

**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:

Members Present

Edwin Clark  
Mark Copeland  
Vern Davenport  
Leigh Fanning  
Max Joyner  
Jordan Koonts  
Kel Normann  
Bob Plybon  
Jason Poole  
Kieran Shanahan

Members Absent

Deborah Davis  
Fielding Miller  
Vince Smith

**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.

**###**

**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 in 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 increase 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 13<sup>th</sup> 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 Spelling's 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!

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ECU Board of Trustees Meeting  
ECU Board of Visitors  
Year-End Report  
April 11-12, 2019

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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:

Topic	Presenter
Athletics Panel Discussion	Jeff Charles, facilitator
Alumni Association Update	Heath Bowman
Tour of newly renovated Ward Sports Medicine Building and Locker Room	Lee Workman

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Topic	Presenter
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

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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 horrors 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 12<sup>th</sup>

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 be 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 to thank ECU staff for allowing me to 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.

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## 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  Yes Year/Degree/Major 2015 - BA Political Science/BA Economics  
2017 - MS Accounting

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](mailto: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

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### Master of Science in Accounting

East Carolina University | Greenville, NC | Overall GPA: 3.5

May 2017

### Bachelor of Arts in Political Science & Bachelor of Arts in Economics

East Carolina University | Greenville, NC | Overall GPA: 3.97

December 2015

## Experience

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### 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

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### 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 a 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

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- 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  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](mailto: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.

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## 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.



# James Edward Bolding

1550 Salter Path Road, Unit 407 – Indian Beach, NC 28512

## 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 75<sup>th</sup> Anniversary All-Conference Team

## ORGANIZATION AND VOLUNTEER ACTIVITIES

Cary High School Assistant Football Coach – 2005, 2006, 2007 & 2010

**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

## 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.

## 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.



### NOMINATION FORM

Name of Nominee: Jonathan Brooker

Preferred Address: 126 N. Longmeadow Rd.  
Greenville, NC 27858

Preferred Number: 252-916-4369 Preferred Email: jbrooker@maconconsulting.net

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 '96 MA, '94 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](mailto:ayersm@ecu.edu)

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



### **Jonathan Brooks**

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

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

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Preferred Number: 252-521-6505

Preferred Email: [shirleycarraway@suddenlink.net](mailto: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  Yes

Year/Degree/Major: 1975/ BS-Speech/Language/Auditory Pathology; MA Educational Supervision; ED Specialist – Curriculum; 2000/Doctorate – Educational Leadership

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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

**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](mailto:ayersm@ecu.edu)

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

***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  
**B.S. – Speech, Language & Auditory Pathology** 1971 – 1975
- GRADUATE STUDIES:** East Carolina University, Greenville, North Carolina  
**M.A. – Educational Administration and Supervision** 1980 – 1985
- 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:**
- (2013-2017) **North Carolina Liaison for the Southeast Comprehensive Center**  
*An Affiliate of the American Institute of Research*  
*Contract Technical Assistance Provider*
- (2011-2013) **Executive Leadership Coach**  
*Edvantia, Inc. – Consultant*
- Contract with the Kentucky Department of Education
- (2008 – 2012) **North Carolina Liaison for the ARCC at Edvantia**  
*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*

(1998 – 2003) **Associate Superintendent for Curriculum and Instruction**  
*Pitt County Schools, Greenville, North Carolina*

(1997 – 1998) **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.

(1992 – 1994) **SACS Facilitator for Eight (8) Elementary Schools**  
*Martin County Schools, Lenoir County Schools*

- Consultant for the school improvement and SACS Renewal Process.

(1988 – 1993) **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.

(1985 – 1988) **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  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:**

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

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

# 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  
(November 1995 – January 1999)

**Instructional Technology and Student Information Management System Coordinator**

Beaufort County Schools, Washington, NC  
(April 1993 – October 1995)

**SPONSORED RESEARCH AND DEVELOPMENT ACTIVITY**

**Z. Smith Reynolds Foundation NC New Teacher Support Program** (May 2014 – February 2017)

- 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.

**UNC-NC New School Program Learning Laboratories Grant (2008 – 2011)**

- 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 / AEFPP (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.

UNC Deans' Council on Teacher Education (1999 – 2017)

- 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**

Bastian, K.C., Fortner, C.K., Chapman, A., Fleener, J., McIntyre, E., & Patriarca, L. (December, 2016). Data sharing to drive the improvement of teacher preparation programs. *Teachers College Record*. Volume 118 (12): 1-29.

## **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 7<sup>th</sup> 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

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Profession / Title: Partner

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

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ECU Alum? Yes Year/Degree/Major 1992/BS/Communications

Name of Nominator: Self

Other ECU involvement areas (current or previous):

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### **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](mailto:ayersm@ecu.edu)

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



**JON BURTON DEFRIESE**

2341 Hemby Place  
 Charlotte, NC 28270  
 jdefriese@mba2000.hbs.edu  
 +1 704-421-3840

**Experience**

- 2012-present ONETEAM LEADERSHIP CHARLOTTE, NC**  
**Founding Partner**
- 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 CHARLOTTE, NC**  
**Director, Business Technology Services**
- 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 BOSTON, MA**  
**Managing Director, Software Development and Client Services**
- 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. BOSTON, MA**  
**Director, Information Technology**  
 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 CHAPEL HILL, NC**  
**Director, Networking and Media Services**  
 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 GREENVILLE, NC**  
**Technology Manager**  
 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 GREENVILLE, NC**  
 Bachelor of Science

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

#### **Community**

**EAST CAROLINA UNIVERISTY**  
 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  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

### **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](mailto:ayersm@ecu.edu)

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

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

## EDUCATION

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

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

## 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 91<sup>st</sup> percentile and overall provider results to the 83<sup>rd</sup> 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 90<sup>th</sup> 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 55<sup>th</sup> percentile to the 87<sup>th</sup> 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 99<sup>th</sup> 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 95<sup>th</sup> 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 90<sup>th</sup> percentile in 2011, 96<sup>th</sup> percentile in 2012 and 87<sup>th</sup> 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 90<sup>th</sup> percentile in 4th quarter 2012
- Improved Emergency Room patient satisfaction for four consecutive years reaching a high of 92<sup>nd</sup> percentile in April 2014
- Improved Same Day Surgery patient satisfaction results for four consecutive years. Results routinely ranked above the 90<sup>th</sup> 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 2<sup>nd</sup> 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 35<sup>th</sup> percentile to the 87<sup>th</sup> 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 78<sup>th</sup> 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 99<sup>th</sup> 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



### NOMINATION FORM

Name of Nominee: J. Lynne Garrison, MD

Preferred Address: 1800 Old Fort Rd  
Greenville, NC 27834

Preferred Number: 252-717-7139 Preferred Email: lynnegarrison@gmail.com

Business / Company Name: Greenville Plastic Surgery

Business Address: 400 Spring Forest Rd  
Greenville, NC 27834

Profession / Title: Plastic Surgeon / MD (Doctor)

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

Student engagement

ECU Alum?  No  Yes Year/Degree/Major Completed General Surgery

Name of Nominator: currently on BOV Residency at ECU-SOM,  
1992

Other ECU involvement areas (current or previous):  
\_\_\_\_\_  
\_\_\_\_\_

**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](mailto:ayersm@ecu.edu)

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



CURRICULUM VITAE  
J. LYNNE 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 Plastic and Reconstructive Surgery, Division of Plastic and Maxillofacial Surgery, University of Pittsburgh, Pittsburgh, PA. 1992- 1994

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:

Plastic Surgeon. Greenville Plastic Surgery, PA. Greenville, NC. September 1995 - Present.

Clinical Research Fellow, Division of Plastic and Maxillofacial Surgery, University of Pittsburgh, Pittsburgh, PA. July 1994 - September 1995.

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

Pittsburgh, PA. 1992 - 1995.

J. LYNNE GARRISON, M.D.  
PAGE 2

(Employment continued):

Resident Physician, Department of Surgery, East Carolina University, Greenville, NC.  
1986 - 1992.

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:

Diplomate, American Board of Surgery, 1993.

Diplomate, American Board of Plastic Surgery, 1997; recertification 2006 and 2017.

Fellow, American College of Surgeons, 1998.

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

The John Hunter Award for Surgical Scholarship and Distinguished Presentation. 1989.

Best Clinical Paper, Resident Research Day. 1988.

University of North Carolina School of Medicine:

Alpha Omega Alpha. 1985.

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.

James M. Johnston Scholar. 1976 - 1980.

Freshman-Sophomore Honors Program. 1976 - 1978.

J. LYNNE GARRISON, M.D.  
PAGE 3

(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.

Co-Vice-President, Whitehead Council. 1984 - 1985.

Chief Junior Marshall, Graduation 1985.

Coordinator, Student Research Day. 1985.

Coordinator, Orientation. 1983.

Coordinator and Participant, MECO Program (Medical Education Community Opportunity).  
1983 - 1984.

Participant, STEP Program (Students Teaching Early Prevention). 1982 - 1983.

Class Representative, Whitehead Council. 1982 - 1984.

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.

Board of Trustees, Greenville Museum of Art: 2002 - 2008.

President, Board of Directors, Literacy Volunteers of Pitt County: 2002.

Board of Directors, Literacy Volunteers of Pitt County: 1997 - 2003.

Member, Greater Greenville Kiwanis Club: 1996 - 2005.

Volunteer Plastic Surgeon, Interplast Team, Ho Chi Minh City, Vietnam: January 1994.

Volunteer Emergency Medicine Technician, South Orange Rescue Squad: 1981 - 1984.

PROFESSIONAL ACTIVITIES:

Associate Editor, Current Surgery, Resident's Voice Section: 1990 - 1992.

Preceptorship, Physician Assistant Program, East Carolina University: 1998 - 2004.

## PROFESSIONAL SOCIETIES:

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

J. LYNNE GARRISON, M.D.  
 PAGE 4

## COMMITTEES:

Pitt County Memorial Hospital:

Cultural Development Task Force, 1997.  
 Utilization Review Committee, 1996.  
 Interdepartmental Resident's Committee, Surgery Representative, 1988 - 1989.

East Carolina University School of Medicine:

Trauma Research Subcommittee, Member. 1988 - 1992.  
 Research Subcommittee, Liaison Committee for the Reaccreditation of ECU School of Medicine.  
 Member: 1989 - 1992.

## PUBLICATIONS:

1. Myers RD, Garrison JL, Critcher EC: Degradation characteristics of two tetrahydroisoquinolines at room and body temperatures: HPCL determination with electrochemical detection. Journal of Liquid Chromatography. 1983;6:343-352.
2. Myers RD, Garrison JL, Critcher EC: Determination by high performance liquid chromatography of stability of tetrahydro-B-carbolene at different ambient temperatures. Journal of Liquid Chromatography. 1983;6:2043-2053.
3. Garrison JL, Cunningham PR, Lust RM, et al: Donor-specific tolerance permits burn allografting without increased sepsis. Journal of Surgical Research. 1990;49:390-393.
4. Garrison JL: Working hours and the surgical resident. Current Surgery. 1991;47:53-55.
5. Garrison JL, Cunningham PR, Lust RM: Donor specific tolerance permits burn allografting without increased sepsis. Yearbook of Surgery 1992.
6. Johnson PC, Brown H, Kuzon WB, Balliet R, Garrison JL, Campbell J: Simultaneous quantitation of facial movements: The Maximal Static Response Assay of facial nerve function. Annals of Plastic Surgery. 1994;32:171-179.
7. Smith AR, Garrison JL, Greene WB, Raso DS: The Clinical, Histologic, and Ultrastructural Presentation of Polyvinyl Sponge (Ivalon) Breast Prostheses Removed for Massive Fluid

Accumulation. Plastic and Reconstructive Surgery. 1999;103;7:1970-1974.

ABSTRACTS:

Garrison JL, Cunningham PR, Clark GT, Thomas JM: Carbon dioxide laser burn: A new model for induction of thermal injury in mice. Journal of Investigative Surgery. 1989;2:338.

J. LYNNE GARRISON, M.D.

PAGE 5

BOOK CHAPTERS:

Ramastry S, Garrison JL, Cohen M: "Tissue Expansion in Head and Neck Surgery." Operative Otolaryngology Head and Neck Surgery. Philadelphia, WB Sanders Company, 1997.

PRESENTATIONS:

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

"Pathophysiology and management of diabetic foot wounds." Grand Rounds: East Carolina University Department of Surgery, March 1994.

"A simple method for quantitative analysis of facial symmetry and motion." The Plastic Surgery Research Council, Houston, Texas, April 30, 1993.

"The Breast Reconstruction Patient." Physical Therapy students, ECU School of Allied Health, Greenville, NC. March 30, 2000.

"Maximal Static Response Assay: A new tool for tracking recovery of traumatic facial nerve palsy." The Robert H. Ivy Society, Hershey, Pennsylvania, March 12, 1993.

"Necrotizing fasciitis: Experience at a rural medical center." The Southeastern Surgical Congress, Naples, Florida, January 19, 1990.

"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.

“Carbon dioxide laser burn: A new model for induction of thermal injury in mice.” Academy of Surgical Research, Atlanta, Georgia, September 29, 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](mailto: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  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](mailto:ayersm@ecu.edu)

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



## Brigadier General (RET) James R. Gorham North Carolina National Guard

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  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](mailto: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  
Cary, North Carolina 27519Telephone / Message  
(336) 391-5241 (c)Experience

<b><u>J.P. Morgan</u></b>	2015-Present
Managing Director – Investment Banking	
<b><u>Citigroup Global Markets</u></b>	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 Citi 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.

<b><u>Wachovia Securities, Inc.</u></b>	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.

<u>Education</u>	<b><u>Master of Business Administration</u></b>	1993
	East Carolina University	Concentration in Finance
	<b><u>Bachelor of Science in Business Administration</u></b>	
	Concentration in Finance	Minor in Economics
	University of North Carolina at Charlotte	1991

<u>Skills</u>	Broad based familiarity with Windows, Excel, Word and PowerPoint
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<u>Certifications</u>	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

<u>References</u>	Available Upon Request.
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## 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?  No  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](mailto:ayersm@ecu.edu)

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

**DaJuan Lucas ([LinkedIn](#))**  
 2429 Alex Ryan Drive | Charlotte, NC 28216  
 Cell (252) 360-9239 | Email: [dajuan.l.lucas@gmail.com](mailto:dajuan.l.lucas@gmail.com)

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**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 aids 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: jmorgan@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/BSBA Finance

Name of Nominator: Max Joyner

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](mailto:ayersm@ecu.edu)

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

4209 Rowan St.  
Raleigh, NC 27609

Phone: 919.809.0433  
Email: [jmorgan@towneinsurance.com](mailto:jmorgan@towneinsurance.com)

## James Morgan, CWCA, MWCA

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### Experience:

- Towne Insurance: July 2009 – Present
  - Risk Advisor
- Highsmith & Associates: April 2008 – June 2009
  - 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
- NC Coastal SHRM – Safety and Loss Control: Transitional Duty/Light Duty/Back to Work – January 15, 2014
- NCALA Fall Conference – New Workers' Compensation Reform – October 9, 2012
- Franklin County Lunch & Learn – NCCI Experience Mod Changes – June 13, 2012
- Job Ready Services 6<sup>th</sup> Annual Seminar – Big Changes in the E-Mod Rates – March 9, 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
  - B.S.B.A., Finance
  - Member of the Men’s Golf Team
  - Member of Lambda Chi Alpha Fraternity
  - 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 987<sup>th</sup> 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,

A handwritten signature in blue ink that reads "Donald Y. Leggett". The signature is stylized with a large, sweeping initial "D" and a long, horizontal flourish extending to the right.

Donald Y. Leggett '58 & '62

**PS:** *Max would be a great choice for an honorary doctorate.*

## **ATTACHMENTS**

# Max R. Joyner

Attachment G

*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.

Employment: Max went to work for Jefferson Standard Life Insurance Company on January 6, 1956 in Greenville. Retired on July 31, 1995.

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**

Attachment G

*Updated: August 6, 2018*

Employment: Max started his career with Jefferson Standard Life Insurance Company on January 6, 1956 in Greenville. Retired on July 31, 1995.

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

**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:**

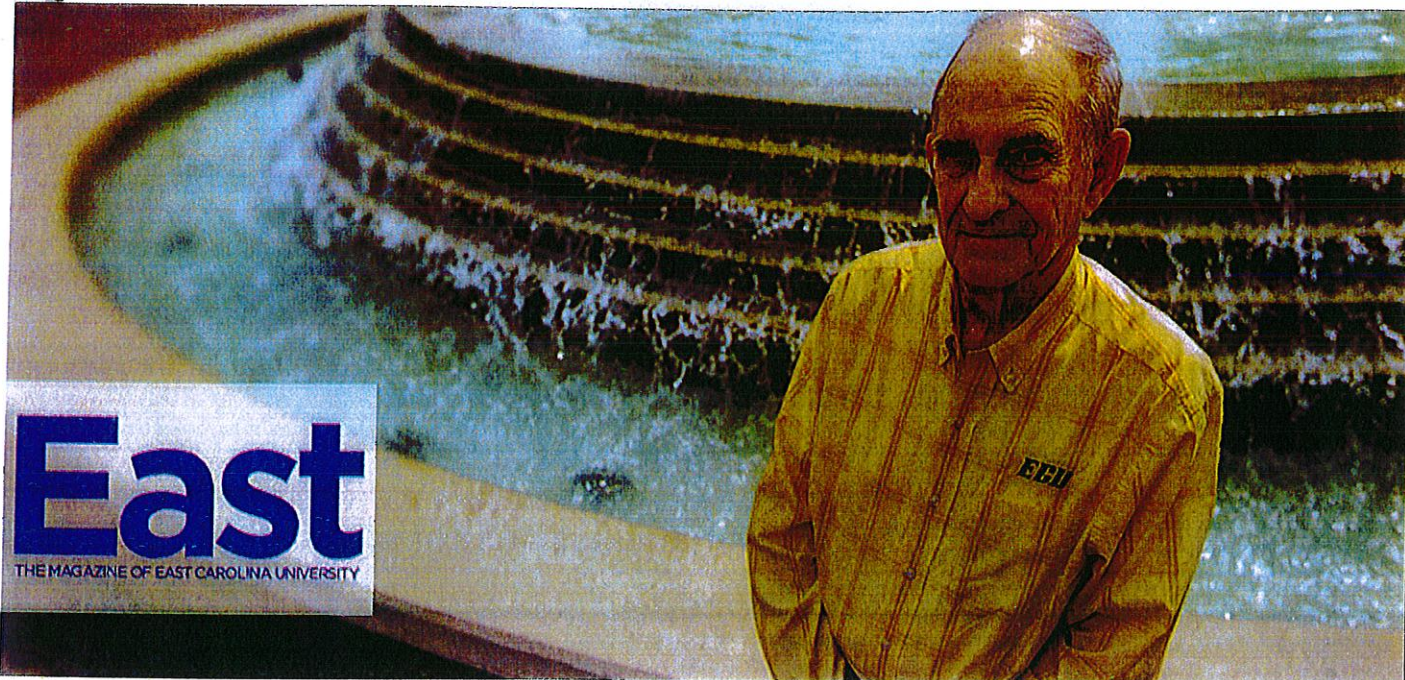
Max joined the National Guard while still in High School in 1949. The Guard was activated on January 23, 1951. He had to drop out of college to go in to the Army. He had his training in Fort Campbell, Kentucky and 6 months later was sent to Korea. Max was proud to have served his Country in the US Army and saw action with the 987<sup>th</sup> 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

Tomorrow starts here.®



Max Ray Joyner Sr. (Photography by Cliff Hollis)

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## 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."



*Max Joyner's 1953  
yearbook portrait*

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.



*The Collegiate*

"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.

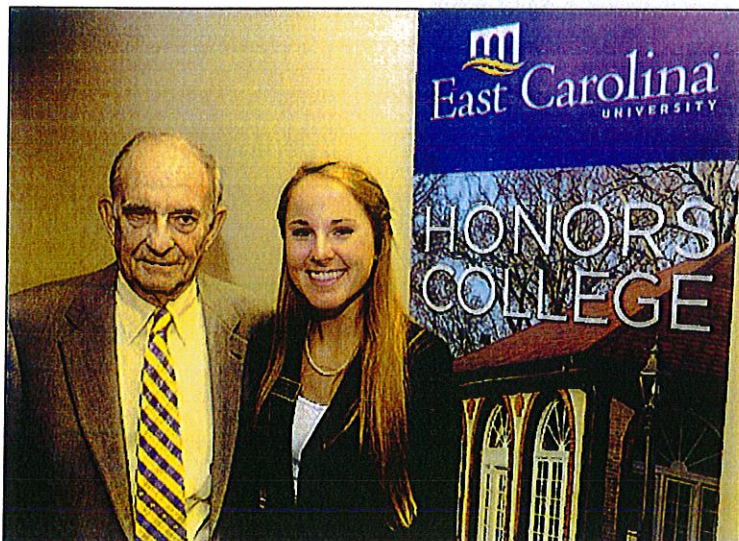
Kitty was from a prominent family. Her mother, Mary Bertolet Smith, taught piano at East Carolina from 1917 to 1926. Her father, Guy Smith, was a local business owner and civic leader for whom Greenville's baseball stadium is named. A Terpsichordean Club debutante, Kitty went to Duke for her undergraduate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

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# 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

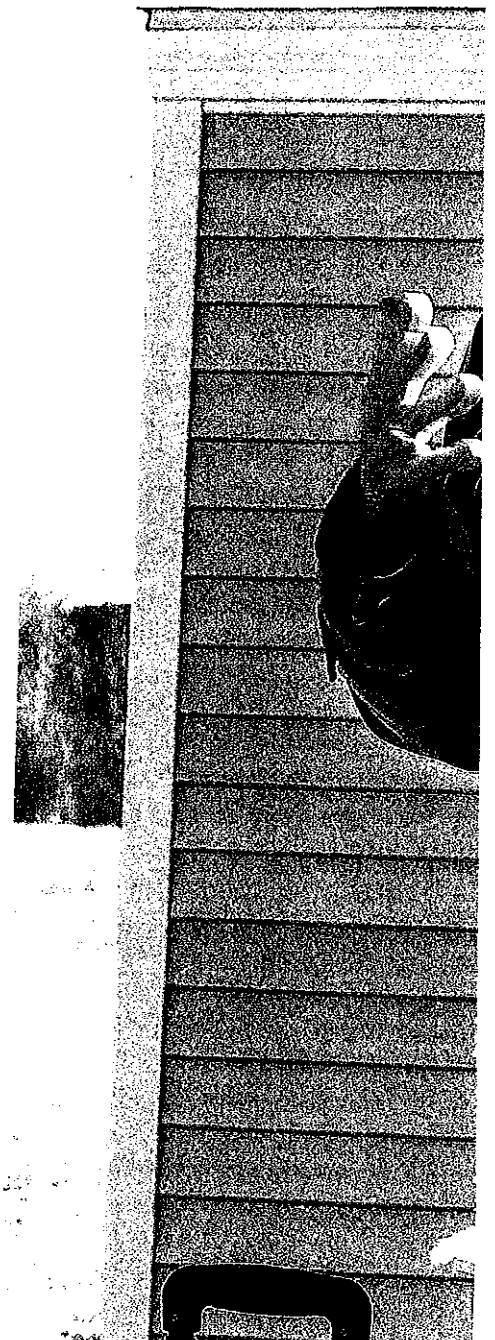
GRIFTON — When it comes to what can be accomplished to uplift education and people's appreciation for their natural environment, the folks at A Time For Science Nature and Science Learning Center in Grifton have proved that the sky's the limit.

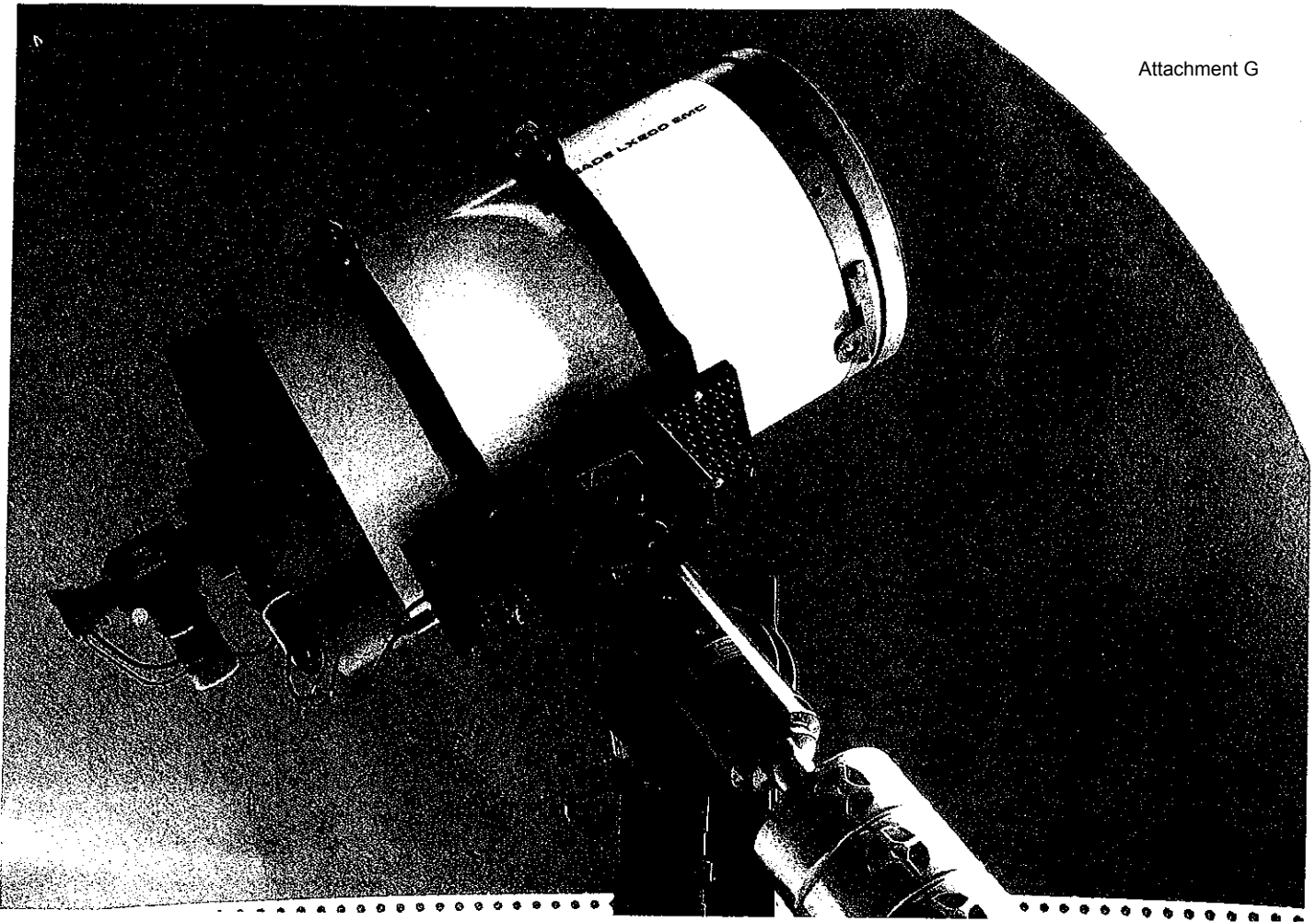
The center, located on 450 acres in rural Pitt County, recently opened its latest contribution to the advancement and enjoyment of scientific study: The Kitty and Max Joyner Sr. Observatory. Together with its Chia-yu Li Planetarium, which formally opened in 2015, A Time For Science has boldly taken the 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 nebulas (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 Contentnea 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 cen-

ter 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.



Photos by [unclear]  
Max Joyner Sr. speaks during the opening of the Max Joyner Observatory at the Time for Science Nature and Science Learning Center in [unclear].



Max Joyner Jr., Brian Baker, Zach Fulcher, Bennie Hardy, Emily Jarvis, Max Joyner Sr., and Lee and Julia Fulcher, from left, at the the ribbon cutting ceremony for the opening of the Kitty and Max Joyner Observatory at A Time For Science Nature and Science Learning Center Jan. 27 in Grifton.

*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."

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# Life of service: Joyner named citizen of year

BY MICHAEL ABRAMOWITZ  
The Daily Reflector

Chamber of Commerce's highest honor

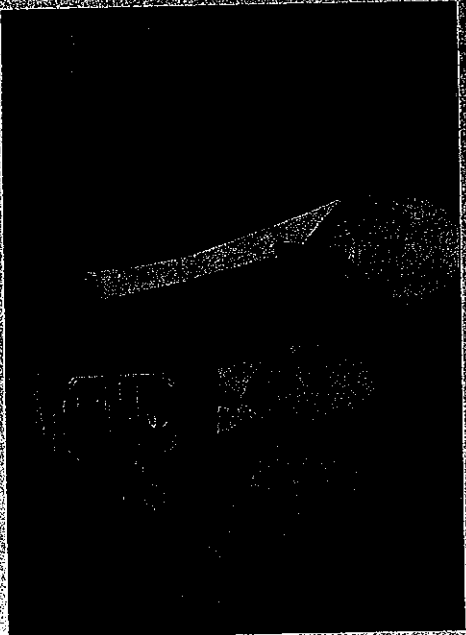
A man whose life has been filled with hometown pride and service was recognized Saturday with the Greenville-Pitt County Citizen of the Year award.

The chamber presented Pitt County native Max Ray Joyner Sr., 85, with the 2016 Citizen of the Year award before several hundred attendees at its annual Golden Gala at the Hilton Greenville-Pitt County.

Max's life is the perfect example of family, values, community, service, personal and professional accomplishment and making a difference in his community, said Greenville physician and 2015 award recipient Dr. Mary Ratz-McConnell.

Greenville-Pitt County Chamber of Commerce president Leo Colbin, left, presented Max Ray Joyner Sr. with the 2016 Citizen of the Year award Saturday during the chamber's Golden Gala at the Hilton Greenville.

See JOURNAL 45  
EITON COLLINS FOR THE DAILY REFLECTOR



# JOYNER

Continued from A1

who presented the award to Joyner. "We are all so blessed and fortunate to have Max Joyner Sr. as a citizen of Greenville."

"I just saw a need and took it up," Joyner said. "And they're still there."

Joyner, born in 1931, served as a U.S. Army master sergeant in Korea in 1951-52. Following his service, he graduated from East Carolina University with a bachelor's degree in business administration.

Joyner then became an underwriter for Jefferson Standard Life Insurance Co., now Jefferson Pilot where he worked for nearly 40 years before retiring in 1995 as a regional agency manager. His agency produced more life insurance sales for the company than any of the 80 nationwide agencies in its history, Raab-McConnell said.

Joyner, the father of former Greenville City Council member Max Joyner Jr., has served in a variety of roles with many organizations. He is a lifetime member and past president of the Pirate Club; was chairman of the

ECU Board of Trustees, serving on several selection committees for athletics director, head football coach and chancellor during his eight years of board service. He is a founding member and former president of the ECU Foundation and former president of the East Carolina Alumni Association. He served as a board member of the BR&T Leadership Committee and the Greenville-Pitt County Chamber of Commerce.

Joyner also has been heavily involved with his church, First Presbyterian, since 1956. Raab-McConnell said. He has lifetime membership in the Veterans of Foreign Wars and the American Legion. He also served as vice president of the Greenville Jaycees, president of the Greenville Kiwanis Club and president of North State Little League.

Joyner and his late wife, Kitty, donated more than 40 scholarships to ECU students; for the schools of Nursing and Business as well as the Honors College. They endowed the first chair at the Brody School of Medicine and were instrumental in the founding of The Oakwood School in

Greenville.

"Although the list of Max's contributions to this community could go on for an hour, his generosity is beyond measure," Raab-McConnell said. "He is a man of extraordinary generosity who has dedicated his life to helping others."

In 1981, Joyner was presented the Outstanding Alumni Award by the East Carolina Alumni Association, which also awarded him the Virgil Clark '50 Distinguished Service Award in 2015. N.C. Gov. Pat McCrory in 2014 presented Joyner with The Order of The Long Leaf Pine, considered the state's highest civilian honors.

Joyner said his accomplishments represent a long life of enjoyable friendships. He loved the benefits of life in Greenville and Pitt County, citing the remarkable growth of ECU among his favorite — and most unexpected.

"We are so lucky to be living here," Joyner said. "It seems like we have everything. A person could be born here and never move out of the house they were born in, go to school here and receive a Ph.D. or become a medical doctor

and practice at Vidant. We are the beneficiaries of the people who have come before us."

Joyner described some of the challenges facing the growing community as a standard to pass to the next generation of leaders.

"We're not getting any roads," he said. "That would be a great project for some of you young people to take

up."

Joyner is the 49th award recipient. Leo Jenkins, co-founder of the Brody School of Medicine, was the first.

The chamber also presented Shawn Roberts with the 2016 Ambassador of the Year Award. Roberts, a sales manager with the Hilton Greenville, successfully recruited and renewed

members for the chamber in 2016. An ambassador is a special volunteer for the chamber, a personal representative of the members, and liaison between the chamber's board, staff and members.

Contact: Michael Abramowitz at [mabramowitz@reflector.com](mailto:mabramowitz@reflector.com) or 252-329-9507.



The Psychophysiology and Biofeedback Laboratory in the Carol G. Belk Building was dedicated in honor of alumnus Max Ray Joyner Sr. Pictured are Chancellor Cecil Staton, left, and Joyner.

a job, but it gives them their own success at the university."

### 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 alumnus Max Ray Joyner Sr. on July 20.

The dedication recognizes Joyner's generous support of HHP'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 nor-

mal, it will be the best investment I've ever made."

The center uses an innovative combination of gaming, technology and biofeedback techniques to help U.S. military personnel recover from post-traumatic stress disorder and traumatic brain injury.

Before graduating in 1955 with a degree in business administration, Joyner served in the U.S. Army for two years during the Korean conflict.

Joyner is known for his longtime leadership and legendary service to ECU and the community. He served on numerous boards and foundations, including the Board of Trustees and the East Carolina Alumni Association.



**Report of ECU Board of Trustees Audit, Risk Management, Compliance, and Ethics Committee  
April 11, 2019**

**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.

**Health Sciences Committee  
April 11, 2019**

- 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 15<sup>th</sup> 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:

**Health Sciences Committee  
April 11, 2019**

- 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**
  - 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.
  - 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.
  - 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**
  - 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.



**Office of the Provost and Senior Vice Chancellor for Academic Affairs**  
210 Spilman Building | Mail Stop 501 | East Carolina University | Greenville, NC 27858-4353  
252-328-5419 office | 252-328-4010 fax

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## MEMORANDUM

TO: Kieran Shanahan, Chair  
Board of Trustees

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

A handwritten signature in black ink, reading "Ronald L. Mitchelson".

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*

<b>Policy</b>	POL06.45.01
<b>Title</b>	Faculty Serious Illness and Parental Leave
<b>Category</b>	Human Resources
<b>Sub-category</b>	Leaves
<b>Authority</b>	Board of Trustees
<b>History</b>	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.
<b>Contact</b>	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).
<b>Related Policies</b>	<a href="#">UNC Policy Manual 300.2.11, Serious Illness and Disability Leave for Faculty Leave Policy for Twelve-Month Faculty</a> POL06.45.03  <a href="#">ECU Faculty Manual, Part XI, GENERAL FACULTY EMPLOYMENT GUIDELINES AND BENEFITS</a> <a href="#">ECU Faculty Manual, Part VIII, PERSONNEL POLICIES AND PROCEDURES FOR THE FACULTY</a> <a href="#">ECU Faculty Manual, Part IX, TENURE AND PROMOTION POLICIES AND PROCEDURES AND PERFORMANCE FOR TENURED FACULTY</a>
<b>Additional References</b>	<a href="#">ECU Human Resources Benefits</a> <a href="#">UNC Policy Manual 300.2.11[G], Guidelines on Serious Illness and Disability Leave for Faculty</a> 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, <a href="#">Federal Family and Medical Leave Act (FMLA)</a>

## State Human Resources Manual, Family and Medical Leave

### [ADA Faculty Accommodations](#)

#### 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 16<sup>th</sup> through May 15<sup>th</sup>.

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 16<sup>th</sup> through May 15<sup>th</sup>), the faculty member may receive leave with pay after the beginning of the next appointment term (i.e., August 16<sup>th</sup>) 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 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 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~~)

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<b>Policy</b>	POL06.45.01
<b>Title</b>	Faculty Serious Illness and Parental Leave
<b>Category</b>	Human Resources
<b>Sub-category</b>	Leaves
<b>Authority</b>	Board of Trustees
<b>History</b>	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.
<b>Contact</b>	Director of Benefits, Human Resources (328-9825); <del>Assistant Vice Chancellor for Personnel &amp; Resource Administration (-Executive Director for Academic Affairs Personnel Administration or Associate Vice Chancellor for Personnel Administration, Division of Academic Affairs) (328-2587);</del> <del>Affairs (328-1416 or 328-5442);</del> Associate Vice Chancellor for Health Sciences Human Resources (744-1910).
<b>Related Policies</b>	<u>UNC Policy Manual 300.2.11, Serious Illness and Disability Leave for Faculty Leave Policy for Twelve-Month Faculty</u> <a href="#">POL06.45.03</a> <u>ECU Faculty Manual, Part XI, GENERAL FACULTY EMPLOYMENT GUIDELINES AND BENEFITS</u> <u>ECU Faculty Manual, Part VIII, PERSONNEL POLICIES AND PROCEDURES FOR THE FACULTY</u> <u>ECU Faculty Manual, Part IX, TENURE AND PROMOTION POLICIES AND PROCEDURES AND PERFORMANCE REVIEW OF TENURED FACULTY</u> <u>Federal Family and Medical Leave Act (FMLA)</u> <u>State Human Resources Manual, Family and Medical Leave</u>
<b>Additional References</b>	<u>ECU Human Resources Benefits</u> <u>UNC Policy Manual 300.2.11[G], Guidelines on Serious Illness and Disability Leave for Faculty</u>

[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 \(FMLA\)](#)  
[-State Human Resources Manual, Family and Medical Leave](#)  
[UNC Policy 300.2-11 ADA Faculty Accommodations-](#)

#### 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 16<sup>th</sup> through May 15<sup>th</sup>.

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 16<sup>th</sup> through May 15<sup>th</sup>), the faculty member may receive leave with pay after ~~Opening Day Convocation~~the beginning of the next appointment term (i.e., August 16<sup>th</sup>) 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 and provided pursuant to this policy are~~ in accordance with the FMLA ~~and is 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 a faculty member is~~ 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 4.3.1 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~~is 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 (for 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.<sup>4</sup>)~~

~~-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 in 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 days 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~~

~~<sup>4</sup>Please see Footnote 1, above.~~

~~secondary caregiver defined in 3.2.3.2 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 defined dependent or immediate family member spouse, child (son or daughter), or parent~~ who has an FMLA-qualified serious health condition, ~~the~~ faculty members are ~~is~~ 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:

3.2.5.1 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.<sup>2</sup>)

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

<sup>2</sup>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<sup>2</sup>) 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

<sup>2</sup>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) (sixty) 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) (twelve)~~ 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 of time required requires 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 PITT

STATE OF NORTH CAROLINA

**EMPLOYMENT AGREEMENT**

**HEAD FOOTBALL COACH**

THIS EMPLOYMENT AGREEMENT, made and entered into on this the 12<sup>th</sup> 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&add ed=&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, bylaws, 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;

- (6) 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;
- (7) 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;
- (8) 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;
- (9) 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;
- (10) 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;
- (11) 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 sponsorship 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 [DUTIES] 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 of 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, of 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:

<u>AGREEMENT YEAR</u>	<u>LIQUIDATED DAMAGES OWED</u>
i. December 3, 2018 – December 2, 2019	\$2,500,000
ii. December 3, 2019 – December 2, 2020	\$2,000,000

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:

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

- 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:  
Chancellor  
105 Spilman Building  
East Carolina University  
Greenville, NC 27858

COACH:  
Mike Houston  
268 Ward Sports Medicine Building  
East Carolina University  
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

COACH

By: Cecil Staton 4/10/19  
Cecil Staton  
Chancellor

Mike Houston  
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:

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

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:

<u>AGREEMENT YEAR</u>	<u>SEASON TICKET SALES PAYMENT</u>
December 3, 2018 to December 2, 2019,	\$225,000.00;
December 3, 2019 to December 2, 2020	\$247,500.00;
December 3, 2020 to December 2, 2021	\$272,250.00;
December 3, 2021 to December 2, 2022	\$299,475.00; and
December 3, 2022 to December 2, 2023	\$329,422.00

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:

<u>AGREEMENT YEAR</u>	<u>ANNUAL FUND PAYMENT</u>
December 3, 2018 to December 2, 2019	\$225,000.00;
December 3, 2019 to December 2, 2020	\$247,500.00;
December 3, 2020 to December 2, 2021	\$272,250.00;
December 3, 2021 to December 2, 2022	\$299,475.00; and
December 3, 2022 to December 2, 2023	\$329,422.00.

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 (l)(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:

	<u>DATE</u>	<u>BONUS</u>
(i)	December 2, 2019	\$125,000
(ii)	December 2, 2020	\$125,000
(iii)	December 2, 2021	\$125,000
(iv)	December 2, 2023	\$275,000

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:

	<u>REGULAR SEASON WINS</u>	<u>BONUS</u>
(i)	8 Wins	\$30,000
(ii)	9 Wins	\$35,000
(iii)	10 Wins	\$40,000
(iv)	11 Wins	\$45,000
(v)	12 Wins	\$50,000

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

1/28/2019

AIR



Logged in as Robert Haberstroh on 1/28/2019

For immediate assistance contact [Office of Research Information Systems](#) at (252) 328-9473

[HOME](#) [MY DASHBOARD](#) [PROFILE](#) [ADMIN](#) [HELP](#) [LOGOUT](#)

## Item List

>>Notice of Intent to Engage in External Professional Activities for Pay - EPAP

1. Discloser Information

[Quick View \(HTML\)](#) [PDF](#) [Delete Disclosure \(index.cfm?event=disclosure.routing.confirm\)](#)

### 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 business manager for your department.

**Last Name** Haberstroh  
**First Name** Robert  
**Department** RGS - Research Integrity and Compliance  
**Title** 10300 University Program Assoc  
**Campus Address** 600 Moya Blvd  
**Campus Telephone** 2527444140  
**Email** haberstroh18@ecu.edu

### General Questions

**Contracting**   
**Organization:**

Address of Contracting 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 are currently engaged in any of your other University duties or activities?

- Yes
- No

**Save and Continue**



This application is supported by UNC-CH Research Information Systems  
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1/28/2019

AIR



Logged in as Robert Haberstroh on dslvsn  
For immediate assistance contact [Office of Research Information Systems](#) at (252) 328-9473

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Item List

>> Notice of Intent to Engage in External Professional Activities for Pay - EPAP

- 1. [Disclosure Information \(index.cfm?event=disclosure.form&masterid=46833&discType=EPAP \(COINP\)\)](#) [Print this Disclosure \(index.cfm?event=disclosure.form&masterid=46833\)](#) [Quick View \(HTML\)](#) [PDF](#) [X-Rate](#) [Home](#)

2. Disclosure Questions

3. [Disclosure Status \(index.cfm?event=disclosure.routing&masterid=46833\)](#) of the proposed activity:

- Board of Directors Member
- Trustee
- Consultant
- Speaker
- Other

Frequency of activity:

- Single Time
- Repeating Event

2) Dates

Each EPAP request should only cover a time period with one fiscal year (July 1 – June 30). If your activity spans more than one fiscal year, you must submit 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, 8-5), including travel time, that will be missed due to this activity:

Estimated duration of activity (length of time):

- Less than a month
- 1-4 months
- More than 4 months

Do you have a 9-month or 12-month appointment?

- 9-month
- 12-month

On average, how many hours per WEEK will be devoted to this activity for the anticipated duration of the activity within the current fiscal year, ending June

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 duties.

4) University Resources

Will this activity use any University resources (personnel, products, facilities, equipment, administrative infrastructure (e.g. IRB), etc)? (see [ECU Policy Man](#) (<http://www.ecu.edu/or/01/1503>))

- Yes
- No

5) Income/Fonorarium

Have you or your family received or expect to receive income, royalties, personal gifts, loans, gratuities or anything of value from an entity or vendor related to your primary employer should not be included.

- Yes
- No

6) Ownership/Equity Interest

<https://testecu.mvresearchonline.org/air/index.cfm?event=disclosure.form.screen2&masterid=46833>

1/2

1/28/2019

AIR

Do you or a family member currently hold or plan to hold equity interest in an entity or vendor related to this activity. Please exclude mutual funds and blind your answer unless you have direct control over the investments.

Yes  No

7) 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 or your research team?

Yes  No

8) 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

9) Intellectual Property

Are you or a family member an inventor on licensed (or under negotiation) Intellectual Property being evaluated or used in this project/activity?

Yes  No

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 inventor?

Yes  No

10) 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.

Save



This application is supported by UH/ECU Research Information Systems  
DEP-OVED-011 Jan-27-2019 16:31:18

Collection of Completed forms from 200802&moduleid=46811

2/2

EXHIBIT C



**EAST CAROLINA UNIVERSITY ATHLETICALLY RELATED INCOME**



Staff Member \_\_\_\_\_ Title \_\_\_\_\_ 2014-15 Academic Year \_\_\_\_\_

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<sup>14</sup> through July 31, 20<sup>15</sup>.

<i>Source</i>	<i>Income</i>
1. Income from Annuities.....	_____
2. Sports camps.....	_____
Name and Location: _____	
3. Housing benefits.....	_____
Describe: _____	
4. Country Club Membership.....	_____
Location: _____	
5. Athletic Club Membership.....	_____
Location: _____	
6. Television appearances or commercials.....	_____
Describe: _____	
7. Radio appearances or commercials.....	_____
Describe: _____	
8. Endorsement or consultation contracts:	
a. Athletics shoes.....	_____
Name of Company: _____	
b. Apparel.....	_____
Name of Company: _____	
c. Equipment.....	_____
Name of Company: _____	
9. Speaking Engagements.....	_____
Describe: _____	
10. Courtesy automobile.....(Lease Value)	_____
Make and Model of Vehicle: _____	
11. Other (please specify).....	_____
_____	
_____	

Check here if no outside income was received during August 1, 20\_\_\_\_ through July 31, 20\_\_\_\_.

Staff Member's Signature \_\_\_\_\_

Date \_\_\_\_\_

**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 AffairsProposed 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: \_\_\_\_\_

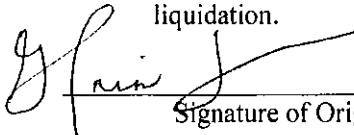
Current Pledge Balance: \_\_\_\_\_

Status of Payments: \_\_\_\_\_

Was the gift part of a campaign:  Yes  No Define: \_\_\_\_\_Was the project pre-approved:  Yes  NoDirected 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

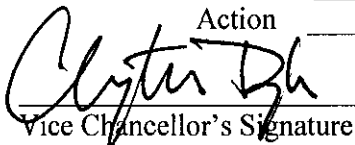
Date

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 \_\_\_\_\_ / \_\_\_\_\_

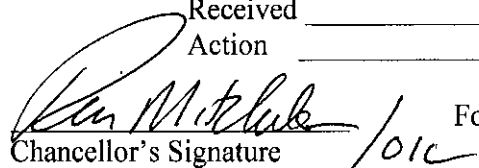
  
Vice Chancellor's Signature

Forwarded or returned \_\_\_\_\_  
Date 4/9/2019  
Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Chancellor's Office:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

  
Chancellor's Signature

Forwarded or returned \_\_\_\_\_  
Date 4/10/2019  
Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Athletics and Advancement Committee of the Board of Trustees:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

Chair's Signature \_\_\_\_\_  
Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Board of Trustees:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

Chair's Signature \_\_\_\_\_  
Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date \_\_\_\_\_

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](mailto: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

4/2/19

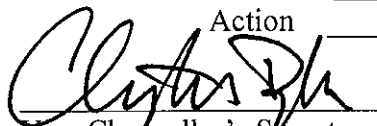
Date

PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES  
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**Office of Vice Chancellor for University Advancement:**

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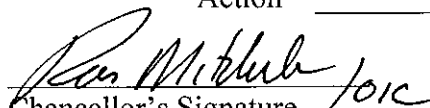
  
Vice Chancellor's Signature

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Date 4/9/2019  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Chancellor's Office:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

  
Chancellor's Signature

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Date 4/10/2019  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Athletics and Advancement Committee of the Board of Trustees:**

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Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

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Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Board of Trustees:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_





# PIRATE CLUB

# THE ECU EDUCATIONAL FOUNDATION INC. STATEMENT OF FINANCIAL COMMITMENT

## 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 (\$5,300 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 \_\_\_\_\_

## 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 1 years

Name(s): Thomas & Ellen Combs

Pirate Club Number: 15782

Total Capital Campaign Pledge Amount: \$ 100,000

ECU would like to recognize you and your gift. (Please check one)

- Print my/our name as Thomas & Ellen Combs
- Naming opportunity Combs Family Suite

List me/us as "anonymous."

[Signature]  
Donor Signature

4-15-16  
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. 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.



Signature of Originator

4/2/19

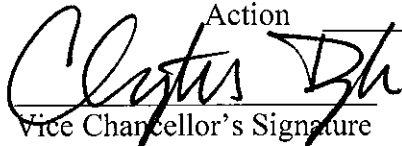
Date

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 \_\_\_\_\_ / \_\_\_\_\_

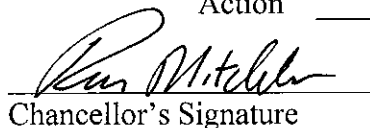
  
Vice Chancellor's Signature

Forwarded or returned \_\_\_\_\_  
Date 4/9/2019  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Chancellor's Office:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

  
Chancellor's Signature

Forwarded or returned \_\_\_\_\_  
Date 4/10/2019  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Athletics and Advancement Committee of the Board of Trustees:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Board of Trustees:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_



# PIRATE CLUB

## THE ECU EDUCATIONAL FOUNDATION INC. STATEMENT OF FINANCIAL COMMITMENT

### 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 (\$5,300 or more)

LOGE BOX | Bronze Sabre (\$8,250 or more)

SUITE | Silver Sabre (\$11,000 or more)

FOUNDER'S SUITE | Silver Sabre (\$11,000 or more)

Annual Pledge Level

2018 - 20 \_\_\_\_\_ of \_\_\_\_\_

### 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

Name(s): \_\_\_\_\_

Pirate Club Number: 103241

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

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.



# PIRATE CLUB

## THE ECU EDUCATIONAL FOUNDATION INC. STATEMENT OF FINANCIAL COMMITMENT

### ANNUAL CAPITAL CAMPAIGN COMMITMENT

#### 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 (Gold/Red) (\$3,300 or more)
- SCHOLARSHIP CLUB (Scholarship) (\$5,300 or more)
- LOGE BOX (Bronze Sabre) (\$750 or more)
- STANDARD SUITE (Silver Sabre) (\$1,000 or more)
- FOUNDER'S SUITE (Silver Sabre) (\$1,000 or more)

#### MINIMUM ANNUAL PLEDGE LEVEL

20 ~~19~~ 20 ~~20~~ of Benefactor

#### PHILANTHROPIC COMMITMENT IN SUPPORT OF THE DOWDY-FICKLER 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-Fickler Southside Stadium Renovation Project.

Commitment Amount \$ \_\_\_\_\_  
Equal payment of \$ \_\_\_\_\_ per year for \_\_\_\_\_ year(s)

Naming Opportunity \_\_\_\_\_

YEAR ONE \$ \_\_\_\_\_ YEAR TWO \$ \_\_\_\_\_ YEAR THREE \$ \_\_\_\_\_  
 YEAR FOUR \$ \_\_\_\_\_ YEAR FIVE \$ \_\_\_\_\_ YEAR SIX \$ \_\_\_\_\_  
 YEAR SEVEN \$ \_\_\_\_\_ YEAR EIGHT \$ \_\_\_\_\_ YEAR NINE \$ \_\_\_\_\_  
 YEAR TEN \$ \_\_\_\_\_

#### PREMIUM SEATING COMMITMENT

- |  |                          |  |                                   |                                    |
|--|--------------------------|--|-----------------------------------|------------------------------------|
| <input type="checkbox"/> FOUNDER'S SUITE                   | NUMBER OF SUITES _____   | TERM: <input type="checkbox"/> TEN-YEAR              |                                   |                                    |
| <input type="checkbox"/> STANDARD SUITE                    | NUMBER OF SUITES _____   | TERM: <input type="checkbox"/> THREE-YEAR            | <input type="checkbox"/> SIX-YEAR | <input type="checkbox"/> NINE-YEAR |
| <input type="checkbox"/> LOGE BOX                          | NUMBER OF BOXES _____    | TERM: <input type="checkbox"/> THREE-YEAR            | <input type="checkbox"/> SIX-YEAR | <input type="checkbox"/> NINE-YEAR |
| <input checked="" type="checkbox"/> SCHOLARSHIP CLUB LEVEL | NUMBER OF SEATS <u>4</u> | TERM: <input checked="" type="checkbox"/> THREE-YEAR | <input type="checkbox"/> SIX-YEAR | <input type="checkbox"/> NINE-YEAR |
| <input type="checkbox"/> WILLIAMS-CLARK CLUB LEVEL         | NUMBER OF SEATS _____    | TERM: <input type="checkbox"/> ONE-YEAR              |                                   |                                    |

#### ANNUAL PREMIUM GAME DAY EXPERIENCE OPPORTUNITIES

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> FIELD LEVEL CLUB           | TERM: <input type="checkbox"/> ONE-YEAR            | NUMBER OF PASSES _____ X 1,000 PER PASS = \$ _____           |
| <input checked="" type="checkbox"/> PREMIUM PARKING | TERM: <input checked="" type="checkbox"/> ONE-YEAR | NUMBER OF PASSES <u>2</u> X 1,000 PER PASS = \$ <u>2,000</u> |

#### TOTAL OF PREMIUM SEATING, GAME DAY EXPERIENCE OPPORTUNITIES AND PHILANTHROPIC SUPPORT

YEAR ONE \$ \_\_\_\_\_ YEAR TWO \$ \_\_\_\_\_ YEAR THREE \$ \_\_\_\_\_  
 YEAR FOUR \$ \_\_\_\_\_ YEAR FIVE \$ \_\_\_\_\_ YEAR SIX \$ \_\_\_\_\_  
 YEAR SEVEN \$ \_\_\_\_\_ YEAR EIGHT \$ \_\_\_\_\_ YEAR NINE \$ \_\_\_\_\_  
 YEAR TEN \$ \_\_\_\_\_

TOTAL ANNUAL COMMITMENT: \$ 32,000

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."

J.B. Davis  
Signature \_\_\_\_\_ Date 3-5-19  
[Signature]  
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 27858-4353

**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.

T. Wood III

Signature of Originator

4/2/19

Date

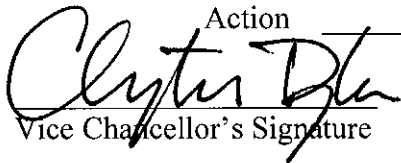
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES  
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

**Office of Vice Chancellor for University Advancement:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

  
Vice Chancellor's Signature

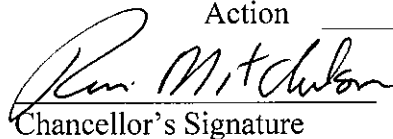
Forwarded or returned \_\_\_\_\_  
Date 4/9/2019  
Date \_\_\_\_\_

Comments \_\_\_\_\_

**Chancellor's Office:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

  
Chancellor's Signature

Forwarded or returned \_\_\_\_\_  
Date 4/10/2019  
Date \_\_\_\_\_

Comments \_\_\_\_\_

**Athletics and Advancement Committee of the Board of Trustees:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date \_\_\_\_\_

Comments \_\_\_\_\_

**Board of Trustees:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date \_\_\_\_\_

Comments \_\_\_\_\_



# PIRATE CLUB

# THE ECU EDUCATIONAL FOUNDATION INC. STATEMENT OF FINANCIAL COMMITMENT

## 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 <u>12,000</u>	YEAR TWO <u>12,120</u>	YEAR THREE <u>12,241</u>	YEAR FOUR <u>12,364</u>	YEAR FIVE <u>12,487</u>
YEAR SIX <u>12,612</u>	YEAR SEVEN <u>12,738</u>	YEAR EIGHT <u>12,866</u>	YEAR NINE <u>12,994</u>	YEAR TEN _____

TOTAL CAPITAL CAMPAIGN PLEDGE \$ 112,422

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 (\$8,250 or more)
- SUITE:  Silver Sabre (\$11,000 or more)
- FOUNDER'S SUITE:  Silver Sabre (\$11,000 or more)

Annual Pledge Level  
2018-2026 of Silver Sabre or High

## 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 \$ 25,000 in addition to Capital Campaign Pledge:

Equal payment of \$ 5,000 per year for 5 years

Name(s): Doug & Kathy Gomes

Pirate Club Number: 3662

Total Capital Campaign Pledge Amount: \$112,422 + 25,000 = \$137,422 *JH*

ECU would like to recognize you and your gift. (Please check one)

Print my/our name as Doug & Kathy Gomes

List me/us as "anonymous."

Naming opportunity AD Package

*Doug Gomes*  
Donor Signature

2/22/16  
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. 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 of Originator

4/2/19

Date

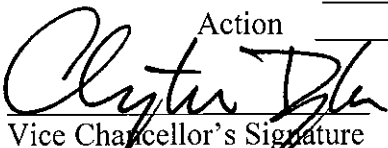
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES  
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

**Office of Vice Chancellor for University Advancement:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

  
Vice Chancellor's Signature

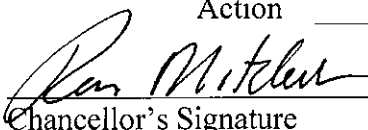
Forwarded or returned \_\_\_\_\_  
Date 4/9/2019  
Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Chancellor's Office:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

  
Chancellor's Signature

Forwarded or returned \_\_\_\_\_  
Date 4/10/2019  
Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Athletics and Advancement Committee of the Board of Trustees:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Board of Trustees:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_



# PIRATE CLUB

# THE ECU EDUCATIONAL FOUNDATION INC. STATEMENT OF FINANCIAL COMMITMENT

## 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 <u>40,000</u>	YEAR TWO <u>40,400</u>	YEAR THREE <u>40,804</u>	YEAR FOUR <u>41,212</u>	YEAR FIVE <u>41,624</u>
YEAR SIX <u>42,040</u>	YEAR SEVEN <u>42,461</u>	YEAR EIGHT <u>42,885</u>	YEAR NINE <u>43,314</u>	YEAR TEN _____

TOTAL CAPITAL CAMPAIGN PLEDGE \$ 374,741

25% OF TOTAL FIRST-YEAR PLEDGE DUE BY DECEMBER 1, 2016

Team 3 - 7%  
Team 6 - 5%  
Team 9 - 2%  
 WILLIAMS-CLARK CLUB LEVEL

## 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 (\$8,250 or more)
- SUITE - Silver Sabre (\$11,000 or more)
- FOUNDER'S SUITE - Silver Sabre (\$11,000 or more)

Annual Pledge Level  
2018-2026 of Silver Sabre

## 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 \$ 25,000 in addition to Capital Campaign Pledge

Equal payment of \$ 5,000 per year for 5 years

Name(s): GLENN HALL

Pirate Club Number: 9075

Total Capital Campaign Pledge Amount: \$399,741

ECU would like to recognize you and your gift. (Please check one)

Print my/our name as \_\_\_\_\_

List me/us as "anonymous."

Naming opportunity AD TEAM #1

Glenn Hall  
Donor Signature

3/3/16  
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. 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. 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

Endowment

Date of Original Commitment:

November 26, 2016

Amount of the Total Commitment:

\$1,000,000

Amount Paid:

\$1,000,000

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.

T. Wood III

Signature of Originator

4/2/19

Date

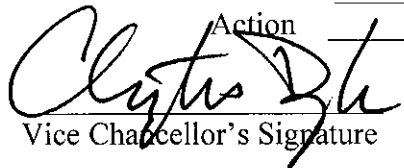
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES  
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

**Office of Vice Chancellor for University Advancement:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

  
Vice Chancellor's Signature

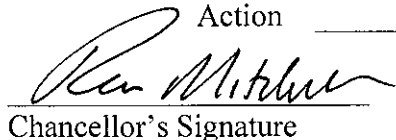
Forwarded or returned \_\_\_\_\_  
Date 4/9/2019  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Chancellor's Office:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

  
Chancellor's Signature

Forwarded or returned \_\_\_\_\_  
Date 4/10/2019  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Athletics and Advancement Committee of the Board of Trustees:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Board of Trustees:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_



**PIRATE CLUB**

**THE ECU EDUCATIONAL FOUNDATION INC. STATEMENT OF FINANCIAL COMMITMENT**

Attachment N

**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

YEAR ONE <u>\$1,000,000</u>	YEAR TWO _____	YEAR THREE _____	YEAR FOUR _____
YEAR FIVE _____	YEAR SIX _____	YEAR SEVEN _____	YEAR EIGHT _____
YEAR NINE _____	YEAR TEN _____		

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

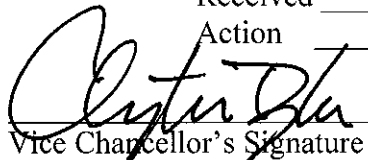
4/2/19

Date

PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES  
TO NAME A FACILITY OR ACTIVITY

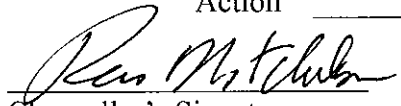
ROUTING SHEET

**Office of Vice Chancellor for University Advancement:**

Received \_\_\_\_\_  
 Action \_\_\_\_\_ / \_\_\_\_\_  
  
 Vice Chancellor's Signature  
 Forwarded or returned \_\_\_\_\_  
 Date 4/9/2019  
 Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Chancellor's Office:**

Received \_\_\_\_\_  
 Action \_\_\_\_\_ / \_\_\_\_\_  
  
 Chancellor's Signature  
 Forwarded or returned \_\_\_\_\_  
 Date 4/10/2019  
 Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Athletics and Advancement Committee of the Board of Trustees:**

Received \_\_\_\_\_  
 Action \_\_\_\_\_ / \_\_\_\_\_  
 \_\_\_\_\_  
 Chair's Signature  
 Forwarded or returned \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Board of Trustees:**

Received \_\_\_\_\_  
 Action \_\_\_\_\_ / \_\_\_\_\_  
 \_\_\_\_\_  
 Chair's Signature  
 Forwarded or returned \_\_\_\_\_  
 Date \_\_\_\_\_  
 Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_





# PIRATE CLUB

# THE ECU EDUCATIONAL FOUNDATION INC. STATEMENT OF FINANCIAL COMMITMENT

## 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

<sup>2016</sup>	YEAR ONE <u>5,000</u>	<sup>2017</sup>	YEAR TWO <u>5,000</u>	<sup>2018</sup>	YEAR THREE <u>5,000</u>	<sup>2019</sup>	YEAR FOUR <u>5,000</u>
<sup>2020</sup>	YEAR FIVE <u>5,000</u>		YEAR SIX _____		YEAR SEVEN _____		YEAR EIGHT _____
	YEAR NINE _____		YEAR TEN _____				

Name(s): Robert Pooler II "Jason" Pirate Club Number: 20299

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 Pooler II

List me/us as "anonymous."

Naming opportunity marketing office

[Signature]  
Donor Signature

7/21/16  
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. Carl and Connie Rogers

PO Box 1390

Wrightsville Beach, NC

28480

Address: City

State

Zip

Telephone: \_\_\_\_\_

Home

Business

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

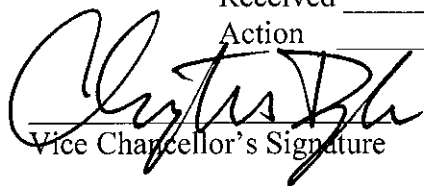
Date

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 \_\_\_\_\_ / \_\_\_\_\_

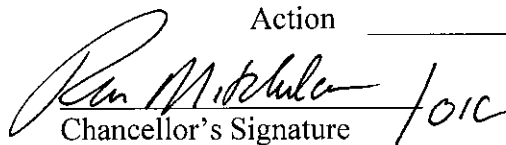
  
Vice Chancellor's Signature

Forwarded or returned \_\_\_\_\_  
Date 4/9/2019  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Chancellor's Office:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

  
Chancellor's Signature

Forwarded or returned \_\_\_\_\_  
Date 4/10/2019  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Athletics and Advancement Committee of the Board of Trustees:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_ Forwarded or returned \_\_\_\_\_  
Chair's Signature Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Board of Trustees:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_ Forwarded or returned \_\_\_\_\_  
Chair's Signature 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

YEAR ONE	<u>\$50,000</u>	YEAR TWO	<u>\$50,000</u>	YEAR THREE	<u>\$50,000</u>	YEAR FOUR	<u>\$50,000</u>
YEAR FIVE	<u>\$50,000</u>	YEAR SIX	<u>\$50,000</u>	YEAR SEVEN	<u>\$50,000</u>	YEAR EIGHT	<u>\$50,000</u>
YEAR NINE	<u>\$50,000</u>	YEAR TEN	<u>\$50,000</u>				

Name(s): Carl and Connie Rogers

Pirate Club Number: 16041

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

List me/us as "anonymous."

Naming opportunity Pirate Club Level

*may change later*

*Carl Rogers*  
Donor Signature

6/13/16  
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. Bill Shreve

4703 Burning Tree Lane      Wilson, NC 27896

Address:      City

State

Zip

Telephone: \_\_\_\_\_

Home

Business

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

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 \_\_\_\_\_ / \_\_\_\_\_

*Clytus Blue*  
Vice Chancellor's Signature

Forwarded or returned \_\_\_\_\_

Date 4/9/2019

Date

Comments \_\_\_\_\_

**Chancellor's Office:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

*Sam Mitchell Sr / oic*  
Chancellor's Signature

Forwarded or returned \_\_\_\_\_

Date 4/10/2019

Date

Comments \_\_\_\_\_

**Athletics and Advancement Committee of the Board of Trustees:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

Chair's Signature \_\_\_\_\_

Forwarded or returned \_\_\_\_\_

Date

Date

Comments \_\_\_\_\_

**Board of Trustees:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

Chair's Signature \_\_\_\_\_

Forwarded or returned \_\_\_\_\_

Date

Date

Comments \_\_\_\_\_



# THE ECU EDUCATIONAL FOUNDATION INC. STATEMENT OF FINANCIAL COMMITMENT

## 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 \$ 50,000

Equal payment of \$ \_\_\_\_\_ per year for \_\_\_\_\_ years

YEAR ONE \$ \_\_\_\_\_

YEAR TWO \$ \_\_\_\_\_

YEAR THREE \$ \_\_\_\_\_

YEAR FOUR \$ \_\_\_\_\_

YEAR FIVE \$ \_\_\_\_\_

NAME(S): Shreve Farms, LLC

PIRATE CLUB NUMBER: 746167

TOTAL PHILANTHROPIC GIFT AMOUNT: \$ 50,000

#### 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

3-13-17  
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.

#### PLEASE SIGN AND DATE AGREEMENT

RETURN TO: ECU PIRATE CLUB, 304 WARD SPORTS MEDICINE BUILDING, MAILSTOP 158, EAST CAROLINA UNIVERSITY, GREENVILLE, N.C. 27858-4353



**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. 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.

T. Wood III

Signature of Originator

4/2/19

Date



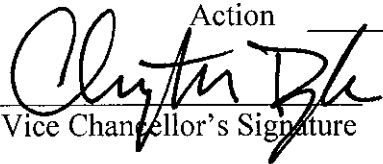
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES  
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

**Office of Vice Chancellor for University Advancement:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

  
Vice Chancellor's Signature

Forwarded or returned \_\_\_\_\_

Date 4/9/2019

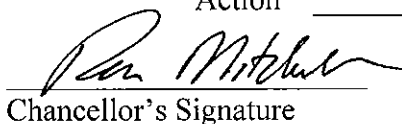
Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Chancellor's Office:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

  
Chancellor's Signature

Forwarded or returned \_\_\_\_\_

Date 4/10/2019

Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Athletics and Advancement Committee of the Board of Trustees:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Board of Trustees:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_



# PIRATE CLUB

# THE ECU EDUCATIONAL FOUNDATION INC. STATEMENT OF FINANCIAL COMMITMENT

## 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

*Chancellor's Terrace?*

YEAR ONE _____	YEAR TWO _____	YEAR THREE _____	YEAR FOUR _____
YEAR FIVE _____	YEAR SIX _____	YEAR SEVEN _____	YEAR EIGHT _____
YEAR NINE _____	YEAR TEN _____		

Name(s): SEAN SMITH Pirate Club Number: 22052

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

List me/us as "anonymous."

Naming opportunity \_\_\_\_\_

[Signature]  
Donor Signature

6-23-16  
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. 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

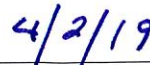
Directed to:  ECU Foundation  Educational Foundation  
 Medical Foundation  Other

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 of Originator



Date

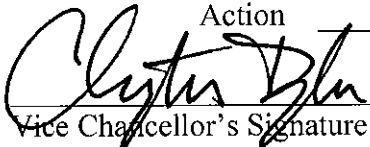
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES  
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

**Office of Vice Chancellor for University Advancement:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

  
Vice Chancellor's Signature

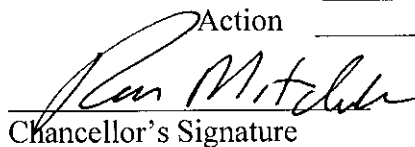
Forwarded or returned \_\_\_\_\_  
Date 4/9/2019  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Chancellor's Office:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

  
Chancellor's Signature

Forwarded or returned \_\_\_\_\_  
Date 4/10/2019  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Athletics and Advancement Committee of the Board of Trustees:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Board of Trustees:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_



# PIRATE CLUB

## THE ECU EDUCATIONAL FOUNDATION INC. STATEMENT OF FINANCIAL COMMITMENT ANNUAL CAPITAL CAMPAIGN COMMITMENT

### 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 (\$5,300 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 \$ <u>20,000</u>	YEAR TWO \$ <u>20,000</u>	YEAR THREE \$ <u>20,000</u>
YEAR FOUR \$ <u>20,000</u>	YEAR FIVE \$ <u>20,000</u>	YEAR SIX \$ <u>          </u>
YEAR SEVEN \$ <u>          </u>	YEAR EIGHT \$ <u>          </u>	YEAR NINE \$ <u>          </u>

### PREMIUM SEATING COMMITMENT

- |  |                                    |   |                                   |                                    |
|--|------------------------------------|---|-----------------------------------|------------------------------------|
| <input type="checkbox"/> FOUNDER'S SUITE           | NUMBER OF SUITES <u>          </u> | TERM: <input type="checkbox"/> THREE-YEAR | <input type="checkbox"/> SIX-YEAR | <input type="checkbox"/> NINE-YEAR |
| <input type="checkbox"/> STANDARD SUITE            | NUMBER OF SUITES <u>          </u> | TERM: <input type="checkbox"/> THREE-YEAR | <input type="checkbox"/> SIX-YEAR | <input type="checkbox"/> NINE-YEAR |
| <input type="checkbox"/> LOGE BOX                  | NUMBER OF BOXES <u>          </u>  | TERM: <input type="checkbox"/> THREE-YEAR | <input type="checkbox"/> SIX-YEAR | <input type="checkbox"/> NINE-YEAR |
| <input type="checkbox"/> SCHOLARSHIP CLUB LEVEL    | NUMBER OF SEATS <u>          </u>  | TERM: <input type="checkbox"/> THREE-YEAR | <input type="checkbox"/> SIX-YEAR | <input type="checkbox"/> NINE-YEAR |
| <input type="checkbox"/> WILLIAMS-CLARK CLUB LEVEL | NUMBER OF SEATS <u>          </u>  | TERM: <input type="checkbox"/> ONE-YEAR   |                                   |                                    |

### ANNUAL PREMIUM GAME DAY EXPERIENCE OPPORTUNITIES

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> FIELD LEVEL CLUB | TERM: <input type="checkbox"/> ONE-YEAR | NUMBER OF PASSES <u>          </u> X 1,000 PER PASS = \$ <u>          </u> |
| <input type="checkbox"/> PREMIUM PARKING  | TERM: <input type="checkbox"/> ONE-YEAR | NUMBER OF PASSES <u>          </u> X 1,000 PER PASS = \$ <u>          </u> |

### TOTAL OF PREMIUM SEATING, GAME DAY EXPERIENCE OPPORTUNITIES AND PHILANTHROPIC SUPPORT

YEAR ONE \$ <u>20,000</u>	YEAR TWO \$ <u>20,000</u>	YEAR THREE \$ <u>20,000</u>
YEAR FOUR \$ <u>20,000</u>	YEAR FIVE \$ <u>20,000</u>	YEAR SIX \$ <u>          </u>
YEAR SEVEN \$ <u>          </u>	YEAR EIGHT \$ <u>          </u>	YEAR NINE \$ <u>          </u>

TOTAL CAPITAL CAMPAIGN COMMITMENT: \$ 100,000

Name(s): Howard & Lyn Swain SWAIN Pirate Club Number: 23831

ECU would like to recognize you and your financial support. (Please check one)

Print my/our name as HOWARD SWAIN / LYN SWAIN  List me/us as "anonymous."

Howard Swain  
Signature

8/27/18  
Date

Willie  
Pirate Club Staff Member Signature

9/11/18  
Date

PLEASE SIGN/DATE AGREEMENT AND RETURN TO:

ECU PIRATE CLUB, 304 WARD SPORTS MEDICINE BUILDING, MAILSTOP 158, EAST CAROLINA UNIVERSITY, GREENVILLE, NC 27858-4353

**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. 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

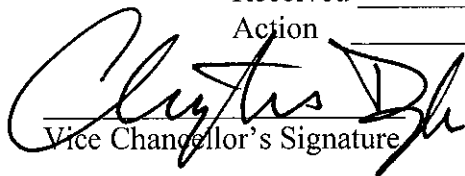
4/2/19  
Date

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  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Chancellor's Office:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

  
Chancellor's Signature

Forwarded or returned \_\_\_\_\_  
Date 4/10/2019  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Athletics and Advancement Committee of the Board of Trustees:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

Chair's Signature \_\_\_\_\_  
Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Board of Trustees:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

Chair's Signature \_\_\_\_\_  
Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_



# PIRATE CLUB

## THE ECU EDUCATIONAL FOUNDATION INC. STATEMENT OF FINANCIAL COMMITMENT

### 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 <u>\$72,000</u>	YEAR TWO <u>\$72,000</u>	YEAR THREE <u>\$72,000</u>	YEAR FOUR <u>\$72,000</u>
YEAR FIVE <u>\$72,000</u>	YEAR SIX <u>\$72,000</u>	YEAR SEVEN <u>\$68,000</u>	YEAR EIGHT _____
YEAR NINE _____	YEAR TEN _____		

Name(s): Thomas F. Taft Jr. Pirate Club Number: 711866

Total Philanthropic Gift Amount: \$500,000

ECU would like to recognize you and your gift. (Please check one)

- Print my/our name as Thomas F. Taft Sr.  List me/us as "anonymous."
- Naming opportunity Stadium Entrance Plaza

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. 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: \$250,000

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

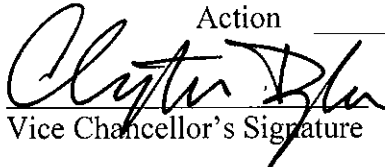
Date

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 \_\_\_\_\_ / \_\_\_\_\_

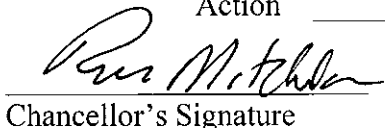
  
Vice Chancellor's Signature

Forwarded or returned \_\_\_\_\_  
Date 4/9/2019  
Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Chancellor's Office:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

  
Chancellor's Signature

Forwarded or returned \_\_\_\_\_  
Date 4/10/2019  
Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Athletics and Advancement Committee of the Board of Trustees:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_

**Board of Trustees:**

Received \_\_\_\_\_  
Action \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
Chair's Signature

Forwarded or returned \_\_\_\_\_  
Date \_\_\_\_\_  
Date \_\_\_\_\_

Comments \_\_\_\_\_  
\_\_\_\_\_



# PIRATE CLUB

# THE ECU EDUCATIONAL FOUNDATION INC. STATEMENT OF FINANCIAL COMMITMENT

## ANNUAL CAPITAL CAMPAIGN GIFT COMMITMENT

NUMBER 1     FOUNDER'S SUITE     STANDARD SUITE     LOGE BOX     SCHOLARSHIP CLUB LEVEL     WILLIAMS-CLARK CLUB LEVEL

TERM:     THREE-YEAR     SIX-YEAR     NINE-YEAR

YEAR ONE <u>\$12,000</u>	YEAR TWO <u>\$12,120</u>	YEAR THREE <u>\$12,241</u>	YEAR FOUR <u>\$12,364</u>	YEAR FIVE <u>\$12,487</u>
YEAR SIX <u>\$12,612</u>	YEAR SEVEN <u>\$12,738</u>	YEAR EIGHT <u>\$12,866</u>	YEAR NINE <u>\$12,994</u>	YEAR TEN _____

TOTAL CAPITAL CAMPAIGN PLEDGE \$112,422

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 (\$8,250 or more)
- STANDARD SUITE | Silver Sabre (\$11,000 or more)
- FOUNDER'S SUITE | Silver Sabre (\$11,000 or more)

Annual Pledge Level Bronze Sabre  
2018 - 2026 of Silver Sabre or higher

## 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 1 years

Name(s): Paul & Subil TREVISAN

Pirate Club Number: 77204

Total Capital Campaign Pledge Amount: \$212,422

ECU would like to recognize you and your gift. (Please check one)

Print my/our name as \_\_\_\_\_

List me/us as "anonymous."

Naming opportunity TBD

Donor Signature [Signature]

Date 4/16/16

[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. 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

Date

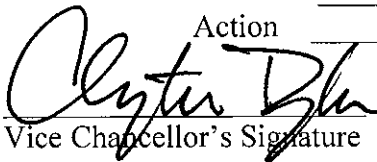
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES  
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

**Office of Vice Chancellor for University Advancement:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

  
Vice Chancellor's Signature

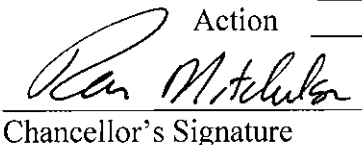
Forwarded or returned 4/9/2019  
Date

Comments \_\_\_\_\_  
\_\_\_\_\_

**Chancellor's Office:**

Received \_\_\_\_\_

Action \_\_\_\_\_ / \_\_\_\_\_

  
Chancellor's Signature

Forwarded or returned 4/10/2019  
Date

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 \_\_\_\_\_  
\_\_\_\_\_



# THE ECU EDUCATIONAL FOUNDATION INC. STATEMENT OF FINANCIAL COMMITMENT

## 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 \$5,000 per year for 10 years

YEAR ONE	\$5,000	YEAR TWO	\$5,000	YEAR THREE	\$5,000	YEAR FOUR	\$5,000
YEAR FIVE	\$5,000	YEAR SIX	\$5,000	YEAR SEVEN	\$5,000	YEAR EIGHT	\$5,000
YEAR NINE	\$5,000	YEAR TEN	\$5,000				

Name(s): ~~Will Wilkinson~~ Wil Wilkinson

Pirate Club Number: 38098

Total Philanthropic Gift Amount: \$50,000

ECU would like to recognize you and your gift. (Please check one)

Print my/our name as ~~Will Wilkinson~~ Wil Wilkinson

List me/us as "anonymous."

Naming opportunity Gold Parking Lot

  
Donor Signature

7-13-16  
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.






Office of the Provost and Senior Vice Chancellor for Academic Affairs  
 210 Spilman Building | Mail Stop 501 | East Carolina University | Greenville, NC 27858-4353  
 252-328-5419 office | 252-328-4010 fax

## 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



**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: 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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	==
<i>Edited Book</i>	==
<i>Chapter</i>	==
<i>Refereed Journal Article</i>	10
<i>Other Journal Article</i>	==
<i>Juried Performance/Show</i>	==
<i>Non-Juried Performance/Show</i>	==
<i>Other:</i> _____	==
<i>Other:</i> _____	==
<i>Other:</i> _____	==

**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:

*(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: \$ 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.):* \_\_\_\_\_

Prior Recommendations/Personnel Actions:  
*(please check appropriate responses)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	<u>1</u>
<i>Edited Book</i>	<u>3</u>
<i>Chapter</i>	<u>8</u>
<i>Refereed Journal Article</i>	<u>90</u>
<i>Other Journal Article</i>	<u>2</u>
<i>Juried Performance/Show</i>	_____
<i>Non-Juried Performance/Show</i>	_____
<i>Other: _____</i>	_____
<i>Other: _____</i>	_____
<i>Other: _____</i>	_____

**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

Editorial Service: Editor-in-Chief, Journal of Behavioral Medicine, 2015--present; Annals of Behavioral Medicine, 2005-2010; Associate Editor, Annals of Behavioral Medicine, 2000-2005; Editorial Boards: Health Psychology, 1995, 1996, 2001-2005, 2016-present; Journal of Consulting and Clinical Psychology, 1999--2002; Guest Editor, Annals of Behavioral Medicine, special series on "Psychological Aspects of Renal Disease", Volume 19,(4) Fall 1997

**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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## 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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	—
<i>Edited Book</i>	—
<i>Chapter</i>	4
<i>Refereed Journal Article</i>	14
<i>Other Journal Article</i>	—
<i>Juried Performance/Show</i>	—
<i>Non-Juried Performance/Show</i>	—
<i>Other: Refereed Proceeding Article</i>	7
<i>Other: Editorship of a Special Issue of Professional Journals</i>	6
<i>Other: Editorials for Editorships of Professional Journals and Non-Refereed Publications in Trade Journals and Industry Venues</i>	18

**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.  
 Editorial Committee, *Rhetoric, Professional Communication, and Globalization*, 2014-Present.  
 Program Committee, *Council for Programs in Technical and Scientific Communication*, 2014.  
 Book Review Editor, *Communication Design Quarterly*, 2013-2015.  
 Program Committee, *ACM International Conference on Design of Communication*, 2013-2014.  
 Reviewer, *International Journal of Sociotechnology and Knowledge Development*, 2016-Present.  
 Reviewer, *Communication Design Quarterly*, 2016-Present.  
 Reviewer, *Technical Communication*, 2016-Present.  
 Reviewer, *Programmatic Perspectives*, 2015-Present.  
 Reviewer, *Reflections*, 2015-Present.  
 Reviewer, *Rhetoric, Professional Communication, and Globalization*, 2014-Present.  
 Reviewer, *IEEE Transactions on Professional Communication*, 2014-Present.  
 Reviewer, *Technical Communication Quarterly*, 2014-Present.  
 Reviewer, *Association of Teachers of Technical Writing Conference*, 2013-2015.  
 Reviewer, *connexions international professional communication journal*, 2015.  
 Reviewer, *Symposium on Communicating Complex Information*, 2014.  
 Reviewer, *Journal of Technical Writing and Communication*, 2014.  
 Stage 1 Reviewer, *Conference on College Composition and Communication*, 2011-2013.  
 Stage 1 Reviewer, *International Association for Research on Service-Learning and Community Engagement 12th Annual Research Conference*, 2012.  
 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.

**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: 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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	<u>0</u>
<i>Edited Book</i>	<u>0</u>
<i>Chapter</i>	<u>1</u>
<i>Refereed Journal Article</i>	<u>7</u>
<i>Other Journal Article</i>	<u>0</u>
<i>Juried Performance/Show</i>	<u>0</u>
<i>Non-Juried Performance/Show</i>	<u>0</u>
<i>Other: <u>Reports</u></i>	<u>2</u>
<i>Other: <u>Co-PI on Funded</u></i>	
<i><u>External Grants</u></i>	<u>1</u>
<i>Other: _____</i>	<u>    </u>

**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 Liason, 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 Environmental Economics and Management, 2013 (1), 2014 (1), 2016 (1) 2017 (2) 2018 (1)

American Journal of Agricultural Economics, 2012 (2), 2013 (2), 2014 (1), 2015 (1), 2017 (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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 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 ENGSP0- 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 &amp; Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	—
<i>Edited Book</i>	—
<i>Chapter</i>	—
<i>Refereed Journal Article</i>	8
<i>Other Journal Article</i>	—
<i>Juried Performance/Show</i>	—
<i>Non-Juried Performance/Show</i>	—
<i>Other: Book review</i>	2
<i>Other: Newsletter</i>	1
<i>Other: _____</i>	—

## 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 <i>Language Learning</i>
March 2018 – present	Reviewer <i>TESOL Quarterly</i>
January 2018 – present	Reviewer <i>International Journal of Learner Corpus Research</i>
January 2017 - January 2018	Nominating Committee TESOL International Association
Fall 2016 - present	Editorial Panel <i>International Journal of Language Studies</i>
Spring 2016 - present	Reviewer <i>TESOL Journal</i> <i>System</i> <i>Journal of Second Language Writing</i>
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 <i>Journal of Writing Research</i>
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

**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: 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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	<u>2</u>
<i>Edited Book</i>	<u>0</u>
<i>Chapter</i>	<u>2</u>
<i>Refereed Journal Article</i>	<u>4</u>
<i>Other Journal Article</i>	<u>1</u>
<i>Juried Performance/Show</i>	<u>0</u>
<i>Non-Juried Performance/Show</i>	<u>0</u>
<i>Other:_____</i>	<u>—</u>
<i>Other:_____</i>	<u>—</u>
<i>Other:_____</i>	<u>—</u>

**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

**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: 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:

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: \$61,919      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)

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 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 &amp; Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	—
<i>Edited Book</i>	—
<i>Chapter</i>	5
<i>Refereed Journal Article</i>	6
<i>Other Journal Article</i>	—
<i>Juried Performance/Show</i>	—
<i>Non-Juried Performance/Show</i>	—
<i>Other: <u>submitted journal articles</u></i>	1
<i>Other: <u>conference presentations</u></i>	22
<i>Other: <u>Associate Editor</u></i>	1

## 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

**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: 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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	_____
<i>Edited Book</i>	_____
<i>Chapter</i>	_____
<i>Refereed Journal Article</i>	_____7_____
<i>Other Journal Article</i>	_____
<i>Juried Performance/Show</i>	_____
<i>Non-Juried Performance/Show</i>	_____
<i>Other:_____</i>	_____
<i>Other:_____</i>	_____
<i>Other:_____</i>	_____

**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)

Division:



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

**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: 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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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 Illinois 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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	<u>2</u>
<i>Edited Book</i>	<u>1</u>
<i>Chapter</i>	<u>5</u>
<i>Refereed Journal Article</i>	<u>17</u>
<i>Other Journal Article</i>	<u>0</u>
<i>Juried Performance/Show</i>	<u>0</u>
<i>Non-Juried Performance/Show</i>	<u>0</u>
<i>Other: _____</i>	<u>          </u>
<i>Other: _____</i>	<u>          </u>
<i>Other: _____</i>	<u>          </u>

**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  
Organizer of (6) paper sessions, Southern Sociological Society, Presider – Presidential Session, 2016  
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 Sociologists 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  
Book Review Editor, Journal of Political and Military Sociology, 2006-2007  
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

**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: 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:

*(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: \$72,983 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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	<u>0</u>
<i>Edited Book</i>	<u>0</u>
<i>Chapter</i>	<u>2</u>
<i>Refereed Journal Article</i>	<u>16</u>
<i>Other Journal Article</i>	<u>0</u>
<i>Juried Performance/Show</i>	<u>0</u>
<i>Non-Juried Performance/Show</i>	<u>0</u>
<i>Other:</i> _____	<u>  </u>
<i>Other:</i> _____	<u>  </u>
<i>Other:</i> _____	<u>  </u>

**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  
 Editorial Board, International Journal of Behavioral Development, 2014-2016  
 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:

*(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: \$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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Section II. To be completed by the faculty member.

**1. Education Background:** *(indicate degree, date earned and institution, note additional study & training)*

Ed.D. in School Psychology (Neuropsychology of Learning Disabilities), 2008, Indiana University  
 Ed.S. in School Psychology, 2003, Indiana University  
 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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	<u>1</u>
<i>Edited Book</i>	<u>1</u>
<i>Chapter</i>	<u>7</u>
<i>Refereed Journal Article</i>	<u>26</u>
<i>Other Journal Article</i>	<u>0</u>
<i>Juried Performance/Show</i>	<u>0</u>
<i>Non-Juried Performance/Show</i>	<u>0</u>
<i>Other: <u>Conference</u></i>	
<i>Presentations</i>	<u>19</u>
<i>Other: _____</i>	<u>—</u>
<i>Other: _____</i>	<u>—</u>

**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)* \_\_\_\_\_

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: \$ 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.):* \_\_\_\_\_

Prior Recommendations/Personnel Actions:  
*(please check appropriate responses)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	_____
<i>Edited Book</i>	_____
<i>Chapter</i>	20
<i>Refereed Journal Article</i>	130
<i>Other Journal Article</i>	_____
<i>Juried Performance/Show</i>	_____
<i>Non-Juried Performance/Show</i>	_____
<i>Other: Invited Presentations</i>	118
<i>Other: Sub. Presentations</i>	204
<i>Other: _____</i>	_____

**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:

(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: \$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	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*

Degree	Date Conferred	Institution
Ph.D.	8/7/10	University of Missouri-St. Louis
M.A.	8/8/09	University of Missouri-St. Louis
B.S.	5/7/05	University of Tennessee-Knoxville

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)*

Position	Institution	Dates of Appointment
Assistant Professor	EPA Criminal Justice	8/13-Present
Assistant Professor	Virginia Union University	8/10-5/13

3. Scholarly & Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	<u>0</u>
<i>Edited Book</i>	<u>0</u>
<i>Chapter</i>	<u>1</u>
<i>Refereed Journal Article</i>	<u>8 (pre-ECU-2)</u>
<i>Other Journal Article</i>	<u>0</u>
<i>Juried Performance/Show</i>	<u>0</u>
<i>Non-Juried Performance/Show</i>	<u>0</u>
<i>Other: Technical Report</i>	<u>1</u>
<i>Other: Manuscripts Under Review</i>	<u>1</u>
<i>Other: Grant Contract Submissions/Awards</i>	<u>8/2</u>

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)

- Coordinator (2015-Present)
- MSCJ Admissions Committee,
  - Alternate (2013-2015)
  - Member (2016-Present)

**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



**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: 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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 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 <i>Doctorate of Philosophy, Organizations and Strategy</i>	2013
James Madison University – Harrisonburg, Virginia <i>Certificate in Online Teaching</i>	2008
James Madison University – Harrisonburg, Virginia <i>Masters of Arts in English</i>	2004
Virginia Polytechnic Institute and State University – Blacksburg, Virginia <i>Bachelors of Arts in English</i>	2002

**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 <i>Assistant Professor</i>	August 2013 - Current
University of Tennessee – Knoxville, Tennessee <i>Instructor and Research Assistant</i>	2008 - 2013
Pellissippi State Community College – Knoxville, Tennessee <i>Adjunct Instructor</i>	August 2008 - December 2008
James Madison University – Harrisonburg, VA <i>Adjunct Instructor and Teaching Assistant</i>	2002 - 2008

**3. Scholarly & Creative Activities:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	—
<i>Edited Book</i>	—
<i>Chapter</i>	1
<i>Refereed Journal Article</i>	11
<i>Other Journal Article</i>	—
<i>Juried Performance/Show</i>	—
<i>Non-Juried Performance/Show</i>	—
<i>Other: _____</i>	—
<i>Other: _____</i>	—
<i>Other: _____</i>	—

**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, <i>Hand-shaker</i>	Spring 2018
COB Leadership Conference, <i>Panel Chair</i>	2017 & 2018
Miller School of Entrepreneurship, <i>Steering Committee Member</i>	Summer 2017 - current
Management 4842 Master Syllabus, <i>Author</i>	Spring 2016
Think Assessment Committee, <i>Chair</i>	Fall 2015 - current
Think Assessment Annual Retreat Session, <i>Leader</i>	Fall 2015 - current
Senior Honors Project, <i>Mentor</i>	Fall 2015 - current
Strategic Action Planning Committee, <i>Member</i>	Fall 2015 - current
Management Department Social Media Committee, <i>Co-chair</i>	Fall 2015 - current
Greenville Discovery Forum, <i>Attendee</i>	Fall 2015
Teaching with Technology Summer Academy, <i>Fellow</i>	Summer 2015
Management Department Assessment Committee, <i>Member</i>	Fall 2014 – Spring 2018
Strategic Management, <i>Course Coordinator</i>	Fall 2014 - current
Strategic Management Case Competition, <i>Judge</i>	Fall 2013 – Fall 2017
Classroom Inclusion of Military Members, <i>Attendee</i>	Spring 2014
Management Department Open House, <i>Speaker</i>	Fall 2014 & Fall 2016
Women's Roundtable, <i>Member</i>	Spring 2014 - Spring 2015
Society for the Advancement of Management, <i>Faculty Advisor</i>	Fall 2014 - Spring 2015
East Carolina University Relay for Life Committee, <i>Member</i>	Fall 2013 - Spring 2014
Evaluation of Assurance of Learning Standards, <i>Assessor</i>	Fall 2013 - current
Welcome Hoopla, <i>Facilitator</i>	Fall 2015 & Fall 2017
Beta Gamma Sigma Induction, <i>Speaker</i>	Spring 2014
ECU Excels, <i>Member</i>	Fall 2013

## 6. Professional service off campus:

Journal of Management, <i>Ad Hoc Reviewer</i>	since 2017
Journal of Small Business Management, <i>Ad Hoc Reviewer</i>	since 2017
Management Research Review, <i>Ad Hoc Reviewer</i>	since 2017
Southern Management Association, <i>Track Chair</i>	2016
Journal of Family Business Strategy, <i>Ad Hoc Reviewer</i>	since 2016
International Journal of Management Education, <i>Ad Hoc Reviewer</i>	since 2016
United States Association of Small Business and Entrepreneurship, <i>Reviewer</i>	since 2016
Journal of Management Education, <i>Ad Hoc Reviewer</i>	since 2016
Southern Management Association, <i>Communications Co-Coordinator</i>	since 2015
Academy of Management Review, <i>Ad Hoc Reviewer</i>	since 2015
Entrepreneurship Theory and Practice, <i>Ad Hoc Reviewer</i>	since 2014
Journal of Occupational and Organizational Psychology, <i>Ad Hoc Reviewer</i>	since 2013
Journal of Management Studies, <i>Ad Hoc Reviewer</i>	since 2013
Family Business Review, <i>Ad Hoc Reviewer</i>	since 2011
Southern Management Association Annual Meeting, <i>Reviewer &amp; Discussant</i>	since 2011
Midwest Academy of Management, <i>Reviewer</i>	2011
Academy of Management Annual Meeting, <i>Reviewer and Session Chair</i>	since 2010
Southern Management Association Annual Meeting, <i>Reviewer</i>	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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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
- August 2007 – June 2008. Mathematics Teacher, Pitt County Schools, DH Conley High School
- August 2006 – June 2007. Mathematics Teacher, Guilford County Schools, Northwest Guilford High School
- August 1996 – June 2006. Mathematics Teacher, Pitt County Schools, DH Conley High School

3. Scholarly & Creative Activities:

Type	<u>Number</u>
Book	_____
Edited Book	_____
Chapter	<u>2</u>
Refereed Journal Article	<u>4</u>
Other Journal Article	_____
Juried Performance/Show	_____
Non-Juried Performance/Show	_____
Other: Refereed Conference Proceedings	<u>17</u>
Other: Juried Conference Presentations	<u>53</u>
Other: <u>Funded Grants</u>	<u>3</u>

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
- International Group for the Psychology of Mathematics Education, 2013

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:

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: \$73,457 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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 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  
 Computer Engineering (66 credits) from 1981-1983. Cornell 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)*

August 2013 – present. Assistant Professor. East Carolina University  
 August 2009 – May 2011. Teaching Assistant. The Pennsylvania State University  
 August 2008 – August 2013. Research Fellow. The Pennsylvania State University  
 August 2006 – June 2008. Secondary Math Teacher. Masoma Valley Regional High  
 August 2001 – June 2006. Secondary Math Teacher. Hopkinton High School  
 August 2000 – June 2001. Interim Math & Physics Teacher. Woodstock High School  
 August 1996 – June 2001. Adjunct Math Instructor. Springfield College  
 August 1985 – June 1987. Secondary Math Teacher. Winnisquam Regional High

**3. Scholarly & Creative Activities:**

Type	Number
Book	
Edited Book	
Chapter	12
Refereed Journal Article	4
Other Journal Article	
Juried Performance/Show	
Non-Juried Performance/Show	
Other: Refereed Conference Proceedings	12
Other: Juried Conference Presentations	40
Other: _____	

**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

**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: Robert Martin Reardon

Department: Educational Leadership

School/College: College of Education

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: \$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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	—
<i>Edited Book</i>	4 published + 1 in press + 1 under contract
<i>Chapter</i>	10
<i>Refereed Journal Article</i>	8
<i>Other Journal Article</i>	4
<i>Juried Performance/Show</i>	—
<i>Non-Juried Performance/Show</i>	—
<i>Other: <u>Commissioned</u></i>	—
<i>Monographs</i>	10
<i>Other: <u>Technical</u></i>	—
<i>Reports</i>	8
<i>Other: <u>Short video</u></i>	—
<i>productions</i>	2

**4. Membership in professional organizations:**

1998 – current, American Educational Research Association (Chair, School-University-Community Collaborative Research SIG 2008-2011, 2014-2017; Newsletter Editor 2003-2008, Past Chair 2011-2-14, 2017- current)

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

Regional School District: State Grant-Related Professional Development: 2018-2019: Perquimans & Washington 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)

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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
- 1994 - 1999: Engineering / Quality Manager, Simpson Industries, Greenville, NC
- 1991 - 1994: Plant Superintendent, TRW, Sterling Heights, MI
- 1986 - 1991: Quality / Quality Engineering Manager, Sterling Heights, MI
- 1983 - 1986: Various engineering positions: Industrial, process, manufacturing

**3. Scholarly & Creative Activities: 2013 – 2018**

<i>Type</i>	<u><i>Quantity</i></u>
<i>Book</i>	<u>          </u>
<i>Edited Book</i>	<u>          </u>
<i>Chapter</i>	<u>1</u>
<i>Refereed Journal Article</i>	<u>6</u>
<i>Other Journal Article</i>	<u>          </u>
<i>Juried Performance/Show</i>	<u>          </u>
<i>Non-Juried Performance/Show</i>	<u>          </u>
<i>Journal Article "in the pipeline" (revised, resubmitted)</i>	<u>1</u>
<i>Journal Article "in the pipeline" (submitted)</i>	<u>1</u>
<i>Other: Conference Proceedings</i>	<u>12</u>
<i>Other: Published Abstracts</i>	<u>1</u>
<i>Other: Research Reports</i>	<u>1</u>
<i>Other: Pedagogical Materials</i>	<u>2</u>
<i>Other: Pedagogical Website (simulations)</i>	<u>1</u>
<i>Other: External Research Grants (submitted, under review)</i>	<u>1</u>
<i>Other: External Research Grants (funded)</i>	<u>2</u>
<i>Other: External Research Grants (NSF, rejected)</i>	<u>1</u>
<i>Other: External Teaching Grants (CITE, funded)</i>	<u>3</u>
<i>Other: Internal Teaching Grants (ECU, funded)</i>	<u>2</u>

#### 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
  - 2014 - present: Undergraduate Curriculum Committee (member)
  - 2017 - 2018: IDIS faculty search committee (chair)
  - 2007 - 2017: Professional Association of Industrial Distribution (faculty adviser)
  - 2016 - 2017: IDIS faculty search committee (member)
  - 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: *(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: \$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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	<u>0</u>
<i>Edited Book</i>	<u>0</u>
<i>Chapter</i>	<u>0</u>
<i>Refereed Journal Article</i>	<u>2</u>
<i>Other Journal Article</i>	<u>0</u>
<i>Juried Performance/Show</i>	<u>0</u>
<i>Non-Juried Performance/Show</i>	<u>0</u>
<i>Other: Refereed Conference Proceedings Article</i>	<u>2</u>
<i>Other: Other Article</i>	<u>13</u>
<i>Other: Technical Report</i>	<u>8</u>

**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:

Ad-hoc reviewer for the following journals: ACM Transactions on Software Engineering and Methodology, Computer Languages, Systems & Structures, IET Software, Journal of Logic and Algebraic Programming, Journal of Software: Evolution and Process, Journal of Systems and Software, Journal of Theoretical Computer Science, Science of Computer Programming, Software and Systems Modeling, Software: Practice and Experience

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 (FMOODS 2007); Structural Operational Semantics 2007 (SOS 2007); International Symposium on Logic-based Program Synthesis 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)

**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: 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)

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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**

Type	Quantity
Book	3
Edited Book	-
Chapter	-
Refereed Journal Article	3
Other Journal Article	-
Juried Performance/Show	-
Non-Juried Performance/Show	3
Journal Article "in the pipeline" (revise & resubmit)	-
Journal Article "in the pipeline" (submitted)	1
Other: Conference Proceedings	13
Other: Published Abstracts	
Other: Research Reports	
Other: Pedagogical Materials	
Other: Pedagogical Website	
Other: External Research Grants (funded)	1
Other: External Research Grants (NSF, rejected)	2
Other: External Teaching Grants (CITE, funded)	1
Other: ECU Teaching Grants (funded)	2

#### **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:

- Tech Talk Live (2018, May). IPv6 Fundamentals. Lancaster, Pennsylvania.
- Education Special Interest Group for AITP Association of Information Technology Professionals (EDSIG) (2015, November). Strategies and Approaches for Teaching Storage and Data Management: Faculty Perspectives, Insights, and Suggestions. Panel Presentation. Wilmington, North Carolina.



**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: 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:

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.	<input type="checkbox"/>	12 mo.	<input type="checkbox"/>
	Faculty Appointment:	9 mo.	<input checked="" type="checkbox"/>	12 mo.	<input type="checkbox"/>

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.): \_\_\_\_\_

Prior Recommendations/Personnel Actions:  
(please check appropriate responses)

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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
- Full-time Faculty, Communication Design/Graphic Design, Harrington College of Design, Aug 2008 – June 2013
- Adjunct Professor, Graphic Design, University of Illinois at Chicago, August 2007 – December 2008
- Graphic Designer, Tangent Design, Chicago IL, 2007
- Graphic Designer, Rivers Agency, Chapel Hill NC, 2003–2006

**3. Scholarly & Creative Activities:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	_____
<i>Edited Book</i>	_____
<i>Chapter</i>	_____
<i>Refereed Journal Article</i>	1
<i>Other Journal Article</i>	_____
<i>Juried Performance/Show</i>	7
<i>Non-Juried Performance/Show</i>	12
<i>Other: invited show</i>	8
<i>Other: solo show</i>	4
<i>Other: _____</i>	_____

**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

**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: 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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 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 &amp; Creative Activities:

<i>Type</i>	<u><i>Number</i></u>
<i>Book</i>	—
<i>Edited Book</i>	—
<i>Chapter</i>	—
<i>Refereed Journal Article</i>	13
<i>Other Journal Article</i>	—
<i>Juried Performance/Show</i>	—
<i>Non-Juried Performance/Show</i>	—
<i>Other:</i> _____	—
<i>Other:</i> _____	—
<i>Other:</i> _____	—

## 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:

1. Reviewer for Journalism & Mass Communication Quarterly (2017)
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)
4. Reviewer for Journal of Consumer Health on the Internet (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:   
*(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: \$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.): \_\_\_\_\_

Prior Recommendations/Personnel Actions:  
*(please check appropriate responses)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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)*

-Illinois Department of Public Health, Springfield IL Office of Women's Health (OWH) Intern 8/2004 – 8/2005  
 -Illinois Department of Public Health, Springfield IL Physical Activity Coordinator 2/2006 – 8/2007  
 -Human Kinetics Publishers, Inc., Champaign IL Active Living Partners (ALP) Program Manager 8/2007 – 1/2009  
 -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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	<u>          </u>
<i>Edited Book</i>	<u>          </u>
<i>Chapter</i>	<u>      3</u>
<i>Refereed Journal Article</i>	<u>     20</u>
<i>Other Journal Article</i>	<u>          </u>
<i>Juried Performance/Show</i>	<u>          </u>
<i>Non-Juried Performance/Show</i>	<u>          </u>
<i>Other: grants</i>	<u>      7</u>
<i>Other: abstracts</i>	<u>     86</u>
<i>Other: presentations</i>	<u>     67</u>

**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

**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: 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	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 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 &amp; Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	—
<i>Edited Book</i>	—
<i>Chapter</i>	—
<i>Refereed Journal Article</i>	66
<i>Other Journal Article</i>	—
<i>Juried Performance/Show</i>	—
<i>Non-Juried Performance/Show</i>	—
<i>Other: _____</i>	—
<i>Other: _____</i>	—
<i>Other: _____</i>	—

## 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 Committee Calendar Committee	Member 2015-
Service Learning Committee	Member 2018-
University Wellness Committee	Member 2016-
Lead on Tobacco-Free Campus Effort	2017
	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	

**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: 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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 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 (tenure-accruing)	Associate Professor	2017-Present
University of Florida (tenure-accruing)	Assistant Professor	2010-2017
Coastal Carolina University (tenure-accruing)	Assistant Professor	2009-2010
Texas A&M University (non-tenure-accruing)	Assistant Instructional Professor	2009
Texas A&M University (non-tenure-accruing)	Lecturer	2008

## 3. Scholarly &amp; Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	<u>1</u>
<i>Edited Book</i>	<u>0</u>
<i>Chapter</i>	<u>2</u>
<i>Refereed Journal Article</i>	<u>69</u>
<i>Other Journal Article</i>	<u>2</u>
<i>Juried Performance/Show</i>	<u>0</u>
<i>Non-Juried Performance/Show</i>	<u>0</u>
<i>Other: Research Presentations and Posters</i>	<u>119</u>
<i>Other: Published Abstracts</i>	<u>3</u>
<i>Other: Guest Editorship of Professional Journal</i>	<u>1</u>

## 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 (Dr. Stephanie B. Jilcott Pitts, Associate Professor)	Grant Advisory Panelist	Spring/Summer 2018
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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)

Editorial Associate, American Journal of Health Studies. Department of Health and Kinesiology, College Station, TX. Responsible for manuscript tracking activity, subscriber relations, printing operations and article submissions for the Journal (2005 – 2006)

Assistant to the Editor-in-Chief, American Journal of Health Studies. Department of Health and Kinesiology, College Station, TX. Assisted with multiple operations associated with the Journal (2005 – 2006)

#### 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)

International Electronic Journal of Health Education. Review and edit approximately 1-2 manuscripts per year (2010 – 2013)

Journal of Rural Health (2015 Thomson ISI 5YR IF: 1.987; SciMago H-Index: 48). Review and edit approximately 1-2 manuscripts per year (2009 – Present)

American Journal of Health Behavior (Thomson ISI 5YR IF: 1.650; SciMago H-Index: 58). Review and edit approximately 1-2 manuscripts per year (2007 – Present)

American Journal of Health Education (SciMago H-Index: 22). Review and edit approximately 1-2 manuscripts per year (2006 – 2013)

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

Textbook Reviewer (2016), Community Health Education Methods: A Practical Guide, Third Edition. Jones & Bartlett Publishers: Sudbury, MA (ISBN-13: 978-0763755331).

#### 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

Mail Reviewer, Special Emphasis Panel/Scientific Review Group 05 ZRG1 HDM-C (59) R, PAR-15-279 (R01): Strategies to Increase Delivery of Guideline-Based Care to Populations with Health Disparities (2017)

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, Opportunity Grants: 2014-2015 Research & Artistry Awards, Northern Illinois University, DeKalb, IL (January 2015)

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, National Conference on Health Communication, Marketing, and Media (2012)

Abstract Reviewer, AAHPERD National Convention and Exposition, AAHE Program Proposals (2012)

Abstract Reviewer, SOPHE Annual National Meeting (2009)

Abstract Reviewer, SOPHE Annual National Meeting (2008)

Abstract Reviewer, Southwest Educational Research Association Annual Meeting (2008)

Abstract Reviewer, American Academy of Health Behavior Annual Meeting (2008)

Abstract Reviewer, AAHPERD National Convention and Exposition, AAHE Research Coordinating Board (2008)

Abstract Reviewer, SOPHE Annual National Meeting (2007)

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: *(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: \$ 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.):* \_\_\_\_\_

Prior Recommendations/Personnel Actions:  
*(please check appropriate responses)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	_____
<i>Edited Book</i>	_____
<i>Chapter</i>	<u>2</u>
<i>Refereed Journal Article</i>	<u>25</u>
<i>Other Journal Article</i>	_____
<i>Juried Performance/Show</i>	_____
<i>Non-Juried Performance/Show</i>	_____
<i>Other: grant</i>	<u>\$1.9mil</u>
<i>Other: _____</i>	_____
<i>Other: _____</i>	_____

**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)





**Office of the Vice Chancellor  
Health Sciences Division**

AD-48 Brody Medical Sciences Building | 600 Moye Boulevard | Mail Stop 600  
East Carolina University | Greenville, NC 27834-4354  
252-744-2984 office | 252-744-1612 fax

TO: Cecil P. Staton, D.Phil.  
Chancellor

FROM: Mark Stacy, MD  
Vice Chancellor for Health Sciences *MS 3/5/19*

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
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**BRODY SCHOOL OF MEDICINE**

MD Motaleb, PhD Department of Microbiology and Immunology	Promotion to Professor
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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

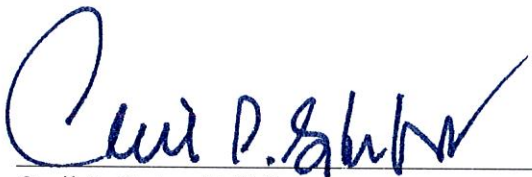
Promotion to Associate Professor  
with Conferral of Permanent Tenure

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:

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: \$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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section II. To be completed by the faculty member.

**1. Education Background:** *(indicate degree, date earned and institution, note additional study & training)*

MChB, 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:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	_____
<i>Edited Book</i>	_____
<i>Chapter</i>	_____
<i>Refereed Journal Article</i>	20
<i>Other Journal Article</i>	_____
<i>Juried Performance/Show</i>	_____
<i>Non-Juried Performance/Show</i>	_____
<i>Other:</i> _____	_____
<i>Other:</i> _____	_____
<i>Other:</i> _____	_____

**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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head – Dr. Ju is Interim Chair	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 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
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Lectures to BSOM Oncology fellows, ECU Physics Masters students; ECU Biomedical Engineering Students; and ECU School of Dental Medicine	2015-2018
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## 3. Scholarly &amp; Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	_____
<i>Edited Book</i>	_____
<i>Chapter</i>	_____
<i>Refereed Journal Article</i>	7
<i>Other Journal Article</i>	3
<i>Juried Performance/Show</i>	_____
<i>Non-Juried Performance/Show</i>	_____
<i>Other:</i> _____	_____
<i>Other:</i> _____	_____
<i>Other:</i> _____	_____

## 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	2016-2018
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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 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
<b>2012-</b>	<b>Assistant Professor, Department of Surgery, Brody School of Medicine at ECU, Greenville, North Carolina (August 31, 2012)</b>
2015-	Graduate Faculty, Brody School of Medicine
2016-	Director, North Carolina Tissue Consortium

## 3. Scholarly &amp; Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	_____
<i>Edited Book</i>	_____
<i>Chapter</i>	1
<i>Refereed Journal Article</i>	26
<i>Other Journal Article</i>	_____
<i>Juried Performance/Show</i>	_____
<i>Non-Juried Performance/Show</i>	_____
<i>Other: Manuscripts under review</i>	3
<i>Other: Response to letter to editor under review</i>	1
<i>Other: _____</i>	_____

## 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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## 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

Vascular Surgery Fellowship: 07/2011-06/2013  
 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 &amp; Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	_____
<i>Edited Book</i>	_____
<i>Chapter</i>	_____
<i>Refereed Journal Article</i>	6
<i>Other Journal Article</i>	_____
<i>Juried Performance/Show</i>	3
<i>Non-Juried Performance/Show</i>	9
<i>Other: Capstone Project with School of Engineering</i>	1
<i>Other: Manuscript submitted</i>	1

## 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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Section II. To be completed by the faculty member.

1. *Education Background:*

2002 WI)	<b>B.S. (Biology)</b>	Wisconsin Lutheran College (Milwaukee,
WI)	<b>B.S. (Chemistry; ACS)</b>	Wisconsin Lutheran College (Milwaukee,
2007 WI)	<b>Ph.D. (Inorganic Chemistry)</b>	Marquette University (Milwaukee,

2. *Teaching and other professional experience:*

2007-2012 WI)	<b>Post-Doctoral Research Assistant</b>	Department of Biochemistry University of Wisconsin (Madison,
2012-Present Biology NC)	<b>Assistant Professor</b>	Department of Biochemistry and Molecular Brody School of Medicine (Greenville,

3. *Scholarly & Creative Activities:*

Type	Number
Book	<u>0</u>
Edited Book	<u>0</u>
Chapter	<u>0</u>
Refereed Journal Article	<u>16</u>
Other Journal Article	<u>0</u>
Juried Performance/Show	<u>0</u>
Non-Juried Performance/Show	<u>0</u>
Other: Meeting Abstract	<u>12</u>
Other: Research/Academic lectures	<u>7</u>

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
<b>6. Professional service off campus:</b>	
2012-present	<i>Ad-hoc</i> peer reviewer ( <i>Biochemistry, Mitochondrion, Catalysis, Scientific Reports, ACS Medicinal Chemistry, ACS Chemical Biology, Molecules</i> )
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	<i>StatPearls</i> Medical Education Database (Editor-in-chief, Biochemistry)
2018	ACS Chemical Biology Division, Alternate Councilor (until 2020)

2018

Attachment P  
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)

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section II. To be completed by the faculty member.

1. Education Background: (*indicate degree, date earned and institution, note additional study & training*)

<i>Institution</i>	<i>Degree</i>	<i>Year</i>	<i>Field of Study</i>
Dhaka University, Bangladesh	B. S. (Honors)	1990	Biochemistry
Dhaka University, Bangladesh	M. S.	1992	Biochemistry
Osaka University, Japan	Ph.D.	1998	Molecular & Cellular Biology

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:

<i>Type</i>	<i>Number</i>
<i>Book</i>	_____
<i>Edited Book</i>	_____
<i>Chapter</i>	6
<i>Refereed Journal Article</i>	33
<i>Other Journal Article</i>	_____
<i>Juried Performance/Show</i>	_____
<i>Non-Juried Performance/Show</i>	15 invited seminars
<i>Other: Funded grants</i> _____	12 (5 during associate professorship)
<i>Other: Graduate student thesis committee</i> _	8
<i>Other: Journal Editor/Board member</i> _	2

4. Membership in professional organizations:

American Society for Microbiology

5. Professional service on campus:

- Institutional Animal Care and Use Committee member, 6/2014—7/2018.
- 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.
  
- Journal Review, Ad-hoc Reviewer for 12 different Journals.
  
- 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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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 Mult-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-Janury 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  
 July 1983-June 1991, July 1993-Janury 2005, Attending Physician Internal Medicine Residency, Ball Memorial Hospital  
 1996-2004 Medical Director, Comprehensive Breast Center, Ball Memorial Hospital  
 1998-2006 Co Chairman, Hematology Committee, Hoosier Oncology Group  
 1993-2004 Institutional Principal Investigate Ball Memorial Hospital, Eastern Cooperative Oncology

**3. Scholarly & Creative Activities:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	
<i>Edited Book</i>	
<i>Chapter</i>	2
<i>Refereed Journal Article</i>	34
<i>Other Journal Article</i>	
<i>Juried Performance/Show</i>	
<i>Non-Juried Performance/Show</i>	
<i>Other: abstract</i>	64
<i>Other: PI Clinical Trials</i>	15
<i>Other:</i>	

**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

1. "Innovation in Diagnostics: The impact on clinical decisions utilizing a multi-omic testing approach." 12<sup>th</sup> Annual Global Lung Health Summit, Dove Mountain, Arizona, February 2018.
2. "Immune Therapy in Early Stage Lung Cancer." Eastern North Carolina Lung Cancer Symposium, Greenville, NC, November 2017.
3. "Whose Patient is it Anyways? – The Oncologist Perspective?" 11<sup>th</sup> Annual Global Lung Health Summit, Amelia Island, FL, February 2017.
4. "Debate: Management of Lung Cancer Brain Metastases: Brain RT, Chemotherapy or Brain RT with Chemotherapy." Eastern North Carolina Lung Cancer Symposium, Greenville, NC, November 4, 2016.
5. "Ten Strategies Aiming for 'The Cure' of Lung Cancer." Eastern North Carolina Lung Cancer Symposium, Greenville, NC, November 4, 2016.
6. "Combinatorial Immune Therapy Strategies in the Cure of Lung Cancer." Hematology/Oncology Grand Rounds, Stephenson Cancer Center, University of Oklahoma, Oklahoma City, Oklahoma, May 6, 2016.
7. Moderator, Lung Cancer Innovation Track, 10<sup>th</sup> Annual ENB Summit, Dove Mountain, Arizona, February 20, 2016, Dove Mountain, Marana, Arizona.
8. "Who Would have Thunk It...Immune Therapy for Lung Cancer." Eastern North Carolina Lung Cancer Symposium, Greenville, NC, October 30, 2015.
9. "Sex and Biology in the Treatment of Lung Cancer." Eastern North Carolina Lung Cancer Symposium, Greenville, NC, November 2014.
10. "Curing and Controlling Lung Cancer...can it be done?" North Carolina American College of Physicians Chapter 2014 Scientific Session, Greensboro, NC, March 2, 2014.
11. "Physician Burnout" Beaufort Medical Society, Washington Yacht Club, Washington, NC, February 6, 2014.
12. "AJCC Staging...NCCN Guidelines...and training young oncologists." Onslow Medical Society, Jacksonville, NC, December 2013.
13. "No Pain...Lots of Gain." Eastern North Carolina Lung Cancer Symposium, Greenville, NC, November 1, 2013.
14. "Physician Burnout." 25<sup>th</sup> Annual Recent Developments in Internal Medicine, Brody School of Medicine Beach Conference, Atlantic Beach, NC, October 17-19, 2013.
15. "Lung Cancer Chemotherapy...Imagine What We'll Know Tomorrow." Eastern North Carolina Lung Cancer Symposium, Greenville, NC, November 9, 2012.
16. "Lung Cancer: moving beyond therapeutic nihilism." North Carolina American College of Physicians Chapter 2010 Scientific Session, Durham, NC, March 6, 2010.
17. Women and lung cancer. Nash General Hospital, Rocky Mount, NC, October 2009.

**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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## 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 &amp; Creative Activities:

<i>Type</i>	<i>Total Number</i>	<i>Number at ECU</i>
<i>Book</i>		
<i>Edited Book</i>		
<i>Chapter</i>		
<i>Refereed Journal Article</i>	13	12
<i>Other Journal Article</i>	1	1
<i>Juried Performance/Show</i>		
<i>Non-Juried Performance/Show</i>		
<i>Other: _Scientific abstracts</i>	4	3
<i>Other:Peer Reviewed presentations</i>	24	23
<i>Other:_____</i>		

## 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 Hylock

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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	X	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	X	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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** May 17, 2013  
Informatics – Health Informatics concentration  
University of Iowa  
Iowa City, IA
- **Master of Science** May 11, 2012  
Informatics – Health Informatics concentration  
University of Iowa  
Iowa City, IA
- **Bachelor of Science** May 24, 2007  
Business Administration – High Technology Management concentration  
California State University, San Marcos  
San Marcos, CA  
Magna Cum Laude

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) July 1, 2013-Present  
Department of Health Services and Information Management  
College of Allied Health Sciences  
East Carolina University  
Greenville, NC

3. Scholarly & Creative Activities:

<i>Type</i>	<u><i>Number</i></u>
<i>Book</i>	_____
<i>Edited Book</i>	_____
<i>Chapter</i>	_____
<i>Refereed Journal Article</i>	8
<i>Other Journal Article</i>	_____
<i>Juried Performance/Show</i>	_____
<i>Non-Juried Performance/Show</i>	_____
<i>Other: Referred Proceedings</i>	1
<i>Other: Referred Presentations</i>	3
<i>Other: Funded Research</i>	2
<i>Other: Referred Software/Datasets</i>	3

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 HIM 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 Summer 2018  
Office for Faculty Excellence Summer Research and Statistics Workshop Series
  - **Panelist** Healthcare Informatics Panelist Spring 2017  
Big Data at ENC & Business of Healthcare Symposium
  - **Director** Graduate Certificate Program Director 2016-Present  
Health Care Administration Graduate Certificate Program
  - **Advisor** Student Group Co-Faculty Advisor 2015-Present  
Student Health Information Management Association

## 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



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 in Nutrition Science.** May 2013. Nutrition Science (GPA 4.0). North Carolina State University.

**Master of Science in Clinical Nutrition.** December 2008. Nutrition and Dietetics (GPA 4.0). East Carolina University.

**Dietetic Internship.** May 2007. East Carolina University.

**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.

Feb. 2007-July 2009      **Program Project Coordinator**, College of Technology and Computer Science, 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:

Type	_____
Book	_____
Edited Book	_____
Chapter	<u>4</u>
Refereed Journal Article	<u>19</u>
Other Journal Article	<u>1</u>
Juried Performance/Show	=
Non-Juried Performance/Show	=
Other: Community Technical Report	<u>1</u>
Other: Curricular Resources	<u>3</u>
Other: Educator Training Guide	<u>1</u>

4. Membership in professional organizations:

Society for Nutrition Education & Behavior (SNEB). 2012-Current

American Society for Nutrition (ASN). 2012-2018

North Carolina Dietetic Association (NCDA). 2005-2017

Academy of Nutrition & Dietetics (AND). 2005-2017

## 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
- SACS Writing & Critical Thinking Assessment Lead (2014-2017)

#### *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: Judge (2014, 2015, 2017)
- 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 Annual Conference Abstract Co-Chair (2017-2018, 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).
- American Society for Nutrition Community and Public Health RIS – Communications Coordinator (2015-2017).
- North Carolina Dietetic Association: Research & Creative Activities Poster Annual Meeting Committee Chair for Eastern District (2016)
- American Society for Nutrition Community and Public Health RIS – Member at Large (2015-2016).
- American Society for Nutrition Community and Public Health RIS - Co-Chair of Mini Session Experimental Biology (2015).
- Society for Nutrition Education & Behavior Child Nutrition Education Division – Advisory Committee on Public Policy Liaison (2014-Current).
- Academy of Nutrition & Dietetics Food and Nutrition Conference & Expo. Research & Creative Activities Abstract Review Committee (2014, 2015, 2016).
- Journal of Nutrition Education & Behavior. Manuscript Reviewer. (2013-Current).
- Uniting North Carolina K-16 STEM Education: Bridging the Gap Conference. Research & Creative Activities Chair. (2012-2015).



**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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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
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**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<sup>nd</sup> 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:**

<u>DATE</u>	<u>TITLE</u>	<u>EMPLOYER NAME AND ADDRESS</u>
2017- present	Director, Early Assurance Program in Nursing - Honors	East Carolina University, College of Nursing
2012-present	Associate Professor	East Carolina University, College of Nursing Greenville, NC
2006-2012	Assistant Professor	East Carolina University, College of Nursing Greenville, NC
2003-2006	Dean and Associate Professor	Barton College, School of Nursing, Wilson, NC
2000-2003	Associate Professor	Barton College, School of Nursing, Wilson, NC
1993-2003	Assistant Professor	Barton College, School of Nursing, Wilson, NC
1991-1993	Clinical Assistant Professor	University of North Carolina – Chapel Hill School of Nursing, Chapel Hill, NC
1984	Visiting Instructor-BSN Outreach Program	University of North Carolina – Chapel Hill School of Nursing, Chapel Hill, NC

2018-present	Global Health Committee, member
2012-present	Tenure and Promotion Committee, member
2006-present	Faculty Organization, member
2015-2018	Personnel Committee, member
2013-2018	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
2010-present	Migrant Clinicians Network (MCN) Streamline: The Migrant Health News Source. National quarterly monograph. Distribution list: 3,400

### 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**

Name/Department	Department Committee Recommendation	Department Chair Recommendation	BSOM P&T Advise Committee Recommendation
Buch, Ashesh, MD Cardiovascular Sciences			
<b>MANDATORY</b> tenure decision			
Promotion to Associate Professor	Yes	Yes	Yes
Permanent Tenure	Yes	Yes	Yes

NOTE: Hired as Assistant Professor in the Department of Cardiovascular Sciences effective August 1, 2013. Promoted to Associate Professor effective July 1, 2013.

Ju, Andrew, MD Radiation Oncology			
<b>MANDATORY</b> tenure decision			
Promotion to Associate Professor	No	N/A	Yes
Permanent Tenure	No	N/A	Yes

NOTE: Hired as Assistant Professor in the Department of Radiation Oncology effective July 1, 2013. Promoted to Associate Professor effective July 1, 2013. Serving as Interim Chair of the Department of Radiation Oncology effective July 1, 2013.

Vohra, Nasreen, MD Surgery			
<b>MANDATORY</b> tenure decision			
Promotion to Associate Professor	Yes	Yes	Yes
Permanent Tenure	Yes	Yes	Yes

NOTE: Hired as Assistant Professor in the Department of Surgery Oncology effective August 1, 2013. Promoted to Associate Professor effective July 1, 2013.

**CHART OF RECOMMENDATIONS  
BRODY SCHOOL OF MEDICINE  
Spring 2019**

Page 2

Promotion to Associate Professor with Permanent Tenure

Name/Department	Department Committee Recommendation	Department Chair Recommendation	BSOM P&T Adviso Committee Recommendation
Yamaguchi, Dean, MD Cardiovascular Sciences <b>MANDATORY</b> tenure decision			
Promotion to Associate Professor	Yes	Yes	Yes
Permanent Tenure	Yes	Yes	Yes

NOTE: Hired as Assistant Professor in the Department of Cardiovascular Sciences effective July 1, 2013.

Zeczycki, Tonya, PhD Biochemistry and Molecular Biology <b>MANDATORY</b> tenure decision			
Promotion to Associate Professor	Yes	Yes	No
Permanent Tenure	Yes	Yes	No

NOTE: Hired as Assistant Professor in the Department of Department of Biochemistry and Molecular Biology. Probationary term began July 1, 2013.

**CHART OF RECOMMENDATIONS  
BRODY SCHOOL OF MEDICINE  
Spring 2019**

Page 3

**Promotion Decision Only**

Name/Department	Department Committee Recommendation	Department Chair Recommendation	BSOM P&T Advisor Committee Recommendation
Motaleb, MD, PhD Microbiology and Immunology <b>Promotion only</b> Promotion to Professor	Yes	Yes	No

NOTE: Hired as Associate Professor in the Department of Microbiology effective July 02, 2009. Was granted permanent tenure effective July 1, 2014 at current rank of Associate Professor.

Walker, Paul, MD  
Internal Med

**Promotion only**

Promotion to Professor	Yes	Yes	No
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NOTE: Hired as Clinical Associate Professor in Internal Medicine, Division of Hem/Onc effective July 1, 2008. Was granted permanent tenure effective July 1, 2009. Tenured July 1, 2009.

**2018-2019  
CHART OF RECOMMENDATIONS  
COLLEGE OF ALLIED HEALTH SCIENCES**

**Promotion to Associate Professor with Permanent Tenure**

Name/Department	Department Committee Recommendation	Department Chair Recommendation	CAHS Recomm
Stage, Virginia C., PhD Department of Nutrition Science			
<b>MANDATORY</b> tenure decision			
Promotion to Associate Professor	YES	YES	Y
Permanent Tenure	YES	YES	Y

NOTE: Hired as Assistant Professor in the Department of Nutrition Science effective August 12, 2013, with probationary term beginning July 1, 2013.

Holt, Yolanda, PhD Department of Communication Sciences & Disorders			
<b>MANDATORY</b> tenure decision			
Promotion to Associate Professor	YES	YES	Y
Permanent Tenure	YES	YES	Y

NOTE: Hired as Assistant Professor in the Department of Communication Sciences & Disorders effective August 12, 2013.

Hylock, Ray, PhD Department of Health Services & Information Management			
<b>MANDATORY</b> tenure decision			
Promotion to Associate Professor	YES	YES	Y
Permanent Tenure	YES	YES	Y

NOTE: Hired as Assistant Professor in the Department of Communication Sciences & Disorders effective August 12, 2013.

**2018-2019  
CHART OF RECOMMENDATIONS  
COLLEGE OF NURSING**

**Promotion to Professor**

Name/Department	Department Committee Recommendation	Department Chair Recommendation	NUR Recom
Larson, Kim, PhD, MPH, RN Department of Nursing Science Promotion to Professor	YES	YES	

NOTE: Hired as Assistant Professor in the Department of Nursing Science effective August 21, . August 21, 2006. Was granted permanent tenure effective July 1, 2012 at current rank of





**Office of the Vice Chancellor  
Health Sciences Division**

AD-48 Brody Medical Sciences Building | 600 Moye Boulevard | Mail Stop 600  
East Carolina University | Greenville, NC 27834-4354  
252-744-2984 office | 252-744-1612 fax

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

\_\_\_\_\_  
Approve

Cecil P. Staton, D. Phil.  
Chancellor

\_\_\_\_\_  
Do Not Approve

3/25/19  
Date

Search Committee

Chair - Department of Biochemistry and Molecular Biology  
Brody School of Medicine, East Carolina University

September 25<sup>th</sup> 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 therapeutics 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 trendily 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-NCSU 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 >\$2M. In 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 the 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. aeuriginosa*, *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



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**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	Associate Professor Dept. of Biomedical Sciences School of Public Health 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

**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

*Journal Reviewer for:* Biochemistry, J. of the American Chemical Society, J. of Biomolecular NMR, J. of Magnetic Resonance, Biochemistry, Nature Structural Biology, J. of Molecular Biology, FEBS Lett., Protein Science; PNAS, Journal of Medicinal Chemistry, Virology.

***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 (BIO570), Macromolecular Structure (BIO566)  
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 Kojetin (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  
Erin Regel MS, 2006, Patent Attorney - Myers-Bigel in Raleigh, James Ruby, MS, 2004

**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.

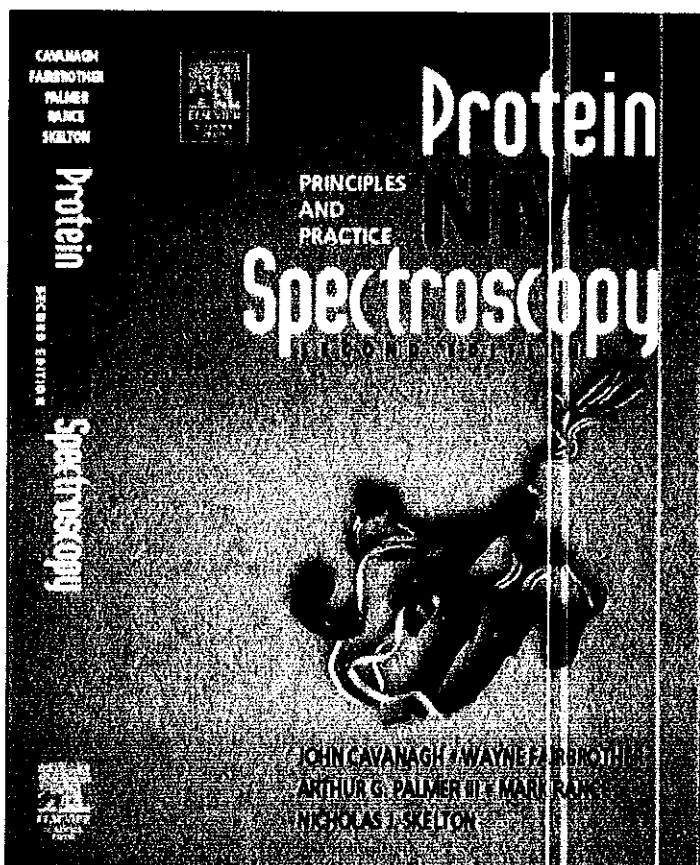
**Patents**

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***

J. Cavanagh, W.J. Fairbrother, A.G. Palmer, Mark Rance & N.J. Skelton, Academic Press Inc., San Diego, 2<sup>nd</sup> Edition (above), published Dec 2006.

**3rd edition due 2019.**

**Selected Publications:**

The Structure of the Biofilm-controlling Response Regulator BfmR from *Acinetobacter baumannii* Reveals Details of Its DNA-binding Mechanism.

Draughn GL, Milton ME, Feldmann EA, Bobay BG, Roth BM, Olson AL, Thompson RJ, Actis LA, Davies C, **Cavanagh J.**  
J Mol Biol. 2018 Mar 16;430(6):806-821.

Re-sensitizing Multidrug Resistant Bacteria to Antibiotics by Targeting Bacterial Response Regulators: Characterization and Comparison of Interactions between 2-Aminoimidazoles and the Response Regulators BfmR from *Acinetobacter baumannii* and QseB from *Francisella* spp.

Milton ME, Minrovic BM, Harris DL, Kang B, Jung D, Lewis CP, Thompson RJ, Melander RJ, Zeng D, Melander C, **Cavanagh J.**  
Front Mol Biosci. 2018 Feb 13;5:15.

Structure of the *Francisella* response regulator QseB receiver domain, and characterization of QseB inhibition by antibiofilm 2-aminoimidazole-based compounds.

Milton ME, Allen CL, Feldmann EA, Bobay BG, Jung DK, Stephens MD, Melander RJ, Theisen KE, Zeng D, Thompson RJ, Melander C, **Cavanagh J.**  
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Evaluation of a 2-aminoimidazole variant as adjuvant treatment for dermal bacterial infections

Draughn GL, Allen CL, Routh PA, Stone MR, Kirker KR, Boegli L, Schuchman RM, Linder KE, Baynes RE, James G, Melander C, Pollard A, **Cavanagh J.**  
Drug Des Devel Ther. 2017 Jan 16;11:153-162.

Potentiation of *Francisella* Resistance to Conventional Antibiotics through Small Molecule Adjuvants. Medchemcomm.

Stephens MD, Hubble VB, Ernst RK, van Hoek ML, Melander RJ, **Cavanagh J,** Melander C.  
2016 Jan 1;7(1):128-131.

Teaching old drugs new tricks: Addressing resistance in *Francisella*.

Feldmann EA, **Cavanagh J.**  
Virulence. 2015;6(5):414-6.

Augmenting anti-cancer natural products with a small molecule adjuvant.

Wahome PG, Beauchesne KR, Pedone AC, **Cavanagh J,** Melander C, Zimba P, Moeller PD.  
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Small-molecule suppression of  $\beta$ -lactam resistance in multidrug-resistant gram-negative pathogens

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Structure and DNA-Binding Traits of the Transition State Regulator AbrB

Olson AL, Tucker AT, Bobay BG, Soderblom EJ, Moseley MA, Thompson RJ, **Cavanagh J.**  
Structure. 2014 Nov 4;22(11):1650-6.

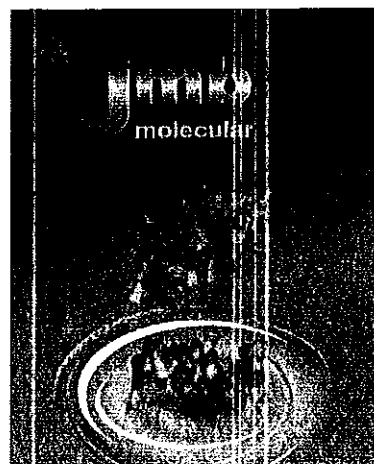
Membrane- Permeabilizing Activity of Reverse- Amide 2- Aminoimidazole Antibiofilm Agents Against *Acinetobacter Baumannii*.

Stowe SD, Thompson RJ, Peng L, Su Z, Blackledge M, Draughn GL, Coe WH, Johannes E, Lapham VK, Mackenzie J, Melander C, **Cavanagh J.**  
Curr Drug Deliv. 2015;12(2):223-30.

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.**  
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(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.**  
*Biomol NMR Assign.* 2014 Apr;8(1):177-9.

Chemical shift assignments and secondary structure prediction of the master biofilm regulator, SinR, from *Bacillus subtilis*.

Stowe SD, Olson AL, Losick R, **Cavanagh J.**  
*Biomol NMR Assign.* 2014 Apr;8(1):155-8.

Chemical crosslinking and LC/MS analysis to determine protein domain orientation: application to AbrB.

Olson AL, Liu F, Tucker AT, Goshe MB, **Cavanagh J.**  
*Biochem Biophys Res Commun.* 2013 Feb 8;431(2):253-7.

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Olson AL, Thompson RJ, Melander C, **Cavanagh J.**  
*Biomol NMR Assign.* 2014 Apr;8(1):67-70.

Identification of BfmR, a response regulator involved in biofilm development, as a target for a 2-Aminoimidazole-based antibiofilm agent.

Thompson RJ, Bobay BG, Stowe SD, Olson AL, Peng L, Su Z, Actis LA, Melander C, **Cavanagh J.**  
*Biochemistry.* 2012 Dec 11;51(49):9776-8.

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Bobay BG, Stewart AL, Tucker AT, Thompson RJ, Varney KM, **Cavanagh J.**  
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Dynamics and activation in response regulators: the  $\beta 4$ -  $\alpha 4$  loop

Bobay B, Hoch JA, **Cavanagh J.**  
*BioMol Concepts*, Vol. 3 (2012), pp. 175–182

Evaluation of the toxicity of 2-aminoimidazole 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**

*Drug Chem. Toxicol.* 2012, 310-315.

<sup>1</sup>H, <sup>13</sup>C, and <sup>15</sup>N resonance assignments and secondary structure prediction of the full-length transition state regulator AbrB from *Bacillus anthracis*.

A L. Olson, B. Bobay, C. Melander, **J. Cavanagh**, *Biomol NMR Assign*, 2012 Apr;6(1):95-8.

2-Aminopyrimidine as a novel scaffold for biofilm modulation.

Lindsey EA, Worthington RJ, Alcaraz C, Melander C.

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Small Molecule Suppression of Carbapenem Resistance in NDM-1 Producing *Klebsiella pneumoniae*

Roberta J. Worthington, Cynthia A. Bunders, Catherine S. Reed, and Christian Melander

*ACS Med. Chem. Lett.*, 2012, 3 (5), pp 357–361

Intercepting bacterial indole signaling with flustramine derivatives.

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*J Am Chem Soc*. 2011 Dec 21;133(50):20160-3

Anti-Biofilm Compounds Derived from Marine Sponges

Stowe S, Richards J, Tucker AT, Thompson R, Melander C, **Cavanagh J**

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Bunders C, **Cavanagh J**, Melander C.,

*Org Biomol Chem*. 2011 Aug 7;9(15):5476-81.

Long range dynamic effects of point-mutations trap a response regulator in an active conformation

B Bobay, R Thompson, J Hoch & **Cavanagh J**,

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Observing Selected Domains in Multi-Domain Proteins via Sortase-Mediated Ligation and NMR Spectroscopy

M Refaei, A Combs, D Kojetin, **Cavanagh J**, M Rance, J Sapitro & P Tsang, *J Biomol NMR*. 2011;49(1):3-7.

Synergistic effects between conventional antibiotics and 2-aminoimidazole-derived antibiofilm agents.

Rogers SA, Huigens RW 3rd, **Cavanagh J**, Melander C.

*Antimicrob Agents Chemother*. 2010 May;54(5):2112-8.

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**.

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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 antibiofilm agents.

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Hobbs CA, Bobay BG, Thompson RJ, Perego M, **Cavanagh J**.

*J Mol Biol*. 2010 Apr 30;398(2):248-63.

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.

Hobbs CA, Deterding L, Perera L, Bobay BG, Thompson RJ, Darden T, **Cavanagh J**, Tomer K. Biochemistry. 2009 Sep 15;48(36):8603-14.

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Richards JJ, Reyes S, Stowe SD, Tucker AT, Ballard TE, Mathies LD, **Cavanagh J**, Melander C.  
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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.

Szurmant H, Bobay BG, White R, Sullivan DM, Thompson RJ, Hwa T, Hoch JA, **Cavanagh J**.  
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Huigens RW, Ma L, Gambino C, Moeller PD, Basso A, **Cavanagh J**, Wozniak DJ, Melander C.  
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Burns VA, Bobay BG, Basso A, **Cavanagh J**, Melander C.  
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Richards JJ, Huigens RW, Ballard TE, Basso A, **Cavanagh J**, Melander C.  
Chem Commun (Camb). 2008 Apr 14;(14):1698-700.

Classification of response regulators based on their surface properties.

D. Kojetin, D. Sullivan, R. Thompson & J. **Cavanagh**  
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Predominantly buried residues in the response regulator SpoOF influence specific sensor kinase recognition.

P. McLaughlin, B. Bobay, E. Regel, R. Thompson & J. **Cavanagh**  
FEBS Lett. 581, 1425-9 (2007).

NMR assignment of the N-terminal repeat domain of *Bacillus subtilis* ClpC  
Kojetin D.J., McLaughlin P.D., Thompson R.J., Venters R.A, Rance M., **Cavanagh J.**  
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Tandem mass spectrometry acquisition approaches to enhance identification of protein-protein interactions using low-energy collision-induced dissociative chemical crosslinking reagents.  
Soderblom EJ, Bobay BG, **Cavanagh J**, Goshe MB.  
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Methods Enzymol. 2007;422:141-69.

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J.S. Sharp, D.M. Sullivan, **J. Cavanagh** & K.B. Tomer,  
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B.G. Bobay, G.A. Mueller, R.J. Thompson, A.G. Murzin, R.A.Venters, M.A. Strauch, & and **J. Cavanagh.** *J. Biol. Chem.* 2006, **281**, 21399-21409 (2006).

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D. Kojetin, R.A. Venters, R. Thompson, D. Kordys, R. Kumar & **J. Cavanagh**  
Nat Struct Mol Biol. 2006, **13**, 641-7.  
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Solution structure and dynamics of LuxU from *Vibrio harveyi*, a phosphotransferase protein involved in bacterial quorum sensing.  
D.L. Ulrich, D. Kojetin, B.L. Bassler, **J. Cavanagh** & J.P. Loria  
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B. Bobay, A. Andreeva, G.A. Mueller, **J. Cavanagh** & A.G. Murzin  
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B. G. Bobay, L. Benson, S. Naylor, B. Feeney, A. C. Clark, M.B. Goshe, M. A. Strauch, R. Thompson & **J. Cavanagh**  
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**J. Cavanagh**, R. Thompson, B. Bobay, L.M. Benson & S. Naylor  
*Biochemistry* 2002, 41, 7859-7865.

A novel CO<sub>2</sub>H(N)CACB experiment for assigning backbone resonances in <sup>13</sup>C /<sup>15</sup>N labeled proteins.  
N. Astrof, W.C. Bracken, **J. Cavanagh** & A.G. Palmer,  
J. Biomolec. NMR 1998, 11, 451-456 .

Pervasive conformational fluctuations on microsecond timescales in a fibronectin type III domain.  
M. Akke, J. Liu, **J. Cavanagh**, H.P. Erickson & A.G. Palmer,  
Nature Structural Biology 1998, 5, 55-59.

Identification of communication networks in Spo0F: A model for phosphorylation induced conformational change and implications for activation of multiple domain bacterial response regulators.  
V.A. Feher, Y-L. Tzeng, J.A. Hoch & **J. Cavanagh**,  
FEBS Lett. 1998, 425, 1-6.

Characterization of interactions between a two-component response regulator, Spo0F, and its phosphatase, RapB.,  
Y-L. Tzeng, V.A. Feher, **J. Cavanagh**, M. Perego & J.A. Hoch,  
Biochemistry 1998, 37, 16538-16545.

(H)N(COCA)NH and HN(COCA)NH experiments for <sup>1</sup>H/<sup>15</sup>N backbone assignments in <sup>13</sup>C /<sup>15</sup>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 Spo0F: Implications for phosphorylation and molecular recognition.  
V.A. Feher, J.W. Zapf, J.A. Hoch, L.P. McIntosh, M. Rance, N.J. Skelton, F.W. Dahlquist, J.M. Whiteley and **J. Cavanagh**  
Biochemistry 1997, 36, 10015-10025.

<sup>1</sup>H, <sup>15</sup>N & <sup>13</sup>C backbone chemical shift assignments, secondary structure and Mg binding characteristics of the *B. subtilis* response regulator Spo0F determined by heteronuclear high resolution NMR.  
V.A. Feher, J.W. Zapf, J.A. Hoch, F.W. Dahlquist, J.M. Whiteley and **J. Cavanagh**  
Protein Science 1995 4, 1801-1814.

Functional implications of the structure of the bacterial response regulator Spo0F.  
Feher VA, Zapf J, Hoch JA, Whiteley JM, **Cavanagh J**, & Dahlquist FW. J Cell Biochem (1995) , Faseb J 1995, 9, 6: 1225-1226

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 <sup>15</sup>N and <sup>1</sup>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 2<sup>nd</sup> and H.J. Dyson,  
J Mol Biol. 1994 ,244, 370.

<sup>1</sup>H, <sup>15</sup>N and <sup>13</sup>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,  
J Biomol NMR. 1994, 4, 433-454 .

$^1\text{H}$ ,  $^{15}\text{N}$  and  $^{13}\text{C}$  resonance assignments, secondary structure, and the conformation of substrate in the binary folate complex of Escherichia coli dihydrofolate reductase

C.J. Falzone, **J. Cavanagh**, M. Cowart, A. Palmer, C.R. Matthews, S.J. Benkovic and P.E. Wright.  
J Biomol NMR. 1994, 4, 349-366.

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,

Ann. Rep. NMR 1993, 27, 1-58.

Practical aspects of recording multidimensional NMR spectra in water with flat baselines.

J.P. Waltho and **J. Cavanagh**,

J. Magn. Reson. 1993, A103, 338-348.

Sensitivity improvement in three-dimensional heteronuclear correlation NMR spectroscopy.

A.G. Palmer III, **J. Cavanagh**, R.A. Byrd and M. Rance,

J. Magn. Reson. 1992, 96, 416-424.

Suppression of cross-relaxation effects in TOCSY spectra via a modified DIPSI-2 sequence.

**J. Cavanagh** and M. Rance,

J. Magn. Reson. 1992, 96, 670-678.

Improving the antigen affinity of an antibody Fv-fragment by protein design.

L. Riechmann, M. Weill and **J. Cavanagh**

J. Mol. Biol. 1992, 224, 913-918.

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,

J. Biomolec. NMR. 1992, 2, 103-108.

Sensitivity improvement in proton detected two-dimensional

heteronuclear relay experiments. **J. Cavanagh**, A.G. Palmer III, P.E. Wright and M. Rance,

J. Magn. Reson. 1991, 91, 429.

Sensitivity improvement in proton detected heteronuclear correlation experiments.

A.G. Palmer III, **J. Cavanagh**, P.E. Wright and M. Rance, J.

Magn. Reson. 1991, 93, 151.

RF phase coherence in rotating-frame NMR experiments in isotropic solutions.

Rance M & **Cavanagh J**.

J Magn Reson 1990, 87, 2: 363-371

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,  
J. Magn. Reson. 1990, 88, 72.

Suppression of uninformative peaks in two-dimensional relayed-NOESY spectra.

**Cavanagh J**, Titman JJ, & Keeler J.  
Magn. Res. Chem. 1988, 26, 12: 1093-1096

Suppression of HOHAHA and false NOE cross peaks in camelspin 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.  
J Magn Reson. 1988, 77, 2: 356-362

Multiplet effects in two-dimensional double-quantum-filtered zero-quantum spectroscopy.

**Cavanagh J** & Keeler J.  
J Magn Reson. 1988, 77, 3: 612-617

Aspects of molecular recognition - Use of a truncated driven pseudo-NOESY experiment to elucidate the environment of intermolecular electrostatic interactions in vancomycin.

Waltho JP, **Cavanagh J**, & Williams DH.  
J Chem Soc Commun. 1988 11: 707-709

Semi-selective two-dimensional NMR experiments.

**Cavanagh J**, Waltho JP, & Keeler J. J Magn Reson (1987) 74, 2: 386-393

Complete suppression of diagonal peaks in COSY spectra.

**Cavanagh J** & Keeler J. J Magn Reson (1986) 71, 3: 561-567

**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:

Promotion:

Conferral of Tenure:

Other:

*(describe)*

Distinguished Professorship:

*(provide name of professorship)*

Effective Date of Action: April 1, 2019

Contract Period:      Administrative Appointment:      9 mo.       12 mo.   
    Faculty Appointment:      9 mo.       12 mo.

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)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chair/Unit Head	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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:

<i>Type</i>	<i>Number</i>
<i>Book</i>	<u>1</u>
<i>Edited Book</i>	<u>          </u>
<i>Chapter</i>	<u>          </u>
<i>Refereed Journal Article</i>	<u>100</u>
<i>Other Journal Article</i>	<u>          </u>
<i>Juried Performance/Show</i>	<u>          </u>
<i>Non-Juried Performance/Show</i>	<u>          </u>
<i>Other: Patents</i>	<u>4</u>
<i>Other: Federal Studies</i>	<u>11</u>
<i>Other: Awards</i>	<u>11</u>

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:

*Journal Reviewer for:* Biochemistry, J. of the American Chemical Society, J. of Biomolecular NMR, J. of Magnetic Resonance, Biochemistry, Nature Structural Biology, J. of Molecular Biology, FEBS Lett., Protein Science; PNAS, Journal of Medicinal Chemistry, Virology.



Office of the Vice Chancellor  
Health Sciences Division

AD-48 Brody Medical Sciences Building | 600 Moye Boulevard | Mail Stop 600  
East Carolina University | Greenville, NC 27834-4354  
252-744-2984 office | 252-744-1612 fax

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

Approve

Do Not Approve

Cecil P. Staton, D. Phil.  
Chancellor

3/25/19  
Date



**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: **Michelle McQuistan, DDS, MS**

Department: **Student Affairs** School/College: **SoDM, ECU**

Current Rank or Title: *(if applicable)* Proposed Rank or Title: **Associate 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 plan, etc.):*

Prior Recommendations/Personnel Actions:

*(please check appropriate responses)*

Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chair/Unit Head	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Director	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Chancellor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**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

Lit Review Methods DPH:5001 2008 Fall Team Teacher 1-10

Global Health Seminar 152:150 2008 Spr Lecturer 31-40

Principles of Oral Epidemiology II 111:204 2007 Spr Lecturer 1-10

Iowa Biosciences Advantage Research 168:47 2006 Spr Advisor 1-10

Principles of Oral Epidemiology II 111:204 2005 Spr Lecturer 1-10

Tobacco, Health and Society 033:120 2003 Fall Lecturer 21-30

Global Health Seminar 152:150 2003 Spr Lecturer 21-30

**3. Scholarly & Creative Activities:**

<i>Type</i>	<i>Number</i>
<i>Book</i>	
<i>Abstracts</i>	51
<i>Chapter</i>	1
<i>Refereed Journal Article</i>	24
<i>Other Journal Article</i>	
<i>Juried Performance/Show</i>	
<i>Non Juried</i>	
<i>Other: Advising/Mentoring</i>	37
<i>Other: Publications</i>	6
<i>Other: Research</i>	3
<i>Other: Grants Funded</i>	30
<i>Other: Grants Unfunded</i>	4
<i>Other: CE Presenter</i>	15
<i>Other: Invited Talks</i>	19

**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

2004 - 2007 American Association for Dental Research 1997 - 2007 American Dental Association

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

2016 - Present Journal of Periodontology Reviewer, Publications 2016 - Present Journal of Prosthodontics 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

Attachment R

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**

- |  |  |
|--|--|
| <p><b>1. <u>Name</u></b><br/>Michelle R. McQuistan</p>               | <p><b>2. <u>Department</u></b><br/>Cden-Preventive &amp; Community Dentistry</p> |
| <p><b>3. <u>Present Rank</u></b><br/>Associate Professor-Tenured</p> |  |

**II. Higher Education, formal programs**

<u>Date Awarded</u>	<u>Degree</u>	<u>Specialty/Major</u>	<u>Institution</u>
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

**III. Professional Employment: Appointments**

<u>Dates</u>	<u>Rank/Title</u>	<u>Institution</u>
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



**IV. Certification and Licensure**

<u>Date</u>	<u>Dental License (State)</u>
2001	Iowa
<u>Date</u>	<u>Board Certification / Other Certifications</u>
2007	American Board of Dental Public Health

**V. Honors and Awards**

<u>Year/s</u>	<u>Award</u>	<u>Organization</u>
2016	Article selected as one of the top 10 ADEA Journal of Dental Education editor's picks of 2016	Journal of Dental Education
2015 - 2016	ADEA Leadership Institute Participant	American Dental Education Association
2014	Student Research Group Mentor of the Year Award	University of Iowa, College of Dentistry
2012	Omicron Kappa Upsilon National Dental Honor Society-Inductee	University of Iowa, College of Dentistry
2005	Hu-Friedly Golden Scaler Award	Hu-Friedly
2005	Leverett Graduate Student Merit Award for Outstanding Achievement in Dental Public Health. 3rd Place.	American Association of Public Health Dentistry
2004	6th Annual Student Interdisciplinary Health Research Poster Session. Presentation Award	University of Iowa
2004	Graduate Thesis Award, First recipient	Delta Dental of Iowa
2004	Postdoctoral Table Clinics-1st Place Award	The Iowa Section of the American Association for Dental Research and Dows Institute for Dental Research
2004	W. Philip Phair Dental Public Health Graduate Research Award	University of Iowa, College of Dentistry
2003	Iowa Graduate Student Senate Travel Funds Award	University of Iowa
2001	Research Achievement Award	University of Iowa, College of Dentistry

**VI. Committees, Service Activities, and Professional Appointments****International**

<u>Years</u>	<u>Organization</u>	<u>Position</u>
2017	Canadian Journal of Dental Hygiene	Reviewer, Publications

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**

<u>Years</u>	<u>Organization</u>	<u>Position</u>
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
2016 - Present	Journal of Periodontology	Reviewer, Publications
2016 - Present	Journal of Prosthodontics	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**

<u>Years</u>	<u>Organization</u>	<u>Position</u>
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**

<u>Years</u>	<u>Organization</u>	<u>Position</u>
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**

<u>Years</u>	<u>Organization</u>	<u>Position</u>
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

	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**

<u>Years</u>	<u>Organization</u>	<u>Position</u>
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

**VII. Dental Service Plan Practice**

<u>Year(s)</u>	<u>Time Allocated Per Week (# of Half Days)</u>	<u>Practice Location</u>
2004 - Present	2	Faculty General Practice

**VIII. Professional Memberships**

<u>Years</u>	<u>Organization</u>
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
2004 - 2007	American Association for Dental Research
1997 - 2007	American Dental Association
1997 - 2001	American Association of Women Dentists-University of Iowa Student Chapter

**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**

<u>Funding Agency</u>	Robert Wood Johnson Foundation
<u>Title</u>	Summer Health Professions Education Program
<u>Role</u>	Co-Principal
<u>P.I.</u>	Denise Martinez
<u>Percentage of Effort</u>	19%
<u>Dates</u>	December 2017 - November 2018
<u>Amount</u>	\$330,000

<u>Funding Agency</u>	Delta Dental Graduate Thesis Award-Delta Dental of Iowa Foundation
<u>Title</u>	Power of Attorney's awareness of the oral health needs of long term care residents
<u>Role</u>	Co-Investigator
<u>P.I.</u>	Nyla Balakrishnan
<u>Percentage of Effort</u>	
<u>Dates</u>	November 2016 - July 2018
<u>Amount</u>	\$4,039

**Completed**

<u>Funding Agency</u>	Robert Wood Johnson Foundation
<u>Title</u>	Summer Health Professions Education Program
<u>Role</u>	Co-Principal
<u>P.I.</u>	Denise Martinez
<u>Percentage of Effort</u>	19%
<u>Dates</u>	September 2016 - November 2017
<u>Amount</u>	\$415,000

<u>Funding Agency</u>	ICRU Fellows Support Award
<u>Title</u>	Stipend for Sheng Lu
<u>Role</u>	Principal Investigator
<u>P.I.</u>	Michelle R. McQuistan
<u>Percentage of Effort</u>	
<u>Dates</u>	May 2016 - August 2016
<u>Amount</u>	\$2,500

<u>Funding Agency</u>	HRSA
<u>Title</u>	Predoctoral training in general, pediatric, and public health dentistry and dental hygiene. Health Resources & Services Administration
<u>Role</u>	Co-Investigator
<u>P.I.</u>	Steven Levy
<u>Percentage of Effort</u>	5%
<u>Dates</u>	September 1, 2010 - June 30, 2016
<u>Amount</u>	\$1,781,934
<u>Funding Agency</u>	Delta Dental Graduate Thesis Award-Delta Dental of Iowa Foundation
<u>Title</u>	Oral health among Latinos
<u>Role</u>	Co-Investigator
<u>P.I.</u>	Daisy Patino
<u>Percentage of Effort</u>	
<u>Dates</u>	September 2014 - August 2015
<u>Amount</u>	\$14,997
<u>Funding Agency</u>	ICRU Fellows Support Award
<u>Title</u>	Stipend for Callie Espanto
<u>Role</u>	Principal Investigator
<u>P.I.</u>	Michelle R. McQuistan
<u>Percentage of Effort</u>	
<u>Dates</u>	August 2014 - April 2015
<u>Amount</u>	\$2,000
<u>Funding Agency</u>	ICRU Fellows Support Award
<u>Title</u>	Stipend for Callie Espanto
<u>Role</u>	Principal Investigator
<u>P.I.</u>	Michelle R. McQuistan
<u>Percentage of Effort</u>	
<u>Dates</u>	May 2014 - August 2014
<u>Amount</u>	\$2,500
<u>Funding Agency</u>	UI Office of the Provost
<u>Title</u>	Project SEALED (Service, Engagement, and Life Career Education in Dentistry)
<u>Role</u>	Co-Investigator
<u>P.I.</u>	Dan Caplan
<u>Percentage of Effort</u>	
<u>Dates</u>	August 2012 - July 2014
<u>Amount</u>	\$148,170
<u>Funding Agency</u>	ICRU Fellows Support Award
<u>Title</u>	Stipend for Yanting Chen
<u>Role</u>	Principal Investigator
<u>P.I.</u>	Michelle R. McQuistan
<u>Percentage of Effort</u>	
<u>Dates</u>	August 2013 - May 2014
<u>Amount</u>	\$2,500
<u>Funding Agency</u>	ICRU Fellows Support Award
<u>Title</u>	Stipend for Callie Espanto
<u>Role</u>	Principal Investigator
<u>P.I.</u>	Michelle R. McQuistan
<u>Percentage of Effort</u>	

<u>Dates</u>	May 2013 - August 2013
<u>Amount</u>	\$2,500
<u>Funding Agency</u>	ICRU Fellows Support Award
<u>Title</u>	Stipend for Alex Vitzthum
<u>Role</u>	Principal Investigator
<u>P.I.</u>	Michelle R. McQuistan
<u>Percentage of Effort</u>	
<u>Dates</u>	January 2013 - May 2013
<u>Amount</u>	\$1,250
<u>Funding Agency</u>	ICRU Fellows Support Award
<u>Title</u>	Stipend for Paula Gomez
<u>Role</u>	Principal Investigator
<u>P.I.</u>	Michelle R. McQuistan
<u>Percentage of Effort</u>	
<u>Dates</u>	August 2012 - December 2012
<u>Amount</u>	\$1,250
<u>Funding Agency</u>	ICRU Fellows Support Award
<u>Title</u>	Stipend for Assad Qasim
<u>Role</u>	Principal Investigator
<u>P.I.</u>	Michelle R. McQuistan
<u>Percentage of Effort</u>	
<u>Dates</u>	May 2012 - August 2012
<u>Amount</u>	\$2,500
<u>Funding Agency</u>	HRSA
<u>Title</u>	Iowa's effort to improve oral health workforce activities. Health Resources & Services Administration (T12HP14992)
<u>Role</u>	Co-Investigator
<u>P.I.</u>	Raymond Kuthy
<u>Percentage of Effort</u>	20%
<u>Dates</u>	September 1, 2009 - August 31, 2012
<u>Amount</u>	\$599,691
<u>Funding Agency</u>	Delta Dental Plan of Iowa Public Benefit Program
<u>Title</u>	Strengthening the partnership of community based programs
<u>Role</u>	Principal Investigator
<u>P.I.</u>	Michelle R. McQuistan
<u>Percentage of Effort</u>	
<u>Dates</u>	May 2009 - October 2011
<u>Amount</u>	\$4,500
<u>Funding Agency</u>	NIDCR
<u>Title</u>	Institutional National Research Service Award in Oral Health Research-T32 grant
<u>Role</u>	
<u>Percentage of Effort</u>	
<u>Dates</u>	April 2011 - June 2011
<u>Amount</u>	\$13,017
<u>Funding Agency</u>	ICRU Fellows Support Award
<u>Title</u>	Stipend for Hannah Smith
<u>Role</u>	Principal Investigator
<u>P.I.</u>	Michelle R. McQuistan



Percentage of Effort  
Dates August 2010 - May 2011  
Amount \$2,500

Funding Agency NIDCR  
Title Institutional National Research Service Award in Oral Health Research-T32 grant  
Role  
Percentage of Effort  
Dates October 2009 - December 2009  
Amount \$12,888

Funding Agency Delta Dental Graduate Thesis Award-Delta Dental of Iowa Foundation  
Title Endodontists' opinions regarding the placement of implants by endodontists  
Role Co-Investigator  
P.I. Karen Potter  
Percentage of Effort  
Dates February 2008 - January 2009  
Amount \$8,350

Funding Agency Delta Dental Plan of Iowa Public Benefit Program  
Title Patients' understanding of their oral health needs  
Role Principal Investigator  
P.I. Michelle R. McQuistan  
Percentage of Effort  
Dates November 2007 - November 2008  
Amount \$6,000

Funding Agency American Medical Student Association Foundation-Achieving Diversity in Dentistry and  
 Medicine Project  
Title Ethnogeriatric enhancements to a long standing geriatric program  
Role Principal Investigator  
P.I. Michelle R. McQuistan  
Percentage of Effort  
Dates March 2006 - September 2007  
Amount \$10,000

Funding Agency Instructional Improvement Award. Council on Teaching, University of Iowa  
Title Documentary films for community based clinical rotations  
Role  
Percentage of Effort  
Dates December 2005 - August 2006  
Amount \$4,000

Funding Agency University of Iowa College of Dentistry-Seed Grant  
Title Dentists' participation in community service  
Role Principal Investigator  
P.I. Michelle R. McQuistan  
Percentage of Effort  
Dates June 2006  
Amount \$8,005

Funding Agency University of Iowa, Culturally Competent Care Initiative  
Title  
Role  
Percentage of Effort

<u>Dates</u>	June 2006
<u>Amount</u>	\$995
<u>Funding Agency</u>	University of Iowa
<u>Title</u>	Service Learning Workshop
<u>Role</u>	
<u>Percentage of Effort</u>	
<u>Dates</u>	May 2005
<u>Amount</u>	\$4,000
<u>Funding Agency</u>	NIDCR
<u>Title</u>	Institutional National Research Service Award in Oral Health Research-T32 grant
<u>Role</u>	
<u>Percentage of Effort</u>	
<u>Dates</u>	August 2002 - July 2004
<u>Amount</u>	\$75,000
<u>Funding Agency</u>	Delta Dental Graduate Thesis Award-Delta Dental of Iowa Foundation
<u>Title</u>	Iowa dentists' referral of children to pediatric dentists
<u>Role</u>	Principal Investigator
<u>P.I.</u>	Michelle R. McQuistan
<u>Percentage of Effort</u>	
<u>Dates</u>	March 2004 - June 2004
<u>Amount</u>	\$3,000
<u>Funding Agency</u>	Iowa Graduate Student Senate Travel Funds Award
<u>Title</u>	
<u>Role</u>	
<u>Percentage of Effort</u>	
<u>Dates</u>	November 2003
<u>Amount</u>	\$175
<u>Funding Agency</u>	University of Iowa College of Dentistry
<u>Title</u>	Dows Student Research NIDCR Training Grant Award
<u>Role</u>	
<u>Percentage of Effort</u>	
<u>Dates</u>	July 2000 - September 2000
<u>Amount</u>	\$3,765
<b><u>Not Funded</u></b>	
<u>Funding Agency</u>	The Foundation of the American Academy of Pediatric Dentistry
<u>Title</u>	Project SEALED
<u>Role</u>	Principal Investigator
<u>P.I.</u>	Michelle R. McQuistan
<u>Percentage of Effort</u>	
<u>Dates</u>	December 2016
<u>Amount</u>	
<u>Funding Agency</u>	NIH
<u>Title</u>	Understanding and promoting oral health literacy among older adults
<u>Role</u>	Co-Investigator
<u>P.I.</u>	Weiyu Mao
<u>Percentage of Effort</u>	
<u>Dates</u>	February 2016

Amount

Funding Agency NIH  
Title Patients' recall and understanding of proposed dental treatment  
Role Principal Investigator  
P.I. Michelle R. McQuistan  
Percentage of Effort  
Dates July 2010  
Amount

Funding Agency NIH  
Title Oral health literacy and completion of proposed dental treatment  
Role Principal Investigator  
P.I. Michelle R. McQuistan  
Percentage of Effort  
Dates June 2009  
Amount

**XII. Bibliography****1. Books and/or Chapters**

1. McQuistan MR, Squier CA. Tobacco, health and the sports metaphor. Chapter 4. Sport and Memory in North America. Ed. S. Wieting. London: Frank Cass Publishers, 2001.

**2. Journal Articles (include initial and final page numbers)**

1. Bohn CE, McQuistan MR, McKernan SC, Askelson NA. Preferences related to the use of mobile apps as dental patient educational aids: A pilot study. *J Prosthodont* 2018;27(4):329-334. PubMed PMID: 28872732.
2. Major N, McQuistan MR. An exploration of dental students' assumptions about community-based clinical experiences. *J Dent Educ* 2016;80(3):265-274. PubMed PMID: 26933101.
3. Dhar V, Glascoe A, Esfandiari S, Williams KB, McQuistan MR, Stevens MR. Should PGY-1 be mandatory in dental education? Two viewpoints. *J Dent Educ* 2016;80(11):1273-1281. PubMed PMID: 27803199.
4. Major N, McQuistan MR, Qian F. Changes in dental students' attitudes about treating underserved populations: A longitudinal study. *J Dent Educ* 2016;80(5):517-25. PubMed PMID: 27139202.
5. McKernan SC, Kuthy RA, Hanley PF, Jones MP, Momany B, McQuistan MR, Damiano PC. Geographic variation of preventive dental care among low income children. *Health Place* 2015(34):150-156. PubMed PMID: 26026599.
6. Reynolds JC, Damiano PC, Glanville JL, Oleson J, McQuistan MR. Neighborhood and family social capital and parent-reported oral health of children in Iowa. *Community Dent Oral Epidemiol*. 2015;43(6):569-577. PubMed PMID: 26179518.
7. McQuistan MR, Qasim A, Shao C, Straub-Morarend CL, Macek MD. Oral health knowledge among elderly patients. *J Am Dent Assoc*. 2015(146):17-26. PubMed PMID: 25569494.
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9. McQuistan MR, Mohamad A, Kuthy RA. Association between dentists' participation in charitable care and community based dental education. *J Dent Educ.* 2014;78(1):110-8. PubMed PMID: 24385530.
10. Major N, McQuistan MR, Qian F. Association of community-based dental education components with 4th-year dental students' clinical performance. *J Dent Educ.* 2014;78(8):1118-1126. PubMed PMID: 25086144.
11. McKernan SC, Jennings A, Momany B, McQuistan MR, Hanley PF, Jones MP, Damiano PC. Geographic accessibility and utilization of orthodontic services among Medicaid children and adolescents. *J Public Health Dent.* 2013;73(1):56-64. PubMed PMID: 23289856.
12. Kuthy RA, Jennings A, McQuistan MR, Qian F, Marshall TA. Influence of minor children and contribution to household income on work hours of female dentists. *J Public Health Dent.* 2013;73(3):245-51. PubMed PMID: 23668978.
13. Johnsen DC, Marshall TA, Finkelstein MW, Cunningham-Ford MA, Straub-Morarend CL, Holmes DC, Armstrong SR, Aquilino SA, Sharp HM, Solow CM, McQuistan MR. A model for overview of student learning: A matrix of educational outcomes versus methodologies. *J Dent Educ* 2011;75(2):160-8. PubMed PMID: 21293038.
14. Crawford JF, McQuistan MR, Williamson AE, Qian F, Potter KS. Should endodontists place dental implants? A survey of general dentists. *J Endod* 2011;37(10):1365-9. PubMed PMID: 21924183.
15. Shelley JJ, McQuistan MR, De La Cruz G, Momany ET, Marshall TA. Significant indicators of intent to leave among Army Dental Corps Junior Officers. *Military Medicine* 2011;176(6):631-638. PubMed PMID: 21702379.
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age 3 to pediatric dentists. *Pediatr Dent* 2005;27(4):277-83. PubMed PMID: 16320430.

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### 3. Book Reviews - NA

### 4. Abstracts

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2. McQuistan MR, Lu SH, Qian F. What predicts dental students' willingness to treat underserved populations?. National Oral Health Conference, 2017.
3. Bohn C, McQuistan MR, Qian F. Enhancing patient and caregiver education via print and multimedia devices. American Academy of Pediatric Dentistry Annual Session, 2016.
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6. Major N, McQuistan MR. Dental students' assumptions prior to beginning community-based clinical experiences. National Oral Health Conference, 2015.
7. McQuistan MR. Dental students' willingness to treat lesbian, gay, bisexual, transgender, and queer or questioning (LGBTQ) patients. National Oral Health Conference, 2015.
8. Bohn C, McQuistan MR. Evaluating the effectiveness of dental education devices: A qualitative study comparing i-Pad apps to print materials and 3D models. *J Dent Res* 94 (Spec Iss A)2823, 2015.
9. Patino D, McQuistan MR, Hernandez MM, Qian F, Weber-Gasparoni K. Oral health knowledge and dental utilization among Latino adults in Iowa. 25th Hispanic Dental Association Conference, 2015.
10. Shao C, McQuistan MR, Espanto C, Chen T. Can hypothetical scenarios be used to predict actual dental treatment?. National Oral Health Conference, 2014.
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22. Jennings A, Kuthy RA, Qian F, Marshall TA, McQuistan MR. Reasons relating to whether or not female dentists work full-time. *J Dent Res* 91 (Spec Iss A)874, 2012.
23. Gratz KJ, McQuistan MR, Qian F, Kuthy RA. Changes in dental students' feelings toward treating and willingness to treat underserved populations. National Oral Health Conference, 2011.
24. Popowski M, McQuistan MR, Straub-Morarend C. Fourth year dental students' attitudes and opinions pertaining to the presentation of treatment plans. American Dental Education Association Annual Session, 2011.
25. Smith HR, McQuistan MR, Sullivan M, Straub-Morarend C. Oral health literacy at the College of Dentistry. University of Iowa Spring Undergraduate Research Festival, 2011.
26. Sullivan M, McQuistan MR, Straub-Morarend C. Patients' perceptions regarding the importance of proposed dental treatment. National Oral Health Conference, 2011.
27. McQuistan MR, Kuthy RA. Dentists' participation in charitable care post community-based clinical experiences. *J Dent Res* 89 (Spec Iss A):674, 2010.
28. Pendharkar B, McQuistan MR, Levy SM, Qian F, Squier CA, Slach NA, Aquilino ML. First year dental students' attitudes toward and interest in receiving tobacco intervention training. National Oral Health Conference, 2010.
29. McQuistan MR, Kuthy RA, Damiano PC, Ward MM. General dentists' likelihood to refer Medicaid-eligible children to pediatric dentists. National Oral Health Conference, 2010.
30. McKernan SC, Kuthy RA, Momany ET, McQuistan MR, Qian F. Modeling a state dentist workforce using county level data. *J Dent Res* 89 (Spec Iss A):501, 2010.
31. McQuistan MR, Mohamad A, Straub-Morarend CL, Dobie SR, Olson CG. Oral health literacy: Patient's recognition of dental terms associated with accepted treatment plans. National Oral Health Conference, 2010.
32. Mohamad A, McQuistan MR, Straub-Morarend CL, Dobie SR, Olson CG. Predictor variables associated with patients' comprehension of proposed dental treatment. National Oral Health Conference, 2010.

33. Shelley JJ, McQuistan MR, Momany ET, Marshall MA, Qian F, Dela Cruz GG. Significant predictors of intent to leave among Army Dental Corps junior officers. National Oral Health Conference, 2010.
34. Gratz KJ, McQuistan MR, Kuthy RA. Dental students' willingness to treat underserved populations. Hispanic Dental Association Annual Meeting, 2009.
35. Moreno KJ, McQuistan MR, Qian F, Kuthy RA. Dental students' willingness to treat underserved populations. National Oral Health Conference, 2009.
36. Lenius JJ, Stahle RN, Qian F, McQuistan MR, Marshall T, Wefel J. Factors associated with white spot lesions occurrence in orthodontic patients. *J Dent Res* 88 (Spec Iss A)1987, 2009.
37. Pendharkar B, Levy SM, McQuistan MR, Qian F, Squier CA, Slach NA, Aquilino ML. Fourth year dental students' barriers to tobacco intervention services. National Oral Health Conference, 2009.
38. Mohamad A, McQuistan MR, Straub-Morarend CL, Dobie SR, Olson CG. Oral health literacy: Patients' perceptions regarding the causes of their oral health problems. National Oral Health Conference, 2009.
39. Potter KS, McQuistan MR, Qian F, Williamson AE, Damiano PC. Should endodontists place implants? A survey of US endodontists. American Association of Endodontists Annual Session, 2009.
40. Kuthy RA, Heller KE, Riniker KJ, McQuistan MR, Qian F. Comfort and willingness to treat specific populations after extramural rotations. *J Dent Res* 85 (Spec Iss A):1529, 2006.
41. Riniker KJ, Kuthy RA, McQuistan MR, Qian F, Heller KE. Comfort changes from student to practitioner in treating traditionally underserved populations. National Oral Health Conference, 2006.
42. McQuistan MR, Kuthy RA, Qian F, Riniker KJ, Heller KE. Practitioners' comfort in treating underserved populations. National Oral Health Conference, 2006.
43. McQuistan MR, Kuthy RA, Damiano P, Ward MM. Predictors of the percentage of children in general dental offices. *J Dent Res* 85 (Spec Iss A):441, 2006.
44. Kuthy RA, Davis KJ, McQuistan MR, Qian F, Heller KE. Dentists' comfort in treating special needs patients: post-extramural findings. *J Dent Res* 84 (Spec Iss A)790, 2005.
45. McQuistan MR, Kuthy 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.
46. Davis KJ, Kuthy RA, McQuistan MR, Qian F, Heller KE. Value of extramural experiences from an alumni perspective. *J Dent Res* 84 (Spec Iss A)789, 2005.
47. McQuistan MR, Heller KE, Kuthy RA, Davis KJ. Dentists' comfort and willingness to treat underserved populations by gender. *J Dent Res* 83 (Spec Iss A)2013, 2004.
48. Kuthy RA, Heller KE, Davis KJ, McQuistan MR. Dentists' perceived value of extramural experiences for treating special populations. *J Dent Res* 83 (Spec Iss A)2014, 2004.
49. Heller KE, Kuthy RA, Davis KJ, McQuistan MR. Extramural program's effects on attitudes regarding treating special needs populations. *J Dent Res* 83 (Spec Iss A)2012, 2004.
50. McQuistan MR, Squier CA. Tobacco marketing strategies to women in the US vs. low income countries and the related health implications. *J Public Health Dent* 61 (4)237, 2001.

51. McQuistan MR, Squier CA. Women, tobacco marketing and the health consequences-lessons from the United States. 11th World Conference on Tobacco or Health:695, 2000.

## 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

1. Chukwu SO, Caplan DJ, McQuistan MR, Horowitz AM, Qian F. (2015). *Knowledge of risk factors for oral cancer among adult Iowans* (1st ed., vol. 101, pp. 11). Iowa: Iowa Dent J.

### Article Review

2. McQuistan MR. (2017). *Poor oral health literacy may lead to missed dental appointments* (4th ed., vol. 17, pp. 422-4). J Evid Based Dent Pract. PubMed PMID: 29197449. DOI: 10.1016/j.jebdp.2017.10.002

### Manuscript

3. Patino D, McQuistan MR, Qian F, Hernandez M, Weber-Gasperoni K, Macek MD. *Oral health knowledge level of Hispanics in Iowa*. J Am Dent Assoc.

### Other

4. Moncrieffe MV. (2010). *Giving tooth decay the brush-off. (Expert Communication)*. Washington Parent.
5. McQuistan MR, Haydock A. (2006). *Extramural Programs. (Video)*. University of Iowa College of Dentistry.

## 7. Invited External Presentations and Lectures

### National

- American Dental Education Annual Session, "Propelling community based service learning into the future." (2016).
- Health Literacy Annual Research Conference, "Oral health literacy: Research themes and directions." (2014).
- 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

- 55th Annual Mayo Clinical Dental Reviews, "Health Literacy 101: Improving patient understanding in the dental office." (2015).
- Missouri Coalition for Primary Health Care D/B/A Missouri Primary Care Association, "Oral health literacy: Improving patient comprehension and outcomes." (2012).

### State

- I-Smile Coordinator webinar, "Health literacy: Applications for work and life." (2016).
- GV Black Study Club, Des Moines, IA, "Oral health literacy: Improving patient comprehension and outcomes." (2010).
- Iowa North Central District Dental Society, Mason City, IA, "Minimal Intervention Dentistry." (2006).

### University

- UI Center for Human Rights, University of Iowa, "Human rights and dentistry." (2014).
- Culturally Responsive Health Care in Iowa Conference, "Patient panel: Real life patient experiences." (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).  
 Tobacco, Culture, and Public Policy: An International Seminar, "Tobacco, health, and the sports metaphor." (2002).

### 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).

Iowa City Dental Hygiene Association, "Culturally Responsive Health Care." (2015).

Linn County Hygiene Association, Cedar Rapids, IA, "Oral health literacy: Improving patient comprehension and outcomes." (2012).

## 8. Faculty Development Activities Attended

Training/Development Program, Dental Educator Development Workshop, University of Iowa (Iowa City, Iowa). (July 20, 2017).

Continuing Education Program, Digital Implant Dentistry – New Technology for Teeth & Implants and Dental Implants for Your Practice, Iowa Academy of General Dentistry (West Des Moines, Iowa). (October 14, 2016 - October 16, 2016).

## XIII. Student Mentoring:

### 1. Graduate Theses Directed

<b>Balakrishnan, Nyla</b>	<u>Degree/Specialty</u>	MS, Dental Public Health
	<u>Years</u>	2016 - Present
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Legally authorized representatives' awareness of the oral health needs of long term care facility residents
	<u>Role</u>	Thesis Chair
	<u>Awards</u>	Delta Dental Graduate Thesis Award. Nov. 2016. \$4039
<b>Patino, Daisy</b>	<u>Degree/Specialty</u>	MS, Dental Public Health
	<u>Years</u>	2013 - 2015
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Oral health knowledge among Latinos
	<u>Role</u>	Thesis Chair
	<u>Awards</u>	Leverett Graduate Student Merit Award for Outstanding Achievement in Dental Public Health. 3rd place. 2016. American Association of Public Health Dentistry
		Delta Dental Graduate Thesis Award. September, 2014. \$14, 997
<b>Chukwu, Stella</b>	<u>Degree/Specialty</u>	MS, Dental Public Health
	<u>Years</u>	2011 - 2013
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Knowledge, opinions and practices about oral cancer prevention

		among adult Iowans
	<u>Role</u>	Thesis Chair
	<u>Comments</u>	Thesis co-chair
<b>Shelley, JJ</b>	<u>Degree/Specialty</u>	MS, Dental Public Health
	<u>Years</u>	2008 - 2010
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Significant indicators of intent to leave among Army Dental Corps junior officers
	<u>Role</u>	Thesis Chair
<b>Pendharkar, Bhagyashree</b>	<u>Degree/Specialty</u>	MS, Dental Public Health
	<u>Years</u>	2007 - 2009
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Knowledge, attitudes, and behavior of first and fourth year dental students toward tobacco prevention and cessation
	<u>Role</u>	Thesis Chair
	<u>Awards</u>	Leverett Graduate Student Merit Award for Outstanding Achievement in Dental Public Health. Honorable Mention 2011. American Association of Public Health Dentistry
	<u>Comments</u>	Thesis co-chair

## 2. Other Graduate Committee Service

<b>Aljeshi, Amal</b>	<u>Degree/Specialty</u>	MS, Operative Dentistry
	<u>Years</u>	2018 - Present
	<u>Institution</u>	University of Iowa
	<u>Title</u>	A survey of Saudi physicians
	<u>Role</u>	Thesis Committee
<b>Teixeira, Erica</b>	<u>Degree/Specialty</u>	MS, Dental Public Health
	<u>Years</u>	2016 - Present
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Use of antibiotics prior to dental procedures among patients with large joint replacements
	<u>Role</u>	Thesis Committee
<b>Reynolds, Julie</b>	<u>Degree/Specialty</u>	MS, Dental Public Health
	<u>Years</u>	2011 - 2013
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Association between oral health status and social capital in Iowa children
	<u>Role</u>	Thesis Committee
	<u>Awards</u>	Leverett Graduate Student Merit Award for Outstanding Achievement in Dental Public Health. 3rd place. 2014. American Association of Public Health Dentistry
<b>Kim, Julie</b>	<u>Degree/Specialty</u>	MS, Dental Public Health
	<u>Years</u>	2010 - 2012
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Service learning's impact on dental students' attitude to community service
	<u>Role</u>	Thesis Committee

<b>McKernan, Susan</b>	<u>Degree/Specialty</u> <u>Years</u> <u>Institution</u> <u>Title</u> <u>Role</u>	PhD, Dental Public Health 2009 - 2012 University of Iowa Impact of geographic barriers on dental utilization in insured children Dissertation Committee
<b>Jennings, Adrienne</b>	<u>Degree/Specialty</u> <u>Years</u> <u>Institution</u> <u>Title</u> <u>Role</u>	MS, Dental Public Health 2010 - 2011 University of Iowa Factors affecting the hours worked by Iowa dentists Thesis Committee
<b>Kumar, J</b>	<u>Degree/Specialty</u> <u>Years</u> <u>Institution</u> <u>Title</u> <u>Role</u> <u>Comments</u>	Dental Public Health 2010 University of Iowa Trends in oral cancer in Iowa Thesis Committee Discontinued.
<b>Crawford, Jonathan</b>	<u>Degree/Specialty</u> <u>Years</u> <u>Institution</u> <u>Title</u>  <u>Role</u> <u>Awards</u>	Certificate, Endodontics 2009 - 2010 University of Iowa General dentists' opinions regarding the placement of implants by Endodontists Graduate Mentor 1st Place. Endodontic Michael Fuller Post-doctoral Table Clinic Award. Local AADR Meeting, University of Iowa College of Dentistry, Feb. 9, 2010
<b>Potter, Karen</b>	<u>Degree/Specialty</u> <u>Years</u> <u>Institution</u> <u>Title</u>  <u>Role</u> <u>Awards</u>	Certificate, Endodontics 2008 - 2009 University of Iowa Endodontists' opinions regarding the placement of implants by Endodontists Graduate Mentor Student Interdisciplinary Health Research Poster Session. University of Iowa, April 23, 2009  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
<b>McKernan, Susan</b>	<u>Degree/Specialty</u> <u>Years</u> <u>Institution</u> <u>Title</u>  <u>Role</u> <u>Awards</u>	MS, Dental Public Health 2007 - 2009 University of Iowa Dental workforce model from a primarily rural state: Iowa's dentist distribution Thesis Committee L.B. Sims Outstanding Master's Thesis Award at the University of

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

<b>Mueldener, Emma</b>	<u>Degree/Specialty</u>	DDS
	<u>Years</u>	2018 - Present
	<u>Institution</u>	University of Iowa
	<u>Title</u>	An exploration of geriatric dentistry curricula among Geriatric fellowships, AEGD and GPR programs
	<u>Role</u>	Pre-doctoral Mentor
	<u>Awards</u>	Iowa Dental Research Grant-\$2900 stipend Spring 2018
	<u>Comments</u>	Co-mentor with Jennifer Hartshorn
<b>Shaw, Ryan</b>	<u>Degree/Specialty</u>	DDS
	<u>Years</u>	2017 - Present
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Changes in D1 students' willingness to treat underserved populations: 2008-2016
	<u>Role</u>	Pre-doctoral Mentor
	<u>Awards</u>	Iowa Dental Research Grant-\$2900 stipend Spring 2018
		Iowa Dental Research Grant-\$2900 stipend Spring 2017
<b>Brown, Brooke</b>	<u>Degree/Specialty</u>	DDS
	<u>Years</u>	2016 - 2017
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Development of a survey to assess diet-related oral health knowledge
	<u>Role</u>	Pre-doctoral Mentor
	<u>Comments</u>	Co-mentor
<b>Bohn, Courtney</b>	<u>Degree/Specialty</u>	DDS
	<u>Years</u>	2013 - 2016
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Improving communication in the dental clinic
	<u>Role</u>	Pre-doctoral Mentor
	<u>Awards</u>	Senior Research Achievement Award-2016
		Proctor and Gamble Pre-Doctoral Poster Competition. 2nd place. Local AADR meeting, University of Iowa College of Dentistry, Feb. 16, 2016
	Iowa Dental Association Annual Session 2nd place-Table Clinics Spring 2015-Coralville, IA	
	Iowa Dental Research Grant-\$3500 stipend Spring 2015	

		ADA Pre-Doctoral Poster/Table Clinic Competition 2nd Place. Local AADR Meeting, University of Iowa College of Dentistry, Feb. 10, 2015
		Iowa Dental Research Grant-\$3000 stipend Spring 2014
		Iowa Dental Association Annual Session 2nd place-Table Clinics Spring 2014- Coralville, IA
		Dental Research Grant- \$3000 Spring 2013
<b>Anderson, Justin</b>	<u>Degree/Specialty</u>	DDS
	<u>Years</u>	2014 - 2015
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Oral health literacy among Hispanic adults
	<u>Role</u>	Pre-doctoral Mentor
	<u>Awards</u>	Senior Achievement Research Award-2015
		Iowa Dental Association Annual Session, 3rd place-Table Clinics, Spring 2015-Coralville, IA
		Iowa Dental Research Grant- \$3000 stipend Spring 2014
<b>Major, Nicole</b>	<u>Degree/Specialty</u>	DDS
	<u>Years</u>	2012 - 2015
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Extramural programs
	<u>Role</u>	Pre-doctoral Mentor
	<u>Awards</u>	Senior Achievement Research Award-2015
		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
<b>Kirch, Justin</b>	<u>Degree/Specialty</u>	DDS
	<u>Years</u>	2013 - 2014
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Developing an assessment tool to review electronic patient education materials

	<u>Role</u>	Pre-doctoral Mentor
	<u>Comments</u>	Co-mentor
<b>Shao, Chong</b>	<u>Degree/Specialty</u>	DDS
	<u>Years</u>	2011 - 2014
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Oral health literacy of elderly patients; Risk and temporal discounting in dentistry
	<u>Role</u>	Pre-doctoral Mentor
	<u>Awards</u>	Senior Achievement Research Award-2014
		Dental Research Award-\$2000 stipend Spring 2013
		Proctor and Gamble Pre-Doctoral Poster Competition. 5th Place. Local AADR Meeting, University of Iowa College of Dentistry, Feb. 19, 2013
		Dows Research Award--\$3000 stipend Spring 2012
		Dental Research Grant-\$5000 stipend Spring 2011
<b>Popowski, Monica</b>	<u>Degree/Specialty</u>	DDS
	<u>Years</u>	2010 - 2013
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Treatment plan presentations by dental students
	<u>Role</u>	Pre-doctoral Mentor
	<u>Awards</u>	Research Achievement Award June 2013
		NIDCR Training Grant Award-\$5295 stipend Spring 2012
		ADA Pre-Doctoral Poster/Table Clinic Competition 3rd place COD Local Research Day-Feb 14, 2012
		Dental Research Grant-\$5000 stipend Spring 2011
		ADA Pre-Doctoral Poster/Table Clinic Competition-2nd place COD Local Research Day-Feb 15, 2011
		Dental Research Grant-\$5000 stipend Spring 2010
<b>Sullivan, Mark</b>	<u>Degree/Specialty</u>	DDS
	<u>Years</u>	2010 - 2011
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Patients' perceptions regarding the importance of proposed dental treatment
	<u>Role</u>	Pre-doctoral Mentor
	<u>Awards</u>	Dental Research Grant-\$5000 stipend Spring 2010

<b>(Moreno) Gratz, Kirstina</b>	<u>Degree/Specialty</u>	DDS
	<u>Years</u>	2008 - 2011
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Changes in dental students' willingness to treat underserved populations
	<u>Role</u>	Pre-doctoral Mentor
	<u>Awards</u>	Procter & Gamble Pre-Doctoral Poster Competition-2nd place. COD Local Research Day-Feb. 15, 2011
		Dental Research Grant-\$5000 stipend Spring 2010
		2009 Arturo Santiago Scientific Research Competition Award-1st place-\$1000 award. Hispanic Dental Association Annual Meeting October 24, 2009
		Dental Research Grant-\$5000 stipend Spring 2009
		Dental Research Grant-\$5000 stipend Spring 2008
<b>Mohamad, Asana</b>	<u>Degree/Specialty</u>	DDS
	<u>Years</u>	2005 - 2010
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Dental patients' understanding of proposed treatment plans
	<u>Role</u>	Pre-doctoral Mentor
	<u>Awards</u>	Dows Research Award-\$3800 stipend Spring 2009
		Dental Student Research Program-\$1900 stipend Spring 2008
		Iowa Biosciences Advantage Scholarship University of Iowa Spring 2006
<b>Lenius, Jeffrey</b>	<u>Degree/Specialty</u>	DDS
	<u>Years</u>	2008
	<u>Institution</u>	University of Iowa
	<u>Title</u>	White spot lesions in orthodontic patients
	<u>Role</u>	Pre-doctoral Mentor
	<u>Comments</u>	co-mentor
<b>Riniker, Katherine</b>	<u>Degree/Specialty</u>	DDS
	<u>Years</u>	2004 - 2006
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Changes in students' attitudes towards treating underserved populations before and after extramurals
	<u>Role</u>	Pre-doctoral Mentor
	<u>Awards</u>	Women in Science and Engineering Award-7th Annual Student Interdisciplinary Health Research Poster Session. Presentation award. University of Iowa-May 2005
	<u>Comments</u>	co-mentor

4. Post-Graduate Mentorship-NA5. Pre-Dental/Undergraduate

<b>Lu, Sheng</b>	<u>Degree/Specialty</u>	
	<u>Years</u>	2016 - 2018
	<u>Institution</u>	University of Iowa
	<u>Title</u>	What predicts dental students' willingness to treat underserved populations?
	<u>Role</u>	Pre-dental/Undergraduate mentor
	<u>Comments</u>	ICRU Fellows Support Award stipend-Summer 2016-\$2500
<b>Espanto, Callie</b>	<u>Degree/Specialty</u>	
	<u>Years</u>	2012 - 2015
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Presentation of treatment plans by dental students
	<u>Role</u>	Pre-dental/Undergraduate mentor
	<u>Awards</u>	Inspire LSAMP Conference 1st Place Poster Presentation Ankeny, IA-November 2014
	<u>Comments</u>	ICRU Fellows Support Award: August 2014-April 2015-\$2000 May -August 2014-\$2500 May-August 2013-\$2500
<b>Chen, Yanting</b>	<u>Degree/Specialty</u>	
	<u>Years</u>	2012 - 2014
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Oral health knowledge among the elderly
	<u>Role</u>	Pre-dental/Undergraduate mentor
	<u>Comments</u>	ICRU Fellows Support Award stipend 2013-14-\$2500
<b>Qasim, Assad</b>	<u>Degree/Specialty</u>	
	<u>Years</u>	2012 - 2013
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Oral health knowledge among the elderly
	<u>Role</u>	Pre-dental/Undergraduate mentor
	<u>Comments</u>	ICRU Fellows Support Award-Summer 2012-\$2500
<b>Vitzthum, Alex</b>	<u>Degree/Specialty</u>	
	<u>Years</u>	2012 - 2013
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Oral health knowledge among the elderly
	<u>Role</u>	Pre-dental/Undergraduate mentor
	<u>Comments</u>	ICRU Fellows Support Award-Spring 2013-\$1250
<b>Gomez, Paula</b>	<u>Degree/Specialty</u>	
	<u>Years</u>	2012 - 2013
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Oral health literacy among the elderly
	<u>Role</u>	Pre-dental/Undergraduate mentor
	<u>Comments</u>	ICRU Fellows Support Award-stipend Fall 2012-\$1250
<b>Smith, Hannah</b>	<u>Degree/Specialty</u>	
	<u>Years</u>	2009 - 2011



	<u>Institution</u>	University of Iowa
	<u>Title</u>	
	<u>Role</u>	Pre-doctoral Mentor
	<u>Comments</u>	ICRU Fellows Scholarship-\$2500 stipend for 2010-11 academic year
<b>Mallena, V</b>	<u>Degree/Specialty</u>	
	<u>Years</u>	2005 - 2006
	<u>Institution</u>	University of Iowa
	<u>Title</u>	Smoking and drinking prevalence in Iowa City bars based on age of admittance policies
	<u>Role</u>	Undergraduate co-Mentor
	<u>Comments</u>	Discontinued

#### XIV. Teaching Activities

<u>Course Title and No.</u>	<u>Year</u>	<u>Term</u>	<u>Role</u>	<u>No. Registered</u>
<b><u>Predocctoral</u></b>				
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
<b><u>Grad</u></b>				
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
Thesis Dental Public Health DPH:6011	2009 - 2010	Fall	Advisor	1-10
Lit Review Methods DPH:5001	2008	Fall	Team Teacher	1-10
Global Health Seminar 152:150	2008	Spr	Lecturer	31-40
Principles of Oral Epidemiology II 111:204	2007	Spr	Lecturer	1-10
Iowa Biosciences Advantage Research 168:47	2006	Spr	Advisor	1-10
Principles of Oral Epidemiology II 111:204	2005	Spr	Lecturer	1-10
Tobacco, Health and Society 033:120	2003	Fall	Lecturer	21-30
Global Health Seminar 152:150	2003	Spr	Lecturer	21-30

**XV. Continuing Education**

<u>Course Title</u>	<u>Role</u>	<u>Location</u>	<u>Sponsor</u>	<u>Dates</u>	<u>Number of CE Hours</u>
Diversity in the dental office	Presenter	College of Dentistry, University of Iowa	Family Dentistry	May 19, 2017	1
Using AAPHD's Health Literacy Education Module as a framework for oral health literacy projects	Presenter	Dental Public Health Regional Conference, Coralville, IA		October 19, 2015	1
Diversity in the dental office	Presenter	College of Dentistry, University of Iowa		October 11, 2014	1
Incorporating health literacy and cultural sensitivity into your dental practice	Presenter	College of Dentistry, University of Iowa		November 2, 2013	2
Culturally competent care in the dental office	Presenter	College of Dentistry, University of Iowa		June 15, 2012	1
Community-based clinical outreach programs at the University of Iowa College of Dentistry	Presenter	College of Dentistry, University of Iowa		July 20, 2011	1
Oral health literacy: Improving patient comprehension and outcomes	Presenter	Marriott Hotel, Coralville, IA		June 10, 2011	1
Oral health literacy: Improving patient comprehension and outcomes	Presenter	College of Dentistry, University of Iowa		October 3, 2009	1
Oral health literacy: Improving patient comprehension and outcomes	Presenter	College of Dentistry, University of Iowa		June 12, 2009	1

Update on systemic/oral connections: Assessment and prevention strategies	Presenter	College of Dentistry, University of Iowa	October 17, 2008	1
The growing older population and growing your practice: Evidence based preventive strategies for older patients	Presenter	College of Dentistry, University of Iowa	March 31, 2006	1