropic financial support to the Dowdy-Ficklen South Side Renovation.

Pledge Amount: $25,000 in addition to Capital Campaign Pledge

Equal payment of $5,000 per year for 5 years

Signature

Gifts to the Foundation qualify as charitable contributions to an IRC Section 501(c)(3) public charity for federal income and estate tax purposes to the extent allowable by the IRS code. This agreement is contingent upon completion of the construction project. * Pledge contingent on Fall 2018 opening. In the event facility is not completed by Fall 2018, donor may revoke pledge and deposit will be refunded. Please consult your tax advisor.
**NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY**  
**BOARD OF TRUSTEES**

Mr. Thomas Phillips Wood III  
Name of Originator  

Athletics/Pirate Club  
(252) 737 4540  
woodp@ecu.edu  
Department/Division  
Phone  
Email  

Proposed Name(s) to Honor: Mr. Glenn Hall  

151 Pinnacle Place  
Little River, SC  
29566  
Address:  
City  
State  
Zip  

Telephone:  
Home  
Business  

Relationship to the University: Donor  

Proposed Object for Naming: AD Terrace  

Purpose for recommendation:

☐ Honorary  
(Attach background materials as appropriate to justify the recommendation)

☐ Gift  
(Attach background materials as appropriate to justify the recommendation and complete the section below)

Purpose of Gift:  
☐ Annual  
☐ Capital  
☐ Endowment  

Date of Original Commitment: 3/3/16  

Amount of the Total Commitment: $25,000  
Amount Paid: $25,000  
Current Pledge Balance: $0  

Status of Payments:  

Was the gift part of a campaign:  
☐ Yes  
☐ No  
Define:  

Was the project pre-approved:  
☐ Yes  
☐ No  

Directed to:  
☐ ECU Foundation  
☐ Educational Foundation  
☐ Medical Foundation  
☐ Other  

If the Gift was more than $25,000:

1. Attach a copy of the signed Letter of Intent.
2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.
3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

[Signature]  
Signature of Originator  

[4/2/19]  
Date
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

Office of Vice Chancellor for University Advancement:
Received __________________________
Action __________________________

Vice Chancellor’s Signature

Forwarded or returned __________________________
Date 4/9/2019

Comments __________________________________________________________

Chancellor’s Office:
Received __________________________
Action __________________________

Chancellor’s Signature

Forwarded or returned __________________________
Date 4/10/2019

Comments __________________________________________________________

Athletics and Advancement Committee of the Board of Trustees:
Received __________________________
Action __________________________

Date __________________________

Forwarded or returned __________________________
Chair’s Signature

Date __________________________

Comments __________________________________________________________

Board of Trustees:
Received __________________________
Action __________________________

Date __________________________

Forwarded or returned __________________________
Chair’s Signature

Date __________________________

Comments __________________________________________________________
ANNUAL CAPITAL CAMPAIGN GIFT COMMITMENT

NUMBER 1 [ ] FOUNDER'S SUITE [ □ ] SUITE [ □ ] LOGE BOX [ □ ] SCHOLARSHIP CLUB LEVEL
[ □ ] WILLIAMS-CLARK CLUB LEVEL

TERM: [ □ ] THREE-YEAR LEASE [ □ ] SIX-YEAR LEASE [ □ ] NINE-YEAR LEASE

YEAR ONE 40,000 YEAR TWO 40,410 YEAR THREE 40,804 YEAR FOUR 41,212 YEAR FIVE 41,624
YEAR SIX 42,040 YEAR SEVEN 42,461 YEAR EIGHT 42,885 YEAR NINE 43,314 YEAR TEN

TOTAL CAPITAL CAMPAIGN PLEDGE $374,741

25% OF TOTAL FIRST-YEAR PLEDGE DUE BY DECEMBER 1, 2016

ANNUAL PIRATE CLUB GIFT

Your Annual Fund gift must meet the below minimum gift levels:

WILLIAMS-CLARK CLUB: Jolly Roger ($3,300 or more)
SCHOLARSHIP CLUB: Scholarship ($5,300 or more)
LOGE BOX: Bronze Sabre ($9,250 or more)
SUITE: Silver Sabre ($11,000 or more)
FOUNDER'S SUITE: Silver Sabre ($11,000 or more)

Annual Pledge Level 2016 - 2026 of Silver Sabre

Name(s): Glenn Hall

Total Capital Campaign Pledge Amount: $374,741

Pirate Club Number: 9075

ECU would like to recognize you and your gift. (Please check one)
[ ] Print name as
[ ] Naming opportunity

Donor Signature: Glenn Hall

Date: 3/3/16

Gifts to the Foundation qualify as charitable contributions to an IRC Section 501(c)(3) public charity for federal income and estate tax purposes to the extent allowable by the IRS code. This agreement is contingent upon completion of the construction project. *Pledge contingent on Fall 2018 opening. In the event facility is not completed by Fall 2018, donor may revoke pledge and deposit will be refunded. Please consult your tax advisor.
Mr. Thomas Phillips Wood III

Name of Originator

Athletics/Pirate Club (252) 737 4540 woodp@ecu.edu

Department/Division Phone Email

Proposed Name(s) to Honor: Mr. James Maynard

PO Box 29502 Raleigh, NC 27626

Address: City State Zip

Telephone: Home Business

Relationship to the University: Donor

Proposed Object for Naming: Sports Medicine Center

Purpose for recommendation:

☐ Honorary (Attach background materials as appropriate to justify the recommendation)

☑ Gift (Attach background materials as appropriate to justify the recommendation and complete the section below)

Purpose of Gift: ☐ Annual ☐ Capital November 26, 2016 ☐ Endowment
Date of Original Commitment:
Amount of the Total Commitment: $1,000,000
Amount Paid:
Current Pledge Balance:
Status of Payments:
Was the gift part of a campaign: ☐ Yes ☐ No Define: __________
Was the project pre-approved: ☐ Yes ☐ No
Directed to: ☐ ECU Foundation ☐ Educational Foundation
☐ Medical Foundation ☐ Other

If the Gift was more than $25,000:
1. Attach a copy of the signed Letter of Intent.
2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.
3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

/ /  /  
Signature of Originator 4/2/19

Date
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

Office of Vice Chancellor for University Advancement:
Received ____________________________
Action ____________________________
Vice Chancellor's Signature
Forwarded or returned ____________________________
Date 4/9/2019

Comments ____________________________________________________________

Chancellor’s Office:
Received ____________________________
Action ____________________________
Chancellor’s Signature
Forwarded or returned ____________________________
Date 4/10/2019

Comments ____________________________________________________________

Athletics and Advancement Committee of the Board of Trustees:
Received ____________________________
Action ____________________________
Chair’s Signature
Forwarded or returned ____________________________
Date

Comments ____________________________________________________________

Board of Trustees:
Received ____________________________
Action ____________________________
Chair’s Signature
Forwarded or returned ____________________________
Date

Comments ____________________________________________________________
CAPITAL CAMPAIGN GIFT COMMITMENT

PHILANTHROPIC GIFT IN SUPPORT OF DOWDY-FICKLEN SOUTHSIDE RENOVATION

In recognition of my/our belief in and commitment to the mission of ECU Athletics, I/we hereby state my/our pledge of philanthropic financial support to the Dowdy-Ficklen Southside Renovation.

Philanthropic Gift Amount $1,000,000

Equal payment of $1,000,000 per year for 1 year

<table>
<thead>
<tr>
<th>YEAR ONE</th>
<th>YEAR TWO</th>
<th>YEAR THREE</th>
<th>YEAR FOUR</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,000,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>YEAR FIVE</td>
<td>YEAR SIX</td>
<td>YEAR SEVEN</td>
<td>YEAR EIGHT</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>YEAR NINE</td>
<td>YEAR TEN</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Name(s):  James and Connie Maynard

Pirate Club Number:  711866

Total Philanthropic Gift Amount:  $1,000,000

ECU would like to recognize you and your gift. (Please check one)

[ ] Print my/our name as James and Connie Maynard

[ ] List me/us as “anonymous.”

[ ] Naming opportunity

Donor Signature

Date

Gifts to the Foundation qualify as charitable contributions to an IRC Section 501(c)(3) public charity for federal income and estate tax purposes to the extent allowable by the IRS code. Please consult your tax advisor.
NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY
BOARD OF TRUSTEES

Mr. Thomas Phillips Wood III
Name of Originator

Athletics/Pirate Club (252) 737 4540 woodp@ecu.edu
Department/Division Phone Email

Proposed Name(s) to Honor: Mr. Jason Poole

2405 Robeson Road Fayetteville, NC 28305
Address: City State Zip

Telephone: Home Business

Relationship to the University: Donor

Proposed Object for Naming: Marketing Office

Purpose for recommendation:

☐ Honorary (Attach background materials as appropriate to justify the recommendation)

☐ Gift (Attach background materials as appropriate to justify the recommendation and complete the section below)

Purpose of Gift: ☐ Annual ☐ Capital ☐ Endowment
Date of Original Commitment: 7/21/16
Amount of the Total Commitment: $25,000
Amount Paid: $20,000
Current Pledge Balance: $5,000
Status of Payments:
Was the gift part of a campaign: ☐ Yes ☐ No Define: __________
Was the project pre-approved: ☐ Yes ☐ No
Directed to: ☐ ECU Foundation ☐ Educational Foundation
☐ Medical Foundation ☐ Other

If the Gift was more than $25,000:
1. Attach a copy of the signed Letter of Intent.
2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.
3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

Signature of Originator Date 4/2/19
**CAPITAL CAMPAIGN GIFT COMMITMENT**

**PHILANTHROPIC GIFT IN SUPPORT OF DOWDY-FICKLEN SOUTHSIDE RENOVATION**

In recognition of my/our belief in and commitment to the mission of ECU Athletics, I/we hereby state my/our pledge of philanthropic financial support to the Dowdy-Ficklen Southside Renovation.

Philanthropic Gift Amount: $25,000

Equal payment of $5,000 per year for 5 years

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>2016</td>
<td>5,000</td>
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<td>2017</td>
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<tr>
<td>2018</td>
<td>5,000</td>
</tr>
<tr>
<td>2019</td>
<td>5,000</td>
</tr>
<tr>
<td>2020</td>
<td>5,000</td>
</tr>
</tbody>
</table>

Name(s): Robert Pool Jr. “Jay”

Total Capital Campaign Pledge Amount: $25,000

ECU would like to recognize you and your gift. (Please check one)

- [ ] Print my/our name as Robert Pool Jr.
- [ ] Naming opportunity: marketing office

Donor Signature: [Signature]

Date: 7/21/16

Pirate Club Number: 20299

Gifts to the Foundation qualify as charitable contributions to an IRC Section 501(c)(3) public charity for federal income and estate tax purposes to the extent allowable by the IRS code. Please consult your tax advisor.
NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY
BOARD OF TRUSTEES

Mr. Thomas Phillips Wood III

Name of Originator

Athletics/Pirate Club  (252) 737 4540  woodp@ecu.edu
Department/Division  Phone  Email

Proposed Name(s) to Honor: Mr. Carl and Connie Rogers

PO Box 1390  Wrightsville Beach, NC  28480
Address:  City  State  Zip

Relationship to the University: Donor

Proposed Object for Naming: Pirate Club Level

Purpose for recommendation:

☐ Honorary  (Attach background materials as appropriate to justify the recommendation)

☐ Gift  (Attach background materials as appropriate to justify the recommendation and complete the section below)

Purpose of Gift:  ☐ Annual  ☐ Capital  ☐ Endowment
Date of Original Commitment:  6/13/16
Amount of the Total Commitment:  $500,000
Amount Paid:  $50,000
Current Pledge Balance:  $450,000
Status of Payments:
Was the gift part of a campaign:
  ☐ Yes  ☐ No  Define: ____________________________
Was the project pre-approved:
  ☐ Yes  ☐ No
Directed to:
  ☐ ECU Foundation  ☐ Educational Foundation
  ☐ Medical Foundation  ☐ Other

If the Gift was more than $25,000:
1. Attach a copy of the signed Letter of Intent.
2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.
3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

Signature of Originator  4/2/19

Date
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

Office of Vice Chancellor for University Advancement:
Received ____________________________
Action ____________________________
Vice Chancellor’s Signature ____________________________
Forwarded or returned ____________________________ Date 4/12/2019
Comments ____________________________________________________________

Chancellor’s Office:
Received ____________________________
Action ____________________________
Chancellor’s Signature ____________________________ Date 4/10/2019
Forwarded or returned ____________________________
Comments ____________________________________________________________

Athletics and Advancement Committee of the Board of Trustees:
Received ____________________________
Action ____________________________ Date ____________________________
Chair’s Signature ____________________________
Forwarded or returned ____________________________ Date ____________________________
Comments ____________________________________________________________

Board of Trustees:
Received ____________________________
Action ____________________________ Date ____________________________
Chair’s Signature ____________________________
Forwarded or returned ____________________________ Date ____________________________
Comments ____________________________________________________________
CAPITAL CAMPAIGN GIFT COMMITMENT

PHILANTHROPIC GIFT IN SUPPORT OF DOWDY-FICKLEN SOUTHSIDE RENOVATION

In recognition of my/our belief in and commitment to the mission of ECU Athletics, I/we hereby state my/our pledge of philanthropic financial support to the Dowdy-Ficklen Southside Renovation.

Philanthropic Gift Amount: $500,000

Equal payment of $50,000 per year for 10 years

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<thead>
<tr>
<th>YEAR ONE</th>
<th>YEAR TWO</th>
<th>YEAR THREE</th>
<th>YEAR FOUR</th>
<th>YEAR FIVE</th>
<th>YEAR SIX</th>
<th>YEAR SEVEN</th>
<th>YEAR EIGHT</th>
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</table>

Name(s): Carl and Connie Rogers

Total Philanthropic Gift Amount: $500,000

ECU would like to recognize you and your gift. (Please check one)

[ ] Print my/our name as Carl and Connie Rogers
[ ] Naming opportunity Pirate Club Level

Donor Signature

Date: 6/13/16

Pirate Club Number: 16041

Gifts to the Foundation qualify as charitable contributions to an IRC Section 501(c)(3) public charity for federal income and estate tax purposes to the extent allowable by the IRS code. Please consult your tax advisor.
NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY
BOARD OF TRUSTEES

Mr. Thomas Phillips Wood III

Name of Originator

Athletics/Pirate Club

Department/Division

(252) 737 4540

Phone

woodp@ecu.edu

Email

Proposed Name(s) to Honor: Mr. Bill Shreve

4703 Burning Tree Lane

Address: City

Wilson, NC 27896

State

Zip

Relationship to the University: Donor

Proposed Object for Naming: Silver Lot

Purpose for recommendation:

☐ Honorary  (Attach background materials as appropriate to justify the recommendation)

☐ Gift  (Attach background materials as appropriate to justify the recommendation and complete the section below)

Purpose of Gift:

☐ Annual

☐ Capital

☐ Endowment

Date of Original Commitment: 3/13/17

Amount of the Total Commitment:

$50,000

Amount Paid:

$50,000

Current Pledge Balance:

$0

Status of Payments:

Was the gift part of a campaign:  ☐ Yes  ☐ No  Define: ____________________________

Was the project pre-approved:  ☐ Yes  ☐ No

Directed to:

☐ ECU Foundation  ☐ Educational Foundation

☐ Medical Foundation  ☐ Other

If the Gift was more than $25,000:

1. Attach a copy of the signed Letter of Intent.

2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.

3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

Signature of Originator

Date
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

Office of Vice Chancellor for University Advancement:
Received
Action

[Signature]

Forwarded or returned Date

Comments

Chancellor’s Office:
Received
Action

[Signature]

Forwarded or returned Date

Comments

Athletics and Advancement Committee of the Board of Trustees:
Received
Action

[Signature]

Forwarded or returned Date

Chair’s Signature

Comments

Board of Trustees:
Received
Action

[Signature]

Forwarded or returned Date

Chair’s Signature

Comments
CAPITAL CAMPAIGN GIFT COMMITMENT

PHILANTHROPIC GIFT IN SUPPORT OF DOWDY-FICKLEN STADIUM SOUTH SIDE RENOVATION

In recognition of my / our belief in and commitment to the mission of ECU Athletics, I / we hereby state my / our pledge of philanthropic financial support to the Dowdy-Ficklen Stadium Southside Renovation.

Philanthropic Gift Amount: $50,000

Equal payment of $________________ per year for ______ years

YEAR ONE: $ ___________________ YEAR TWO: $ ___________________ YEAR THREE: $ ___________________
YEAR FOUR: $ ___________________ YEAR FIVE: $ ________________

NAME(S): Shreve Farms, LLC

TOTAL PHILANTHROPIC GIFT AMOUNT: $50,000

PIRATE CLUB NUMBER: 746167

ECU WOULD LIKE TO RECOGNIZE YOU AND YOUR GIFT:

[ ] Print my / our name as ________________________________
[ ] [ ] List me / us as “anonymous.”

[ ] Naming opportunity Shreve Silver Lot

DONOR SIGNATURE ___________________________ DATE 3-13-17

Gifts to the Foundation qualify as charitable contributions to an IRC Section 501(c)(3) public charity for federal income and estate tax purposes to the extent allowable by the IRS code. Please consult your tax advisor.

PLEASE SIGN AND DATE AGREEMENT

RETURN TO: ECU PIRATE CLUB, 304 WARD SPORTS MEDICINE BUILDING, MAILSTOP 158, EAST CAROLINA UNIVERSITY, GREENVILLE, N.C. 27858-4355
NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY
BOARD OF TRUSTEES

Mr. Thomas Phillips Wood III

Name of Originator

Athletics/Pirate Club (252) 737 4540 woodp@ecu.edu

Department/Division Phone Email

Proposed Name(s) to Honor: Mr. Sean Smith (The Smith Family)

1600 Queens Road West Charlotte, NC 28207

Address: City State Zip

Telephone: Home Business

Relationship to the University: Donor

Proposed Object for Naming: Chancellor Terrace

Purpose for recommendation:

☐ Honorary (Attach background materials as appropriate to justify the recommendation)

☒ Gift (Attach background materials as appropriate to justify the recommendation and complete the section below)

Purpose of Gift: ☐ Annual ☐ Capital ☐ Endowment

Date of Original Commitment: 6/23/16

Amount of the Total Commitment:

$50,000

Amount Paid:

$50,000

Current Pledge Balance:

$0

Status of Payments:

Was the gift part of a campaign: ☑ Yes ☐ No Define: __________

Was the project pre-approved: ☑ Yes ☐ No

Directed to: ☐ ECU Foundation ☐ Educational Foundation

☐ Medical Foundation ☐ Other

If the Gift was more than $25,000:

1. Attach a copy of the signed Letter of Intent.
2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.
3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

Signature of Originator 4/2/19
CAPITAL CAMPAIGN GIFT COMMITMENT

PHILANTHROPIC GIFT IN SUPPORT OF DOWDY-FICKLEN SOUTHSIDE RENOVATION

In recognition of my/our belief in and commitment to the mission of ECU Athletics, I/we hereby state my/our pledge of philanthropic financial support to the Dowdy-Ficklen Southside Renovation.

Philanthropic Gift Amount $ 50,000

Equal payment of $ 10,000 per year for 5 years

YEAR ONE YEAR TWO YEAR THREE YEAR FOUR
YEAR FIVE YEAR SIX YEAR SEVEN YEAR EIGHT
YEAR NINE YEAR TEN

Name(s): SEAN SMITH

Total Capital Campaign Pledge Amount: ________________________________

ECU would like to recognize you and your gift. (Please check one)
[ ] Print my/our name as THE SMITH FAMILY
[ ] Naming opportunity ________________________________

[ ] List me/us as “anonymous.”

______________________________
Donor Signature

______________________________
Date

6-23-16

Gifts to the Foundation qualify as charitable contributions to an IRC Section 501(c)(3) public charity for federal income and estate tax purposes to the extent allowable by the IRS code. Please consult your tax advisor.
NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY
BOARD OF TRUSTEES

Mr. Thomas Phillips Wood III

Name of Originator

Athletics/Pirate Club _____________________________ (252) 737 4540 _____________________________ woodp@ecu.edu

Department/Division _____________________________ Phone _____________________________ Email _____________________________

Proposed Name(s) to Honor: Mr. and Mrs. Howard Swain

PO Box 346 Nags Head, NC 27959

Address: _____________________________ City _____________________________ State Zip _____________________________

Telephone: _____________________________ Home _____________________________ Business _____________________________

Relationship to the University: Donor

Proposed Object for Naming: Pirate Promenade

Purpose for recommendation:

☐ Honorary  (Attach background materials as appropriate to justify the recommendation)

☒ Gift  (Attach background materials as appropriate to justify the recommendation and complete the section below)

Purpose of Gift: ☐ Annual ☒ Capital ☐ Endowment

Date of Original Commitment: 8/27/18

Amount of the Total Commitment: $100,000

Amount Paid: $85,570.34

Current Pledge Balance: $14,429.66

Status of Payments:

Was the gift part of a campaign: ☐ Yes ☐ No  Define: _____________________________

Was the project pre-approved: ☐ Yes ☐ No

Directed to: ☐ ECU Foundation ☐ Educational Foundation

☐Medical Foundation ☐ Other

If the Gift was more than $25,000:

1. Attach a copy of the signed Letter of Intent.

2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.

3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

[Signature]  4/2/19

Signature of Originator  Date
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

Office of Vice Chancellor for University Advancement:
Received
Action

Chancellor’s Signature

Comments

Chancellor’s Office:
Received
Action

Chair’s Signature

Comments

Athletics and Advancement Committee of the Board of Trustees:
Received
Action

Chair’s Signature

Comments

Board of Trustees:
Received
Action

Chair’s Signature

Comments
ANNUAL PIRATE CLUB LEVEL

YOUR ANNUAL FUND PLEDGE MUST MEET THE
BELOW MINIMUM MEMBERSHIP LEVELS:

FIELD LEVEL CLUB | Purple Pirate ($1,400 or more)
PREMIUM PARKING | Golden Pirate ($2,000 or more)
WILLIAMS-CLARK CLUB | Jolly Roger ($3,300 or more)
SCHOLARSHIP CLUB | Scholarship ($5,500 or more)
LOGE BOX | Bronze Sabre ($8,250 or more)
STANDARD SUITE | Silver Sabre ($11,000 or more)
FOUNDER'S SUITE | Silver Sabre ($11,000 or more)

MINIMUM ANNUAL PLEDGE LEVEL
20% - 20% of ______________________

PHILANTHROPIC COMMITMENT IN SUPPORT OF THE
DOWDY-FICKLEN STADIUM SOUTHSIDE RENOVATION

In recognition of my/our belief in and commitment to the mission of ECU Athletics, I/we hereby state my/our commitment of philanthropic financial support to the Dowdy-Ficklen Southside Stadium Renovation project.

Commitment Amount: $100,000

Equal payment of $20,000 per year for 5 year(s)

Naming Opportunity: Pirate Promenade

YEAR ONE $20,000 YEAR TWO $20,000 YEAR THREE $20,000
YEAR FOUR $20,000 YEAR FIVE $20,000 YEAR SIX $ ___________
YEAR SEVEN $ ___________ YEAR EIGHT $ ___________ YEAR NINE $ ___________

PREMIUM SEATING COMMITMENT

[ ] FOUNDER'S SUITE
[ ] STANDARD SUITE
[ ] LOGE BOX
[ ] SCHOLARSHIP CLUB LEVEL
[ ] WILLIAMS-CLARK CLUB LEVEL

NUMBER OF SUITES ___________ NUMBER OF SUITES ___________
NUMBER OF BOXES ___________ NUMBER OF BOXES ___________
NUMBER OF SEATS ___________ NUMBER OF SEATS ___________
TERM: [ ] THREE-YEAR [ ] SIX-YEAR [ ] NINE-YEAR
TERM: [ ] THREE-YEAR [ ] SIX-YEAR [ ] NINE-YEAR
TERM: [ ] THREE-YEAR [ ] SIX-YEAR [ ] NINE-YEAR
TERM: [ ] THREE-YEAR [ ] SIX-YEAR [ ] NINE-YEAR
TERM: [ ] ONE-YEAR

ANNUAL PREMIUM GAME DAY EXPERIENCE OPPORTUNITIES

[ ] FIELD LEVEL CLUB
[ ] PREMIUM PARKING
TERM: [ ] ONE-YEAR
TERM: [ ] ONE-YEAR

NUMBER OF PASSES ___________ NUMBER OF PASSES ___________
X 1,000 PER PASS = $ ___________ X 1,000 PER PASS = $ ___________

TOTAL OF PREMIUM SEATING, GAME DAY EXPERIENCE OPPORTUNITIES AND PHILANTHROPIC SUPPORT

YEAR ONE $20,000
YEAR FOUR $20,000
YEAR SEVEN $ ___________
YEAR TWO $20,000
YEAR FIVE $20,000
YEAR EIGHT $ ___________
YEAR THREE $20,000
YEAR SIX $ ___________
YEAR NINE $ ___________

TOTAL CAPITAL CAMPAIGN COMMITMENT: $100,000

Name(s): Howard & Lyn Swain
Pirate Club Number: 22831

ECU would like to recognize you and your financial support. (Please check one)
[ ] Print my/our name as
[ ] List me/us as “anonymous”

Signature: __________________________ Date: ___________
Pirate Club Staff Member Signature: __________________________ Date: ___________

PLEASE SIGN/DATE AGREEMENT AND RETURN TO:
ECU PIRATE CLUB, 304 WARD SPORTS MEDICINE BUILDING, Mailstop 158, East Carolina University, Greenville, NC 27858-4553
NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY
BOARD OF TRUSTEES

Mr. Thomas Phillips Wood III

Name of Originator

Athletics/Pirate Club (252) 737 4540 woodp@ecu.edu
Department/Division Phone Email

Proposed Name(s) to Honor: Mr. Thomas Taft Jr.

PO Box 566 Greenville, NC 27835
Address: City State Zip

Telephone: Home Business

Relationship to the University: Donor

Proposed Object for Naming: Stadium Entrance Plaza

Purpose for recommendation:

☐ Honorary (Attach background materials as appropriate to justify the recommendation)

☐ Gift (Attach background materials as appropriate to justify the recommendation and complete the section below)

Purpose of Gift: ☐ Annual ☐ Capital ☐ Endowment
Date of Original Commitment: 8/18/16
Amount of the Total Commitment: $500,000
Amount Paid: $72,000
Current Pledge Balance: $428,000
Status of Payments:
Was the gift part of a campaign: ☐ Yes ☐ No Define: 
Was the project pre-approved: ☐ Yes ☐ No
Directed to: ☐ ECU Foundation ☐ Educational Foundation
☐ Medical Foundation ☐ Other

If the Gift was more than $25,000:
1. Attach a copy of the signed Letter of Intent.
2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.
3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

Signature of Originator 4/2/19
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

Office of Vice Chancellor for University Advancement:
Received ______________________
Action ______________________

Chancellor’s Signature

Comments _______________________________________________________
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CAPITAL CAMPAIGN GIFT COMMITMENT

PHILANTHROPIC GIFT IN SUPPORT OF DOWDY-FICKLEN STADIUM SOUTHSIDE RENOVATION

In recognition of my/our belief in and commitment to the mission of ECU Athletics, I/we hereby state my/our pledge of philanthropic financial support to the Dowdy-Ficklen Stadium Southside Renovation.

Philanthropic Gift Amount $500,000

Equal payment of $72,000 per year for 6 years and final payment of $68,000 in the seventh year

| YEAR ONE | $72,000 | YEAR TWO | $72,000 | YEAR THREE | $72,000 | YEAR FOUR | $72,000 |
| YEAR FIVE | $72,000 | YEAR SIX | $72,000 | YEAR SEVEN | $68,000 | YEAR EIGHT |          |
| YEAR NINE |          | YEAR TEN |          |            |          |           |          |

Name(s): Thomas F. Taft Jr.

Total Philanthropic Gift Amount: $500,000

Pirate Club Number: 711866

ECU would like to recognize you and your gift. (Please check one)

[ ] Print my/our name as Thomas F. Taft Jr.
[ ] List me/us as "anonymous."

[ ] Naming opportunity Stadium Entrance Plaza

Donor Signature

Date 8/18/16

Gifts to the Foundation qualify as charitable contributions to an IRC Section 501(c)(3) public charity for federal income and estate tax purposes to the extent allowable by the IRS code. Please consult your tax advisor.
NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY
BOARD OF TRUSTEES

Mr. Thomas Phillips Wood III
Name of Originator

Athletics/Pirate Club (252) 737 4540 woodp@ecu.edu
Department/Division Phone Email

Proposed Name(s) to Honor: Mr. and Mrs. Paul Trevisan

2785 Pinecrest Drive Southport, NC 28461
Address: City State Zip

Telephone: Home Business

Relationship to the University: Donor

Proposed Object for Naming: Trade Club Level Bar

Purpose for recommendation:

☐ Honorary (Attach background materials as appropriate to justify the recommendation)

☒ Gift (Attach background materials as appropriate to justify the recommendation and complete the section below)

Purpose of Gift: ☐ Annual ☐ Capital ☐ Endowment
☐ Date of Original Commitment: April 16, 2016
Amount of the Total Commitment: $250,000
Amount Paid:
Current Pledge Balance:

Status of Payments:
Was the gift part of a campaign: ☐ Yes ☐ No Define: 
Was the project pre-approved: ☐ Yes ☐ No

Directed to: ☐ ECU Foundation ☐ Educational Foundation
☐ Medical Foundation ☐ Other

If the Gift was more than $25,000:
1. Attach a copy of the signed Letter of Intent.
2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.
3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

Signature of Originator Date

4/3/19
# ANNUAL CAPITAL CAMPAIGN GIFT COMMITMENT

<table>
<thead>
<tr>
<th>NUMBER</th>
<th>[ ] FOUNDER’S SUITE</th>
<th>[ ] STANDARD SUITE</th>
<th>[ ] LOGE BOX</th>
<th>[ ] SCHOLARSHIP CLUB LEVEL</th>
<th>[ ] WILLIAMS-CLARK CLUB LEVEL</th>
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</thead>
<tbody>
<tr>
<td>TERM:</td>
<td>[ ] THREE-YEAR</td>
<td>[ ] SIX-YEAR</td>
<td>[ ] NINE-YEAR</td>
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<tr>
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<td>YEAR ONE $12,000</td>
<td>YEAR TWO $12,120</td>
<td>YEAR THREE $12,240</td>
<td>YEAR FOUR $12,360</td>
<td>YEAR FIVE $12,480</td>
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<td>YEAR SIX $12,612</td>
<td>YEAR SEVEN $12,738</td>
<td>YEAR EIGHT $12,866</td>
<td>YEAR NINE $12,994</td>
<td>YEAR TEN _______________</td>
</tr>
<tr>
<td>TOTAL CAPITAL CAMPAIGN PLEDGE $12,922</td>
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</tbody>
</table>

25% OF TOTAL FIRST-YEAR PLEDGE DUE BY DECEMBER 1, 2016

# ANNUAL PIRATE CLUB GIFT

Your Annual Fund gift must meet the below minimum gift levels:

- WILLIAMS-CLARK CLUB: Jolly Roger ($3,300 or more)
- SCHOLARSHIP CLUB: Silver Sabre ($3,500 or more)
- LOGE BOX: Bronze Sabre ($8,250 or more)
- STANDARD SUITE: Silver Sabre ($11,000 or more)
- FOUNDER’S SUITE: Silver Sabre ($11,000 or more)

Annual Pledge Level 2016 - 2021:

Signature of ________________

Name(s): Paul & Sabri TREVISAN

Pirate Club Number: 77204

Total Capital Campaign Pledge Amount: $12,922

ECU would like to recognize you and your gift. (Please check one)

- [ ] Print my/our name as ________________
- [ ] Naming opportunity ________________

Donor Signature __________________________ Date 4/16/16

# ADDITIONAL PHILANTHROPIC GIFT IN SUPPORT OF DOWDY-FICKLEN RENOVATION

In recognition of my/our belief in and commitment to the mission of ECU Athletics, I/we hereby state my/our pledge of philanthropic financial support to the Dowdy-Ficklen South Side Renovation.

Pledge Amount $100,000 in addition to Capital Campaign Pledge

Equal payment of $100,000 per year for ___________ years

Gifts to the Foundation qualify as charitable contributions to an IRC Section 501(c)(3) public charity for federal income and estate tax purposes to the extent allowable by the IRS code. This agreement is contingent upon completion of the construction project. * Pledge contingent on Fall 2018 opening. In the event facility is not completed by Fall 2018, donor may revoke pledge and deposit will be refunded. Please consult your tax advisor.
Mr. Thomas Phillips Wood III

Name of Originator

Athletics/Pirate Club (252) 737 4540 woodp@ecu.edu

Department/Division Phone Email

Proposed Name(s) to Honor: Mr. Wil Wilkinson

PO Box 1088 Sanford, NC 27331

Address: City State Zip

Telephone: Home Business

Relationship to the University: Donor

Proposed Object for Naming: Gold Parking Lot

Purpose for recommendation:

☐ Honorary (Attach background materials as appropriate to justify the recommendation)

☑ Gift (Attach background materials as appropriate to justify the recommendation and complete the section below)

Purpose of Gift: ☐ Annual ☐ Capital ☐ Endowment

Date of Original Commitment: 7/13/16

Amount of the Total Commitment: $50,000

Amount Paid: $48,000

Current Pledge Balance: $2,000

Status of Payments:

Was the gift part of a campaign: ☐ Yes ☐ No Define: __________

Was the project pre-approved: ☐ Yes ☐ No

Directed to: ☐ ECU Foundation ☐ Educational Foundation

☐ Medical Foundation ☐ Other

If the Gift was more than $25,000:

1. Attach a copy of the signed Letter of Intent.
2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.
3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

Signature of Originator 4/2/19
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

Office of Vice Chancellor for University Advancement:
Received
Action
Clayton Blevins
Vice Chancellor’s Signature
Forwarded or returned
Date
4/9/2019
Date
Comments

Chancellor’s Office:
Received
Action
Frank M. Brogden
Chancellor’s Signature
Forwarded or returned
Date
4/9/2019
Date
Comments

Athletics and Advancement Committee of the Board of Trustees:
Received
Action
Forwarded or returned
Date
Date
Chair’s Signature
Comments

Board of Trustees:
Received
Action
Forwarded or returned
Date
Date
Chair’s Signature
Comments
CAPITAL CAMPAIGN GIFT COMMITMENT

PHILANTHROPIST GIFT IN SUPPORT OF DONNELL-TICKLEN SOUTH SIDE RENOVATION

In recognition of my/our support and commitment to the mission of ECU Athletics, I/We hereby agree to provide philanthropic financial support to the Donnell-Ticklen Southside Renovation.

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Year One</td>
<td>$5,000</td>
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<tr>
<td>Year Two</td>
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<td>Year Three</td>
<td>$5,000</td>
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<tr>
<td>Year Four</td>
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<tr>
<td>Year Five</td>
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<td>Year Eight</td>
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Total Philanthropic Gift Amount: $50,000

Name(s): Wil Wilkinson

ECU would like to recognize you and your gift. (Please check one)

- [x] Print my/our name as Wil Wilkinson
- [x] Naming opportunity Gold Parking Lot
- [ ] List me/us as “anonymous.”

Donor Signature: ____________________________ Date: 7-13-16

Gifts to the Foundation qualify as charitable contributions to an IRC Section 501(c)(3) public charity for federal income and estate tax purposes to the extent allowable by the IRS code. Please consult your tax advisor.
Memorandum

TO: Ms. Megan Ayers
    ECU Board of Trustees

FROM: Dr. Ronald L. Mitchelson
       Provost and Senior Vice Chancellor for Academic Affairs

Date: March 27, 2019

RE: Request for BOT Action on 2019 Recommendations for Tenure

Ms. Ayers, attached are the 2019 tenure recommendations that need to be submitted to the Board of Trustees for their consideration at the upcoming April 11-12 meeting. These actions have been approved by Chancellor Staton. Formats are attached for the following faculty members:

Harriot College of Arts and Sciences (13)
Elizabeth Ables, Biology
Alan Christensen, Psychology
Guiseppe Getto, English
Gregory Howard, Economics
Mark Johnson, English
Armin Krishnan, Political Science
James Loudon, Anthropology
Krista McCoy, Biology
Kristen Meyers, Sociology
Alexander Schoemann, Psychology
Brandon Schultz, Psychology
Gary Small, Chemistry
Michele Stacey, Criminal Justice

College of Business (1)
Laura Madden, Management

College of Education (3)
Charity Cayton, Mathematics, Science, and Instructional Technology Education
Maureen Grady, Mathematics, Science, and Instructional Technology Education
Robert Reardon, Educational Leadership
Memorandum to: Ms. Megan Ayers
March 27, 2019
Page 2

**College of Engineering and Technology (3)**
Mark Angolia, Technology Systems
Mark Hills, Computer Science
John Pickard, Technology Systems

**College of Fine Arts and Communication (2)**
Daniel Elliott, Art and Design
Keith Richards, Communication

**College of Health and Human Performance (4)**
Bhibha Das, Kinesiology
Joseph Lee, Health Education and Promotion
Michael Stellefson, Health Education and Promotion
Damon Swift, Kinesiology

Since these recommendations require approval of the Board of Trustees before tenure may be conferred, I am requesting that these actions be placed on the agenda for consideration by the Board at their April 11-12 meeting. Each of the above recommendations has been approved by all appropriate parties, including the Chancellor.

Please let me know if you have questions about this request.

Attachments: 26 BOT Tenure Formats
Name of Appointee: Elizabeth T. Ables

Department: Biology
School/College: Thomas Harriot College of Arts and Sciences

Current Rank or Title: (if applicable) Assistant Professor Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: ☐

(describe)

Distinguished Professorship: ☐

(Provide name of professorship)

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☒ 12 mo. ☐
Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $74,875 Source(s): State Funds: $74,875 *Non-State Funds: $-0-

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): ____________________________________________________________________

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

   Ph.D. Molecular Physiology and Development, 05/2007, Vanderbilt University  
   M.S. Biology, 07/2001, University of North Carolina at Wilmington  
   B.S. Biology, 05/1999, St. Andrews Presbyterian College

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

   Assistant Professor, 2013-present, East Carolina University  
   Post-Doctoral Fellowship, 05/2007-12/2012, Johns Hopkins University  
   Adjunct Assistant Professor, 01/2007 – 05/2007, Nashville State Community College  
   Graduate Research Assistant, 08/2001-05/2007, Vanderbilt University School of Medicine  
   Graduate Research Assistant, 05/1999-07/2001, University of North Carolina at Wilmington

3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

   Society for Developmental Biology  
   Genetics Society of America

5. Professional service on campus:

   Biology Executive Committee  
   Biology Imaging Core Committee

6. Professional service off campus:

   Organizer, Annual Ecdysone Workshop (April 2018)  
   Ad hoc reviewer for peer-reviewed journals (Development, Developmental Biology, G3, PLoS Biology, Molecular Reproduction and Development, Genesis, Fly)
**EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM**
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Alan J. Christensen

Department: Psychology
School/College: Thomas Harriot College of Arts and Sciences

Current Rank or Title: (if applicable) 
Proposed Rank or Title: Chair/Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: [ ]
- New Faculty Appointment: [ ]
- Promotion: [ ]
- Conferral of Tenure: [ ]
- Other: [ ]
(designate)
- Distinguished Professorship: [ ]
(provide name of professorship)

Effective Date of Action: August 12, 2019

Contract Period: Administrative Appointment: 9 mo. [ ] 12 mo. [ ]
Faculty Appointment: 9 mo. [ ]

Salary: $153,000 [ ] Source(s): State Funds: $153,000 [ ] *Non-State Funds: $0-

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): 

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Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)
   - B.S. in Psychology, 1987, University of Utah
   - M.S. in Clinical Psychology, 1991, University of Utah
   - Ph.D. in Clinical Psychology, 1993, University of Utah

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)
   - Professor (named Collegiate Fellow, 2009), 2002-present, The University of Iowa
   - Training faculty, 2014-present, The University of Iowa College of Medicine
   - Visiting Scientist, 2012-13, National Cancer Institute and Office of Behavioral and Social Science Research
   - Psychology Department Chair/Departmental Executive Officer, 2006-2011, The University of Iowa
   - Senior Scientist, 2004-2011, Health Services Research and Development, Iowa City VAMC
   - Associate Professor, 1999-2002, The University of Iowa College of Medicine
   - Associate Professor, 1997-2001, The University of Iowa
3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

The Society of Behavioral Medicine
President of Society, 2012-2013
President-Elect of Society, 2011-2012
Fellow-The Society of Behavioral Medicine
Fellow-Academy of Behavioral Medicine Research
Fellow-Association for Psychological Science
Member-American Psychological Association
Member-APA Division 38 (Society for Health Psychology)
5. Professional service on campus:

Psychology Departmental Service: Chair, clinical psychology faculty search committee, 2019; Director of Clinical Psychology Graduate Training, 2017-present; Behavioral and Biomedical Interface Program (T32 training grant) curriculum committee, 2017; Building Committee Member, 2013; Department Chair/Departmental Executive Officer, 2006-2011; Chair, Faculty Advisory/Executive Committee, 2005; Chair, Clinical Psychology Faculty Search Committee, 2005; Chair, Faculty Advisory Committee, 2002; Chair, Clinical Psychology Faculty Search Committee, 2001; Chair, Clinical Psychology Faculty Search Committee, 2002; Faculty Advisory Committee, 2000; Chair, Clinical Psychology Clinical-Track Faculty Search Committee, 2000; Director of Clinical Psychology Graduate Training, 1998-2005; Coordinator of Undergraduate Studies, 1997-1998; Committee on graduate student recruiting, 1996; Undergraduate Studies Committee, 1995-1998; Elementary Psychology Group Testing coordinator, 1994-1997; Technical Services Committee, 1993-1994

College/University Service: College of Liberal Arts and Sciences Dean Search Committee, 2018; Provost's Task Force on Research and Creative Excellence, 2010-2011; Co-chair; Decanal Review committee for Graduate College Dean John Keller, 2007; College of Liberal Arts Task Force on Clinical Track Faculty, 2001; College of Medicine Admissions Interviewer, 2000
6. Professional service off campus:

Co-Chair, Working group, Standardization of methods for cost/effectiveness studies of behavioral interventions. Stanford University Center for the Advanced Studies in the Behavioral Sciences (October 5-6, 2017) and National Cancer Institute (November 2-3, 2017)

Chair, Clinical Health Services Council, Society for Health Psychology (American Psychological Association). 2016-present

Member, Search Committee, Director, Office of Behavioral and Social Sciences Research Office of the Director, National Institutes of Health, 2014-2015

Member, The American Cancer Society, Head & Neck Cancer Clinical Survivorship, Care Guidelines Workgroup, 2013-2014

President, The Society of Behavioral Medicine, 2012-2013

Member, NIH Office of Disease Prevention, Strategic Planning Steering Committee, 2012-2014

President-Elect, The Society of Behavioral Medicine, 2011-12

Publications and Communications Chair, Society of Behavioral Medicine 2001--2004

Program Co-Chair, Society of Behavioral Medicine 2001 Annual Meeting

Planning Committee, Conference on Depression and Mental Disorders in Diabetes, Renal Disease, and Obesity/Eating Disorders, National Institutes of Health, January 2001

Member, Evidence-Based Behavioral Medicine Committee, Society of Behavioral Medicine, 2002-present

Program Co-Chair, American Psychological Association 1997 Convention Division 38 Program Chair, American Psychological Association 1998 Convention Division 38 (Health Psychology)

Program Track Chair, Chronic Disease Management Track, Society of Behavioral Medicine 2000 Annual Meeting

EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Guiseppe A. Getto

Department: English                                     School/College: Thomas Harriot College of Arts and Sciences

Current Rank or Title: (if applicable) Assistant Professor  Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: ☐
  (describe) __________________________________________________________
- Distinguished Professorship: ☐
  (provide name of professorship) _______________________________________

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐
Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $64,115                      Source(s): State Funds: $ 64,115  *Non-State Funds: $-0-______
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): __________________________________________

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

   Ph.D. Rhetoric and Writing, 2011, Michigan State University  
   M.F.A. Creative Writing, 2007, California State University-Fresno  
   M.A. Composition Theory, 2006, California State University-Fresno  
   B.A. English, 2002, University of Nevada-Reno

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

   Assistant Professor of English, East Carolina University, August 2013-Present  
   Assistant Professor of English, SUNY Cortland, August 2011-May 2013  
   Graduate Teaching Assistant, Michigan State University, August 2007-August 2011  
   Adjunct Faculty, California State University-Fresno, January 2007-May 2007  
   Adjunct Faculty, State Center Community College District (CA), August 2006-May 2007  
   Teaching Associate, California State University-Fresno, August 2002-December 2006

3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

   Association for Computing Machinery Special Interest Group on Design of Communication  
   Society for Technical Communication  
   STC-Carolina Chapter  
   STC Special Interest Group on Usability and User Experience  
   Council for Programs in Technical and Scientific Communication  
   Symposium on Communicating Complex Information  
   Triangle User Experience Professionals Association
5. Professional service on campus:

Distance Education and Learning Technology Committee, Vice Chair, 2017-2018 AY
Distance Education and Learning Technology Committee, Chair, 2016-2017 AY
English Department Personnel Committee, Member, Fall 2018-Present
English Department B.A. Working Group, Member, 2017-2018 AY
English Department Undergraduate Committee, Member, Fall 2013-Present
English Department Communications Coordinator, August 2014-January 2015
Joyner Library UX Task Force, Project Manager, 2013-2014 AY
ECU Center for Leadership and Civic Engagement Assistant Director Search Committee, 2015-2016 AY
Participatory action research (PAR) and service-learning: Solving community problems through education, a workshop by the Center for Leadership and Civic Engagement, Presentation for Service-Learning Faculty Fellows Retreat, 2015
Service-Learning Fellows Retreat Planning Committee, ECU Center for Leadership and Civic Engagement, Member, January 2014-Spring 2015
Social Justice Education Seminar Planning Committee, ECU Center for Leadership and Civic Engagement Member, 2013-2014 AY
*Integrating service-learning into your course*, a workshop, Presentation for ECU Center for Leadership and Civic Engagement, 2014
ECU Office of Faculty Excellence Professional Writing Workshop Series, Faculty Presenter, 2014
Digital Innovation and Scholarship in Social Sciences and Humanities (DISSH) Grant Planning Subcommittee, 2014-2015 AY

6. Professional service off campus:

Faculty Leader, Society for Technical Communication-Carolina Chapter Mentoring Program, 2016-Present, Greater Raleigh, NC area (Research Triangle).
Director of Student Memberships, Triangle User Experience Professionals Association (TriUXPA), 2015-2016, Greater Raleigh, NC area (Research Triangle).
Communications Manager, Association for Computing Machinery’s Special Interest Group on Design of Communication (ACM SIGDOC), 2013.
Graduate Student Competition Chair, 31st ACM International Conference on Design of Communication, 2013.
Reviewer, *connexion international professional communication journal*, 2015.
Stage 1 Reviewer, *Conference on College Composition and Communication*, 2011-2013.
President, Society for Technical Communication-Carolina Chapter, 2017-Present, Greater Raleigh, NC area (Research Triangle).
Member of the Community / Government Relations Committee, Community Crossroads Center, 2016-Present, Greenville, NC.
UX Consultant/Content Strategist, Community Crossroads Center, 2014-Present, Greenville, NC.
UX resume reviewer for *Society for Technical Communication (STC) Resume Clinic*, Raleigh, NC.
With Henze, B. Organized *Society for Technical Communication (STC)/ECU Roundtable*, Raleigh, NC.
Development of service-learning partnerships for ENGL 3880 with Pitt County Arts Council, the Pitt County Chapter of the American Red Cross, the Association of Mexicans in North Carolina (AMEXCAN), and several other organizations 2013-Present, Greenville, NC.
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Gregory Howard

Department: Economics                                     School/College: Thomas Harriot College of Arts and Sciences

Current Rank or Title: (if applicable) Assistant Professor Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: ☐

(describe)

Distinguished Professorship: ☐

(provide name of professorship)

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☒ 12 mo. ☐

Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $95,782 Source(s): State Funds: $ 95,782 *Non-State Funds: $-0-______

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): __________________________________________________________________

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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</table>
Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

   Ph.D. 2012, Ohio State University; Agricultural, Environmental, and Development Economics

   M.A. 2011, Ohio State University; Economics

   Honors B.A. 2008, University of Notre Dame; Economics

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

   Assistant Professor, East Carolina University (August 2013 – Present)

   Postdoctoral Researcher, Ohio State University (August 2012 – May 2013)

   Adjunct Instructor, Ohio Wesleyan University (August 2012 – May 2013)

   Graduate Associate, Ohio State University (August 2009 – July 2012)

   Adjunct Instructor, Devry University (August 2011 – December 2011)

3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

   Association of Environmental and Resource Economists

   Southern Economics Association

   Agricultural and Applied Economics Association

   American Economic Association
5. Professional service on campus:

ECU Department of Economics Undergraduate Program Committee, member, 2013-2017

Search Committee for Biology Hire in ECU's Marine and Coastal Systems Research Cluster, member 2018-present

ECU Department of Economics Curriculum Committee Liaison, 2016-present

Member of ad-hoc committee on Economics track in CRM Ph.D. program, 2014

Faculty Advisor, ECU Fencing Club, 2016-present

6. Professional service off campus:

Co-leader of Sierra Club-sponsored discussion group on Pope Francis’ encyclical on Climate Change, 2016

Reviewer for the “Behavioral Economics” section of the 2017 AAEA Conference

Reviewer of submissions for the “Environmental and Non-Market Valuation” section of the 2016 AAEA Conference

Reviewer of submissions for the “Natural Resource and Environmental Policy Analysis” section of the 2016 AAEA Conference

Reviewer of submissions for the “Environmental and Non-Market Valuation” section of the 2015 AAEA Conference

Review Panel Member, National Science Foundation, Smart and Connected Communities Directorate, 2018

Referee for the following scholarly publications:

- Southern Economic Journal, 2018 (1)
- Journal of Forest Economics, 2018 (1)
- Economics Bulletin, 2018 (1)
- Transportation Research, Part B, (1)
- Journal of Choice Modelling, 2017 (1)
- Environmental Research, 2017 (1)
- Precision Agriculture, 2015 (1)
- Journal of Policy Analysis and Management, 2014 (1)
- Research on Economic Inequality, 2014 (1)
- Ecological Economics, 2013 (1)
- Environment and Development Economics, 2014 (1)
- Land Economics, 2016 (1)
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Mark D. Johnson

Department: English                                     School/College: Thomas Harriot College of Arts and Sciences

Current Rank or Title: (if applicable) Assistant Professor Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: ☐
  (describe) _____________________________________________
- Distinguished Professorship: ☐
  (provide name of professorship) ___________________________

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐
Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $61,469 Source(s): State Funds: $ 61,469 *Non-State Funds: $-0-_____
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): __________________________________________________________

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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</table>
Section II. To be completed by the faculty member.

1. Education Background: (*indicate degree, date earned and institution, note additional study & training*)
   
   2011 Ph.D., Applied Linguistics, Northern Arizona University, Flagstaff, AZ  
   2006 M.A.TESOL, University of Alabama, Tuscaloosa, AL  
   2003 Diploma in English Language Teaching to Adults (DELTA), Cambridge ESOL, Praha, Czech Republic  
   1991 B. A., Theatre Arts, University of Iowa, Iowa City, IA

2. Teaching and other professional experience: (*Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date*)
   
   Fall 2013 - present  
   Assistant Professor  
   TESOL & Applied Linguistics  
   Department of English  
   East Carolina University  
   Greenville, North Carolina

   Fall 2011 - Spring 2013  
   Assistant Professor  
   Applied Linguistics  
   Department of English  
   Middle Tennessee State University  
   Murfreesboro, Tennessee

   Fall 2006 - Spring 2011  
   Graduate Teaching Assistant  
   Department of English  
   Northern Arizona University  
   Flagstaff, Arizona

   Fall 2004 - Spring 2006  
   Graduate Teaching Assistant  
   Department of English  
   University of Alabama  
   Tuscaloosa, Alabama

   May 2005 - July 2006  
   Temporary Instructor, English as a Second Language  
   English Language Institute  
   University of Alabama  
   Tuscaloosa, Alabama

   1997 - 2004  
   Instructor, English as a Foreign Language  
   ENGSPO- English Language Institute  
   Praha, Czech Republic

   2001 – 2004  
   Instructor, English as a Foreign Language  
   British Council English Language Teaching Centre  
   Plzeň, Czech Republic

   1999 – 2001  
   Teacher Trainer, English as a Foreign Language  
   ITC-International TEFL Certificate  
   Praha, Czech Republic

   1997 – 1999  
   Languages at Work  
   Instructor, English as a Foreign Language  
   Assistant Director of Studies  
   Praha, Czech Republic
3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

- American Association for Applied Linguistics (AAAL)
- Teachers of English to Speakers of Other Languages (TESOL)
- Carolina Teachers of English to Speakers of Other Languages (Carolina TESOL)

5. Professional service on campus:

- **Fall 2018 – present**
  - University Teaching Grants Committee
  - Faculty Senate
  - East Carolina University

- **Spring 2018 – Spring 2018**
  - Scholarship Committee
  - Thomas Harriot College of Arts and Sciences
  - East Carolina University

- **Fall 2017 - present**
  - Undergraduate Committee
  - Graduate Committee
  - Department of English
  - East Carolina University

- **Fall 2015 – Spring 2018**
  - University Undergraduate Curriculum Committee
  - Faculty Senate
  - East Carolina University

- **Fall 2014 - Spring 2017**
  - Graduate Committee
  - Department of English
  - East Carolina University

- **Spring 2014 - present**
  - Coordinator
  - TESOL & Applied Linguistics Graduate Student Conference
  - Department of English
  - East Carolina University

- **Spring 2014 - present**
  - Assessment Committee
  - Department of English
  - East Carolina University

- **Spring 2014 - Spring 2015**
  - ECU Language Academy Accreditation Committee
  - ECU Language Academy
  - East Carolina University

- **Spring 2014 - Fall 2015**
  - Office of International Affairs Advisory Committee
  - Office of International Affairs
  - East Carolina University
Spring 2014 - Fall 2015
Faculty Speaker Series
Department of English
East Carolina University

Fall 2013 - Spring 2016
Ph.D. Steering Committee
Department of English
East Carolina University

6. Professional service off campus:

August 2018 – present
Reviewer
Language Learning

March 2018 – present
Reviewer
TESOL Quarterly

January 2018 – present
Reviewer
International Journal of Learner Corpus Research

January 2017 - January 2018
Nominating Committee
TESOL International Association

Fall 2016 - present
Editorial Panel
International Journal of Language Studies

Spring 2016 - present
Reviewer
TESOL Journal
System
Journal of Second Language Writing

Fall 2015 - present
Eastern North Carolina Representative
Carolina TESOL

Spring 2015 - Fall 2017
Proposal reviewer
L2 writing interest section
TESOL International Association

Spring 2014 - Spring 2015
Outgoing Chair
Awards Standing Committee
TESOL International Association

Spring 2013 - present
Reviewer
Journal of Writing Research

Spring 2013 - Spring 2014
Chair
Awards Standing Committee
TESOL International Association

Spring 2010 - Spring 2012
Award Coordinator
Ruth Crymes Fellowship for Graduate Study
Awards Standing Committee
TESOL International Association
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Armin Krishnan

Department: Political Science
School/College: Thomas Harriot College of Arts and Sciences

Current Rank or Title: (if applicable) Assistant Professor
Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: ☐
  (describe) __________________________________________________________
- Distinguished Professorship: ☐
  (provide name of professorship) _______________________________________

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☒ 12 mo. ☐
Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $68,099
Source(s): State Funds: $68,099 *Non-State Funds: $-0-______
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): __________________________________________________________

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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</table>
Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)

   PhD in Security Studies, 2006, University of Salford
   MA in Intelligence and International Relations, 2004, University of Salford
   MA in Political Science, Sociology, and Philosophy, 2001, University of Munich

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)

   Assistant Professor, 2013-present, East Carolina University
   Visiting Assistant Professor, 2009-2013, University of Texas at El Paso
   Senior Research Associate, 12/2008-4/2009, University of Southampton
   Research Associate, 4/2007-12/2007, University of Salford
   Graduate Teaching Assistant, 9/2003-9/2006, University of Salford

3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

   American Political Science Association
   Midwest Political Science Association
   International Association For Intelligence Education

5. Professional service on campus:

   Director of Security Studies
   Panelist or guest speaker for 3 campus events
   Political Science Honors & Scholarships Committee (2016-present)
   Political Science Chair Search Committee (spring 2016)

6. Professional service off campus:

   Reviewed 1 book and 6 article manuscripts, as well as 3 grant proposals for international entities
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: James E. Loudon

Department: Anthropology                     School/College: Thomas Harriot College of Arts and Sciences

Current Rank or Title: (if applicable) Assistant Professor  Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)

☐ Administrative Appointment:      ☒ Promotion:
☐ New Faculty Appointment:         ☒ Conferral of Tenure:
☐ Distinguished Professorship:

(other describe)

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☒ 12 mo. ☐
Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $61,919  Source(s): State Funds: $ 61,919 ☒ Non-State Funds: $-0- ☐
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): ________________________________

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

   Ph.D. University of Colorado, Boulder Anthropology 2009
   M.A. University of Calgary Anthropology 2000
   B.S. Central Washington University Anthropology 1998

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

   2013-present Assistant Professor, Department of Anthropology, East Carolina University

3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

   American Association of Physical Anthropologists

5. Professional service on campus:

   2018-present Graduate Student Director, Department of Anthropology
   2013-present Computer Lab Coordinator, Department of Anthropology
   2016-present Website Manager, Department of Anthropology
   2017-2018 Faculty Senator, Department of Anthropology
   2015-2017 Alternate Faculty Senator, Department of Anthropology
   2015-2016 Chair Search Committee, Department of Anthropology
   2013-2015 Anthropology Computer Lab Coordinator
   2013-2015 Faculty Adviser for the Roots and Shoots Program at ECU

6. Professional service off campus:

   2013-2015 American Association of Physical Anthropologists - Student Awards Committee
   2013-2015 American Association of Physical Anthropologists - Pollitzer Student Travel Awards
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Krista A. McCoy

Department: Biology School/College: Thomas Harriot College of Arts and Sciences

Current Rank or Title: (if applicable) Assistant Professor Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)

- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: ☐
  (describe) __________________________________________________________

- Distinguished Professorship: ☐
  (provide name of professorship) ______________________________________

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐
Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $73,235 Source(s): State Funds: $ 73,235 *Non-State Funds: $-0-______

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): __________________________________________________________________

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

2007 Ph.D. School of Natural Resources and Environment, University of Florida, FL.
2000 M.S. Department of Biology, James Madison University, VA
1996 B.S. Department of Biological Sciences, Old Dominion University, VA

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

Assistant Professor, ECU

Principals of Physiology (2013-2014 Fall and Spring, 2015-pres. Spring)

Behavioral Endocrinology (graduate and undergraduate sections Fall 2015) and Ecological Development (undergraduate, Fall 2017)

Environmental Physiology (graduate, Fall 2017)

How Life Works and Why It Matters (graduate and undergraduate sections Fall 2018)

3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

Unit:

5. Professional service on campus:

Unit:

Biology Department

2017-present Diversity Committee, Chair
2015-present Coordinator of the Undergraduate Research Assistantship Program
2015-present Animal Use and Space Committee, Member
2015-present Image Core Facility Committee, Member
2015-present Library Liaison
2016-present What’s up Bio! Event planning and presentation (Fall 2016-2018)
Academic Advising
2016-present Pre-Professional Advising Program, Member

University-wide:
2018 Faculty Advisor for oSTEM (Out in Science, Technology, Engineering, and Mathematics)

6. Professional service off campus:

Regional
2016 Center for Human Health and the Environment, Member

State
2018 EDC-NC a statewide organization to study and teach about the effects of endocrine disrupting chemicals, Steering Committee Member
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Kristen Meyers

Department: Sociology

School/College: Thomas Harriot College of Arts and Sciences

Current Rank or Title: (if applicable) ________

Proposed Rank or Title: Chair/Professor

Indicate Type of Action: (select all that apply)

- Administrative Appointment: ☐
- New Faculty Appointment: ☒
- Promotion: ☐
- Conferral of Tenure: ☒
- Other: ☐

(describe)

Distinguished Professorship: ☐

(provide name of professorship)

Effective Date of Action: August 12, 2019

Contract Period:
- Administrative Appointment: 9 mo. ☐ 12 mo. ☐
- Faculty Appointment: 9 mo. ☐ 12 mo. ☒

Salary: $140,000

Source(s): State Funds: $140,000

*Non-State Funds: $0-_____

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

Prior Recommendations/Personnel Actions:

(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)
   Ph.D. in Sociology, 1996, North Carolina State University
   Certificate in Women’s Studies, 1995, Duke University
   M.A. in Sociology, 1990, The College of William and Mary
   B.A. in Sociology and Political Science, 1989, Meredith College

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)
   Director, 2012-present, Center for the Study of Women, Gender & Sexuality – Northern Illinoise University
   Professor, 2013-present, Northern Illinois University
   Associate Professor, 2001-2013, Northern Illinois University
   Director of Undergraduate Studies, 2010-2012, Northern Illinois University
   Coordinator of LGBT Studies, 2009-2012, Northern Illinois University
   Director of Graduate Studies, 2006-2009, Northern Illinois University
   Assistant Professor, 1996-2001, Northern Illinois University

3. Scholarly & Creative Activities:

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</table>

4. Membership in professional organizations:
   Sociologists for Women in Society
   Southern Sociological Society
   Kappa Phi Honor Society
   Council for European Studies

5. Professional service on campus:
   Major Service: College of Liberal Arts and Sciences Curriculum, Committee Member, 2017-2020; Co-Chair of the NIU Faculty Salary Study (qualitative data team chair), 2016; Human Diversity Baccalaureate Requirement, Committee Member, 2016; Violence Against Women Act Implementation, Committee Chair, 2015; Presidential Commission on the Status of Women, Acting Chair, 2015; Multicultural Curriculum Transformation, Committee Chair, 2013-2015; Qualitative data analyst and contributing author to the Northern Illinois University Baccalaureate Committee Reports, 2009
   Routine Service: Academic Equity and Inclusive Excellence, Committee Member, 2015-present; NIU Graduate School Graduate Council Member, 2017-2020; Graduate Faculty Committee, Graduate Council, 2017-present; Graduate Curriculum Committee, Graduate Council, 2017-present; Sexual Harassment, Assault and Relationship Experiences (SHARE) Survey, Committee Member, 2018; Phi Kappa Phi Honor Society
(local chapter), Vice President, 2016-present; College of Liberal Arts and Sciences Dean’s team review, Committee Member, 2016; Search for CLAS Diversity Coordinator, Committee Member, 2016; Search for Title IX Chief Investigator, Committee Member, 2016; Social Justice and Diversity PLUS Pathway (General Education) organizing committee, Committee Member, 2015; Presidential Commission on the Status of Women, Vice-Chair, 2014-2015; Research Methodology Services, qualitative analysis team member, 2014-2015; Task Force on Diversity and Inclusion, Member, 2014; Presidential Commission on the Status of Women, Liaison, 2012-present; Presidential Commission on Sexual Orientation and Gender Identity, Liaison, 2010-present; Women’s Studies Executive Committee, Committee Member, 2010-2012

Sociology: Assessment Committee Member, 2010-2012; Chair of Recruitment, 2009-2010; Chair of Recruitment, 2006-2007; Chair of Assessment, 2004-2005; Chair of Curriculum, 2002-2004

6. Professional service off campus:

Incoming Deputy Editor, Gender & Society Journal, 2019-2023
Editorial Board Member, Gender & Society Journal, 2015-2017
Program Committee Member, Southern Sociological Society, 2014-2016
Organizer of the American Sociological Association Presidential Session, Gender Politics in Intimate Relationships, 2013
Treasurer of Sociologist for Women in Society (elected), 2011-2013
Deputy Treasurer of Sociologist for Women in Society (elected), 2010-2011
Organizer for the Culture and Inequality Sessions (2), American Sociological Association, 2010
Organizer for the Gender Sessions (2), American Sociological Association, 2004
Member of the Editorial Board, Contemporary Sociology, 1997-2000

Peer Reviewer of Manuscripts: American Sociological Review, Gender & Society; Journal of Contemporary Ethnography; Social Problems; Symbolic Interaction; Journal of Family Issues; Humanity & Society; Feminist Criminology; Sociological Inquiry; Critical Studies in Media Communication; and Contemporary Nurse
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Alexander Schoemann

Department: Psychology                                     School/College: Thomas Harriot College of Arts and Sciences

Current Rank or Title: (if applicable) Assistant Professor Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: ☐

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☒ 12 mo. ☐
Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $72,983 Source(s): State Funds: $ 60,299 *Non-State Funds: $12,684

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): Grant

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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<td>Chancellor</td>
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<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)

Ph.D. in Social Psychology and Quantitative Psychology, 2011, University of Kansas
M.A. in Psychology, 2006, Wake Forest University
B.A. in Psychology, 2003, Tufts University

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)

Assistant Professor, 2013 – Present, East Carolina University
Graduate Certificate Coordinator, 2016 – Present, East Carolina University
Postdoctoral Researcher, 2011 – 2013, University of Kansas

3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

Foundation for Open Access Statistics
APA Division 5: Evaluation, Measurement, and Statistics
Society for Personality and Social Psychology

5. Professional service on campus:

Psychology: Member: General Education and Instructional Effectiveness Sub-Committee on the Evaluation of Teaching, 2017; Member: Advisory Committee, 2017-present; Member: Equipment, Technology, and Space Committee, 2014-present;

University: Taught 14 workshops on quantitative methods for the Office of Faculty Excellence, 2014-present

6. Professional service off campus:

Panelist, National Science Foundation, 2018
Reviewer, Research Fund (Flanders) 2016 and 2018
Reviewer, Veni Grant Program (Netherlands Organization for Scientific Research), 2014 and 2016
Taught 6 workshops on quantitative methods for Universities, Stats Camps, and conferences, 2014-present
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Brandon K. Schultz

Department: Psychology                                      School/College: Thomas Harriot College of Arts and Sciences

Current Rank or Title: (if applicable) Assistant Professor Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: ☐

Distinguished Professorship: ☐

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐
Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $71,449.00 Source(s): State Funds: $59,017 *Non-State Funds: $12,432

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): Federal Department of Education salary support for 2018-19 (R324A180129)

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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<td>Provost/Vice Chancellor</td>
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<tr>
<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

   M.Ed. in Educational Psychology, 2002, Indiana University
   M.Ed. in School Guidance and Counseling, 2000, Frostburg State University
   B.A. in Psychology, 1994, Salisbury State University

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

   Assistant Professor, 2013-Present, East Carolina University
   Clinical Research Scientist, 2009-2013, Ohio University
   Director of Clinical and Consultative Services, 2007-2009, James Madison University
   Project Clinician/Coordinator; School Consultant, 2003-2007, James Madison University

3. Scholarly & Creative Activities:

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<td>Other: Conference Presentations</td>
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4. Membership in professional organizations:

   National Association of School Psychologists
   Association for Behavioral and Cognitive Therapies
   Carolina Network for School Mental Health (CNSMH)

5. Professional service on campus:

   Personnel Committee, Department of Psychology
   Job Search Committee, Department of Psychology

6. Professional service off campus:

   Pitt County School Behavioral Health Coalition
# EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM

*Administrator completes Section I. and faculty member (appointee) completes Section II.*

Section I. To be completed by the appropriate administrator(s).

**Name of Appointee:** Gary W. Small

**Department:** Chemistry  
**School/College:** Thomas Harriot College of Arts and Sciences

**Current Rank or Title:** (if applicable)  
**Proposed Rank or Title:** Professor

**Indicate Type of Action:** (select all that apply)  
- Administrative Appointment: [ ]
- New Faculty Appointment: [✔]
- Promotion: [ ]
- Conferral of Tenure: [✔]
- Other: [ ]
  
  *(describe)*

**Effective Date of Action:** August 12, 2019

**Contract Period:**  
**Administrative Appointment:** 9 mo. [ ] 12 mo. [ ]
**Faculty Appointment:** 9 mo. [✔] 12 mo. [ ]

**Salary:** $145,000  
**Source(s):** State Funds: $145,000  
**Non-State Funds:** $0

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

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**Prior Recommendations/Personnel Actions:**  
*(please check appropriate responses)*

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<tr>
<td>Board of Trustees</td>
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Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)
   1984 Ph.D. in Chemistry, Pennsylvania State University
   1979 B.S. in Chemistry, University of North Carolina at Chapel Hill

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)
   2004- Professor of Chemistry, University of Iowa
   1996-2004 Professor of Chemistry, Ohio University
   1991-1996 Associate Professor of Chemistry, Ohio University
   1984-1991 Assistant Professor of Chemistry, University of Iowa
   1979-1984 Research and Teaching Assistant, Pennsylvania State University
   1978-1979 Undergraduate Research Assistant, University of North Carolina at Chapel Hill
3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

- American Chemical Society
  - Analytical Division
  - Computers in Chemistry Division
- Sigma Xi
5. Professional service on campus:

Last Five Years, see CV for complete listing

2017-2018

Chemistry Department Graduate Admissions Committee (Chair)
Chemistry Department Graduate Awards Committee (Chair)
Chemistry Department Promotion and Tenure Committee (Recorder)

2016-2017

Chemistry Department Graduate Admissions Committee (Chair)
Chemistry Department Graduate Awards Committee (Chair)
Chemistry Department Tenured Faculty Review Committee (Chair)

2015-2016

Chemistry Department Executive Committee
Chemistry Department Graduate Admissions Committee
Chemistry Department Probationary Faculty Review Committee (Chair)
Chemistry Department Promotion and Tenure Committee (Convener)
Chemistry Departmental Consulting Group (Chair)

2014-2015

Presenter, New Faculty Orientation, College of Liberal Arts and Sciences
Chemistry Department Graduate Admissions Committee (Chair)
Chemistry Department Probationary Faculty Review Committee (Chair)
Chemistry Department Undergraduate Curriculum Committee

2013-2014

Career Development Award Review Committee, College of Liberal Arts and Sciences
Presenter, New Faculty Orientation, College of Liberal Arts and Sciences
Chemistry Department Probationary Faculty Review Committee (Chair)
Chemistry Department Lecturer Review Committee
Chemistry Department Undergraduate Curriculum Committee
Chemistry Department Graduate Review Committee
Chemistry Department Course Schedule Committee
6. Professional service off campus:

Last Ten Years, see CV for complete listing

2014-2015
Participant, FACSS Innovation Award Committee (Federation of Analytical Chemistry and Spectroscopy Societies)

2006-2007
Participant, National Science Foundation, Biotechnology SBIR/STTR review panel

2004-2005
Participant, National Institutes of Health, Chemistry/Biophysics SBIR/STTR review panel

2002-2003
Symposium Co-Organizer, American Chemical Society National Meeting

1998-1999
Participant, Environmental Management Science Program Review Panel, Department of Energy

Symposium Organizer, 1998 Meeting of the Federation of Analytical Chemistry and Spectroscopy Societies

Participation in Peer Review in career (number reviewed in [ ])

Books, Book Chapters, and Book Outlines [8]

Journals Articles [270] for 32 distinct journals including Analytical Chemistry [110]

Proposal Review [87] including National Aeronautics and Space Administration [9], National Science Foundation [53] and National Institutes of Health [3]

Tenure and Promotion Reviews

University of Wisconsin-Milwaukee
University of Tennessee (2)
University of Missouri-Columbia
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM  
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Michele L. Stacey  
Department: Criminal Justice  
School/College: Thomas Harriot College of Arts & Sciences  
Current Rank or Title: (if applicable) Assistant Professor  
Proposed Rank or Title: Associate Professor  
Indicate Type of Action: (select all that apply)  
Administrative Appointment: ☐  
New Faculty Appointment: ☐  
Promotion: ☒  
Conferral of Tenure: ☒  
Other: ☐  
________________________________________________________  
Distinguished Professorship: ☐  
(provide name of professorship)  
Effective Date of Action: August 16, 2019  
Contract Period: Administrative Appointment: ☐ 9 mo. ☐ 12 mo. ☒  
Facility Appointment: ☒ 9 mo. ☐ 12 mo. ☐  
Salary: $63,885  
Source(s): State Funds: $63,885  *Non-State Funds: $-0-__________  
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):  

Prior Recommendations/Personnel Actions: (please check appropriate responses)  
Source Recommended Not Recommended Not Applicable  
Appropriate Unit ☒ ☐ ☐  
Personnel Committee  
Chair/Unit Head ☒ ☐ ☐  
Director ☐ ☐ ☒  
Dean ☒ ☐ ☐  
Provost/Vice Chancellor ☒ ☐ ☐  
Chancellor ☒ ☐ ☐  
Board of Trustees ☐ ☐ ☐
1. Education Background: (indicate degree, date earned and institution, note additional study & training)

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<td>M.A.</td>
<td>8/8/09</td>
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<td>B.S.</td>
<td>5/7/05</td>
<td>University of Tennessee-Knoxville</td>
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2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)

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<td>Assistant Professor</td>
<td>Virginia Union University</td>
<td>8/10-5/13</td>
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3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

- 2005- Present, American Society of Criminology
- 2009- Present, Academy of Criminal Justice Sciences

5. Professional service on campus:

- University
  - Behavioral and Social Sciences Institutional Review Board, Member 2017-Present
  - Research and Creative Activities Committee, Member, 2017-Present
- Division
  - College of Human Ecology, Dean’s Diversity Task Force, 2013-2014
- Unit
  - Criminal Justice Search Committee, 2016-2018
  - Curriculum Committee, 2013-Present
  - Faculty Research and Development Committee,
    - Chair (2013-2015)
    - Member (2015-2017)
  - Alpha Phi Sigma, Co-Advisor, 2013-2014
  - Criminal Justice Student Organization, Co-Advisor, 2014-2017
  - Assessment Committee
    - Member (2013-2015)
6. Professional service off campus:

Reviewer, *American Journal of Criminal Justice*
Reviewer, *Journal of Research in Crime and Delinquency*
Reviewer, National Science Foundation
Reviewer, National Institute of Justice
Virginia Union University IRB, External Member
Reviewer, *Criminology*
Reviewer, *Journal of Bisexuality*
Reviewer, *Criminal Justice and Behavior*
Reviewer, *Victims & Offenders*
Reviewer, *International Journal of Comparative & Applied Criminal Justice*
Reviewer, *Journal of Homosexuality*

Faculty Senate Resolution #07-01, March 2007
Faculty Senate Resolution #08-27, May 2008
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Laura T. Madden

Department: Management

School/College: College of Business

Current Rank or Title: (if applicable) Assistant Professor

Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)

Administrative Appointment: ☐

New Faculty Appointment: ☐

Promotion: ☒

Conferral of Tenure: ☒

Other: ☐

(describe)

Distinguished Professorship: ☐

(provide name of professorship)

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐

Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $114,290 Source(s): State Funds: $114,290 ☒ Non-State Funds: $-0- ☐

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): ____________________________

Prior Recommendations/Personnel Actions:

(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)

   University of Tennessee – Knoxville, Tennessee 2013
   *Doctorate of Philosophy, Organizations and Strategy*

   James Madison University – Harrisonburg, Virginia 2008
   *Certificate in Online Teaching*

   James Madison University – Harrisonburg, Virginia 2004
   *Masters of Arts in English*

   Virginia Polytechnic Institute and State University – Blacksburg, Virginia 2002
   *Bachelors of Arts in English*

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)

   East Carolina University – Greenville, NC August 2013 - Current
   *Assistant Professor*

   University of Tennessee – Knoxville, Tennessee 2008 - 2013
   *Instructor and Research Assistant*

   Pellissippi State Community College – Knoxville, Tennessee August 2008 - December 2008
   *Adjunct Instructor*

   James Madison University – Harrisonburg, VA 2002 - 2008
   *Adjunct Instructor and Teaching Assistant*

3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

   Southern Management Association since 2009
   European Group of Organizational Studies 2013-2014
   United States Association of Small Business and Entrepreneurship 2013, 2017
   Midwest Academy of Management 2011-2012
   Academy of Management 2009-2016, 2018
5. Professional service on campus:

Graduation Stage Party, *Hand-shaker*  
Spring 2018

COB Leadership Conference, *Panel Chair*  
2017 & 2018

Miller School of Entrepreneurship, *Steering Committee Member*  
Summer 2017 - current

Management 4842 Master Syllabus, *Author*  
Spring 2016

Think Assessment Committee, *Chair*  
Fall 2015 - current

Think Assessment Annual Retreat Session, *Leader*  
Fall 2015 - current

Senior Honors Project, *Mentor*  
Fall 2015 - current

Strategic Action Planning Committee, *Member*  
Fall 2015 - current

Management Department Social Media Committee, *Co-chair*  
Fall 2015 - current

Greenville Discovery Forum, *Attendee*  
Fall 2015

Teaching with Technology Summer Academy, *Fellow*  
Summer 2015

Management Department Assessment Committee, *Member*  
Fall 2014 – Spring 2018

Strategic Management, *Course Coordinator*  
Fall 2014 - current

Strategic Management Case Competition, *Judge*  
Fall 2013 – Fall 2017

Classroom Inclusion of Military Members, *Attendee*  
Spring 2014

Management Department Open House, *Speaker*  
Fall 2014 & Fall 2016

Women’s Roundtable, *Member*  
Spring 2014 - Spring 2015

Society for the Advancement of Management, *Faculty Advisor*  
Fall 2014 - Spring 2015

East Carolina University Relay for Life Committee, *Member*  
Fall 2013 - Spring 2014

Evaluation of Assurance of Learning Standards, *Assessor*  
Fall 2013 - current

Welcome Hoopla, *Facilitator*  
Fall 2015 & Fall 2017

Beta Gamma Sigma Induction, *Speaker*  
Spring 2014

ECU Excels, *Member*  
Fall 2013

6. Professional service off campus:

*Journal of Management*, *Ad Hoc Reviewer*  
since 2017

*Journal of Small Business Management*, *Ad Hoc Reviewer*  
since 2017

*Management Research Review*, *Ad Hoc Reviewer*  
since 2017

*Southern Management Association*, *Track Chair*  
2016

*Journal of Family Business Strategy*, *Ad Hoc Reviewer*  
since 2016

*International Journal of Management Education*, *Ad Hoc Reviewer*  
since 2016

*United States Association of Small Business and Entrepreneurship*, *Reviewer*  
since 2016

*Journal of Management Education*, *Ad Hoc Reviewer*  
since 2016

*Southern Management Association*, *Communications Co-Coordinator*  
since 2015

*Academy of Management Review*, *Ad Hoc Reviewer*  
since 2015

Entrepreneurship Theory and Practice, *Ad Hoc Reviewer*  
since 2014

*Journal of Occupational and Organizational Psychology*, *Ad Hoc Reviewer*  
since 2013

*Journal of Management Studies*, *Ad Hoc Reviewer*  
since 2013

*Family Business Review*, *Ad Hoc Reviewer*  
since 2011

*Southern Management Association Annual Meeting*, *Reviewer & Discussant*  
since 2011

Midwest Academy of Management, *Reviewer*  
2011

*Academy of Management Annual Meeting*, *Reviewer and Session Chair*  
since 2010

*Southern Management Association Annual Meeting*, *Reviewer*  
since 2010
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Charity Cayton

Department: Mathematics, Science & Instructional Technology Education   School/College: College of Education

Current Rank or Title: Assistant Professor   Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☑
- Conferral of Tenure: ☑
- Other: (describe)
- Distinguished Professorship: (provide name of professorship)

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐
Faculty Appointment: 9 mo. ☑ 12 mo. ☐

Salary: $72,011.00   Source(s): State Funds: $61,929   *Non-State Funds: $10,082
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):*

Prior Recommendations/Personnel Actions: (please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)
   - PhD in Mathematics Education, North Carolina State University, December 2012
   - MAEd in Mathematics Education, East Carolina University, May 2007
   - BS Mathematics, East Carolina University, May 1996

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)
   - August 2013 – present. Assistant Professor. East Carolina University
   - August 2012 – August 2013. Research Associate, North Carolina State University
   - January 2010 – August 2012. Graduate Research Assistant, North Carolina State University
   - August 2008 – December 2009. Graduate Teaching Assistant & Student Teacher Supervisor, North Carolina State University

3. Scholarly & Creative Activities:

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4. Membership in professional organizations:
   - Association of Mathematics Teacher Educators, 2012 – Present
   - Association of Mathematics Teacher Educators-NC, 2015 – Present
   - National Council Teachers of Mathematics, 2009 – Present
   - North Carolina Council Teachers of Mathematics, 1994 – Present
   - Psychology of Mathematics Education, North America, 2010 – Present

5. Professional service on campus:
   - ECU Council for Educator Preparation (Formerly Council for Teacher Education): Member 2014-present;
     Chair Admissions and Retention sub-Committee 2015-present
   - COE Co-Teaching Group: Member 2013-present
   - MSITE Curriculum Committee: Member & Secretary 2013-2016
   - MSITE Bulletin Boards and Displays Committee: Member & Chair 2015-present
   - MATE Gamma Student Chapter of NCCTM: Co-advisor 2013-present
   - MATE Upper Division Interview Team: 2013-present
   - MATE Graduate Research Evaluator: 2014-present
6. Professional service off campus:

- Mathematics Teacher Educator Partnership Research Action Cluster on Clinical Experiences: Member 2014-present
- ECU-NCSU Mathematics Teacher Education Partnership: Member & Lead Contact for ECU 2013-present
- North Carolina Council Teachers of Mathematics Vice President, Eastern Region for Colleges: 2017-present
- Reviewer for:
  - AMTE Annual Conference
  - PMENA Annual Conference
  - NCTM Annual Research Conference
  - *Journal of Mathematics Teacher Education*
  - *The High School Journal*

Faculty Senate Resolution #07-01, March 2007
Faculty Senate Resolution #08-27, May 2008
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Maureen Grady

Department: Mathematics, Science & Instructional Technology Education School/College: College of Education

Current Rank or Title: Assistant Professor Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)

- Administrative Appointment: [ ]
- New Faculty Appointment: [ ]
- Promotion: [x]
- Conferral of Tenure: [x]
- Other: (describe)
- Distinguished Professorship: (provide name of professorship)

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. [ ] 12 mo. [ ]
                Faculty Appointment: 9 mo. [x] 12 mo. [ ]

Salary: $73,457 Source(s): State Funds: $73,457 *Non-State Funds: $0-
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

   PhD in Curriculum and Instruction.  August 2013, The Pennsylvania State University
   Master in Divinity. May 1990. Methodist Theological School in Ohio
   BA in Mathematics. May 1985. Rhode Island College

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

   August 2013 – present. Assistant Professor. East Carolina University
   August 2008 – August 2013. Research Fellow. The Pennsylvania State University

3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

   Association of Mathematics Teacher Educators, 2012-Present
   Association of Mathematics Teacher Educators – NC, 2015-Present
   National Council Teachers of Mathematics, 2008-Present
   North Carolina Council Teachers of Mathematics, 2013-Present
   Psychology of Mathematics Education, North America, 2010-Present
   Research Council on Mathematics Learning, 2015-Present

5. Professional service on campus:

   ECU Research and Creative Endeavors Committee: member 2017-present
   COE Diversity Committee: member 2018-present
   COE Planning Committee: member 2014-2018, chair 2015-2018
   COE Co-Teaching Group: member 2013-present
   COE Scholarship Scorer: 2015-2018
   MSITE Website Committee: member 2013-present
   MATE Upper Division Interview Team: 2013-present
   MATE Graduate Research Evaluator: 2014-present
6. Professional service off campus:

   - Affiliates Connection Committee of Association of Mathematics Teacher Educators: member 2015-2018, Regional Representative 2016-2018
   - Mathematics Teacher Educator Partnership Research Action Cluster on Clinical Experiences, member 2014 present
   - Association of Mathematics Teacher Educators-NC: interim treasurer 2015-2016
   - Reviewer for:
     - AMTE Annual Conference
     - PMENA Annual Conference
     - Teaching Mathematics in the Middle School journal
     - Journal of Research in Rural Education

Faculty Senate Resolution #07-01, March 2007
Faculty Senate Resolution #08-27, May 2008
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Robert Martin Reardon

Department: Educational Leadership  School/College: College of Education

Current Rank or Title: Assistant Professor  Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: ☐
  ________________________________
  (describe)
- Distinguished Professorship: ☐
  ____________________________________________
  (provide name of professorship)

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐
                Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $89,525  Source(s): State Funds: $89,525  *Non-State Funds: $0-______

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*
   
   PhD, 2000, The College of William and Mary in Virginia, Williamsburg, VA
   
   Post-Graduate Certificate of Gifted Education, 1997, University of New South Wales, Sydney, Australia
   
   Master of Education in Mathematics, 1995, Queensland University of Technology, Brisbane, Australia
   
   Bachelor of Educational Studies, 1990, University of Queensland, Brisbane, Australia
   
   Post-Graduate Diploma of Computer Education, 1984, Queensland University of Technology, Brisbane, Australia
   
   Bachelor of Arts, 1977, Macquarie University, Sydney, Australia
   
   Teacher’s Certificate, 1969, Mt. St. Mary Teachers College, Sydney, Australia

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*
   
   Aug 2013 – present, Assistant Professor, Educational Leadership Department, East Carolina University
   
   Aug 2005 – Aug 2013, Assistant Professor, 2012-13 EdD Program Chair, Virginia Commonwealth University, Richmond, VA
   
   Aug 2001 – Aug 2005, Assistant Professor, Chair Leadership Studies Department, Marian University, Fond du Lac, WI
   
   Aug 2000 – Aug 2001, Adjunct Professor, Educational Leadership Department, The College of William and Mary in Virginia, Williamsburg, VA

3. Scholarly & Creative Activities:

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<td>Other: Commissioned Monographs</td>
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<td>Other: Short video productions</td>
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4. Membership in professional organizations:


2001 – current, ASCD (formerly the Association for Supervision and Curriculum Development)

1993 – current, Australian College of Educators (national association of individuals acknowledged by their leadership peers for exhibiting high-quality educational leadership through a juried process), 1993-1997 Queensland State Chapter Treasurer

5. Professional service on campus:

East Carolina University
2017 – current, Member, Graduate Curriculum Committee
2017 – current, Member, Faculty Senate Research & Creative Activities Committee Chair, Social Sciences Subcommittee

East Carolina University
College of Education
2017 – current, Research & Creative Activities Committee, Member 2017, Co-Chair 2018
2013 - 2017, Curriculum Committee, Member
2015 Scholarship Committee, Member
2016, Search Committee, Elementary & Middle Grades, External Member (two faculty searches)

Educational Leadership Department
2013 – current, EdD Redesign Group, Member
2014 -2015, Community Learning Exchange Planning Group, Member
2013 – 2014, EdD Program Area Committee, Member
2013 – 2014, EdS Program Area Committee, Member

6. Professional service off campus:

Local School Teacher Professional Development: 2014: Aycock Middle School & Eppes Middle School, Pitt County

Regional School District: National Grant-Related Professional Development: 2017-2020: Jones, Duplin, & Sampson Counties


National Organization Service:
American Educational Research Association
2008-2011, 2014-2017: Chair, School-University-Community Collaborative Research SIG
2003-2008: Newsletter Editor
2011-2014, 2017 – current: Past Chair

Carnegie Project on the Education Doctorate (CPED)
2012-13: CPED-FIPSE Research Project Phase II
2013-14: CPED Improvement Fellow
2012-2015: Chair Publications Committee
Editorial Board Memberships: Ongoing
International Journal of Higher Education Teaching and Learning (Senior Associate Editor)
Journal of Applied Research in Higher Education
Journal of School Leadership
Leadership and Policy in Schools
International Journal of Web-Based Learning and Teaching Technologies
Voices of Reform: Educational Research to Inform and Reform)
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Mark G. Angolia

Department: Technology Systems
School/College: College of Engineering and Technology

Current Rank or Title: (if applicable) Assistant Professor
Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: ☐
  (describe) __________________________________________________________
- Distinguished Professorship: ☐
  (provide name of professorship) _______________________________________

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐
Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $82,172  Source(s): State Funds: $82,172  *Non-State Funds: $-0-______
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): __________________________________________

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. **Education Background:** *(indicate degree, date earned and institution, note additional study & training)*
   - Ph.D. Indiana State University, Terre Haute, Indiana, Technology Management (Manufacturing Concentration), 2013
   - Master of Engineering, Rensselaer Polytechnic Institute, Troy, NY, Industrial and Management Engineering, 1983
   - Bachelor of Science, Rensselaer Polytechnic Institute, Troy, NY, Industrial and Management Engineering, 1982

2. **Teaching and other professional experience:** *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*
   - 2014 - present: Assistant Professor, ECU
   - 2013 - 2014: Instructor
   - 2005* - 2013: Lecturer / Teaching Instructor (* first appointment at ECU)
   - 2005 - 2006: Director of Sales, The East Group, Greenville, NC
   - 1999 - 2005: Materials Manager, Metaldyne Inc., Greenville, NC

3. **Scholarly & Creative Activities: 2013 – 2018**

<table>
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<th>Type</th>
<th>Quantity</th>
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<tbody>
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<tr>
<td>Non-Juried Performance/Show</td>
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<tr>
<td>Other: Internal Teaching Grants (ECU, funded)</td>
<td>2</td>
</tr>
</tbody>
</table>
4. Membership in professional organizations

- CSCMP, Council of Supply Chain Management Professionals (2014 - Present)
- ASEE, American Society for Engineering Education (2013 - Present)
- APICS, The Association for Supply Chain Management (2008 - Present)
  - Certified in Production and Inventory Management (CPIM, 2011)
  - Certified Supply Chain Professional (CSCP, 2008)
- PMI, Project Management Institute (2007 - Present)
  - Project Management Professional (PMP, 2007)
- WERC, Warehouse Education Research Council (2013 - 14, 2017 - 18)
- ATMAE, Association of Technology, Management, and Applied Engineering (2013 - 17)

5. Professional service on campus (2013 - 2018)

- College of Engineering and Technology or Department of Technology Systems
  - 2018 - ongoing: CET Career Development and Leadership Council (member)
  - 2014 - present: IDIS Undergraduate Program Coordinator
  - 2014 - 2015, 2017 - present: IDIS Graduate Program Coordinator
  - 2017 - 2018: IDIS faculty search committee (chair)
  - 2007 - 2017: Professional Association of Industrial Distribution (faculty adviser)
  - 2016: Industrial Technology Applications of Computer Systems Review Committee (chair)
  - 2013 - 2014: Fixed Term Reappointment Documentation Committee (Member)

- University Wide
  - 2018 - 2020: Academic Technologies Advisory Committee (member)
  - 2008 - present: ECU’s SAP University Alliance Coordinator

6. Professional service off campus

- 2016 - present, Kenan Institute for Private Enterprise, Advisory Board (member)
- 2017: NCWorks, NC Dept. of Commerce - Career Pathways sub-committee (member)
- 2011 – 12, North Carolina Eastern Region Economic Development (member)
- 2009 – 11, Eastern Carolina Council - Defense/Aerospace Advisory Committee and Support Group (member)
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM  
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Mark Hills  
Department: Computer Science  
School/College: College of Engineering and Technology  
Current Rank or Title: Assistant Professor  
Proposed Rank or Title: Associate Professor  

Indicate Type of Action:  (select all that apply)  
Administrative Appointment:  
New Faculty Appointment:  
Promotion:  ✔  
Conferral of Tenure:  ✔  
Other: (describe)  
Distinguished Professorship:  
(provide name of professorship)  

Effective Date of Action: August 16, 2019  
Contract Period:  
Administrative Appointment:  
9 mo.  
12 mo.  
Faculty Appointment:  
9 mo.  ✔  
12 mo.  

Salary: $87,729  
Source(s): State Funds: $87,729  
*Non-State Funds: $-0-  
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):  

Prior Recommendations/Personnel Actions:  
(please check appropriate responses)  

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<tr>
<td>Chair/Unit Head</td>
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<td>Director</td>
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<tr>
<td>Provost/Vice Chancellor</td>
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<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

   PhD, 2009, University of Illinois Urbana-Champaign; BS, 1995, Western Illinois University

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

   Current Position: Assistant Professor, ECU, Fall 2013 – Current
   Courses Taught: Ethics and Professional Issues in Computer Science (CSCI 4000), Mobile Computing (CSCI 4540), Organization of Programming Languages (CSCI 3675), Software Engineering I (CSCI 4200, renumbered to CSCI 3030), Software Engineering II (CSCI 4230), Dependable Systems and Software Reliability (SENG 6275), Developing e-Commerce Systems (CSCI 6710), Software Construction (SENG 6245), Software Engineering Foundations (SENG 6230), Software Systems Modeling and Analysis (SENG 6250), Topics in Language Design (CSCI 6220)

   2009 – 2013: Postdoc, Centrum Wiskunde & Informatica (CWI)

   2003 – 2009: PhD Student (Research Assistant, Teaching Assistant), University of Illinois Urbana-Champaign
   Courses Taught: Programming Languages and Compilers

   1995 – 2003: Technology Consultant, Inforte Corporation
3. Scholarly & Creative Activities:

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<td>Other: Technical Report</td>
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4. Membership in professional organizations:

ACM, including the following special interest groups: SIGPLAN, SIGSOFT, SIGCSE, SIGLOG; IEEE Computer Society; EAPLS
5. Professional service on campus:

Current member of departmental Awards committee; past member of departmental Assessment, Curriculum, and Faculty Search committees; current member of university Patent committee; current departmental writing liaison for university writing program; presented and helped develop new BS in Software Engineering program
6. Professional service off campus:


Reviewer for the following conferences: 23rd Asia-Pacific Software Engineering Conference (ASPEC 2016); 30th IEEE/ACM International Conference on Automated Software Engineering (ASE 2015); Tools Track, 18th European Conference on Software Maintenance and Reengineering and 21st Working Conference on Reverse Engineering (CSMR/WCRE 2014 Tools Track); Tools Track, 5th Conference on Algebra and Coalgebra in Computer Science (CALCO-Tools 2013); 15th International Symposium on Symbolic and Numeric Algorithms for Scientific Computing (SYNASC 2013); 22nd International Conference on Compiler Construction (CC 2013); 28th IEEE International Conference on Software Maintenance (ICSM 2012); IFIP International Conference on Formal Techniques for Distributed Systems, Joint International Conference: 14th Formal Methods for Open Object-Based Distributed Systems and 32nd Formal Techniques for Networked and Distributed Systems (FMOODS & FORTE 2012); 2nd International Workshop on the K Framework and its Applications (K 2011); 8th International Conference on Rewriting Logic and its Applications (WRLA 2010); 11th International ACM SIGPLAN Symposium on Principles and Practice of Declarative Programming (PPDP 2009); Tools Track, 3rd Conference on Algebra and Coalgebra in Computer Science (CALCO-Tools 2009); 10th International Conference on Distributed Computing and Networking (ICDCN 2009); 12th International Conference on Algebraic Methodology and Software Technology (AMAST 2008); 2008 ECOOP Doctoral Symposium and PhD Student Workshop; 8th Workshop on Runtime Verification (RV 2008); 7th International Workshop on Rewriting Logic and its Applications (WRLA 2008); 2nd Conference on Algebra and Coalgebra in Computer Science (CALCO 2007); 9th IFIP International Conference on Formal Methods for Open Object-Based Distributed Systems and Transformation (LOPSTR 2006); 6th International Workshop on Rewriting Logic and its Applications (WRLA 2006); 12th International Conference on Logic for Programming, Artificial Intelligence and Reasoning (LPAR 2005); ACM SIGPLAN 2005 Conference on Programming Language Design and Implementation (PLDI 2005)

Served in following service/organizational roles: PC Co-Chair, Research Track, SCAM 2018; Student Volunteer Chair, ASE 2017; Member, Doctoral Symposium PC and Panel, ASE 2017; PC Member, AST 2017; PC Member, CSMR-WCRE 2014 Tool Demonstration Track; PC Member, CALCO-Tools 2013; PC Member, FMOODS & FORTE 2012; PC Chair, K 2011; Student member of UIUC Department of Computer Science Admissions committee for 2009 admissions; Organizational Co-chair, AMAST 2008; PC Chair, 2008 ECOOP Doctoral Symposium and PhD Students Workshop; Member of UIUC Department of Computer Science GradStudy committee (2005–2007); Organized the local programming languages seminar and reading group (2004–2007); Organized the April 2006 meeting of the Midwest Society for Programming Languages and Systems at UIUC (April 2006)
Name of Appointee: Dr. John L. Pickard
Department: Technology Systems
School/College: College of Engineering and Technology
Current Rank or Title: (if applicable) Assistant Professor  Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: ☐
  (describe)
  
- Distinguished Professorship: ☐
  (provide name of professorship)

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐
Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $78,869 Source(s): State Funds: $ 78,869 *Non-State Funds: $-0-

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): ___________________________

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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<tr>
<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

1. **Education Background:** *(indicate degree, date earned and institution, note additional study & training)*

- Ph.D Technology Management, Indiana State University, 2014
- Master of Business Administration, Wayland Baptist University, 1997
- B.S. Professional Aeronautics, Embry-Riddle University, 1995
- A.A.S, Military Studies, Community College of the Air Force, 1994
- A.A.S, Aircraft Propulsion Technology, Community College of the Air Force, 1992
- Cisco Certified Network Professional (CCNP), 2015
- CompTia A+, 2013
- IPv6 Forum Certified Trainer (Gold), 2012
- IPv6 Forum Certified Engineer (Gold), 2012

2. **Teaching and other professional experience:** *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

   **East Carolina University, College of Engineering and Technology**
   - Appointment to member of the Associate Graduate Faculty, spring 2016
   - Appointment to Assistant Professor, August 16, 2015
   - Appointment to rank of Instructor (Tenure Track), August 12, 2013
   - Appointment to ECU as Lecturer, 1 January 2003

   **Wayne Community College, Department of Business and Technology**
   - Appointment to Instructor, August 2000 – January 2003

3. **Scholarly & Creative Activities: 2013 – 2018**

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<td>Journal Article &quot;in the pipeline&quot; (revise &amp; resubmit)</td>
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<tr>
<td>Other: ECU Teaching Grants (funded)</td>
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</table>
4. Membership in professional organizations

American Society for Engineering Education (ASEE)  
Internet Society (ISOC)

5. Professional service on campus (2013 - 2018)

Concentration Coordinator – MSNT degree program Network Management Concentration  
NetLab Coordinator – NDG NetLab remote lab environments  
Student Lab Worker/Lab Monitor Supervisor – ICT network labs and NetLab  
ICT Program Advisory Board Coordinator  
ICT Program Industry Recruiting and Outreach Liaison  
ICT Program Recruitment Coordinator  
TSYS Marketing Committee  
Manuscript Reviewer – Journal of International Technology and Information Management, American Association for Engineering Education, Institute of Electrical and Electronic Engineers

6. Professional service off campus

Advisory board member – Wayne Community College, Department of Information Systems Technology  
Speaking Engagements to Industry and Professional Associations:
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Daniel Elliott

Department: School of Art and Design  School/College: College of Fine Arts and Communication

Current Rank or Title: (if applicable) Assistant Professor  Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- [ ] Administrative Appointment:
- [ ] New Faculty Appointment:
- [X] Promotion:
- [X] Conferral of Tenure:
- [ ] Other: (describe) 
- [ ] Distinguished Professorship: (provide name of professorship)

Effective Date of Action: August 16, 2019

Contract Period:  
- Administrative Appointment: 9 mo. [X] 12 mo. [ ]
- Faculty Appointment: 9 mo. [X] 12 mo. [ ]

Salary: $66,320  Source(s): State Funds: $66,320  *Non-State Funds: $0-

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): 

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Prior Recommendations/Personnel Actions:  
(please check appropriate responses)

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</table>
Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)
   - MFA, Graphic Design, 2008. University of Illinois at Chicago
   - BS, Art; Graphic Design sequence, 2003, Illinois State University
   - AAS, Art, 2001, Kishwaukee Community College

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)
   - Assistant Professor, Graphic Design, Full-time tenure track, East Carolina University, January 2014–Present
   - Department Chair, Communication Design/Graphic Design, Harrington College of Design, June 2013 – Dec 2013
   - Adjunct Professor, Graphic Design, University of Illinois at Chicago, August 2007 – December 2008
   - Graphic Designer, Tangent Design, Chicago IL, 2007

3. Scholarly & Creative Activities:

<table>
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<tr>
<th>Type</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
<td>Book</td>
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4. Membership in professional organizations:
   - AIGA

5. Professional service on campus:
   - Youth Arts Festival, Ran an art workshop/booth at the 2014–2017 ECU/SoAD Youth Arts Festival
6. Professional service off campus:

- Greenville Museum of Art - Board of Trustees Member
- Interviewer for City of Greenville Graphic Design Position, The City of Greenville reached out desiring professional expertise in hiring a Graphic Designer for the city. I spent a day interviewing candidates for the position and gave advice to the hiring manager based on my experience working in the design industry.
- Wave Church NC, Greenville, North Carolina. Provided professional graphic design service to non-profit organization
- Coastal Carolina University, Conway, South Carolina. Official reviewer for the 2014 Coastal Carolina University Graphic Design Senior Exhibition
- Coastal Carolina University, Conway, South Carolina. Official reviewer for the 2014 Coastal Carolina University Graphic Design Senior Portfolio Review
- Kinston Middle School, Presentation to two middle school art classes on the profession of Graphic Design and the School of Art and Design at ECU
- AIGA Raleigh student portfolio reviewer, Raleigh, North Carolina. Professional portfolio reviewer for student portfolio review day hosted by AIGA Raleigh.
- Volunteer at 2014 Hamilton Wood Type & Printing Museum Wayzgoose Conference
- Volunteer at 2013 Hamilton Wood Type & Printing Museum Wayzgoose Conference
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Dr. Keith Richards

Department: School of Communication    School/College: Fine Arts and Communication

Current Rank or Title: (if applicable) Assistant Professor    Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: ☒ (describe) ________________________________
- Distinguished Professorship: ☐ (provide name of professorship) ________________________________

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☒ 12 mo. ☐
Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $61,019 Source(s): State Funds: $ 61,019 *Non-State Funds: $-0-______
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): __________________________________________________________________________

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

- Ph.D. Communication Sciences, 2011
  University of Connecticut, Storrs, CT
- M.A. Communication Sciences, 2007
  University of Connecticut, Storrs, CT
- B.A. Communication Studies, Magna Cum Laude, 2005
  Kent State University, Kent, OH

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

- **Assistant Professor**: School of Communication, East Carolina University (August 2013-Present)
- **Lecturer**: School of Communication Studies, James Madison University (August 2010-May 2013)

3. Scholarly & Creative Activities:

<table>
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<th>Type</th>
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<tr>
<td>Book</td>
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<td>Other:</td>
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</table>

4. Membership in professional organizations:

Enter Membership in professional organizations.

5. Professional service on campus:

- **University Service**
  1. Member, Faculty Senate (2017-Present)
  2. **Secretary**, Committee on Committees (2017-Present)
  3. Judge, Research & Creative Achievement Week (2016, 17)
  4. Member, University Orientation Planning Committee (2014)

- **Departmental service**
  1. Member, Search committee (2018)
  2. **Chair**, Graduate Curriculum Committee (2017-Present)
  3. Member, Distance Education Committee (2014-Present)
4. Mentor, Faculty Mentorship Program (2016-2018)
5. Secretary, Graduate Curriculum Committee (2014-17)
6. Chair, Search committee (2016-17)
7. Member, Search committee (2014)
8. Member, Interpersonal/Organizational and Media Studies Committee (2013-Present)

6. Professional service off campus:
   2. Reviewer for Health Promotion Practice journal (2014-17)
   3. Expert panel member to review the measures for a study entitled *Applying the Information, Motivation, and Behavioral Skills Model to Predict Young Adults’ HPV Vaccination Intentions, Initiation, and Series Completion*. (2016)
**EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM**
*(Administrator completes Section I. and faculty member (appointee) completes Section II.)*

**Section I.** To be completed by the appropriate administrator(s).

**Name of Appointee:** Bhibha Das

**Department:** Kinesiology  
**School/College:** College of Health and Human Performance

**Current Rank or Title:** (if applicable) Assistant Professor  
**Proposed Rank or Title:** Associate Professor

**Indicate Type of Action:** (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: ☐
  
**Distinguished Professorship:** ☐

**Effective Date of Action:** August 16, 2019

**Contract Period:**
- Administrative Appointment: 9 mo. ☐ 12 mo. ☐
- Faculty Appointment: 9 mo. ☒ 12 mo. ☐

**Salary:** $77,973  
**Source(s):** State Funds: $77,973  
**Non-State Funds:** $0

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):*

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**Prior Recommendations/Personnel Actions:**
*(please check appropriate responses)*

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<tr>
<td>Board of Trustees</td>
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Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

   University of Illinois, Urbana, IL, May 2003
   Bachelor’s of Science, Molecular and Integrative Physiology
   University of Illinois, Springfield, IL. May 2005
   Masters in Public Health, Health Promotion and Epidemiology
   Internship: Illinois Department of Public Health, Office of Women’s Health
   Advisor: Remi Imeokparia, PhD
   University of Illinois, Urbana, IL, May 2011
   Doctor of Philosophy, Kinesiology and Community Health
   Dissertation Title: The Use and Tailoring of an Evidence-Based Physical Activity
   Behavior Change Program in a Unique Worksite Population
   Advisor: Steven J. Petruzzello, PhD, FACSM
   University of Georgia, Athens, GA - Post-Doctoral Research Associate (Mentor: Evans)

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

   - Department of Kinesiology and Community Health, University of Illinois, Urbana, IL-Research Assistant, Dr. Weimo Zhu 1/2009 – 5/2010
   - Research Assistant, Dr. Ellen Evans 5/2010 - 5/2011
   - Department of Kinesiology, UGA, Post-Doctoral Research Associate, Dr. Ellen Evans 8/2011 – 8/2013
   - Department of Kinesiology, East Carolina University, Greenville, NC Assistant Professor 8/2013 – Present
3. Scholarly & Creative Activities:

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<th>Type</th>
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<td>Other: abstracts</td>
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<td>Other: presentations</td>
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4. Membership in professional organizations:

American College of Sports Medicine
American Evaluation Association
Golden Key Honor Society
National Association of Chronic Disease Directors
National Society of Physical Activity Practitioners in Public Health
-Secretary 2007, Communications Comm member 2006-07
Phi Kappa Phi Honor Society
Southeast Chapter-American College of Sports Medicine
5. Professional service on campus:

2014-2015 Research and Creative Achievement Week, East Carolina University
2015-2016 Research and Creative Achievement Week, East Carolina University
2016-2017 Research and Creative Achievement Week, East Carolina University

Member

2010-2011 University of Illinois Provost and Graduate College Student Advisory Board
East Carolina University Wellness Committee, Fall 2013 – Present

Search Committee for Lifetime Physical Activity and Fitness Coordinator, East Carolina University, Department of Kinesiology, Fall 2014 and Spring 2015

2015 Student Success Conference, East Carolina University

Office of Healthy Aging Research, Education, and Services, East Carolina University
Review Board, Insight: A Journal of Scholarly Teaching

Committee for Living Learning Community for Kinesiology Students

Search Committee for Assistant Director for Wellness Programs, East Carolina University, Campus Recreation and Wellness, Spring 2015

Acceptance Day, East Carolina University

Pitt County Health Department Community Task Force for Diabetes Prevention in West Greenville, Summer 2015 – Present

Search Committee for Assistant Director of Assessment, East Carolina University, Office of Assessment, Accreditation, and Data Management, Fall 2015 and Spring 2016

Search Committee for Open Rank Exercise Physiology Faculty, East Carolina University, Department of Kinesiology, Spring 2017, Fall 2017, Spring 2018

West Greenville Health Council, Spring 2017 - Present
Review Board, American Journal of Health Behavior, Spring 2017 - Present

Search Committee for Assistant Professor in Recreation and Park Management, East Carolina University, Department of Recreation and Leisure Studies, Fall 2017

Health Professions Committee, East Carolina University, Fall 2017

Other

Advisor, Kinesiology Majors’ Club, East Carolina University, Fall 2013 – Spring 2015
Alumni Coach, 2015 Illinois Leadership Center’s Imprint Program, University of Illinois at Urbana-Champaign
Faculty Coach, 2015 Southeast American College of Sports Medicine Annual Meeting, East Carolina University

Quiz Bowl

Physical Activity Promotion Concentration Coordinator, East Carolina University, Fall 2015 – Present
Alumni Coach, 2016 Illinois Leadership Center’s Imprint Program, University of Illinois at Urbana-Champaign
Faculty Member, College of Health and Human Performance Recognition Ceremony Line-Up, Fall 2013 – Current
Alumni Coach, 2017 Illinois Leadership Center’s Imprint Program, University of Illinois at Urbana-Champaign

Alumni Coach, 2018 Illinois Leadership Center’s Imprint Program, University of Illinois at Urbana-Champaign
6. Professional service off campus:

Book Reviewer
ACSM’s Behavioral Aspects of Exercise

Conference Reviewer
Graduate Student and New Evaluators Topical Interest Group, 2014 Conference of the American Evaluation Association
Health Evaluation Topical Interest Group, 2014 Conference of the American Evaluation Association
Health Evaluation Topical Interest Group, 2015 Conference of the American Evaluation Association
Health Evaluation Topical Interest Group, 2016 Conference of the American Evaluation Association

Journal Reviewer
American Journal of Health Behavior
BMC Public Health
Health Promotion International
Health Promotion Practice
Inclusion
Insight: A Journal of Scholarly Teaching
International Journal of Health Promotion and Education
Journal of American College Health
Journal of Physical Activity and Health
Journal of Science and Medicine in Sport
Preventing Chronic Diseases: Public Health Research, Practice, and Policy
Research Quarterly in Exercise and Sport
Work, A Journal of Prevention, Assessment, and Rehabilitation

Conference Chair
Thematic Poster Chair, 2014 Southeast American College of Sports Medicine Annual Meeting
Tutorial Chair, 2016 Southeast American College of Sports Medicine Annual Meeting
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Joseph G. L. Lee

Department: Health Education and Promotion      School/College: College of Health and Human Performance

Current Rank or Title: (if applicable) Assistant Professor  Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: ☐

(describe) __________________________________________________________________________

Distinguished Professorship: ☐

(provide name of professorship) ___________________________________________________________________

Effective Date of Action: August 16, 2019

Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐
Faculty Appointment: 9 mo. ☒ 12 mo. ☐

Salary: $74,945 Source(s): State Funds: $74,945 *Non-State Funds: $-0-_____

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): ___________________________________________________________________

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

Source Recommended Not Recommended Not Applicable
Appropriate Unit Personnel Committee ☒ ☐ ☐
Chair/Unit Head ☒ ☐ ☐
Director ☐ ☐ ☒
Dean ☒ ☐ ☐
Provost/Vice Chancellor ☒ ☐ ☐
Chancellor ☒ ☐ ☐
Board of Trustees ☐ ☐ ☐
Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)

- PhD 2015 UNC Gillings School of Global Public Health
  - Predoctoral Traineeship in Tobacco Regulatory Science, UNC Center for Regulatory Research in Tobacco Communication
- MPH 2008 Research in Tobacco Communication
- BA 2004 Duke University

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)

- ECU Assistant professor 2015-Current
- UNC Chapel Hill Social/Clinical Research Specialist 2008-2011
- Duke University Associate in Research 2007-2008

3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

- American Public Health Association
- Society for Research on Nicotine & Tobacco

5. Professional service on campus:

- Diversity Committee Member 2018-
- BSPHS: Student Appellate Committee Member 2016-
- Departmental Library Representative Member 2016-
- Sexual and Gender Diversity Member 2015-
- Committee Calendar Committee Member 2018-
- Service Learning Committee Member 2016-
- University Wellness Committee 2017
- Lead on Tobacco-Free Campus Effort Member 2016-

6. Professional service off campus:

- Board, NC Farmworker Health Program Member
- Board, SHIFT-NC Member
- Program Committee, Society for Research on Nicotine & Tobacco Annual Meeting Member 2019
- Program Committee, Society for Research on Nicotine & Tobacco Annual Meeting Member 2018
- Grant Reviewer
  - French National Cancer Institute, 2018
  - National Institutes of Health, 2018
  - North Carolina Farmworker Health Program, 2018
Name of Appointee: Michael Stellefson  
Department: Health Education and Promotion  
School/College: College of Health and Human Performance  
Current Rank or Title: (if applicable) Associate Professor  
Proposed Rank or Title: N/A  
Indicate Type of Action: (select all that apply)  
- Administrative Appointment: ☐  
- New Faculty Appointment: ☐  
- Promotion: ☐  
- Conferral of Tenure: ☒  
- Other: ☐  
(describe)  
Distinguished Professorship: ☐  
(provide name of professorship)  
Effective Date of Action: August 16, 2019  
Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐  
Faculty Appointment: 9 mo. ☒ 12 mo. ☐  
Salary: $89,000  
Source(s): State Funds: $89,000  
*Non-State Funds: $0*  
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):  
Prior Recommendations/Personnel Actions:  
(please check appropriate responses)  
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Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)

   PhD  2008  Texas A&M University
   MS   2005  Texas A&M University
   BS   2004  University of Pittsburgh

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)

   East Carolina University  Associate Professor  2017-Present
   University of Florida   Assistant Professor   2010-2017
   (tenure-accruing)
   Coastal Carolina University  Assistant Professor  2009-2010
   (tenure-accruing)
   Texas A&M University  Assistant Instructional Professor  2009
   (non-tenure-accruing)
   Texas A&M University  Lecturer    2008
   (non-tenure-accruing)

3. Scholarly & Creative Activities:

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<td>Other: Published Abstracts</td>
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<td>Other: Guest Editorship of Professional Journal</td>
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4. Membership in professional organizations:

   National
   Association for Clinical and Translational Science
     Member (2013-2015)
   Task Force for Marketing the Profession of Health Education
     Member (2010-2012)
   American Academy of Health Behavior
     Affiliate Member (2007-2010)
   American Public Health Association
     Member (2007-2009; 2017-)
   American Alliance for Health, Physical Education, Recreation, and Dance
     Member (2004-2013)
   SHAPE America
     Member (2018-present)
   Society for Public Health Education
     Member (2005-present)
   Eta Sigma Gamma
     Member (2005-2008)
American Association for Health Education
Member (2004-2013)

Regional
State and Territorial Injury Prevention Directors Association
Student Member (2008-2009)

5. Professional service on campus:

**Department of Health Education and Promotion, ECU**
Personnel Committee   Member (elected)   2018-present
MA Comprehensive Exam Grading Committee   Evaluator   Spring 2018
Teaching Evaluation, Dr. Joseph G. Lee (HLTH 3020: Health Disparities)   Peer Evaluator   Fall 2017
Graduate Faculty   Member (elected)   2018-present
Graduation Ceremony   Faculty Marshall   Spring 2018

**Department of Public Health, Brody School of Medicine, ECU**
ECU Intensive Writing Workshop Grant Advisory Panelist   Spring/Summer 2018
(Dr. Stephanie B. Jilcott Pitts, Associate Professor)

6. Professional service off campus:

**Professional Service to National Organizations**
American Alliance for Health, Physical Education, Recreation, and Dance
Member, Student Services Committee (2007-2009)

Coalition of National Health Education Organizations, Health Education Advocacy
Summit, Washington, DC
Student Participant (2005-2006)

Society for Public Health Education
Member, Communications Committee (2007-2014)
Member, Annual Meeting Planning Committee (2008)
Member, Awards Committee (2016-present)

Eta Sigma Gamma
Faculty Advisor, Alpha Pi Chapter, Texas A&M University (2008)
Vice President of Graduate Division, Alpha Pi Chapter, Texas A&M University (2005– 2006)

American Association for Health Education
Member, Student Involvement Committee (2008-2011)
Development Team, Undergraduate Case Study Competition, Tampa, FL (2009)
Presider, National Convention, Fort Worth, TX (2008)
Presider (2 Sessions), National Convention, Baltimore, MD (2007)

**Journal Editorship**
Managing Editor, American Journal of Health Studies. Responsible for managing manuscript submission and disposition tracking, communicating with editorial board members, operating subscriber database, subscription and back issue orders, printing, promotions and subscriber retention. Reviewed and edited all manuscripts (~30) published (2006-2007).

**Editorial Board Member for Peer Reviewed Journals**
Member, Editorial Board, American Journal of Health Behavior (Thomson ISI 5YR IF: 1.650; SciMago H-Index: 58). Expected to coordinate peer review and edit approximately 2 manuscripts per year (October 2016 – present)
Article Editor, Sage Open, Social Science Journals (June/July 2016)

Member, Editorial Board, American Journal of Health Education (SciMago H-Index: 22). Expected to coordinate peer review and edit approximately 4-6 manuscripts per year (2013 – present)

Founding Member, Board of Associate Editors, Health Behavior and Policy Review. Expected to peer review and edit approximately 2-3 manuscripts per year (2013)

Member, Board of Associate Editors, American Journal of Health Education (SciMago H-Index: 22). Expected to peer review and edit approximately 2-4 manuscripts per year (2010 – 2013)


Reviewer for Scholarly Journals
Archives of Physical Medicine and Rehabilitation (Thomson ISI 5YR IF: 3.625; SciMago H-Index: 162). Review and edit approximately 1 manuscript per year (2018-Present)

PLOS ONE (Thomson ISI 5YR IF: 3.352; SciMago H-Index: 241). Review and edit approximately 1 manuscript per year (2016-Present)

Information, Communication, and Society (Thomson ISI 5YR IF: 4.689; SciMago H-Index: 53). Review and edit approximately 1 manuscript per year. (2016-Present)

Alcohol and Alcoholism (Thomson ISI 5YR IF: 2.896; SciMago H-Index: 88). Review and edit approximately 1-2 manuscripts per year (2015 – Present)

Journal of the American Medical Informatics Association (Thomson ISI 5YR IF: 4.337; SciMago H-Index: 127). Review and edit approximately 1 manuscript per year (2015 – Present)

Journal of Health Communication (Thomson ISI 5YR IF: 2.455; SciMago H-Index: 69). Review and edit approximately 1 manuscript per year (2015 – Present)

Evaluation and the Health Professions (Thomson ISI 5YR IF: 2.178; SciMago H-Index: 47). Review and edit approximately 1-2 manuscripts per year (2012 – Present)

Health Education and Behavior (Thomson ISI 5YR IF: 2.396; SciMago H-Index: 81). Review and edit approximately 2-3 manuscripts per year (2011 – Present)

Journal of Medical Internet Research (Thomson ISI 5YR IF: 5.735; SciMago H-Index: 102). Review and edit approximately 3 manuscripts per year (2011 – Present)

Aging and Mental Health (Thomson ISI 5YR IF: 2.761; SciMago H-Index: 71). Review and edit approximately 1 manuscript per year (2010 – Present)


American Journal of Health Studies. Review and edit approximately 1-2 manuscripts per year (2006 – Present)

Health Promotion Practice (SciMago H-Index: 40). Review and edit approximately 1 manuscript per year (2006 – Present)

Books Reviewed

International Grant Reviews
Invited Grant Reviewer, Clinical Research Starter Grants, Great Ormond Street Hospital Children’s Charity, London, UK, (April 2016)

Invited Grant Reviewer, Quebec-Flanders Bilateral Research Cooperation Program, Fonds de Recherche du Quebec- Nature and Technology Branch, Quebec City, Canada (September 2015)

Invited Grant Reviewer, Diabetes UK (The British Diabetic Association), London, United Kingdom, Project Grants (2015-2016)

National Grant Review

Invited Grant Reviewer, Review Panel for the Advancing Informal STEM Learning (AISL) Program, National Science Foundation (NSF), Washington, DC, March 7-8, 2013

Regional Grant Reviews
Invited Grant Reviewer, Maryland Industrial Partnerships (MIPS) Program, Maryland Technology Enterprise Institute, A. James Clark School of Engineering, University of Maryland (June 2018)

Invited Grant Reviewer, University of Missouri Research Board, University of Missouri, Columbia, MO (2015-2016)


Invited Grant Reviewer, Research Growth Initiative (RGI), University of Wisconsin-Milwaukee, Milwaukee, WI (November 2011)

Abstract Reviews for Professional Meetings
Reviewer, Paper Review Committee, The Workshop on Social Media for Older Adults, Eighth International Conference on Social Informatics (September 2016)

Abstract Reviewer, AAHE HEDIR Technology Seminar (2013)

Abstract Reviewer, AAHE HEDIR Technology Seminar (2012)


Abstract Reviewer, AAHPERD National Convention and Exposition, AAHE Program Proposals (2012)

Abstract Reviewer, SOPHE Annual National Meeting (2009)


Abstract Reviewer, AAHPERD National Convention and Exposition, AAHE Research Coordinating Board (2008)


Abstract Reviewer, AAHPERD National Convention and Exposition, AAHE Research Coordinating Board (2007)
**EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM**  
*(Administrator completes Section I. and faculty member (appointee) completes Section II.)*

Section I. To be completed by the appropriate administrator(s).

**Name of Appointee:** Damon Swift  
**Department:** Kinesiology  
**School/College:** College of Health and Human Performance  
**Current Rank or Title:** Assistant Professor  
**Proposed Rank or Title:** Associate Professor

**Indicate Type of Action:** *(select all that apply)*  
- Administrative Appointment: [ ]  
- New Faculty Appointment: [ ]  
- Promotion: [ ]  
- Conferral of Tenure: [ ]  
- Other:  
  *(describe)*  
  *(provide name of professorship)*

**Effective Date of Action:** August 16, 2019

**Contract Period:**  
- Administrative Appointment: 9 mo. [ ] 12 mo. [ ]  
- Faculty Appointment: 9 mo. [ ] 12 mo. [ ]

**Salary:** $75,794  
**Source(s):** State Funds: $75,794  
*Non-State Funds: $-0-  

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):*

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**Prior Recommendations/Personnel Actions:**  
*(please check appropriate responses)*

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</table>
Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)

Pennington Biomedical Research Center, Baton Rouge, LA    July 2010- August 2013
NIDDK T-32 Postdoctoral Researcher
Mentor: Timothy Church, M.D. Ph.D.

University of Virginia, Charlottesville, VA    August 2006 – May 2010
Curry School of Education
Ph.D., Exercise Physiology
Dissertation: The Effect of Aerobic Exercise Training on Endothelial Function in African American and Caucasian Postmenopausal Women
Mentor: Arthur Weltman, Ph.D.

University of Virginia, Charlottesville, VA    August 2006- May 2006
College of Arts and Sciences
M.S., Health Evaluation Sciences and Clinical Investigations

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)

Assistant Professor, East Carolina University, 8/13-present
3. Scholarly & Creative Activities:

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<td>Other: grant</td>
<td>$1.9mil</td>
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<td>Other:</td>
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4. Membership in professional organizations:

American College of Sports Medicine (member), American Heart Association (FAHA, faculty status)
5. Professional service on campus:

- Search Committee Member (KINE) faculty search 2016-Current (Hicker replacement)
- Search Committee Member (KINE)- faculty search 1/2017-9/2018
- Admission committee masters exercise physiology program (member), 2013-Current
- Recommendations letters for students- 30 completed
- Personell committee (member) 2016-2017
- HHP retreat planning committee 2016-2017
- Designed a concentration within the Bioenegetics Ph.D. Program 2014-2015
- ECU Internal grant reviewer- P20 grant for the Center for health disparities June 2013
6. Professional service off campus:

American Heart Association-Early Career Committee (past chair)
American Heart Association- Early Career Committee (chair) 2016-2018
American Heart Association- Member 2015-2016
American Heart Association Behavioral Clinical Study Section (Member) (Fall 2013, Spring 2014, Fall 2014, Fall 2015, Fall 2016)
Veterans Affairs Study section (Spring 2016)
TO: Cecil P. Staton, D.Phil.
    Chancellor

FROM: Mark Stacy, MD
    Vice Chancellor for Health Sciences

DATE: March 5, 2019

SUBJECT: Health Sciences Division Recommendation for Promotions and Permanent Tenure, 2018-2019 Academic Year

Listed below are recommendations regarding promotions and permanent tenure for faculty members in the Division of Health Sciences. Attached are charts that indicate the recommendation from the appropriate departmental committee (Tenure and/or Promotion), department chair, dean, and vice chancellor for each faculty member. For the Brody School of Medicine only, the Brody School of Medicine Promotion and Tenure Advisory Committee recommendation is also included (approved committee in the BSOM Unit Code of Operations).

Individual summaries required by the Board of Trustees are enclosed. If you desire additional information, I will be happy to provide it.

COLLEGE OF ALLIED HEALTH SCIENCES

Virginia C. Stage, PhD
    Department of Nutrition Science

    Promotion to Associate Professor with Conferral of Permanent Tenure

Yolanda Holt, PhD
    Department of Communication Sciences & Disorders

    Promotion to Associate Professor with Conferral of Permanent Tenure

Ray Hylock, PhD
    Department of Health Services & Information Management

    Promotion to Associate Professor with Conferral of Permanent Tenure

COLLEGE OF NURSING

Kim Larson, PhD, MPH, RN
    Department of Nursing Science

    Promotion to Professor

BRODY SCHOOL OF MEDICINE

MD Motaleb, PhD
    Department of Microbiology and Immunology

    Promotion to Professor
Chancellor Cecil P. Staton  
March 5, 2019  
Page 2 of 2

Paul Walker, MD  
Department of Internal Medicine

Promotion to Professor

Ashesh Buch, MD  
Department of Cardiovascular Sciences

Promotion to Associate Professor  
with Conferral of Permanent Tenure

Andrew Ju, MD  
Department of Radiation Oncology

Promotion to Associate Professor  
with Conferral of Permanent Tenure

Nasreen Vohra, MD  
Department of Surgery

Promotion to Associate Professor  
with Conferral of Permanent Tenure

Dean Yamaguchi, MD  
Department of Cardiovascular Sciences

Promotion to Associate Professor  
with Conferral of Permanent Tenure

Tonya Zeczycki, PhD  
Department of Biochemistry and Molecular Biology

Promotion to Associate Professor  
with Conferral of Permanent Tenure

Enclosures:  
Chart of Recommendations  
East Carolina University Personnel Action Summary Form

☑ Approve       _____ Do Not Approve

Cecil P. Staton, D.Phil.  
Chancellor
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Ashesh Buch

Department: Cardiovascular Sciences

School/College: Brody School of Medicine

Current Rank or Title: (if applicable) Assistant Professor

Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)

- Administrative Appointment:
- New Faculty Appointment:
- Promotion:
- Conferral of Tenure: X
- Other: (describe)
- Distinguished Professorship: (provide name of professorship)

Effective Date of Action: July 1, 2019

Contract Period: Administrative Appointment: 9 mo. □ 12 mo. □

Faculty Appointment: 9 mo. □ 12 mo. X

Salary: $389,100 Source(s): State Funds: $25,694  *Non-State Funds: $363,406 ECUP

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

MBChB, 1992, University of Birmingham Medical School, U.K
M.D (Research), 2006
ABIM, Internal Medicine: 2017

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

See CV for previous posts

Assistant Professor ECHI, ECU, 13 August 2012 -

3. Scholarly & Creative Activities:

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</table>

4. Membership in professional organizations:
   - Society of Cardiovascular Angiography and Interventions
   - American Heart Association
   - American College of Cardiology

5. Professional service on campus:

6. Professional service off campus:
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Andrew Ju MD

Department: Radiation Oncology  School/College: Brody School of Medicine

Current Rank or Title: (if applicable)  Assistant Professor  Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: (describe)  

Distinguished Professorship: (provide name of professorship)

Effective Date of Action: July 1, 2019

Contract Period:  Administrative Appointment: 9 mo. ☐ 12 mo. ☐
  Faculty Appointment: 9 mo. ☐ 12 mo. ☒

Salary: $391,075  Source(s): State Funds: $123,070  *Non-State Funds: $268,005
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): Medical faculty practice plan and state funds

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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</table>
Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

   University of Wisconsin School of Medicine and Public Health, Doctor of Medicine 2004-2008
   University of Wisconsin Hospital and Clinics, Department of Internal Medicine, Intern 2008-2009
   Georgetown University Hospital, Department of Radiation Medicine, Residency 2009-2013
   Chief Resident 2011-2012

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

   HUMS 6400 – Brody School of Medicine, “Society, Culture and Health Systems” 2016-2018
   EDMD 9215 – Brody School of Medicine, “Foundations of Medicine” 2015-2017
   ETHC 9101 – Brody School of Medicine, “Ethical and Social Issues in Medicine” 2015
   HUMS 6300 – Brody School of Medicine, “Ethical Issues in Medicine” 2015

   Mentored 15 students in BSOM Summer Scholars Program 2014-2018

   Lectures to BSOM Oncology fellows, ECU Physics Masters students; ECU Biomedical Engineering Students; and ECU School of Dental Medicine 2015-2018

3. Scholarly & Creative Activities:

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4. Membership in professional organizations: American Society for Radiation Oncology (ASTRO)

5. Professional service on campus:
   Interim Chair, Radiation Oncology 2018-2019
   Radiation Oncology Search Committee Member, EHRA 966526 2017
   Radiation Oncology Search Committee Chair, EHRA 001240 2017
   Radiation Oncology Search Committee Member, EHRA 966527 2015

6. Professional service off campus:
   Vidant Medical Center, Medical Executive Committee Member 2018
   Vidant Medical Center, Credentials Committee Member 2018
   Vidant Medical Center, Cancer Tower Information Technology Committee Member 2018
   Vidant Radiation Oncology, workgroup on establishing prostate LDR brachytherapy guidelines 2017
   Vidant Medical Center, workgroup on establishing a pathology report format 2018
   Vidant Medical Center, workgroup for writing survivorship templates for head and neck and prostate cancer 2016-2018
   Vidant Cancer Services workgroup on EPIC/EHR use 2015-2018
   Vidant Medical Center, Head and Neck Cancer Clinical Trials Committee Leader 2014-2018
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Nasreen A. Vohra, MD, FACS

Department: Surgery  School/College: Brody School of Medicine

Current Rank or Title: (if applicable) Assistant Professor  Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment:
- New Faculty Appointment:
- Promotion:
- Conferral of Tenure:
- Other: (describe)

Distinguished Professorship: (provide name of professorship)

Effective Date of Action:

Contract Period:  Administrative Appointment: 9 mo. ☐ 12 mo. ☑
  Faculty Appointment: 9 mo. ☐ 12 mo. ☑

Salary: $257,126  Source(s): State Funds: $64,436  *Non-State Funds: $192,690 (ECU-P)
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)

1996–1999  B.S., Biochemistry, University of Texas at Austin, Austin, Texas
1999–2003  M.D., Baylor College of Medicine, Houston, Texas
2003-2004  Intern in General Surgery, University of South Florida Morsani College of Medicine, Tampa, Florida
2004-2006  Resident in General Surgery, University of South Florida Morsani College of Medicine, Tampa, Florida
2006-2008  Postdoctoral Research Fellow, Tumor Immunology, H. Lee Moffitt Cancer Center and Research Institute, Tampa, Florida
2008-2009  Resident in General Surgery, University of South Florida Morsani College of Medicine, Tampa, Florida
2009-2010  Chief Resident in General Surgery, University of South Florida Morsani College of Medicine, Tampa, Florida
2010-2012  Fellow in Surgical Oncology, Moffitt Cancer Center at the University of South Florida, Tampa, Florida

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)

2012        Clinical Instructor, Surgery, Moffitt Cancer Center and Research Institute, Tampa, Florida
2012-       Assistant Professor, Department of Surgery, Brody School of Medicine
            at ECU, Greenville, North Carolina (August 31, 2012)
2015-       Graduate Faculty, Brody School of Medicine
2016-       Director, North Carolina Tissue Consortium

3. Scholarly & Creative Activities:

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</table>

4. Membership in professional organizations:

2003-  American College of Surgeons
2006-  Society of Surgical Oncology
2009-  American Association for Cancer Research
2012- American Society of Clinical Oncology
2014- Society for Immunotherapy of Cancer
2016- Association of Women Surgeons
2018- Lineberger Comprehensive Cancer Center, Associate Member

5. Professional service on campus:

Brody School of Medicine

2012- Member, Brody Women Faculty Committee
2018- Member, Program Evaluation Committee, Department of Surgery, Brody School of Medicine
2018- Member, Research Committee, Brody School of Medicine

Vidant Medical Center

2012- Member, Cancer Committee, Vidant Medical Center
2016- Advisory Council Cancer Services Workgroup, Vidant Medical Center

6. Professional service off campus

2017- Board Member, North Carolina Advisory Committee on Cancer Coordination and Control
2018- Member, Grants and Fellowship Committee, Association of Women Surgeons
2018- Member, Alliance, Cancer Control Program, Health Disparities Committee
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Dean Yamaguchi

Department: Cardiovascular Sciences

School/College: Brody School of Medicine

Current Rank or Title: (if applicable) Assistant Professor

Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)

- Administrative Appointment: □
- New Faculty Appointment: □
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: (describe)

Distinguished Professorship:
(provide name of professorship)

Effective Date of Action: July 1, 2019

Contract Period: Administrative Appointment: 9 mo. □ 12 mo. □

Faculty Appointment: 9 mo. □ 12 mo. ☒

Salary: $424,085

Source(s): State Funds: $25,700

*Non-State Funds: $398,385 (ECUP)

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

   Undergraduate Education: 09/1998-06/2002  
   University of California, Los Angeles, Los Angeles, CA  
   Degree: Bachelor of Science  
   Major: Molecular, Cell, and Developmental Biology  
   Minor: Anthropology

   Medical School Education: 07/2002-05/2006  
   Vanderbilt University School of Medicine, Nashville, TN  
   Degree: Doctor of Medicine

   Residency Program: 07/2006-06/2011  
   University of Florida, Gainesville, FL  
   General Surgery Categorical Resident

   University of Alabama, Birmingham, Birmingham, AL

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

   Assistant Professor, Department of Cardiovascular Sciences, Brody School of Medicine – July 2013 to Present

3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

   Member of Phi Beta Kappa—UCLA Chapter: 06/2002 to Present  
   Member of National Society of Collegiate Scholars—UCLA Chapter: 04/01/2000 to Present  
   Lifetime Member of Golden Key National Honor Society: 04/01/2001 to Present
Resident Member of the American College of Surgeons: 10/2007 to 06/2013
Fellow Candidate of the American College of Surgeons: 07/2014
Fellow of the American College of Surgeons: 2016 to Present
Candidate Member of the Southern Association for Vascular Surgery: 01/2012
Member of the Society of Vascular Surgery (Member ID 15024365): 07/2014 to Present
Member of the Society of Vascular Surgery (Member ID 15024365): 07/2014 to Present

5. Professional service on campus:

ECHI at Vidant Medical Center Operating Room Leadership Team – October 2016 to present
ECHI at ECU Clinical Trials Committee – January 2014 to Present
Endovascular User Group at Vidant Medical Center—January 2016 to present
Surgical Education Committee at East Carolina University—January 2014 to present
ECHI Data Registry Oversight Committee—February 2014 to present

6. Professional service off campus:

Volunteer at the Greenville Shelter Clinic—September 2013 to Present
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Tonya N. Zeczycki, Ph.D.

Department: Biochemistry and Molecular Biology    School/College: Brody School of Medicine

Current Rank: Assistant Professor    Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
  Administrative Appointment: □
  New Faculty Appointment: □
  Promotion: □
  Conferral of Tenure: □
  Other:
    (describe)
    Distinguished Professorship:
    (provide name of professorship)

Effective Date of Action: July 1, 2019

Contract Period:
  Administrative Appointment: 9 mo. □ 12 mo. □
  Faculty Appointment: 9 mo. □ 12 mo. □

Salary: $91,583    Source(s): State Funds: $86,088  *Non-State Funds: $5,495 (Grants)
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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</table>
Section II. To be completed by the faculty member.

1. Education Background:

2002  
B.S. (Biology) Wisconsin Lutheran College (Milwaukee, WI)

2007  
B.S. (Chemistry; ACS) Wisconsin Lutheran College (Milwaukee, WI)

2007  
Ph.D. (Inorganic Chemistry) Marquette University (Milwaukee, WI)

2. Teaching and other professional experience:

2007-2012  
Post-Doctoral Research Assistant Department of Biochemistry University of Wisconsin (Madison, WI)

2012-Present  
Assistant Professor Department of Biochemistry and Molecular Biology Brody School of Medicine (Greenville, NC)

3. Scholarly & Creative Activities:

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<td>Other: Research/Academic lectures</td>
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4. Membership in professional organizations:

2008-present  
American Chemical Society

2015-present  
American Society for Biochemistry and Molecular Biology

2016-present  
Graduate Women in Science

5. Professional service on campus:

2012-present  
Department of Biochemistry and Molecular Biology, Graduate Committee; Role: Member

2013  
Faculty Search Committee, Department of Kinesiology and Human Performance Lab (3 positions); Role: Member
2014 Faculty Search Committee, East Carolina Diabetes and Obesity Institute (1 position); Role: Member

2015-present Graduate Women in Science (GWIS); Role: Founding Member

2015 ECU Research and Creative Week; Role: Abstract Judge

2015 Summer Program in Biomedical Research; Role: Research Mentor

2016 Medical Education Day; Role: Abstract Judge

2016 Strategic Research Planning Initiative Committee; Role: Member

2016-2017 Faculty Search Committee, Department of Physiology (3 positions); Role: Member

2017-present Departments of Biochemistry and Molecular Biology and Pharmacology & Toxicology Joint Seminar Series, Role: Co-Director

2017 Summer Ventures Program/High School Student Research Program; Role: Research Mentor

2017-2018 Faculty Search Committee, Department of Biochemistry and Molecular Biology/Mass-Spectrometry Core Facilities Director (1 position); Role: Chair

2018 Faculty Search Committee, Department of Chemistry and East Carolina Diabetes and Obesity Institute (1 position); Role: Member

2018 Scientific Writing Workshop/Tutorial Session; Role: Organizer

2018-present Department Chair Search Committee, Department of Biochemistry and Molecular Biology (1 position); Role: Member

2018-present BSOM Research Committee; Role: Member

6. Professional service off campus:

2012-present Ad-hoc peer reviewer (*Biochemistry, Mitochondrion, Catalysis, Scientific Reports, ACS Medicinal Chemistry, ACS Chemical Biology, Molecules*)

2014 Early Career Grant Reviewer Program (NIH NIGMS, MSFA study section)

2015 National Science Foundation, External grant reviewer (2 proposals, CLP)

2016 Undergraduate Research Poster Competition, Judge (Experimental Biology)

2016-present *Stat*Pearls Medical Education Database (Editor-in-chief, Biochemistry)

2018 ACS Chemical Biology Division, Alternate Councilor (until 2020)
Research Poster Competition, Judge (Gordon Research Conference “Enzymes, Coenzymes and Metabolic Pathways”)
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: **MD A. Motaleb**

Department: **Microbiology and Immunology** School/College: **ECU Brody School of Medicine**

Current Rank or Title: **Associate Professor** Proposed Rank or Title: **Professor**

Indicate Type of Action: (select all that apply)
- Administrative Appointment:
- New Faculty Appointment:
- Promotion:
- Conferral of Tenure:
- Other:
  (describe)
  Distinguished Professorship:
  (provide name of professorship)

Effective Date of Action: **7/1/2019**

Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐
Faculty Appointment: 9 mo. ☐ 12 mo. ☒

Salary: **$127,201** Source(s): State Funds: **$76,321** Non-State Funds: **$50,880 (grants)**

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)

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<th>Field of Study</th>
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<td>Dhaka University, Bangladesh</td>
<td>B. S. (Honors)</td>
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<td>Dhaka University, Bangladesh</td>
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<td>Osaka University, Japan</td>
<td>Ph.D.</td>
<td>1998</td>
<td>Molecular &amp; Cellular Biology</td>
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2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)

- Associate professor, Dept. of Microbiology & Immunology, East Carolina University, July 2014-present.
- Assistant Professor, Dept. Microbiology & Immunology, East Carolina University, July 2008-June 2014.
- Research Assistant Professor, West Virginia University, 2004-2008
- Post-doctoral Fellow, West Virginia University, 1999-2004
- Lecturer/assistant professor, Department of Biochemistry, University of Chittagong, Bangladesh 1998-2001.

3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

American Society for Microbiology

5. Professional service on campus:

- Graduate Program Committee member, 7/2015—present.
- Departmental Seminar Committee Chair, 2012—present.
- Departmental Faculty search committee member (position #962509); 2017-present.
- Departmental mentoring committee member, 2018-present.
6. Professional service off campus:

- Editor: PLoS ONE 5/2015—present
- Editorial Board Member: Journal of Bacteriology 01/2016—present.


- Study Section-Grant Proposal Review Panel Member for NIH, NSF, AHA, DoD, and ANR of France.

- Scientific Committee/Judge/Moderator/Discussion leader for various scientific conferences.
- External Reviewer – Promotion and Tenure application reviews for the University of Missouri, Columbia, Dept. of Medicine.
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Paul Walker, MD.

Department: Internal Medicine - Hematology/Oncology

School/College: ECU School of Medicine

Current Rank or Title: (if applicable) Associate Professor

Proposed Rank or Title: Professor

Indicate Type of Action: (select all that apply)

- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☐
- Other: (describe)

Distinguished Professorship:
(provide name of professorship)

Effective Date of Action: July 1, 2019

Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐

Faculty Appointment: 9 mo. ☐ 12 mo. ☒

Salary: $326,500 Source(s): State Funds: $48,500 *Non-State Funds: $278,000

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): Medical Faculty Practice Plan and grant

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

Undergraduate May 1975, Indiana University, Indianapolis, Indiana, AB in Biological Science
Medical School September 1975- April 1979, Indiana University School of Medicine, Indianapolis, Indiana
Internship, July 1979-1980, Ball Memorial Hospital, Muncie Indiana
Residency, July 1980-June 1982, Ball Memorial Hospital, Muncie Indiana
Chief Medicine Resident July 1982-June 1983, Ball Memorial Hospital, Muncie Indiana
Medical Oncology Fellowship July 1991-June 1993 Medical College of Ohio, Toledo, Ohio

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

July 2008-present, Associate Professor, Brody School of Medicine, East Carolina University
July 2010- July 2018, Program Director, Hematology Oncology Fellowship, Brody School of Medicine, East Carolina University
December 2014-January 2018, Chief, Hematology Oncology, Brody School of Medicine, East Carolina University
2009-Present, Associate Member, UNC, Lineberger Comprehensive Cancer Center
October 2017 – Present, Member Graduate Studies Committee, Thesis Advisor for Druid Atwell
May 2006-June 2008, Clinical Associate Professor, Hematology Oncology, Brody School of Medicine, East Carolina University
May 2007 – Present Medical Director of Multi-Disciplinary Thoracic Oncology Clinic, Leo Jenkins Cancer Center Hematology Oncology, Brody School of Medicine, East Carolina University
November 2013-July 2014, Medical Director, Clinical Trials Office Leo Jenkins Cancer Center Hematology Oncology, Brody School of Medicine, East Carolina University
February 2005-March 2006, Associate Professor, Medical Oncology/Hematology, Medical University of Ohio
February 2005-March 2006, Director, MCOP Infusion Center, Medical Oncology/Hematology, Medical University of Ohio
July 1993-January 2005, Private Practice in Medical Oncology/Hematology, Medical Consultants, PC, The Cancer Center at Ball Memorial Hospital, Muncie, Indiana
July 1983-June 1991, Private Practice in Consulting and Primary Care Internal Medicine, The New Castle Clinic, New Castle Indiana
September 1988-January 2005, Volunteer Clinical Assistant Professor of Medicine, Indiana University School of Medicine
1996-2004 Medical Director, Comprehensive Breast Center, Ball Memorial Hospital
1998-2006 Co Chairman, Hematology Committee, Hoosier Oncology Group
1993-2004 Institutional Principal Investigator Ball Memorial Hospital, Eastern Cooperative Oncology
3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

American Society of Clinical Oncology
American College of Physicians

5. Professional service on campus:

October 2017-Present Member, Graduate Studies Committee
Thesis Advisor for Graduate Student, Druid Atwell

March 2018-Present, Medical Oncology at Vidant Cancer Center 4 full days week, Inpatient Attending Service, 2 weeks a month, Vidant Cancer Center

May 2006-March 2018 Medical Oncology at Leo Jenkins Cancer Center 4 full days week, Night & Weekend Service, Inpatient Attending Service 3West & 1East, 2 weeks a month

May 2007-Present, Chair and Director, Multi-disciplinary Thoracic Oncology Clinic Case Conference weekly, 2 hours CME Accredited

2006- Present Member, Pharmacy and Therapeutics Committee, Vidant Medical Center

July 2010-July 2018, Member Graduate Medical Education Committee Vidant Medical Center

2012 – Present Member, Cancer Committee, Vidant Medical Center

December 2014-Present Member, Oncology Pharmacy & Therapeutics Committee
6. Professional service off campus:

Regional Presentations

12. "AJCC Staging...NCCN Guidelines...and training young oncologists." Onslow Medical Society, Jacksonville, NC, December 2013.
15. "Lung Cancer Chemotherapy...Imagine What We'll Know Tomorrow." Eastern North Carolina Lung Cancer Symposium, Greenville, NC, November 9, 2012.
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Yolanda Feimster Holt, PhD CCC-SLP
Department: Communication Sciences and Disorders  School/College: Allied Health Sciences

Current Rank or Title: (if applicable) Assistant Professor  Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other:
  (describe)  
  Distinguished Professorship:
  (provide name of professorship)

Effective Date of Action: July 1, 2019

Contract Period:  
- Administrative Appointment: 9 mo. ☐  12 mo. ☒
- Faculty Appointment: 9 mo. ☐  12 mo. ☒

Salary: $83,835  Source(s): State Funds: $83,835  *Non-State Funds: $  
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

Prior Recommendations/Personnel Actions:  
(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)

PhD 2011 The Ohio State University
MEd 1996 North Carolina Central University
BS 1988 Western Carolina University

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)

East Carolina University June 2013-present Assistant Professor CSDI
North Carolina Central University August 2010-April 2012 Adjunct Assistant CSDU

3. Scholarly & Creative Activities:

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<td>Other: Scientific abstracts</td>
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<td>Other: Peer Reviewed presentations</td>
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<td>Other:</td>
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4. Membership in professional organizations:
   - Acoustical Society of America
   - American Speech Language Hearing Association
   - National Black Speech Language Hearing Association

5. Professional service on campus:
   - Supported undergraduate admissions to CSDI program 2013-present
   - Supported curriculum review for CSDI undergraduate program 2013-present
   - Supported graduate admissions to CSDI program 2013-present
   - Member CSDI Faculty Search Committee 2018
   - 2015-2018 Member Sexual and Gender Diversity Committee
   - 2016-2019 Member (DELT-C) Distance Education and Learning Technology Committee

6. Professional service off campus:
   - Peer reviewer Journal of the National Black Association of Speech Language and Hearing
   - Peer reviewer Journal of Speech Language and Hearing Research
   - Peer reviewer American Journal of Speech-Language Pathology
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Ray Hycock

Department: Health Services and Information Management School/College: College of Allied Health Sciences

Current Rank or Title: (if applicable) Assistant Professor Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)

- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☒
- Conferral of Tenure: ☒
- Other: (describe)

Distinguished Professorship: (provide name of professorship)

Effective Date of Action: July 1, 2019

Contract Period:
- Administrative Appointment: 9 mo. ☐, 12 mo. ☐
- Faculty Appointment: 9 mo. ☐, 12 mo. ☒

Salary: $81,688 Source(s): State Funds: $65,350 *Non-State Funds: $16,338 (Grants)

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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Section II. To be completed by the faculty member.

1. Education Background: *(Indicate degree, date earned and institution, note additional study & training)*

   - **Doctor of Philosophy**
     Informatics – Health Informatics concentration
     University of Iowa
     Iowa City, IA
     May 17, 2013

   - **Master of Science**
     Informatics – Health Informatics concentration
     University of Iowa
     Iowa City, IA
     May 11, 2012

   - **Bachelor of Science**
     Business Administration – High Technology Management concentration
     California State University, San Marcos
     San Marcos, CA
     Magna Cum Laude
     May 24, 2007

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

   - **Assistant Professor** (first appointment at current institution)
     Department of Health Services and Information Management
     College of Allied Health Sciences
     East Carolina University
     Greenville, NC
     July 1, 2013-Present

3. Scholarly & Creative Activities:

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<td>Chapter</td>
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<tr>
<td>Refereed Journal Article</td>
<td>8</td>
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<tr>
<td>Other Journal Article</td>
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<td>Juried Performance/Show</td>
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<tr>
<td>Non-Juried Performance/Show</td>
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</tr>
<tr>
<td>Other Referred Proceedings</td>
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<tr>
<td>Other Referred Presentations</td>
<td>3</td>
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<tr>
<td>Other Funded Research</td>
<td>2</td>
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<tr>
<td>Other Referred Software/Datasets</td>
<td>3</td>
</tr>
</tbody>
</table>

4. Membership in professional organizations:

   - **American Health Information Management Association (AHIMA)**
     2014-Present
   - **American Medical Informatics Association (AMIA)**
     2013-Present
   - **Association of University Programs in Health Administration (AUPHA)**
     2013-Present
5. Professional service on campus:

- **Department of Health Services and Information Management Service**
  - Chair Faculty Search Committee: Big Data & Analytics Spring 2018-Present
  - Member Personnel Committee Fall 2015-Present
  - Member Faculty Search Committee Fall 2015-2016
  - Member Marketing Committee Fall 2013-Present
  - Member Academic Affairs Committee Fall 2013-Present
  - Member Ad Hoc Master’s in HIIM Optimization Committee Summer 2014-2015

- **College of Allied Health Sciences Service**
  - Chair Honors and Awards Committee Summer 2016-Present
  - Member Research and Scholarly Activities Committee Fall 2016-Present
  - Member Compliance Committee Fall 2014-Present
  - Member Honors and Awards Committee Fall 2014-2016

- **East Carolina University Service**
  - Ex-officio Graduate Council – Health Sciences Representative Fall 2018-Present
  - Member PhD in Data Science Exploratory Committee Spring 2018-Present
  - Member BS in University Studies Faculty Oversight Committee Fall 2017-Present
  - Member Parking and Transportation Committee Fall 2014-2017

- **Other Service**
  - Instructor Python Introduction Office for Faculty Excellence Summer Research and Statistics Workshop Series Summer 2018
  - Panelist Healthcare Informatics Panelist Big Data at ENC & Business of Healthcare Symposium Spring 2017
  - Director Graduate Certificate Program Director Health Care Administration Graduate Certificate Program 2016-Present
  - Advisor Student Group Co-Faculty Advisor Student Health Information Management Association 2016-Present

6. Professional service off campus:

- **Committee/Task Force/Workgroup**
  - Member AHIMA CEE: Curriculum Workgroup 2017-Present (CY)
  - Member AHIMA Health Informatics Case Study Task Force 2017 (CY)
  - Member AHIMA Graduate Health Informatics Curriculum Task Force 2016-2017 (CY)
  - Member AHIMA CEE: Graduate Resource Alliance 2015-2016 (CY)

- **Article/Manuscript**
  - Reviewer Journal of Software 2016-Present
  - Reviewer Perspectives in Health Information Management 2015-Present
  - Reviewer SAGE Open 2016
  - Reviewer International Journal of Computational Intelligence Systems 2015

- **Conference Paper**
  - Reviewer 52nd Hawaii International Conference on System Sciences 2018
  - Reviewer AMIA 2017 Health Informatics Symposium 2017
  - Reviewer 51st Hawaii International Conference on System Sciences 2017
  - Reviewer AMIA 2017 Annual Symposium 2017
- Reviewer AMIA 2017 Joint Summits on Translational Science 2016
- Reviewer 50th Hawaii International Conference on System Sciences 2016
- Reviewer AMIA 2016 Annual Symposium 2016
- Reviewer AMIA 2016 Joint Summits on Translational Science 2015
- Reviewer 49th Hawaii International Conference on System Sciences 2015
- Reviewer AMIA 2015 Joint Summits on Translational Science 2014
- Reviewer 48 Hawaii International Conference on System Sciences 2014
- Reviewer 47 Hawaii International Conference on System Sciences 2013
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Virginia C. Stage

Department: Nutrition Science
School/College: Allied Health Sciences

Current Rank or Title: Assistant Professor Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)

- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☑
- Conferral of Tenure: ☑
- Other: ☐

(insert description)

Distinguished Professorship: ☐
(provide name of professorship)

Effective Date of Action: July 1, 2019

Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐
Faculty Appointment: 9 mo. ☐ 12 mo. X

Salary: $87,527 Source(s): State Funds: $87,527 *Non-State Funds: $*

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): ____________________________

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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<td>Appropriate Unit Personnel Committee</td>
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<td>Chair/Unit Head</td>
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<tr>
<td>Director</td>
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<td>☐</td>
<td>X</td>
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<td>Dean</td>
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<tr>
<td>Provost/Vice Chancellor</td>
<td>☑</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>Chancellor</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Board of Trustees</td>
<td>☐</td>
<td>☐</td>
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</tr>
</tbody>
</table>
Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*


   **Bachelor of Science in Nutrition.** July 2006. Nutrition and Dietetics, Magna Cum Laude (GPA 3.83). East Carolina University.

2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

   June 2013-Current **Assistant Professor of Nutrition Science,** College of Allied Health Sciences, East Carolina University. Greenville, NC.

   June 2013-Current **The FEED Lab Director,** College of Allied Health Sciences, East Carolina University. Greenville, NC.

   June 2013-June 2016 **FoodMASTER Director,** College of Human Ecology, East Carolina University. Greenville, NC.

   August 2008-June 2013 **FoodMASTER Associate Director,** College of Human Ecology, East Carolina University. Greenville, NC.

   August 2009-July 2013 **Adjunct Teaching Faculty,** Department of Nutrition & Dietetics, College of Human Ecology. East Carolina University. Greenville, NC.


   Dec. 2007-May 2008 **Supplemental Clinical Dietitian I,** HealthSteps Cardio-Pulmonary Rehab Clinic. Pitt Memorial Hospital. Greenville, NC.

3. Scholarly & Creative Activities:

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<tbody>
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<td>Edited Book</td>
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<td>Chapter</td>
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<td>Non-Juried Performance/Show</td>
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<tr>
<td>Other: Community Technical</td>
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<tr>
<td>Other: Curricular Resources</td>
<td>3</td>
</tr>
<tr>
<td>Other: Educator Training Guide</td>
<td>1</td>
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</table>

4. Membership in professional organizations:

   Society for Nutrition Education & Behavior (SNEB). 2012-Current
   American Society for Nutrition (ASN). 2012-2018
5. Professional service on campus:

**Department Service**

*Service to Students*
- Nutrition Science Student Association Co-Advisor (2017-Current)
- Undergraduate Curriculum Committee (2014-2015) *This committee moved to the college level in 2016.*
- Writing Across the Curriculum (WAC) Department Assessment Lead (2017) *Review of department-level WAC activities by the Faculty Senate WAC Committee*

*Administrative Service*
- Writing Across the Curriculum (WAC) Department Liaison (2015-2018)
- Writing Across the Curriculum (WAC) Assessment Lead (2017)
- Department-Level Search Committees
  - Department Chair Search Committee (2018-2019)
  - Tenure Track Faculty Search Committee – Chair (2017-2018)
  - Fixed Term Search Committee (2015-2106)
  - Department Chair Search Committee (2015-2016)
  - Tenure Track Faculty Search Committee (2015-2016)
- Code Committee - Chair (2014-2015)
- Faculty Senate Alternate (2014-2015)

**College Service**
- College of Allied Health Sciences Research/Creative Activity Committee (2016-2019)
- College of Allied Health Sciences Search Committee for Post-Award Grant Manager (2015)
- College of Human Ecology First Friday Research Workshop Series – Chair & Speaker (2013-2014)

**University Service**
- Writing Across the Curriculum (WAC) Faculty Senate Committee – CAHS Representative Appointed by Vice Chancellor (2015-2017; 2018-Current)
- Annual Research and Creative Activities Week Committee: Marketing & Social Media Chair (2013-Curren)
- Annual Research and Creative Activities Week Committee: Media Representative (2008-2010)

6. Professional service off campus:

- Society for Nutrition Education & Behavior Journal Club Committee, Secretary (2018-2019)
- Society for Nutrition Education & Behavior Children’s Nutrition Education Division – Chair Elect (2017-2018); Chair (2018-2019).
- Society for Nutrition Education & Behavior Higher Education Division – Chair Elect (2015-2016); Chair (2016-2017).
- North Carolina Dietetic Association: Research & Creative Activities Poster Annual Meeting Committee Chair for Eastern District (2016)
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Kim L. Larson

Department: Nursing Science  School/College: Nursing

Current Rank or Title: (if applicable) Associate Professor  Proposed Rank or Title: Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: □
- New Faculty Appointment: □
- Promotion: □
- Conferral of Tenure: □
- Other: (describe) □

Distinguished Professorship: (provide name of professorship)

Effective Date of Action: July 1, 2019

Contract Period:
- Administrative Appointment: 9 mo. □ 12 mo. □
- Faculty Appointment: 9 mo. □ 12 mo. □

Salary: $108,428  Source(s): State Funds: $108,428  *Non-State Funds: $
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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<td>Committee</td>
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<tr>
<td>Chair/Unit Head</td>
<td>□</td>
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<tr>
<td>Director</td>
<td>□</td>
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<tr>
<td>Dean</td>
<td>□</td>
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<tr>
<td>Provost/Vice Chancellor</td>
<td>□</td>
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<tr>
<td>Chancellor</td>
<td>□</td>
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<tr>
<td>Board of Trustees</td>
<td>□</td>
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</tbody>
</table>
Section II. To be completed by the faculty member.

1. **Education Background:** *(indicate degree, date earned and institution, note additional study & training)*

   PhD 2006  
   University of North Carolina  
   School of Nursing  
   Chapel Hill, NC  
   Nursing  

   **Dissertation:** An Ethnographic Study of Sexual Risk Among Latino Adolescents in North Carolina.  
   ProQuest, UMI Dissertation Publishing, 2006. #3212468  

   - 2000-2003 NIH, NINR T32  
   Pre-doctoral traineeship

   MPH 1982  
   University of North Carolina  
   School of Public Health  
   Chapel Hill, NC  
   Nursing  

   BS 1977  
   College of St. Teresa  
   Winona, MN  
   Nursing

2. **Language spoken:** Spanish (primary proficiency)

2. **Teaching and other professional experience:** *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

**PROFESSIONAL ACADEMIC EXPERIENCE:**

<table>
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<tr>
<th>DATE</th>
<th>TITLE</th>
<th>EMPLOYER NAME AND ADDRESS</th>
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<tr>
<td>2017-present</td>
<td>Director, Early Assurance</td>
<td>East Carolina University, College of Nursing</td>
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<td>Program in Nursing - Honors</td>
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<tr>
<td>2012-present</td>
<td>Associate Professor</td>
<td>East Carolina University, College of Nursing</td>
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<td></td>
<td>Greenville, NC</td>
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<tr>
<td>2006-2012</td>
<td>Assistant Professor</td>
<td>East Carolina University, College of Nursing</td>
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<td></td>
<td>Greenville, NC</td>
<td></td>
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<td>2003-2006</td>
<td>Dean and Associate Professor</td>
<td>Barton College, School of Nursing, Wilson, NC</td>
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<tr>
<td>2000-2003</td>
<td>Associate Professor</td>
<td>Barton College, School of Nursing, Wilson, NC</td>
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<tr>
<td>1993-2003</td>
<td>Assistant Professor</td>
<td>Barton College, School of Nursing, Wilson, NC</td>
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<td>1991-1993</td>
<td>Clinical Assistant Professor</td>
<td>University of North Carolina – Chapel Hill</td>
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<td>School of Nursing, Chapel Hill, NC</td>
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<tr>
<td>1984</td>
<td>Visiting Instructor-BSN Outreach</td>
<td>University of North Carolina – Chapel Hill</td>
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<td></td>
<td>Program</td>
<td>School of Nursing, Chapel Hill, NC</td>
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</table>
2018-present  Global Health Committee, member
2012-present  Tenure and Promotion Committee, member
2006-present  Faculty Organization, member
2015-2018  Personnel Committee, member
2013-2016  Global Health Committee, Chair
2013-2015  Faculty Organization, Chair

University-wide

2017-present  Pan-university Health Behavior Research Cluster, Co-Director
2017-present  Office of Global Affairs Academic Advisory Committee, member
2015-2017  Grievance Committee, member
2010-present  Honors College Advisory Committee, Vice-Chair, member
2009-2011  Faculty Senate, Faculty Senator
2009-2012  Academic Awards Committee, Chair, member
2007-2008  Center for Health Disparities Research, Steering Committee member

Special Assignment

2018-present  Search Committee for Statistician, DPH and CON, member
2017-present  Search Committee for Research Faculty for Health Behavior Cluster
2016-2017  Search Committee for Psych/Mental Health Program Director, member
2016-2017  Search Committee for Executive Director of Global Affairs, member
2016-2017  Search Committee for Community Health Faculty, member
2015-2016  Five-Year Evaluation Committee for the CON Dean
2013-2014  Search Committee for AD for Research & Creative Activity, member
2010-2011  Search Committee for Community Health Faculty, Chair
2010-2011  NLN Center of Excellence, Task Force member
2010, 2013  Search Committee for Dean of Honors College, member

6. Professional service off campus:

Non-university committees and service

2017-present  Outreach Committee, St. Stephen’s Episcopal Church, Co-chair
2017-present  Community Soup Kitchen of Goldsboro, member
2010-present  Wayne Initiative for School Health, Advisory Board member
2008-2017  Wayne County Board of Health, Vice-Chair, Chair
2009-2013  Association of Mexicans in North Carolina (AMEXCAN), Consultant
2006-2012  Hispanic Community Development Center, Health Advisor

Editorial Board

2015-present  Frontiers in Public Health

Peer Reviewer

2014-present  Journal of Transcultural Nursing
2011-present  Journal of Culture, Health and Sexuality
2009-present  Journal of School Nursing
### 2018-2019
CHART OF RECOMMENDATIONS
BRODY SCHOOL OF MEDICINE

# Promotion to Associate Professor with Permanent Tenure

<table>
<thead>
<tr>
<th>Name/Department</th>
<th>Department Committee</th>
<th>Department Chair</th>
<th>BSOM P&amp;T Advisory Committee</th>
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<tr>
<td></td>
<td>Promotion to Associate Professor</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td></td>
<td>Permanent Tenure</td>
<td>Yes</td>
<td>Yes</td>
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</table>

**Buch, Ashesh, MD**  
Cardiovascular Sciences  
**Mandatory** tenure decision  
Promotion to Associate Professor | Yes | Yes  
Permanent Tenure | Yes | Yes  

**NOTE:** Hired as Assistant Professor in the Department of Cardiovascular Sciences effective August 1, 2013.

**Ju, Andrew, MD**  
Radiation Oncology  
**Mandatory** tenure decision  
Promotion to Associate Professor | No | N/A  
Permanent Tenure | No | N/A  

**NOTE:** Hired as Assistant Professor in the Department of Radiation Oncology effective July 1, 2013. Serving as Interim Chair of the Department of Radiation Oncology effective July 1, 2013.

**Vohra, Nasreen, MD**  
Surgery  
**Mandatory** tenure decision  
Promotion to Associate Professor | Yes | Yes  
Permanent Tenure | Yes | Yes  

**NOTE:** Hired as Assistant Professor in the Department of Surgery Oncology effective August 1, 2013.
<table>
<thead>
<tr>
<th>Name/Department</th>
<th>Department Committee Recommendation</th>
<th>Department Chair Recommendation</th>
<th>BSOM P&amp;T Advisory Committee Recommendation</th>
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<tbody>
<tr>
<td>Yamaguchi, Dean, MD</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Cardiovascular Sciences</td>
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<td><strong>MANDATORY</strong> tenure decision</td>
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<tr>
<td>Promotion to Associate Professor</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Permanent Tenure</td>
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<td>NOTE: Hired as Assistant Professor in the Department of Cardiovascular Sciences effective July 1, 2013.</td>
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</table>

| Zeczycki, Tonya, PhD         | Yes                                  | Yes                             | No                                         |
| Biochemistry and Molecular Biology |                                    |                                 |                                            |
| **MANDATORY** tenure decision|                                      |                                 |                                            |
| Promotion to Associate Professor | Yes                                | Yes                             | No                                         |
| Permanent Tenure             | Yes                                  |                                 |                                            |
| NOTE: Hired as Assistant Professor in the Department of Biochemistry and Molecular Biology. Probationary term began July 1, 2013. |
### Promotion Decision Only

<table>
<thead>
<tr>
<th>Name/Department</th>
<th>Department Committee Recommendation</th>
<th>Department Chair Recommendation</th>
<th>BSCM P&amp;T Advisory Committee Recommendation</th>
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<tbody>
<tr>
<td>Motaleb, MD, PhD</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Microbiology and Immunology</td>
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<tr>
<td><strong>Promotion only</strong></td>
<td>Promotion to Professor</td>
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<tr>
<td><strong>NOTE:</strong> Hired as Associate Professor in the Department of Microbiology effective July 1, 2009. Was granted permanent tenure effective July 1, 2014 at current rank of Assistant Professor.</td>
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</table>

| Walker, Paul, MD             | Yes                                 | Yes                             | No                                          |
| Internal Med                 |                                     |                                 |                                             |
| **Promotion only**           | Promotion to Professor               |                                 |                                             |
| **NOTE:** Hired as Clinical Associate Professor in Internal Medicine, Division of Hem/Onc Professor on August 1, 2008 with a tenure clock start date of July 1, 2009. Tenured July |
## Promotion to Associate Professor with Permanent Tenure

<table>
<thead>
<tr>
<th>Name/Department</th>
<th>Department Committee Recommendation</th>
<th>Department Chair Recommendation</th>
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<td>Stage, Virginia C., PhD</td>
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<td>Department of Nutrition Science</td>
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<td>Permanent Tenure</td>
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<tr>
<td>NOTE: Hired as Assistant Professor in the Department of Nutrition Science effective August 12, with probationary term beginning July 1, 2013.</td>
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<td>Holt, Yolanda, PhD</td>
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<tr>
<td>Department of Communication Sciences &amp; Disorders</td>
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<td><strong>MANDATORY tenure decision</strong></td>
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<tr>
<td>Permanent Tenure</td>
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<tr>
<td>NOTE: Hired as Assistant Professor in the Department of Communication Sciences &amp; Disorders effective 2013.</td>
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<td>Hylock, Ray, PhD</td>
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<td>Department of Health Services &amp; Information Management</td>
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<td><strong>MANDATORY tenure decision</strong></td>
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<td>Promotion to Associate Professor</td>
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<td>Permanent Tenure</td>
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<tr>
<td>NOTE: Hired as Assistant Professor in the Department of Communication Sciences &amp; Disorders effective 2013.</td>
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<tr>
<td>Promotion to Professor</td>
<td>Department Committee Recommendation</td>
<td>Department Chair Recommendation</td>
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<tr>
<td>Larson, Kim, PhD, MPH, RN</td>
<td>Dept of Nursing Science</td>
<td>Promotion to Professor</td>
</tr>
</tbody>
</table>

NOTE: Hired as Assistant Professor in the Department of Nursing Science effective August 21, 2005. Was granted permanent tenure effective July 1, 2012 at current rank of Assistant Professor.
March 18, 2019

Chancellor Cecil P. Staton, D.Phil.
East Carolina University
Greenville, NC 27858

Dear Chancellor Staton:

Dr. John Cavanagh has accepted the position of Chair of the Department of Biochemistry and is scheduled to join East Carolina University April 1, 2019.

As Department Chair his faculty rank will be Professor. I would appreciate your consideration of the enclosed recommendation of Professor with permanent tenure for John Cavanagh, PhD.

Dr. Cavanagh completed his PhD degree in 1988 at the University of Cambridge, UK followed by a NIH post-doctoral fellowship at the Scripps Research Institute. He returned to the University of Cambridge to complete a fellowship in Physical Chemistry and serve as a Royal Society Research Fellow.

At North Carolina State University (NCSU) for nearly 20 years Dr. Cavanagh has served as Professor, Department of Molecular and Structural Biochemistry, Director of Research Development, Assistant Vice Chancellor for Research Development, Interim President of the David H. Murdock Research Institute, and the William Neal Reynolds Distinguished Professor. He currently is an Adjunct Professor at NCSU.

From 2016-2018, he held the position of Senior Vice President for Discovery Sciences at RTI International. In addition, Dr. Cavanagh currently serves in a temporary role as the Chief Scientific Officer at Agile Sciences.

Dr. Cavanagh’s scholarly activity includes over 100 refereed journal articles, one textbook, as well as advising and mentoring over 100 post-docs, graduate and undergraduate students. He is an accomplished researcher and entrepreneur, with four issued patents and external funding totaling over $12,000,000. His service contributions span local, state, and international level and include serving on numerous editorial boards, advisory boards, and committees.

For your convenience, attached are the following documents:

- Dr. John Cavanagh’s curriculum vitae
- ECU Personnel Action Summary Form for the Board of Trustees

If you approve, we will make arrangements for this recommendation to be placed on the agenda for the April 11, 2019 ECU Board of Trustees meeting.

Sincerely,

Mark Stacy, MD
Vice Chancellor, Division of Health Sciences

Enclosures

[Signature]

Do Not Approve

Cecil P. Staton, D. Phil.
Chancellor
Search Committee
Chair - Department of Biochemistry and Molecular Biology
Brody School of Medicine, East Carolina University

September 25th 2018

I am writing in response to the search for the position of Chair, Department of Biochemistry and Molecular Biology in the Brody School of Medicine at East Carolina University. I believe I am an exceptionally strong candidate for consideration. I run a well-funded, internationally recognized research program, have notable entrepreneurial experience and have worked extensively in upper administration at both large R1 universities and not-for-profit research institutes. I am currently transitioning into a new temporary role as Chief Scientific Officer at Agile Sciences (see below) and will continue to carry out research efforts NC State University, where I am still affiliated.

Until recently, I was Senior Vice President for Discovery Sciences at RTI International (a large, not-for-profit research institute in the RTP region of NC). Previously, I was the William Neal Reynolds Distinguished Professor of Structural Biology, in the Department of Molecular & Structural Biochemistry and Assistant Vice Chancellor for Research at NC State University.

My experience at RTI was extraordinarily useful. I oversaw all scientific direction, research operations and administrative functions for the following research centers: Drug Discovery, Analytical Sciences, Chemistry and Pharmaceuticals (~150 scientists and staff). As such, I have significant experience in marrying different disciplines, and corralling people, to achieve a common objective. Whilst running this $80M revenue operation, I also continued my own research. These are focused on unraveling mechanisms impacting infectious disease, cancer chemotherapeutics and neurodegenerative disorders using numerous biophysical techniques. I currently have two NIH grants in these areas (another one just about to be funded), with three more being submitted before the end of the year. I pride myself on being proficient in multiple biophysical approaches, including high resolution NMR (the area in which I am mostly known), biomolecular X-ray crystallography, computational modeling (including molecular dynamics and docking), SAXS, mass spectrometry (including chemical cross-linking), isothermal titration calorimetry, surface plasmon resonance, analytical ultracentrifugation and fluorescence.

Prior to moving to RTI International, I filled several roles at NC State University. On the academic side, I was, as noted, the William Neal Reynolds Distinguished Professor of Structural Biology in the Department of Molecular and Structural Biochemistry. I tend to call myself a ‘biomedical scientist’, since my work has centered primarily on addressing human health issues, although recently it has extended to plant health, nutrition and some industrial applications. I have published over 100 peer-reviewed papers, with several acting as pivot points in their respective areas. I am also a co-author of the well-known and well received textbook: “Protein NMR Spectroscopy: Principles & Practice”. I am working on the third edition of this book, which should be published in 2019.

For the past 18 years I have been continually funded for my work from a variety of federal, state and private/charitable sources (to the tune of > $12 million). These include but are not limited to:
NIH, NSF, Department of Defense, Army Research Office, North Carolina Biotechnology Center, UNC-General Administration, V Foundation for Cancer Research, Kenan Institute for Engineering, Technology and Science. Consequently, I have not only an excellent understanding of what it takes to bring in extramural funding, but also a first-rate appreciation of the policies, procedures and regulations for a wide array of agencies critical to the growth of any academic department/institution. I also serve/have served on many federal panels and study sections, covering basic/applied research in addition to evaluating proposals for large instrumentation and institutional infrastructure. This has given me great insight, both at a high level and also the nuances, into what is required to be successful at the state and federal funding levels.

From a teaching standpoint, I have taught at all levels over the span of my career – from ‘intro’ chemistry courses with several hundred undergraduates (at Purdue) to specialized biochemistry graduate classes (NC State). For the past few years at NC State, despite my other responsibilities, I continued to teach a senior level biochemistry class which averaged 60 students per year. My teaching evaluations have consistently been at the top in my department/college, a fact I take particular pride in. In my current role at NC State, I oversee the Jimmy V-NC State Cancer Therapeutics Training Program that has engaged over 100 post-docs, graduate students, undergraduates and high school students since its inception in 2009. The V Foundation have funded my efforts in this regard to the tune of >$2Mln addition, over the past 10 years I have also advised many Ph.D. and MS students, along with ~30-plus undergraduates.

I am fortunate to have worked in administration and research development at NC State while still enjoying a successful research and teaching career. I have served on or chaired countless departmental, college and university committees, running the usual gamut from curriculum and recruitment, to being a member of the Office of Technology Transfer Advisory Group and all points in between. I was asked to be one of 10 people on the Chancellor’s Strategic Planning Steering committee, which provided the template for NC State’s direction. Concurrently, I also served on the Centennial Campus 20 Year Visioning Committee. I have recently been asked to be on the planning committee for the new Plant Sciences Initiative building.

I also experienced an enjoyable tenure as the Assistant Vice Chancellor for Research. My duties as Assistant Vice Chancellor were to improve general institutional visibility and across-campus funding. My responsibilities included identifying and exploiting areas of research convergence and, especially, helping remove on-campus barriers that impede faculty development. I also oversaw the Proposal Development Unit – responsible for crafting large interdisciplinary and inter-institutional proposals. In addition, I advised on allocation of internal research/infrastructure budgets. I am a big believer in treading fresh ground, but only while preserving those areas where excellence has already been attained. Although it is imperative to grow in new areas, it is equally critical to ensure that those centers of distinction, that bring both recognition and funding do not fall by the wayside.

Prior to my appointment as Asst. Vice Chancellor, I served in other capacities in the administration arena. Most significantly, I was Director of Research Development for NC State from 2004-2007. In this role, in the Vice Chancellors office, I worked with the Proposal Development Unit (for >$2M proposals).
From 2014-2017 I was also the Interim President of the David H. Murdock Research Institute (DHMRI) at the North Carolina Research Campus (NCRC) in Kannapolis, NC. The DHMRI supports the activities of academic institutions and business partners that work at the interface of human health and nutrition. At the DHMRI, I was responsible for all aspects of the mission, including budgets ($15M), personnel (40 staff), research development/direction/philosophy, infrastructure, community outreach and industry engagement.

In 2007 I co-founded Agile Sciences Inc., a company whose technology is focused towards overcoming bacterial resistance traits in all forms. I am Chairman of the board of directors and the Chief Scientific Officer. Agile Sciences is doing well in terms of strategic and development partnerships with several well-known biotech and chemical companies. We have also been fortunate to obtain significant funding from NIH (multiple SBIR/STTR >$14M) grants and the North Carolina Biotechnology Center (NCBC). This has provided me with first-hand experience on entrepreneurship and commercialization of University intellectual property. Consequently, I have been involved in many different facets of an academic institution and I believe this gives me a particularly useful perspective and skill set that I could share, especially with junior faculty, in pushing discoveries beyond our own borders. In 2012 I was awarded Entrepreneur of the Year at North Carolina State University.

Currently, I am helping Agile Sciences to move forward potent compounds that overcome all types of bacterial resistance. These molecules have proven very effective in vivo, against a variety of infections, including P. aeruginosa, A. Baumannii and C. difficile. I am also working on a library of molecules that have shown to improve the efficacy of existing cancer chemotherapeutics by orders of magnitude.

**Why consider becoming a Departmental Chair?**

It's about time. I have an overwhelming desire to be back as a full-time academic. It is where I belong. As noted above, I continue to work, 'in the trenches' and have developed an excellent reputation as a researcher. I know what it takes to be successful across disparate funding agencies and I am acutely aware of the facilities and infrastructure needed to create an environment of productivity, both for new investigators and for those further along their career paths (not necessarily the same). I've also worked for several years in the upper administration, so am familiar with the more global workings of a large University. I have worked closely with Dean's, Provost's, Grants and Contracts, Facilities Operations etc. to ensure the right things get done, in a timely fashion. I've also worked to ensure that the wrong things don't get done - perhaps just as important. Pragmatism is a very useful trait. To put it simply, I've worked both sides of the Department Chair position - from my experiences as a very engaged faculty member to being an Assistant Vice Chancellor for Research. Consequently, I know precisely what a Department Chair has to do - the good, the bad and the ugly- to ensure his/her department maintains standards of excellence and positions itself to grow. Importantly, I feel that I am at the 'right stage' of my career to do this. I have a vibrant and well-funded research program - always good for the Department Chair to still be very active – and I have extensive administrative experience at the departmental, college and university levels. I am very confident that I could lead the Department of Biochemistry and Molecular Biology to even greater success.
Summary
I have extensive experience in administration in academia and at not-for-profit research institutions. I have co-founded a successful biotech spin-off company, allowing me to fully understand the technology transfer process and engender close collaborations with both small and large companies. My own research is at its zenith. The new edition of my textbook is due out early 2019 and is well known worldwide. I have three funded NIH grants/contracts – with several more going in by the end of the year (~$8M worth of submissions). I have designed NMR protocols that are now standard on every NMR spectrometer. I work in an area (antimicrobial resistance) that is suggested to be the predominant medical concern worldwide for the next 30-40 years and have made enormous strides in unraveling the mechanism behind a new way to overcome and treat resistance. I am also about to work on a library of molecules that enhance, by a factor of 100 so far, the effectiveness of several small molecule cancer chemotherapeutics against an array of cancer cell lines. I don’t know how they do this, but they do, and I need to find out how and why.

I have taught at several institutions, at the undergraduate and graduate levels. I have taught small work groups (3-4 students, at Cambridge), mid-size classes (15-20 students and 40-80 students at NC State) and large classes (several hundred students at Purdue). I have successfully mentored high school students, high school teachers, undergraduates, graduate students and post-doctoral fellows. I believe I am a very good teacher/mentor, providing the right balance between freedom to roam/learn and scientific rigor/focus.

Many thanks for your time and consideration. I look forward to speaking with you.

Regards

[Signature]

John Cavanagh, Ph.D.
Chief Scientific Officer
Agile Sciences, Inc.
1791 Varsity Drive
Raleigh, NC 27606

Adjunct Professor
Department of Molecular and Structural Biochemistry
North Carolina State University
Raleigh, NC 27695

Phone: 919-815-0779
E-mail: jcavanagh@agilesic.com or jcavana@ncsu.edu
John Cavanagh
DOB: 4th July 1963
Nationality: US Citizen (born Manchester, England)

Education:

University of Surrey, UK
Chemistry
B.Sc., 1985 (1st Class Hons.)

University of Cambridge, UK
Chemistry
Ph.D., 1988 (under Dr. James Keeler)

Appointments:

2018
Chief Scientific Officer
Agile Sciences

2016 – 2018
Senior Vice President
Discovery Sciences, RTI International

2016 – present
Adjunct Professor
Department of Molecular & Structural Biochemistry
North Carolina State University

2014 - 2017
Interim President
David H. Murdock Research Institute
North Carolina Research Campus

2012 - 2014
Assistant Vice Chancellor for Research Development
North Carolina State University

2008 - 2016
William Neal Reynolds Distinguished Professor
Department of Molecular & Structural Biochemistry
North Carolina State University

2004 - 2007
Director of Research Development
Office of the Vice Chancellor
North Carolina State University

2000 - 2016
Professor
Department of Molecular & Structural Biochemistry
North Carolina State University

1999 –2000
Professor
Department of Chemistry
Purdue University

1994-1999
Director
Structural Biology Facility
Wadsworth Center
New York State DOH

1991-1994
Senior Research Associate
Department of Molecular Biology
The Scripps Research Institute

Associate Professor
Dept. of Biomedical Sciences
School of Public Health
SUNY Albany
1990-1991 Royal Society Research Fellow  
Department of Chemistry  
University of Cambridge, UK.

1990-1991 Fellow of Physical Chemistry  
Churchill College  
University of Cambridge, UK.

1988-1990 NIH Post-doctoral Fellowship (under Dr. Mark Rance)  
Department of Molecular Biology  
The Scripps Research Institute

Other:

2009 - present Director, Jimmy V-NCSU Cancer Therapeutic Training Program
2008 - 2016 Director, NCSU BioNMR Facility, NCSU
2002 - 2016 Co-Director, Advanced Biomolecular Interaction Resource, NCSU

Awards:

2017 Highly Cited Author Award, RTI International
2017 Career Author Award, RTI International
2012 Entrepreneur of the Year, North Carolina State University
2008 William Neal Reynolds Distinguished Professor
2005 NC State Alumni Association Outstanding Research Award
1991 British Council/Swedish Academy of Sciences Award
1990 Foulerton Gift and Binmore Kenner Fellowship - Royal Society
1990 Research Fellowship, Churchill College, University of Cambridge.
1989 SERC/NATO Post-Doctoral Fellowship (declined).
1987 Jr. Research Fellow, Selwyn College, University of Cambridge.
1985 Senior Research Scholarship, Selwyn College, University of Cambridge.
Synergistic Activities:

2015 – present Board of Directors, North Carolina Association for Biomedical Research


Federal Study Sections:

2013-2019 MSFB, NIH Study Section
2013 DTRA, DoD study Section
2011 MSFB, NIH Study Section
2011 DTRA, DoD reviewer
2010 MSFB, NIH Study Section
2009 MRI, NIH Study Section
2008 MSFB, NIH Study Section
2006 MSFB, NIH Study Section
2005 MSFC, NIH Study Section
2002 BBCA, NIH Study Section
2000 NSF Chemical Instrumentation Study Section

At NCSU – Served/serving on the following:
Chancellor’s Strategic Planning Committee - Steering Committee
University Science and Technology Advisory Group
University Nanotechnology Steering Committee
Office of Technology Transfer Advisory Group
Executive Board – Genome Research Laboratory
Graduate Recruitment and Curriculum Committees - Department of Molecular & Structural Biochemistry

Funding Overview:
NIH, NCBC, V Foundation for Cancer Research, Kenan Foundation for Engineering, Technology and Science, Swim Across America Cancer Foundation, NSF, UNC-General Administration, Army Research Office, North Carolina Biotechnology Center

Total >$12,000,000
Teaching:

2003-2016  Protein Structure & Mechanisms (BCH 455/555), undergraduate/graduate course  
           North Carolina State University
2001-2016  Macromolecular Structure (BCH701), graduate course  
           North Carolina State University
1999-2000  General Undergraduate Freshman Chemistry (CHM110 – Physical section)  
           Purdue University
1995-1999  Biophysical Techniques (BIOS70), Macromolecular Structure (BIOS66)  
           University at Albany, SUNY
1993-1994  NMR course for graduate students  
           The Scripps Research Institute.
1990-1991  Physical Chemistry tutoring of undergraduates  
           Churchill College, University of Cambridge.
1990-1991  NMR course teaching of undergraduates  
           Department of Chemistry, University of Cambridge.
1985-1988  Physical Chemistry tutoring of undergraduates  
           Selwyn College and Christ's College, University of Cambridge.

Post-doctoral Fellows
Dr. Logan Draughn, Dr. Morgan Milton, Dr. Eric Feldman, Dr. Leigh Allen, Dr. Ben Bobay, Dr. Carey Hobbs,  
Dr. Amanda Stewart, Dr. Andrew Olson, Dr. John Bagu, Dr. Dan Sullivan, Dr. Pat McLaughlin, Dr. Sean  
Stowe

PhD Students
Logan Draughn (Cavanagh), PhD 2016  
Ashley Tucker (Cavanagh), PhD 2013, University of Texas (Austin) post-doc  
Sean Stowe (Cavanagh), PhD 2013, University of Maryland post-doc  
Carey Hobbs (Cavanagh), PhD, 2009, UNC-Chapel Hill post-doc  
Dan Sullivan (Cavanagh), PhD, 2008, IRB Administrator - Eastern Virginia Medical School  
Dave Kordys (Cavanagh), PhD, 2007, Duke University - Tech Transfer  
Pat McLaughlin (Cavanagh), PhD, 2006, Sr. Research Scientist, Novus International  
Douglas Kojedin (Cavanagh), PhD, 2005, Asst. Prof. Scripps Florida  
Ben Bobay (Cavanagh), PhD, 2004, Research Asst. Prof, NCSU

MS Students
Kathryn Earley MS, 2010, Manufacturing Supervisor, Baxter Health Care  
Nicole Perry MS, 2009, U. Maryland, PhD student  
Constance Rogers MS, 2004, Patent Attorney - Costa Mesa, California  

Undergraduate research
Katie Meyers, Nichole Flynn, Hannah Taylor, Constance Rogers, Keriann Paul, Julia Frei, Lauren Cline,  
Hanna Cheek, Sean Stowe, Sarah Schuett, Peter Landis, Jared Novak, Ashley Tucker, Mark Bennett, Jeff  
Robinson, Sarah Bumgardner, Sarah Klocke, Jenifer Benfield, Laura Edwards, Dane Emmerling, Tripti Patel,  
Mohamad Haidar, William Coe, Jaci Bradley, William Long, Holly Anger, Nicole Medella, Casey Canez,  
Rebecca Love, Andrea Stroud, Colin Woolard, Caitlyn Williams, Kaylin Prestage.
**Patents**
Inhibition of bacterial biofilms with imidazole derivatives - Patent 8653124: Issued on 2014-02-18
Inhibition of biofilms in plants with imidazole derivatives - Patent 8618149: Issued on 2013-12-31
Inhibition and Dispersion of Bacterial Biofilms with Imidazole-Triazole Derivatives - Patent 7987631: Issued on 2011-03-01
Inhibition of Bacterial Biofilms with Imidazole Derivatives - Patent 7906544: Issued on 2011-03-15
Protein NMR Spectroscopy: Principles & Practice


Selected Publications:


A DNA Mimic: The Structure and Mechanism of Action for the Anti-Repressor Protein AbbA.
Tucker AT, Bobay BG, Banse AV, Olson AL, Soderblom EJ, Moseley MA, Thompson RJ, Varney KM, Losick R, Cavanagh J.

(COVER article)

Chemical shift assignments and secondary structure prediction of the phosphorelay protein VanU from Vibrio anguillarum.
Bobay BG, Thompson RJ, Milton DL, Cavanagh J.

Chemical shift assignments and secondary structure prediction of the master biofilm regulator, SinR, from Bacillus subtilis.
Stowe SD, Olson AL, Losick R, Cavanagh J.

Chemical crosslinking and LC/MS analysis to determine protein domain orientation: application to AbrB.
Olson AL, Liu F, Tucker AT, Goshe MB, Cavanagh J.

Chemical shift assignments and secondary structure prediction of the C-terminal domain of the response regulator BfmR from Acinetobacter baumannii.
Olson AL, Thompson RJ, Melander C, Cavanagh J.

Identification of BfmR, a response regulator involved in biofilm development, as a target for a 2-Aminomidazole-based ant biofilm agent.
Thompson RJ, Bobay BG, Stowe SD, Olson AL, Peng L, Su Z, Actis LA, Melander C, Cavanagh J.

Structural insights into the calcium-dependent interaction between calbindin-D28K and caspase-3.
Bobay BG, Stewart AL, Tucker AT, Thompson RJ, Varney KM, Cavanagh J

Dynamics and activation in response regulators: the β4-α4 loop
Bobay B, Hoch JA, Cavanagh J

Evaluation of the toxicity of 2-aminimidazole anti-biofilm agents using both cellular and model organism systems.
Stowe, A. Tucker, R. Thompson, A. Piper, J. Richards, S. Rogers, L. Mathies, C. Melander, J. Cavanagh
1H, 13C, and 15N resonance assignments and secondary structure prediction of the full-length transition state regulator AbdB from Bacillus anthracis.

2-Aminopyrimidine as a novel scaffold for biofilm modulation.
Lindsey EA, Worthington RJ, Alcaraz C, Melander C.

Small Molecule Suppression of Carbapenem Resistance in NDM-1 Producing Klebsiella pneumoniae
Roberta J. Worthington, Cynthia A. Bunders, Catherine S. Reed, and Christian Melander

Intercepting bacterial indole signaling with fluntramine derivatives.
Bunders C, Minvielle M, Worthington RJ, Ortiz M, Cavanagh J, Melander C.

Anti-Biofilm Compounds Derived from Marine Sponges
Marine Drugs 2011, 9, 2010-2035

Fluntramine inspired synthesis and biological evaluation of pyrroloindoline triazole amides as novel inhibitors of bacterial biofilms.
Bunders C, Cavanagh J, Melander C.,

Long range dynamic effects of point-mutations trap a response regulator in an active conformation
B Bobay, R Thompson, J Hoch & Cavanagh J,

Observing Selected Domains in Multi-Domain Proteins via Sortase-Mediated Ligation and NMR Spectroscopy

Synergistic effects between conventional antibiotics and 2-aminoimidazole-derived biofilm agents.
Rogers SA, Huigens RW 3rd, Cavanagh J, Melander C.

NMR solution structure and DNA-binding model of the DNA-binding domain of competence protein A.
Hobbs CA, Bobay BG, Thompson RJ, Perego M, Cavanagh J.

Binding site on human immunoglobulin G for the affinity ligand HWRGWV.
Yang H, Gurgel PV, Williams DK Jr, Bobay BG, Cavanagh J, Muddiman DC, Carbonell RG.
J Mol Recognit. 2010 May;23(3):271-82.

Synergistic effects between conventional antibiotics and 2-aminoimidazole-derived biofilm agents.
Rogers SA, Huigens RW 3rd, Cavanagh J, Melander C.

NMR solution structure and DNA-binding model of the DNA-binding domain of competence protein A.
Hobbs CA, Bobay BG, Thompson RJ, Perego M, Cavanagh J.
Binding site on human immunoglobulin G for the affinity ligand HWRGWV.
Yang H, Gurgel PV, Williams DK Jr, Bobay BG, Cavanagh J, Muddiman DC, Carbonell RG.
J Mol Recognit. 2010 May;23(3):271-82.

Structural Characterization of the Conformational Change of Calbindin-D28k Upon Calcium Binding Using Differential Surface Modification Analyzed by Mass Spectrometry.

Richards JJ, Reyes S, Stowe SD, Tucker AT, Ballard TE, Mathies LD, Cavanagh J, Melander C.

Dihydrooroidin: A Marine Natural Product Congener as an Effective Non-Toxic Antifouling Agent in Marine-Based Paints.
International Biodeterioration and Biodegradation. 63, Issue 4, June 2009, Pages 529-532

Structural and Motional Contributions of the Bacillus subtilis ClpC N-Domain to Adaptor Protein Interactions
Kojetin DJ, McLaughlin PD, Thompson RJ, Dubnau D, Prepiak P, Rance M, Cavanagh J.
Journal of Molecular Biology, Volume 387, Issue 3, 3 April 2009, Pages 639-652

Insights into the Nature of DNA Binding of AbrB-like Transcription Factors
DM. Sullivan, BG. Bobay, DJ. Kojetin, RJ. Thompson, M Rance, MA. Strauch, J. Cavanagh
Structure, Volume 16, Issue 11, 12 November 2008, Pages 1702-1713

Co-evolving motions at protein-protein interfaces of two-component signaling systems identified by covariance analysis.
Biochemistry. 2008 Jul 29;47(30):7782-4

Control of bacterial biofilms with marine alkaloid derivatives.
Huigens RW, Ma L, Gambino C, Moeller PD, Basso A, Cavanagh J, Wozniak DJ, Melander C.
Targeting RNA with cysteine-constrained peptides.
Burns VA, Bobay BG, Basso A, Cavanagh J, Melander C.

Inhibition and dispersion of proteobacterial biofilms.
Richards JJ, Huigens RW, Ballard TE, Basso A, Cavanagh J, Melander C.

Classification of response regulators based on their surface properties.
D. Kojetin, D. Sullivan, R. Thompson & J. Cavanagh

Predominantly buried residues in the response regulator SpoOF influence specific sensor kinase recognition.


Structural analysis of metal binding to the *Bacillus subtilis* response regulator SpoOF: a possible role for metalloregulation in the initiation of sporulation

$^{1}H$, $^{15}N$, and $^{13}C$ chemical shift assignments of the *Vibrio harveyi* histidine phosphotransferase protein LuxU
D. L. Ulrich, R. Thompson, B. Bassler, J. Cavanagh & J. P. Loria
J. Biomolec. NMR 2004, 29, 551-552.

Evaluation of the DNA binding tendencies of the transition state regulator AbdB.
*Biochemistry* 2004, 43, 16106-16118.

Protein-metal ion interactions, stoichiometries and relative affinities determined by on-line size exclusion gel filtration-mass spectrometry
L. M. Benson, R. Kumar, J. Cavanagh and S. Naylor,

The effects of Ca$^{2+}$-binding on the conformation of calbindin D$_{28k}$: An NMR and mESI-MS study

Calbindin D$_{28k}$ interacts with Ran-binding protein M: identification of interacting domains by NMR spectroscopy.
W. Lutz, E. Frank, T. Craig, R. Thompson, R. Venters, D. Kojetin, J. Cavanagh & R. Kumar,
Biochem Biophys Res Commun. 2003, 303, 1186-1192.

In-line desalting mass spectrometry for the study of noncovalent biological complexes,
J. Cavanagh, L.M. Benson, R. Thompson, & S. Naylor,

Sub-classification of response regulators using the surface characteristics of their receiver
D. J. Kojetin, R. J. Thompson, & J. Cavanagh

Current NMR methods for larger proteins,
R. Venters, R. Thompson & J. Cavanagh,

Macromolecular assembly of the transition state regulator AbdB in its unbound and complexed states probed by microelectrospray ionization mass spectrometry.
L.M. Benson, J.L. Vaughn, M.A. Strauch, B.G. Bobay, R. Thompson S. Naylor & J. Cavanagh,

Stoichiometries of protein-protein/DNA binding and conformational changes for the transition-state regulator AbdB measured by pseudo cell-size exclusion chromatography-mass spectrometry.
J. Cavanagh, R. Thompson, B. Bobay, L.M. Benson & S. Naylor
*Biochemistry* 2002, 41, 7859-7865.
A novel CO\_H(N)CACB experiment for assigning backbone resonances in \(^{13}\)C/\(^{15}\)N labeled proteins.
N. Astrof, W.C. Bracken, J. Cavanagh & A.G. Palmer,

Pervasive conformational fluctuations on microsecond timescales in a fibronectin type III domain.
M. Akke, J. Liu, J. Cavanagh, H.P. Erickson & A.G. Palmer,

V.A. Feher, Y-L. Tzeng, J.A. Hoch & J. Cavanagh,

Characterization of interactions between a two-component response regulator, SpoOF, and its phosphatase, RapB,
Y-L. Tzeng, V.A. Feher, J. Cavanagh, M. Perego & J.A. Hoch,

\((\text{H})\text{N(COCA)}\text{NH}\) and \(\text{HN(COCA)}\text{NH}\) experiments for \(^1\)H/\(^{15}\)N backbone assignments in \(^{13}\)C/\(^{15}\)N labeled proteins.
W.C. Bracken, A.G. Palmer & J. Cavanagh
J. Biomolec. 1997, NMR 9, 94-100.

High resolution NMR structure and backbone dynamics of the \(B.\ subtilis\) response regulator SpoOF: Implications for phosphorylation and molecular recognition.
Biochemistry 1997, 36, 10015-10025.

\(^1\)H,\(^{15}\)N & \(^{13}\)C backbone chemical shift assignments, secondary structure and Mg binding characteristics of the \(B.\ subtilis\) response regulator SpoOF determined by heteronuclear high resolution NMR.
Protein Science 1995, 4, 1801-1814.

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Aspartyl Phosphates in the Regulatory Control of Bacterial Response.
J. Cavanagh, J. Zapf, J.A. Hoch, V. Feher, F.W. Dahlquist & J. Whiteley,
Amino Acids 1994, 6, 131-140.

Nuclear magnetic resonance \(^{15}\)N and \(^1\)H resonance assignments and global fold of rusticyanin.
Insights into the ligation and acid stability of the blue copper site.
A.H. Hunt, A. Toy-Palmer, N. Assa-Munt, J. Cavanagh, R.C. Blake 2nd and H.J. Dyson,
J Mol Biol. 1994, 244, 370.

\(^1\)H, \(^{15}\)N and \(^{13}\)C resonance assignments for the first three zinc fingers of transcription factor IIIA.
X. Liao, K. Clemens, J. Cavanagh, L. Tennant and P.E.Wright,
$^1$H, $^{15}$N and $^{13}$C resonance assignments, secondary structure, and the conformation of substrate in the binary folate complex of Escherichia coli dihydrofolate reductase

NMR structural investigations of SpoOF - a regulatory protein from Bacillus subtilis.
Cavanagh J, Feher V, Zapf J, Hoch JA, & Whiteley JM.
Faseb J.1993, 7, 7: 1238

Sensitivity enhanced NMR techniques for the study of biomolecules.
J. Cavanagh and M. Rance,

Practical aspects of recording multidimensional NMR spectra in water with flat baselines.
J.P. Waltho and J. Cavanagh,

Sensitivity improvement in three-dimensional heteronuclear correlation NMR spectroscopy.
A.G. Palmer III, J. Cavanagh, R.A. Byrd and M. Rance,

Suppression of cross-relaxation effects in TOCSY spectra via a modified DIPSI-2 sequence.
J. Cavanagh and M. Rance,

Improving the antigen affinity of an antibody Fv-fragment by protein design.
L. Riechmann, M. Weill and J. Cavanagh

Improved resolution in three-dimensional constant-time triple resonance NMR spectroscopy of proteins.
A.G. Palmer III, W.J. Fairbrother, J. Cavanagh, P.E. Wright and M. Rance,

Sensitivity improvement in proton detected two-dimensional
heteronuclear relay experiments. J. Cavanagh, A.G. Palmer III, P.E. Wright and M. Rance,

Sensitivity improvement in proton detected heteronuclear correlation experiments.
A.G. Palmer III, J. Cavanagh, P.E. Wright and M. Rance, J.

RF phase coherence in rotating-frame NMR experiments in isotropic solutions.
Rance M & Cavanagh J.

A combined 2-dimensional relayed-NOESY TOCSY experiment.
Cavanagh J & Rance M.
J Magn Reson. 1990, 87, 2: 408-414

The time-dependence of coherence transfer in homonuclear isotropic mixing experiments.
Cavanagh J, Chazin WJ, & Rance M.
J Magn Reson.1990, 87, 1: 110-131
Increased sensitivity in isotropic mixing (TOCSY) experiments.
J. Cavanagh and M. Rance,

Suppression of uninformative peaks in two-dimensional relayed-NOESY spectra.
Cavanagh J, Titman JJ, & Keeler J.

Suppression of HOHAHA and false NOE cross peaks in camel spin spectra.
Cavanagh J & Keeler J.
J Magn Reson 1988, 80, 1: 186-194

Practicalities and applications of reverse heteronuclear shift correlation - porphyrin and polysaccharide examples.
Cavanagh J, Hunter CA, Jones DNM, Keeler J, & Sanders JKM.
Magn. Res. Chem. 1988, 26, 10: 867-875

Improvement of C-13 satellite spectra by double difference spectroscopy.
Cavanagh J & Keeler J.

Multiplet effects in two-dimensional double-quantum-filtered zero-quantum spectroscopy.
Cavanagh J & Keeler J.

Aspects of molecular recognition - Use of a truncated driven pseudo-NOESY experiment to elucidate the environment of intermolecular electrostatic interactions in vancomycin.
Walthe JP, Cavanagh J, & Williams DH.

Semi-selective two-dimensional NMR experiments.

Complete suppression of diagonal peaks in COSY spectra.
EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: John Cavanagh, PhD

Department: Biochemistry

School/College: BSOM

Current Rank or Title: (if applicable) Proposed Rank or Title: Professor and Chair of Biochemistry

Indicate Type of Action: (select all that apply)
- Administrative Appointment: [ ]
- New Faculty Appointment: [X]
- Promotion: [ ]
- Conferral of Tenure: [X]
- Other: [ ]
  (describe)
- Distinguished Professorship: [ ]
  (provide name of professorship)

Effective Date of Action: April 1, 2019

Contract Period: Administrative Appointment: 9 mo. [ ] 12 mo. [X]
- Faculty Appointment: 9 mo. [ ] 12 mo. [X]

Salary: $250,000 Source(s): State Funds: $250,000 *Non-State Funds: $0
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

Prior Recommendations/Personnel Actions:
(please check appropriate responses)

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<td>[X]</td>
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</table>
Section II. To be completed by the faculty member.

1. Education Background: (*indicate degree, date earned and institution, note additional study & training*)

   University of Surrey, UK-Chemistry, B.S., 1985

   University of Cambridge, UK-Chemistry, Ph.D., 1988

2. Teaching and other professional experience: (*Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date*)

   2018 - present Chief Scientific Officer, Agile Sciences

   2016 – 2018 Senior Vice President, Discovery Sciences, RTI International

   2016 – present Adjunct Professor, Department of Molecular & Structural Biochemistry, North Carolina State University

   2014 - 2017 Interim President, David H. Murdock Research Institute, North Carolina Research Campus

   2012 - 2014 Assistant Vice Chancellor for Research Development, North Carolina State University

   2008 - 2016 William Neal Reynolds Distinguished Professor, Department of Molecular & Structural Biochemistry, North Carolina State University

   2004 - 2007 Director of Research Development, Office of the Vice Chancellor, North Carolina State University

   2000 - 2016 Professor, Department of Molecular & Structural Biochemistry, North Carolina State University

   1999 –2000 Professor, Department of Chemistry, Purdue University, 1994-1999 Director Associate Professor, Structural Biology Facility Dept. of Biomedical Sciences, Wadsworth Center School of Public Health, New York State DOH SUNY Albany

   1991-1994 Senior Research Associate, Department of Molecular Biology, The Scripps Research Institute

   1990-1991 Royal Society Research Fellow, Department of Chemistry, University of Cambridge, UK.

   1990-1991 Fellow of Physical Chemistry, Churchill College, University of Cambridge, UK.

   1988-1990 NIH Post-doctoral Fellowship (under Dr. Mark Rance), Department of Molecular Biology, The Scripps Research Institute
3. Scholarly & Creative Activities:

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<td>Other: Awards</td>
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4. Membership in professional organizations:

2015 – present Board of Directors, North Carolina Association for Biomedical Research

5. Professional service on campus:

At NCSU – Served/serving on the following:

- Chancellor’s Strategic Planning Committee - Steering Committee
- University Science and Technology Advisory Group
- University Nanotechnology Steering Committee
- Office of Technology Transfer Advisory Group
- Executive Board – Genome Research Laboratory
- Graduate Recruitment and Curriculum Committees - Department of Molecular & Structural Biochemistry

2009 - present Director, Jimmy V-NCSU Cancer Therapeutic Training Program
2008 - 2016 Director, NCSU BioNMR Facility, NCSU
2002 - 2016 Co-Director, Advanced Biomolecular Interaction Resource, NCSU

6. Professional service off campus:

March 15, 2019

Chancellor Staton
East Carolina University
Greenville, NC 27858

Dear Chancellor Staton:

Dr. Michelle McQuistan has accepted the position of Associate Dean for Student Affairs at the School of Dental Medicine and is scheduled to join East Carolina University July 29, 2019.

In addition, she will hold a faculty appointment at the rank of Professor in the Department of Foundational Sciences. I would appreciate your consideration of the enclosed recommendation of an initial appointment with permanent tenure for Michelle McQuistan, DDS, MS.

Dr. McQuistan completed her DDS degree in 2001 and MS in Dental Public Health in 2004 at the University of Iowa. Currently, she is at the University of Iowa College of Dentistry and Dental Clinics where she holds a tenured faculty appointment as an Associate Professor in Department of Preventive and Community Dentistry.

Dr. McQuistan’s scholarly activity includes 24 refereed journal articles, 1 book chapter, 10 presentations, as well as advising and mentoring future dentists. She is an accomplished researcher, with 30 completed grants totaling over $3,400,000. Her service contributions span the local, state, and international levels and include serving on numerous editorial boards, advisory boards, and committees.

For your convenience, attached are the following documents:

- Dr. Michelle McQuistan’s curriculum vitae
- ECU Personnel Action Summary Form for the Board of Trustees

If you approve, we will make arrangements for this recommendation to be placed on the agenda for the April 11, 2019 ECU Board of Trustees meeting.

Sincerely,

Mark Stacy, MD
Vice Chancellor, Division of Health Sciences

Enclosures

X Approve

Do Not Approve

Cecil P. Staton, D. Phil.
Chancellor

www.ecu.edu
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: **Michelle McQuistan, DDS, MS**

Department: **Student Affairs** School/College: **SoDM, ECU**

Current Rank or Title: *(if applicable)* Proposed Rank or Title: **Assoicate Dean of Student Affairs and Professor**

Indicate Type of Action: *(select all that apply)*
- Administrative Appointment: ☐
- New Faculty Appointment: ☒
- Promotion: ☐
- Conferral of Tenure: ☒
- Other: *(describe)*
  - Distinguished Professorship: *(provide name of professorship)*

Effective Date of Action: **July 29, 2019**

Contract Period:
- Administrative Appointment: 9 mo. ☐ 12 mo. ☒
- Faculty Appointment: 9 mo. ☐ 12 mo. ☒

Salary: **$220,000** Source(s): State Funds: **$0** *Non-State Funds: **$220,000**

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plans, etc.):*

Prior Recommendations/Personnel Actions:
*(please check appropriate responses)*

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<tr>
<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

1. Education Background: (*indicate degree, date earned and institution, note additional study & training*)

July 2004 MS Dental Public Health University of Iowa

June 2002 Certificate Advanced Education in General Dentistry University of Florida - Jacksonville Clinic June

2001 DDS Dentistry University of Iowa January

1997 BA History/Pre-professional Health Sciences University of Notre Dame

**CERTIFICATION AND LICENSURE:**

Dental License (State) 2001 Iowa

2007 American Board of Dental Public Health

2. Teaching and other professional experience: (*Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date*)

**Academic Appointments**

July 2013 - Present Associate Professor with tenure University of Iowa, College of Dentistry

July 2005 - June 2013 Assistant Professor University of Iowa, College of Dentistry

July 2004 - June 2005 Visiting Assistant Professor University of Iowa, College of Dentistry

August 2002 - July 2004 Post-Doctoral Research Fellow University of Iowa, College of Dentistry

August 2003 - December 2003 Teaching Assistant (Tobacco, Health and Society) University of Iowa

July 2001 - June 2002 Advanced Education in General Dentistry Resident University of Florida-Jacksonville Clinic

January 2000 - June 2001 Research Assistant (NIDCR Student Research Training Grant) University of Iowa, College of Dentistry

**Teaching Activities**

**Predoctoral**

International Exchange Program PCD:8499 2017 - Present Fall Course Director 1-10

International Outreach Program PCD:8498 2017 - Present Fall Course Director 1-10

Oral Health Field Clinic PCD:8494 2017 - Present Fall Course Director 41-80

Poverty Simulation-D3 Orientation: 2017 - Present Fall Coordinator 81+
The Practice of Dentistry in the Community I PCD:8360 2014 - Present Fall Lecturer 41-80
Experiential Exercise in Cultural Competence D1 Orientation: 2007 - Present Fall Lecturer 41-80
Broadlawns Medical Center PCD:8485 2006 - Present Spr Course Director 31-40
St. Luke's Dental Health Center PCD:8488 2006 - Present Spr Course Director 11-20
Dental Student Research Honors Program 112:190 2005 - Present Spr Advisor 1-10
The Practice of Dentistry in the Community II PCD:8361 2005 - Present Spr Lecturer 41-80
Geriatrics and Special Needs Program PCD:8489 2004 - Present Fall Clinical Instructor 41-80
Project SEALED: 2016 - 2018 Fall Course Director 81+
Colorado Migrant Program PCD:8486 2006 - 2017 Spr Course Director 1-10
Community Health Care: Davenport PCD:8487 2006 - 2017 Spr Course Director 1-10
Project SEALED: 2012 - 2016 Clinical Instructor 41-80
Introduction to Geriatric Dentistry 112:145 2013 - 2015 Spr Lecturer 41-80
The Practice of Dentistry in the Community I PCD:8360 2003 - 2013 Fall Course Director 41-80
Experiential Learning II Communication 112:119 2012 Fall Lecturer 81+
Experiential Learning I-Problem Based Learning 112:118 2011 Fall Seminar Leader 11-20
Geriatrics and Special Needs Program-Seminar 111:189 2005 - 2011 Fall Seminar Leader 41-80
Experiential Learning III Small group facilitator 112:155 2010 Spr Seminar Leader 41-80 Quality Assurance 112:167 2006 - 2008 Fall Lecturer 1-10
Clinical Preventive Dentistry 111:145 2003 Spr Clinical Instructor 41-80

Grad

Field Experience I DPH:5008 2017 - Present Fall Course Director 1-10
Thesis Dental Public Health DPH:6011 2014 - Present Sum Advisor 1-10
Dental Public Health Seminar Series: 2007 - Present Spr Seminar Leader 1-10
Lit Review Methods DPH:5001 2011 - 2014 Fall Course Director 1-10
Maternal, Child, and Family Health 172:122 2014 Spr Lecturer 11-20
Cultural Competency Dental Public Health Graduate Student Seminar: 2007 - 2014 Spr Course Director 11-20
Lit Review Methods DPH:5001 2010 Fall Team Teacher 1-10
First-year Seminar 410:029 2010 Spr Lecturer 11-20
3. Scholarly & Creative Activities:

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<td>Other: Invited Talks</td>
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4. Membership in professional organizations:

2017 - Present American Dental Association

2012 - Present Omicron Kappa Upsilon National Dental Honor Society

2007 - Present American Board of Dental Public Health 2006 - Present American Dental Education Association

2002 - Present American Association of Public Health Dentistry

1997 - 2013 Psi Omega Dental Fraternity

2012 American Association for Dental Research 2010 American Association for Dental Research

2004 - 2008 Johnson County Dental Society


1997 - 2001 American Association of Women Dentists-University of Iowa Student Chapter
5. Professional service on campus:

NA

6. Professional service off campus:

**International**

2017 Canadian Journal of Dental Hygiene Reviewer, Publications 3 of 29

2016 Advances in Medical Education and Practice Reviewer, Publications

2015 Saudi Medical Journal Reviewer, Publications

2009 ZonMw's Preventive Programme (Netherlands Organization for Health Research and Development) Reviewer, Grant Proposals

**National**

2018 - Present Board of Directors, American Association of Public Health Dentistry Officer, President

2018 - Present Governance Taskforce Committee, American Association of Public Health Dentistry Officer, President

2017 - Present National Oral Health Care Conference Planning Committee, American Association of Public Health Dentistry Member

2017 - Present Finance Committee, American Association of Public Health Dentistry Member

2017 - Present Nominations Committee, American Association of Public Health Dentistry Chair 2016 - Present American Journal of Public Health Reviewer, Publications


2014 - Present AAPHD Foundation, American Association of Public Health Dentistry Member

2009 - Present Journal of Dental Education Reviewer, Publications

2009 - Present Journal of Dental Public Health Reviewer, Publications

2006 - Present Special Care Dentistry Reviewer, Publications

2017 - 2018 Joint Reference Committee, American Association of Public Health Dentistry Chair

2017 - 2018 Board of Directors, American Association of Public Health Dentistry Officer, President-Elect

2017 - 2018 Governance Taskforce Committee, American Association of Public Health Dentistry Officer, President-Elect

2016 - 2018 AAPHD Foundation, Herschel S. Horowitz Scholarship Committee, American Association of Public Health Dentistry Chair

2015 - 2017 Council on Publications, American Association of Public Health Dentistry Officer, Secretary

2016 Clinical Interventions in Aging Reviewer, Publications
2014 Missouri Foundation for Health Reviewer, Grant Proposals

2013 Ad hoc Committee to Develop Dental Public Health Lectures, American Association of Public Health Dentistry Member

2011 - 2012 Education and Science Standing Committee, American Association of Public Health Dentistry Member

2007 - 2008 Journal of Contemporary Dental Practice Reviewer, Publications

State

2017 Iowa Mission of Mercy-Cedar Rapids, IA Volunteer Dentist/Supervise students

2013 - 2015 Healthiest State Initiative Member

2014 Oral Health Strategic Planning Forum: Setting Priorities for Iowa's Future, Iowa Department of Public Health Member

2012 Iowa Mission of Mercy-Davenport, IA Volunteer Dentist/Supervise students

2011 Iowa Mission of Mercy-Sioux City, IA Volunteer Dentist/Supervise students

2009 Iowa Mission of Mercy-Newton, IA Volunteer Dentist/Supervise students University Years Organization Position

2013 - 2018 Collegiate Diversity Committee, University of Iowa Member

2013 - 2018 Culturally Responsive Health Care Committee, University of Iowa Member

2013 - 2018 Health Science Diversity Committee, University of Iowa Member

2011 Women in Science and Engineering (WISE) Program, University of Iowa Reviewer, Grant Proposals

2009 - 2010 Public Outreach and Civic Engagement Task Force, University of Iowa, Office of the Provost Member

2006 - 2009 Culturally Competent Care Initiative, University of Iowa Member

College

2014 - Present Collegiate Academic and Professional Performance Committee, University of Iowa College of Dentistry Member

2013 - Present Diversity Committee, University of Iowa College of Dentistry Chair

2013 - Present Student Dental Research Committee, University of Iowa College of Dentistry Member

2013 - Present Teaching and Learning Journal Club, University of Iowa College of Dentistry Member

2006 - Present Diversity Committee, University of Iowa College of Dentistry Member

2005 - Present Committee on International Affairs and Programs, University of Iowa College of Dentistry Member
2004 - Present Local AADR Judge, University of Iowa College of Dentistry Judge

2017 Departmental Consulting Group, Operative Dentistry, University of Iowa College of Dentistry Member

2017 Departmental Consulting Group, Pediatric Dentistry, University of Iowa College of Dentistry Member

2015 COD Strategic Planning Task Group, University of Iowa College of Dentistry Member

2015 Departmental Consulting Group, Preventive and Community Dentistry, University of Iowa College of Dentistry Chair

2015 DPH Regional Conference Planning Committee, University of Iowa College of Dentistry Member

2012 - 2013 Geriatrics and Special Needs Clinic Faculty Search Committee, University of Iowa College of Dentistry Member

2011 - 2013 Point of Care Teaching Ad Hoc Committee, University of Iowa College of Dentistry Member

2006 - 2013 Student Dental Research Committee Ad Hoc Member, University of Iowa College of Dentistry Member

2012 Pediatric Dentistry DEO Search Committee, University of Iowa College of Dentistry Member

2010 - 2011 Geriatric and Special Needs Clinic Faculty Search Member 6 of 29 Committee, University of Iowa College of Dentistry

2005 - 2009 Psi Omega Dental Fraternity, University of Iowa College of Dentistry Faculty Advisor

2005 - 2008 Ad Hoc Committee on Protocols for the Management of Dental Caries, University of Iowa College of Dentistry Member

2005 - 2008 Department Communication/Iowa Dental Journal, University of Iowa College of Dentistry Department Writer

2007 Preventive and Community Dentistry DEO Search Committee, University of Iowa College of Dentistry Member

Local

2018 - Present Dental Health Center Advisory Board, UnityPoint Health-St. Luke’s Hospital Chair

2014 - Present Dental Health Center Advisory Board, UnityPoint Health - St. Luke’s Hospital Member

2015 - 2017 Dental Health Center Advisory Board, UnityPoint Health - St. Luke’s Hospital Vice Chair

2004 - 2008 Iowa City Free Dental Clinic Volunteer Dentist
**FACULTY PROFESSIONAL BIOGRAPHY**  
College of Dentistry  
University of Iowa  

Date of Preparation: **May 28, 2018**

### I. Personal Data

1. **Name**  
   Michelle R. McQuistan

2. **Department**  
   Cden-Preventive & Community Dentistry

3. **Present Rank**  
   Associate Professor-Tenured

### II. Higher Education, formal programs

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<td>University of Iowa</td>
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<td>University of Florida - Jacksonville Clinic</td>
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<td>June 2001</td>
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<td>Dentistry</td>
<td>University of Iowa</td>
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<td>January 1997</td>
<td>BA</td>
<td>History/Pre-professional Health Sciences</td>
<td>University of Notre Dame</td>
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### III. Professional Employment: Appointments

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<td>University of Iowa, College of Dentistry</td>
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<td>July 2004 - June 2005</td>
<td>Visiting Assistant Professor</td>
<td>University of Iowa, College of Dentistry</td>
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<td>August 2002 - July 2004</td>
<td>Post-Doctoral Research Fellow</td>
<td>University of Iowa, College of Dentistry</td>
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<td>August 2003 - December 2003</td>
<td>Teaching Assistant (Tobacco, Health and Society)</td>
<td>University of Iowa</td>
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<td>Advanced Education in General Dentistry Resident</td>
<td>University of Florida-Jacksonville Clinic</td>
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<td>January 2000 - June 2001</td>
<td>Research Assistant (NIDCR Student Research Training Grant)</td>
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IV. Certification and Licensure

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<td>American Board of Dental Public Health</td>
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V. Honors and Awards

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<td>Article selected as one of the top 10 ADEA Journal of Dental Education editor's picks of 2016</td>
<td>Journal of Dental Education</td>
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<td>2015 - 2016</td>
<td>ADEA Leadership Institute Participant</td>
<td>American Dental Education Association</td>
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<td>2014</td>
<td>Student Research Group Mentor of the Year Award</td>
<td>University of Iowa, College of Dentistry</td>
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<td>2012</td>
<td>Omicron Kappa Upsilon National Dental Honor Society-Inductee</td>
<td>University of Iowa, College of Dentistry</td>
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<td>2005</td>
<td>Hu-Friedly Golden Scaler Award</td>
<td>Hu-Friedly</td>
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<td>2005</td>
<td>Leverett Graduate Student Merit Award for Outstanding Achievement in Dental Public Health. 3rd Place.</td>
<td>American Association of Public Health Dentistry</td>
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<td>2004</td>
<td>6th Annual Student Interdisciplinary Health Research Poster Session. Presentation Award</td>
<td>University of Iowa</td>
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<td>2004</td>
<td>Graduate Thesis Award, First recipient</td>
<td>Delta Dental of Iowa</td>
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<td>2004</td>
<td>Postdoctoral Table Clinics-1st Place Award</td>
<td>The Iowa Section of the American Association for Dental Research and Dows Institute for Dental Research</td>
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<td>2004</td>
<td>W. Philip Phair Dental Public Health Graduate Research Award</td>
<td>University of Iowa, College of Dentistry</td>
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<td>2003</td>
<td>Iowa Graduate Student Senate Travel Funds Award</td>
<td>University of Iowa</td>
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<td>2001</td>
<td>Research Achievement Award</td>
<td>University of Iowa, College of Dentistry</td>
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VI. Committees, Service Activities, and Professional Appointments

International

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<td>Reviewer, Publications</td>
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2016  Advances in Medical Education and Practice  Reviewer, Publications
2015  Saudi Medical Journal  Reviewer, Publications
2009  ZonMw's Preventive Programme (Netherlands Organization for Health Research and Development)  Reviewer, Grant Proposals

**National**

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<td>Officer, President</td>
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<td>2018 - Present</td>
<td>Governance Taskforce Committee, American Association of Public Health Dentistry</td>
<td>Officer, President</td>
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<td>2016 - Present</td>
<td>American Journal of Public Health</td>
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<td>Journal of Periodontology</td>
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<td>Board of Directors, American Association of Public Health Dentistry</td>
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<td>Healthiest State Initiative</td>
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<td>2014</td>
<td>Oral Health Strategic Planning Forum: Setting Priorities for Iowa's Future, Iowa Department of Public Health</td>
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<td>Iowa Mission of Mercy-Newton, IA</td>
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**University**

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<td>2013 - 2018</td>
<td>Culturally Responsive Health Care Committee, University of Iowa</td>
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<td>2013 - 2018</td>
<td>Health Science Diversity Committee, University of Iowa</td>
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<td>2011</td>
<td>Women in Science and Engineering (WISE) Program, University of Iowa</td>
<td>Reviewer, Grant Proposals</td>
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<td>2009 - 2010</td>
<td>Public Outreach and Civic Engagement Task Force, University of Iowa, Office of the Provost</td>
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<td>Diversity Committee, University of Iowa College of Dentistry</td>
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<td>2013 - Present</td>
<td>Student Dental Research Committee, University of Iowa College of Dentistry</td>
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<tr>
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<td>Teaching and Learning Journal Club, University of Iowa College of Dentistry</td>
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<td>Diversity Committee, University of Iowa College of Dentistry</td>
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<tr>
<td>2005 - Present</td>
<td>Committee on International Affairs and Programs, University of Iowa College of Dentistry</td>
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<td>Local AADR Judge, University of Iowa College of Dentistry</td>
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<td>2017</td>
<td>Departmental Consulting Group, Operative Dentistry, University of Iowa College of Dentistry</td>
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<tr>
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<td>Departmental Consulting Group, Pediatric Dentistry, University of Iowa College of Dentistry</td>
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<td>COD Strategic Planning Task Group, University of Iowa College of Dentistry</td>
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<td>Departmental Consulting Group, Preventive and Community Dentistry, University of Iowa College of Dentistry</td>
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<td>DPH Regional Conference Planning Committee, University of Iowa College of Dentistry</td>
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<td>Geriatrics and Special Needs Clinic Faculty Search Committee, University of Iowa College of Dentistry</td>
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<td>2011 - 2013</td>
<td>Point of Care Teaching Ad Hoc Committee, University of Iowa College of Dentistry</td>
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<td>Student Dental Research Committee Ad Hoc Member, University of Iowa College of Dentistry</td>
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<tr>
<td>2012</td>
<td>Pediatric Dentistry DEO Search Committee, University of Iowa College of Dentistry</td>
<td>Member</td>
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<tr>
<td>2010 - 2011</td>
<td>Geriatric and Special Needs Clinic Faculty Search</td>
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Committee, University of Iowa College of Dentistry

2005 - 2009 Psi Omega Dental Fraternity, University of Iowa College of Dentistry Faculty Advisor

2005 - 2008 Ad Hoc Committee on Protocols for the Management of Dental Caries, University of Iowa College of Dentistry Member

2005 - 2008 Department Communication/Iowa Dental Journal, University of Iowa College of Dentistry Department Writer

2007 Preventive and Community Dentistry DEO Search Committee, University of Iowa College of Dentistry Member

Local

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<tr>
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<td>Dental Health Center Advisory Board, UnityPoint Health-St. Luke's Hospital</td>
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<td>2004 - 2008</td>
<td>Iowa City Free Dental Clinic</td>
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VII. Dental Service Plan Practice

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<tr>
<th>Year(s)</th>
<th>Time Allocated Per Week</th>
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<td>2004 - Present</td>
<td>2 (# of Half Days)</td>
<td>Faculty General Practice</td>
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VIII. Professional Memberships

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<td>American Dental Education Association</td>
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<td>2002 - Present</td>
<td>American Association of Public Health Dentistry</td>
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<td>1997 - 2013</td>
<td>Psi Omega Dental Fraternity</td>
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<td>American Association for Dental Research</td>
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<td>2010</td>
<td>American Association for Dental Research</td>
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<td>2004 - 2008</td>
<td>Johnson County Dental Society</td>
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<td>American Association for Dental Research</td>
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<td>American Dental Association</td>
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<tr>
<td>1997 - 2001</td>
<td>American Association of Women Dentists-University of Iowa Student Chapter</td>
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IX. **Areas of Research**

My overarching research goal is to understand access to care issues pertaining to dentistry. As such, my research has focused on three main areas: oral health literacy, treatment of underserved populations, and dental workforce issues.

X. **Current Research Topics**

Longitudinal changes among dental students' attitudes towards working with underserved populations as they progress through dental school

Improving communication in the dental clinic

Oral health knowledge and dental utilization among Latinos in Iowa

XI. **Financial Resources** (Grants and Contracts)

**Funded**

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<thead>
<tr>
<th>Funding Agency</th>
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<tbody>
<tr>
<td>Title</td>
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</tr>
<tr>
<td>Role</td>
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<td>P.I.</td>
<td>Denise Martinez</td>
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<td>Percentage of Effort</td>
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<td>Power of Attorney’s awareness of the oral health needs of long term care residents</td>
</tr>
<tr>
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<tr>
<td>P.I.</td>
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**Completed**

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<td>Title</td>
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<td>P.I.</td>
<td>Michelle R. McQuistan</td>
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<tr>
<td>Title</td>
<td>Predoctoral training in general, pediatric, and public health dentistry and dental hygiene. Health Resources &amp; Services Administration</td>
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<tr>
<td>Title</td>
<td>Endodontists' opinions regarding the placement of implants by endodontists</td>
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<tr>
<td>P.I.</td>
<td>Michelle R. McQuistan</td>
</tr>
<tr>
<td>Percentage of Effort</td>
<td>February 2008 - January 2009</td>
</tr>
<tr>
<td>Dates</td>
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<tr>
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<th>Delta Dental Plan of Iowa Public Benefit Program</th>
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<tbody>
<tr>
<td>Title</td>
<td>Patients' understanding of their oral health needs</td>
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<tr>
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<td>Principal Investigator</td>
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<tr>
<td>P.I.</td>
<td>Michelle R. McQuistan</td>
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<td>Percentage of Effort</td>
<td>November 2007 - November 2008</td>
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<tr>
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<th>Funding Agency</th>
<th>American Medical Student Association Foundation-Achieving Diversity in Dentistry and Medicine Project</th>
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<tr>
<td>Title</td>
<td>Ethnogeriatric enhancements to a long standing geriatric program</td>
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<td>P.I.</td>
<td>Michelle R. McQuistan</td>
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<td>Percentage of Effort</td>
<td>March 2006 - September 2007</td>
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<td>Percentage of Effort</td>
<td>December 2005 - August 2006</td>
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<td>Dentists' participation in community service</td>
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<th>University of Iowa, Culturally Competent Care Initiative</th>
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<td>Percentage of Effort</td>
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10 of 29
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<tr>
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**Funding Agency**
University of Iowa

**Title**
Service Learning Workshop

**Role**

**Percentage of Effort**

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**Funding Agency**
NIDCR

**Title**
Institutional National Research Service Award in Oral Health Research-T32 grant

**Role**

**Percentage of Effort**

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**Funding Agency**
Delta Dental Graduate Thesis Award-Delta Dental of Iowa Foundation

**Title**
Iowa dentists' referral of children to pediatric dentists

**Role**
Principal Investigator

**P.I.**
Michelle R. McQuistan

**Percentage of Effort**

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<th>Dates</th>
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**Funding Agency**
Iowa Graduate Student Senate Travel Funds Award

**Role**

**Percentage of Effort**

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**Funding Agency**
University of Iowa College of Dentistry

**Title**
Dows Student Research NIDCR Training Grant Award

**Role**

**Percentage of Effort**

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<td>Amount</td>
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**Not Funded**

**Funding Agency**
The Foundation of the American Academy of Pediatric Dentistry

**Title**
Project SEALED

**Role**
Principal Investigator

**P.I.**
Michelle R. McQuistan

**Percentage of Effort**

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<tr>
<th>Dates</th>
<th>December 2016</th>
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**Funding Agency**
NIH

**Title**
Understanding and promoting oral health literacy among older adults

**Role**
Co-Investigator

**P.I.**
Weiyu Mao

**Percentage of Effort**

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<th>Dates</th>
<th>February 2016</th>
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XII. Bibliography

1. Books and/or Chapters


2. Journal Articles (include initial and final page numbers)


23. McQuistan MR, Kuthy RA, Damiano PC, Ward MM. General dentists' referral of children younger than


3. Book Reviews - NA

4. Abstracts


45. McQuistan MR, Kathy RA, Damiano PC, Ward MM. General dentists' referral of children less than 3 years of age to pediatric dentists. J Public Health Dent (65)570, 2005.


5. Theses

1. (2004). *Iowa general dentists' referral of children, 0-14 years, to pediatric dentists.* University of Iowa, College of Dentistry.

6. Other Publications


Article Review


Manuscript


Other


7. Invited External Presentations and Lectures

National

American Dental Education Annual Session, "Propelling community based service learning into the future." (2016).


American Dental Education Annual Session, "Diversity defined. Is your institution ready?." (2013).

18th Annual Meeting on Special Care Dentistry, "How to Write or Review a Manuscript." (2006).

Regional


Missouri Coalition for Primary Health Care D/B/A Missouri Primary Care Association, "Oral health literacy: Improving patient comprehension and outcomes." (2012).

State

1-Smile Coordinator webinar, "Health literacy: Applications for work and life." (2016).


University

UI Center for Human Rights, University of Iowa, "Human rights and dentistry." (2014).

Obermann Graduate Institute on Engagement and the Academy, "Nuts and bolts: When theory is practice and practice is theory." (2007).
Teaching content by encouraging commitment: A celebration of service learning at Iowa, "University of Iowa College of Dentistry community based clinical experiences." (2007).
Center for Teaching panel discussion, "Teaching content by encouraging commitment-The service learning approach to teaching." (2005).

College
Human Rights Week, "Preparation for tomorrow's dentists; Care for today's underserved populations." (2008).

Local
Iowa City Dental Hygiene Association, "A practical guide to improving patients' health literacy in the dental office." (2015).

8. Faculty Development Activities Attended

Training/Development Program, Dental Educator Development Workshop, University of Iowa (Iowa City, Iowa). (July 20, 2017).


XIII. Student Mentoring:

1. Graduate Theses Directed

<table>
<thead>
<tr>
<th>Name</th>
<th>Degree/Specialty</th>
<th>Years</th>
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<tr>
<td>Balakrishnan, Nyla</td>
<td>MS, Dental Public Health</td>
<td>2016 - Present</td>
<td>University of Iowa</td>
<td>Legally authorized representatives' awareness of the oral health needs of long term care facility residents</td>
<td>Thesis Chair</td>
<td>Delta Dental Graduate Thesis Award. Nov. 2016. $4039</td>
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<td>Patino, Daisy</td>
<td>MS, Dental Public Health</td>
<td>2013 - 2015</td>
<td>University of Iowa</td>
<td>Oral health knowledge among Latinos</td>
<td>Thesis Chair</td>
<td>Leverett Graduate Student Merit Award for Outstanding Achievement in Dental Public Health. 3rd place. 2016. American Association of Public Health Dentistry</td>
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<td>Chukwu, Stella</td>
<td>MS, Dental Public Health</td>
<td>2011 - 2013</td>
<td>University of Iowa</td>
<td>Knowledge, opinions and practices about oral cancer prevention</td>
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<td>Delta Dental Graduate Thesis Award. September, 2014. $14,997</td>
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18 of 29
<table>
<thead>
<tr>
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<tr>
<td>among adult Iowans</td>
<td>Thesis Chair</td>
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<td>Thesis co-chair</td>
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**Shelley, JJ**

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<tr>
<td>Title</td>
<td>Significant indicators of intent to leave among Army Dental Corps junior officers</td>
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**Pendharkar, Bhagyashree**

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<td>Title</td>
<td>Knowledge, attitudes, and behavior of first and fourth year dental students toward tobacco prevention and cessation</td>
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<td>Awards</td>
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2. **Other Graduate Committee Service**

**Aljeshi, Amal**

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<td>Institution</td>
<td>University of Iowa</td>
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<tr>
<td>Title</td>
<td>A survey of Saudi physicians</td>
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**Teixeira, Erica**

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<td>Institution</td>
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<td>Title</td>
<td>Use of antibiotics prior to dental procedures among patients with large joint replacements</td>
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**Reynolds, Julie**

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<td>Institution</td>
<td>University of Iowa</td>
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<tr>
<td>Title</td>
<td>Association between oral health status and social capital in Iowa children</td>
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<td>Role</td>
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<td>Awards</td>
<td>Leverett Graduate Student Merit Award for Outstanding Achievement in Dental Public Health. 3rd place. 2014. American Association of Public Health Dentistry</td>
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**Kim, Julie**

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<td>Institution</td>
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<td>Title</td>
<td>Service learning's impact on dental students' attitude to community service</td>
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<td>McKernan, Susan</td>
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<td>Title</td>
<td>General dentists' opinions regarding the placement of implants by Endodontists</td>
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<td>Role</td>
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<td></td>
<td>Awards</td>
<td>1st Place. Endodontic Michael Fuller Post-doctoral Table Clinic Award. Local AADR Meeting, University of Iowa College of Dentistry, Feb. 9, 2010</td>
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<td>Awards</td>
<td>Student Interdisciplinary Health Research Poster Session. University of Iowa, April 23, 2009</td>
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1st Place. Jakobsen Graduate Conference, Biological and Health Sciences Division. University of Iowa, March 28, 2009.

3rd Place. ADA Post-Doctoral Table Clinic Award, Local AADR Meeting, University of Iowa College of Dentistry, March 3, 2009.

Delta Dental Plan Graduate Thesis Award. February 20, 2008. $8350.00

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<tr>
<th>McKernan, Susan</th>
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<td>Title</td>
<td>Dental workforce model from a primarily rural state: Iowa's dentist distribution</td>
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Iowa-2009 Winner

Leverett Graduate Student Merit Award for Outstanding Achievement in Dental Public health. 2nd Place. 2010. American Association of Public Health Dentistry

3. **Pre-Doctoral Student Research Mentorship**

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<tr>
<td>Mueldener, Emma</td>
<td>DDS</td>
<td>2018 - Present</td>
<td>University of Iowa</td>
<td>An exploration of geriatric dentistry curricula among Geriatric fellowships, AEGD and GPR programs</td>
<td>Pre-doctoral Mentor</td>
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<td>2018</td>
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<td>Co-mentor with Jennifer Hartshorn</td>
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<td>Shaw, Ryan</td>
<td>DDS</td>
<td>2017 - Present</td>
<td>University of Iowa</td>
<td>Changes in D1 students' willingness to treat underserved populations: 2008-2016</td>
<td>Pre-doctoral Mentor</td>
<td>Iowa Dental Research Grant-$2900 stipend</td>
<td>2018</td>
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<td>Iowa Dental Research Grant-$2900 stipend</td>
<td>Spring 2017</td>
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<td>Brown, Brooke</td>
<td>DDS</td>
<td>2016 - 2017</td>
<td>University of Iowa</td>
<td>Development of a survey to assess diet-related oral health knowledge</td>
<td>Pre-doctoral Mentor</td>
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<td></td>
<td>Co-mentor</td>
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<td>Bohn, Courtney</td>
<td>DDS</td>
<td>2013 - 2016</td>
<td>University of Iowa</td>
<td>Improving communication in the dental clinic</td>
<td>Pre-doctoral Mentor</td>
<td>Senior Research Achievement Award-2016</td>
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<td>Iowa Dental Association Annual Session</td>
<td>2nd place-Table Clinics</td>
<td>Spring 2015-Coralville, IA</td>
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<tr>
<td>Anderson, Justin</td>
<td>DDS</td>
<td>2014 - 2015</td>
<td>University of Iowa</td>
<td>Oral health literacy among Hispanic adults</td>
<td>Pre-doctoral Mentor</td>
<td>Senior Achievement Research Award-2015</td>
<td>Iowa Dental Association Annual Session, 3rd place-Table Clinics, Spring 2015-Coralville, IA</td>
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<td>Major, Nicole</td>
<td>DDS</td>
<td>2012 - 2015</td>
<td>University of Iowa</td>
<td>Extramural programs</td>
<td>Pre-doctoral Mentor</td>
<td>Senior Achievement Research Award-2015</td>
<td>ADA Pre-Doctoral Poster/Table Clinic Competition 3rd Place. Local AADR Meeting, University of Iowa College of Dentistry, Feb 10, 2015 Iowa Dental Research Grant- $3500 stipend Spring 2014 IADR Education Travel Award March 2013- Seattle, WA Dental Research Grant-$3000 stipend Spring 2013 Dental Research Grant-$5000 stipend Spring 2012</td>
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4. Post-Graduate Mentorship-NA

5. Pre-Dental/Undergraduate

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<td>What predicts dental students' willingness to treat underserved populations?</td>
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**Mallena, V**

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### XIV. Teaching Activities

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<td>Broadlawns Medical Center PCD:8485</td>
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<td>Community Health Care: Davenport PCD:8487</td>
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**Introduction to Geriatric Dentistry 112:145** | 2013 - 2015 | Spr  | Lecturer        | 41-80          |
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**Grad**

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<td>Dental Public Health Seminar Series:</td>
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<td>Lit Review Methods DPH:5001</td>
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<td>Advisor</td>
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<tr>
<td>Principles of Oral Epidemiology II 111:204</td>
<td>2005</td>
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<td>Tobacco, Health and Society 033:120</td>
<td>2003</td>
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<td>Lecturer</td>
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<td>Global Health Seminar 152:150</td>
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### Continuing Education

<table>
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<tr>
<th>Course Title</th>
<th>Role</th>
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<tr>
<td>Diversity in the dental office</td>
<td>Presenter</td>
<td>College of Dentistry, University of Iowa</td>
<td>Family Dentistry</td>
<td>May 19, 2017</td>
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<tr>
<td>Using AAPHD's Health Literacy Education Module as a framework for oral health literacy projects</td>
<td>Presenter</td>
<td>Dental Public Health Regional Conference, Coralville, IA</td>
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<td>October 19, 2015</td>
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<td>Diversity in the dental office</td>
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<tr>
<td>Incorporating health literacy and cultural sensitivity into your dental practice</td>
<td>Presenter</td>
<td>College of Dentistry, University of Iowa</td>
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<td>November 2, 2013</td>
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<tr>
<td>Culturally competent care in the dental office</td>
<td>Presenter</td>
<td>College of Dentistry, University of Iowa</td>
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<td>June 15, 2012</td>
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<td>Community-based clinical outreach programs at the University of Iowa College of Dentistry</td>
<td>Presenter</td>
<td>College of Dentistry, University of Iowa</td>
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<td>July 20, 2011</td>
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<td>Oral health literacy: Improving patient comprehension and outcomes</td>
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<td>Marriott Hotel, Coralville, IA</td>
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<td>Oral health literacy: Improving patient comprehension and outcomes</td>
<td>Presenter</td>
<td>College of Dentistry, University of Iowa</td>
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<td>Oral health literacy: Improving patient comprehension and outcomes</td>
<td>Presenter</td>
<td>College of Dentistry, University of Iowa</td>
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<td>June 12, 2009</td>
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<thead>
<tr>
<th>Topic</th>
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<td>Update on systemic/oral connections: Assessment and prevention strategies</td>
<td>College of Dentistry, University of Iowa</td>
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<td>October 17, 2008</td>
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<td>The growing older population and growing your practice: Evidence based preventive strategies for older patients</td>
<td>College of Dentistry, University of Iowa</td>
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<td>March 31, 2006</td>
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