The Board of Trustees met in regular session at the East Carolina Heart Institute on the Health Sciences campus of ECU. Chair Steve Jones called the meeting to order and introduced Cadet Isaac Memita, a Criminal Justice major from Durham, NC and Cadet Davis Fitzgerald, a Political Science and Security Studies major from Lexington, NC. These cadets led the board in the Pledge of Allegiance.

In compliance with the State Government Ethics Act, Mr. Jones read the conflict of interest statement and asked if anyone had a conflict of interest to disclose. No conflicts were identified.

Mr. Jones called on Secretary Bob Plybon to call the roll:

<table>
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<tr>
<th>Members Present</th>
<th>Members Absent</th>
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<tr>
<td>Edwin Clark</td>
<td>Deborah Davis</td>
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<td>Mark Copeland</td>
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<td>Vern Davenport</td>
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<td>Leigh Fanning</td>
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<td>Steve Jones</td>
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<td>Max Joyner</td>
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<td>Mark Matusewicz</td>
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<td>Kel Normann</td>
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<td>Bob Plybon</td>
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<td>Danny Scott</td>
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<td>Kieran Shanahan</td>
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<td>Terry Yeargan</td>
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APPROVAL OF MINUTES

Mr. Jones asked for a motion to approve the minutes from the February 18 meeting and the March 28 conference call meeting. Mr. Plybon moved approval of the minutes and Mr. Joyner seconded the motion. The motion was approved with no negative votes.

RECOGNITION OF CHANCELLOR BALLARD

Mr. Jones called on Board Member Danny Scott to recognize Chancellor Ballard’s years of service and present him with a gift from the Board of Trustees.

UNIVERSITY REPORTS

CHANCELLOR’S REPORT

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

REPORT FROM THE STAFF SENATE

Lisa Ormond, Chair of the Staff Senate, gave an update from the Staff Senate. A text version of her remarks is listed as “Attachment B.”

REPORT FROM THE BOARD OF VISITORS

Mr. Reid Tyler, Chair of the Board of Visitors gave an update from the BOV. Mr. Tyler said that the Board of Visitors have been very busy being ambassadors for the university. He gave a review of the February meeting in which both the Honors College and the College of Engineering and Technology were highlighted. He also gave a preview of the upcoming May meeting and
reception in Raleigh. The reception target members of the General Assembly and other major players in Raleigh.

Mr. Tyler also reviewed the work of the two Board of Visitors Committees – Engagement and Legislative. He also solicited nominations for the upcoming class of Board of Visitors and encouraged Board of Trustees members to attend a meeting of the Board of Visitors.

REPORT FROM THE STUDENT GOVERNMENT ASSOCIATION

Student Government Association President, Mark Matulewicz gave an update from the student body. A text version of her remarks is listed as “Attachment C.” Following his remarks, Chancellor Ballard and Chairman Jones recognized Mark for his service on the board and presented him with a gift.

BOARD OF GOVERNORS REPORT

Mr. Henry Hinton, ECU representative from the UNC Board of Governors gave an update about the upcoming meeting at UNC Asheville. He thanked Dr. Ballard and Provost Mitchelson on their advocacy work for the ConnectNC bond. Mr. Hinton indicated how important the bond money will be to ECU, Greenville and Eastern North Carolina. Mr. Hinton also gave a North Carolina General Assembly budget update. In conclusion, he expressed his gratitude to those involved with the recent visit by President Margaret Spellings. He said it was an exceptional visit and President Spellings has had only positive things to say about ECU.
COMMITTEE REPORTS

UNIVERSITY AFFAIRS COMMITTEE

Mr. Shanahan gave the report from the University Affairs Committee. A summary of this report is listed as “Attachment D.” There were items that needed the board’s attention.

Mr. Shanahan moved that the candidates for degrees, as approved by the Chancellor and the Faculty Senate, be authorized for conferral at the annual Spring commencement on Friday, May 6, 2016. The motion was approved unanimously.

Mr. Shanahan moved that the board approve the Policy on Centers and Institutes as presented in board materials. The motion was approved unanimously. The policy is listed in this document as “Attachment E.”

Mr. Shanahan moved that the topic of policy development be added as an item for discussion at the next Board of Trustees retreat. The motion was approved unanimously.

Mr. Shanahan moved that the board be included in communications regarding new PRR’s when they are announced with links to the policies. The motion was approved with no negative votes.

HEALTH SCIENCES COMMITTEE

Mr. Davenport gave the report from the Health Sciences Committee. A summary of this report is listed as “Attachment F.” There was one item that needed board attention.

Mr. Davenport moved that the board approve the leave policy for 12-month faculty as found in board materials. The motion was approved unanimously. The policy can be found listed as “Attachment G.”
FINANCE AND FACILITIES COMMITTEE

Mr. Plybon gave the report from the Finance and Facilities Committee. A summary of the Finance and Facilities Committee report is listed as “Attachment H.” There were several items that required board attention.

Mr. Plybon moved that the board approve the request to purchase four residential properties at 100, 102, 104 and 106 Fieldside Street in accordance with the terms and conditions in board materials. The board approved the motion unanimously. This request is listed as “Attachment I.”

Mr. Plybon moved that the board approve the ground lease of property bordered by Fourth Street, Reade Street, Third Street, and Cotanche Street and also approve to sever two buildings at 208 East Third Street and 319 Cotanche Street in accordance with the terms provided in the board materials. The motion was approved unanimously. This item is listed as “Attachment J.”

Mr. Plybon moved that the board approve the proposed building elevations for the Jones Galley Renovation in accordance with the terms and conditions provided in board materials. The motion was approved unanimously. This item is listed as “Attachment K.”

Mr. Plybon moved that the board approve the construction manager at risk for Greene Residence Hall renovation in accordance with the terms and conditions provided in the board materials. The motion was approved unanimously.

Mr. Plybon moved that the board approve the Human Resources Management Flexibility Report in accordance with the terms and conditions provided in board materials. The motion was approved unanimously. This item is listed as “Attachment L.”
ATHLETICS AND ADVANCEMENT COMMITTEE

Committee Chair Edwin Clark gave the report from the Athletics and Advancement Committee. The full committee report is listed in these minutes as “Attachment M.”

AUDIT, RISK MANAGEMENT, AND COMPLIANCE COMMITTEE

Mr. Kel Normann, chair of the Audit Committee, gave the report from the Audit Committee. The full committee report is listed in these minutes as “Attachment N.” One item of note, following the practice by UNC General Administration, the committee recommends to Chairman Jones that the name of this committee by the “Committee on Audit, Risk Management and Compliance.”

CLOSED SESSION

Mr. Yeargan made a motion that the board go into closed session. That motion was seconded and approved unanimously.

MOTIONS FROM CLOSED SESSION

Upon resumption of open session, Mr. Jones called for any motions that were a result of closed session discussions.

Mr. Shanahan moved that the board approve the tenure recommendations from the Division of Academic Affairs as presented in board materials. The motion was approved with no negative votes. Supporting materials for this item is listed as “Attachment O.”

Mr. Davenport moved that the board approve the tenure recommendations from the Health Sciences Division as presented in board materials. The motion was approved with no negative votes. Supporting materials for this item is listed as “Attachment P.”
Mr. Davenport moved that the board approve the initial appointment with permanent tenure for Blasé Anthony Carabello, MD as presented in board materials. The motion was approved unanimously. Supporting materials for this item is listed as “Attachment Q.”

Mr. Edwin Clark moved that the board approve the naming of the Max R. Joyner, Sr. Psychophysiology and Biofeedback Lab as presented in board materials. The motion was approved unanimously. The naming proposal is listed as “Attachment R.”

Mr. Edwin Clark moved that the board approve the naming of the Miller School of Entrepreneurship as presented in board materials. The motion was approved unanimously. The naming proposal is listed as “Attachment S.”

UNFINISHED BUSINESS

There was no unfinished business.

NEW BUSINESS

There was no new business.

ADJOURNMENT

Hearing no other business, Mr. Jones adjourned the meeting at 11:25 a.m.

ADJOURN

Respectfully Submitted,
Megan Ayers
Office of the Assistant Secretary to the Board of Trustees
THANK YOU VERY MUCH CHAIRMAN JONES. I HAVE A LITTLE BIT OF A DIFFERENT MESSAGE TODAY. IT IS SHORTER THAN NORMAL, SO MAYBE YOU’LL LIKE IT. THIS MESSAGE IS A BRIEF REFLECTION ON THE LAST 12 YEARS.

**STUDENTS FIRST**

THE FIRST POINT IS THAT IT HAS BEEN A GREAT PLEASURE TO BE A PART OF ECU. IT HAS BEEN A GREAT FIT FOR NANCY AND I; IT DOESN’T ALWAYS HAPPEN THAT THE HISTORY AND TRADITIONS OF THE UNIVERSITY AND THE VALUES OF THE CHANCELLOR ARE WELL ALIGNED, BUT IN THIS CASE, WE BELIEVE THEY HAVE BEEN.

THE SOUL OF THE UNIVERSITY IS OUR STUDENTS. I’VE NEVER BEEN A PART OF ANY PUBLIC UNIVERSITY THAT COMES CLOSE TO ECU IN TERMS OF ITS COMMITMENT TO STUDENTS. AS OUR VISION EXPRESSES, WE DELIVER ON THE PROMISE OF OPPORTUNITY.
THE MISSION

THE SECOND POINT IS THAT WE HAVE AN AUTHENTIC MISSION AND WE LIVE IT EVERYDAY. WE ARE TRULY MISSION-DRIVEN.

WHILE THAT MAY SOUND ROUTINE, IT IS ACTUALLY QUITE RARE FOR A UNIVERSITY TO LIVE BY ITS MISSION BECAUSE THERE ARE SO MANY PRESSURES TO BE LIKE EVERYBODY ELSE OR TO KEEP FOLLOWING ONE OF THE 3 TRILLION RANKING SERVICES.

IN FACT, EVERY UNIVERSITY HAS DISTINCT DIFFERENCES…IN PROGRAM MIX, FUNDING MODELS, HISTORY AND TRADITION, SIZE, AND OTHER SIGNIFICANT CHARACTERISTICS. IT IS RARE FOR A PUBLIC UNIVERSITY TO IDENTIFY ITS PRIMARY CONTRIBUTIONS…SUCH AS TEACHER TRAINING OR RURAL HEALTH CARE…and then allocate resources based on those priorities.

MY PREDICTION IS THAT MISSION DRIVEN UNIVERSITIES ARE THE FUTURE OF PUBLIC HIGHER EDUCATION. THOSE UNIVERSITIES THAT DELIVER ON THEIR MISSION WILL BE THE ONES THAT WILL PROSPER THE MOST.
PASSION AND ENGAGEMENT

PIRATES HAVE ALWAYS BEEN AND WILL REMAIN PASSIONATE.

ONE OF THE GREAT MANIFESTATIONS OF THAT PASSION IS HOW MUCH WE ARE ENGAGED IN OUR COMMUNITY, REGION AND STATE.

WE HAVE BEEN RECOGNIZED NATIONALLY FOR ENGAGEMENT …TWICE BY THE CARNEGIE FOUNDATION AND TWICE BY THE ASSOCIATION OF PUBLIC AND LAND GRANT UNIVERSITIES. WHEN WE WON THE C. PETER MCGRATH AWARD IN 2012, THE PRESIDENT OF OHIO STATE, MY ALMA MATER AT THE GRADUATE LEVEL, CALLED TO ASK “HOW DID WE DO THAT.” THAT WAS A FUN MOMENT FOR ME. I JUST SAID, WE LIVE OUR MISSION.

WE HAVE ALSO BEEN RECOGNIZED IN NORTH CAROLINA FOR ENGAGEMENT WITH 3 AWARDS FOR EXCELLENCE IN PUBLIC SERVICE AND WITH THE STATEWIDE CAMPUS COMPACT AWARD FOR ENGAGEMENT.

MORE IMPORTANTLY THAN ANY RECOGNITION OR AWARD IS THAT OUR COMMITMENT TO SERVICE AND ENGAGEMENT IS WHY WE DO THINGS THE WAY WE DO THEM. THIS FUNDAMENTAL VALUE HAS ENABLED US TO BUILD A NATIONALLY KNOWN MEDICAL SCHOOL
THAT LEADS THE STATE EVERY YEAR IN TRAINING FAMILY PHYSICIANS, TO CREATE A MODEL FOR DENTAL EDUCATION THAT ACTUALY SERVES PEOPLE WHO CAN’T GET ORAL HEALTH, AND TO SUPPLY TEACHERS AND NURSES TO VIRTUALLY EVERY COUNTY IN NORTH CAROLINA. THIS IS WHO WE ARE AND WHAT WE BELIEVE IN.

SO THIS LAST MESSAGE FROM ME IS SIMPLY A “THANK YOU” TO OUR FACULTY AND STAFF, TO OUR SUPERB ADMINISTRATIVE TEAMS THAT PRODUCE THESE RESULTS, TO 7 GREAT BOARD CHAIRS, AND TO ALL TRUSTEES WHO HAVE HELPED TO MAKE THIS AN EXCELLENT AND TRULY DISTINCTIVE PUBLIC UNIVERSITY.
Thank you for the opportunity to share with you today a review of the goals the Staff Senate has been working on this year.

1. An update regarding the salary and equity resolution sent forward in November from our staff senate to the university system assembly:

- This resolution was addressed to the UNC Staff Assembly in November. From ECU’s stand on this issue, 4 other UNC institutions have come forward with a similar resolution to unify the stand on this issue.
- The UNC Staff Assembly met with General Administration in December and in January forwarded a request to GA, the Board of Governors and Interim President Gonzalus requesting from their leadership roles to advocate for facilitating broad-based enhancements to employee compensation for all staff – both SHRA and EHRA. This letter included a proposal of 4 strategies to enhance the market competitiveness of salaries of the UNC system employees:
  - **First**, that the Staff Assembly and corresponding campus senates be kept informed and involved with the assessment of the State’s new SHRA
Compensation System. Currently operating under the Career Banding and Broad Banded system - A system that has not proved to be beneficial for the employee as far as career advancement and salary increases. The NC State agencies will be transitioning to a new compensation system July 1st, but the UNC System institutions will continue to follow under the current system until OSHR has completed assessment to see if it will be beneficial for university system employees. GA and OSHR have agreed to work with the UNC Staff Assembly in this process allowing their input and selection of a new productive system.

- **Secondly**, Each campus should be required to submit an annual compensation scorecard to the President and BOG that reports on the current compensation status of its staff as compared to recognized market benchmarks. This report would contain information to identify salary competitiveness for the campus as a whole, as well as by major schools and division individually, and by major job categories. GA has agreed to create and provide the framework for this scorecard. The intent would be that this scorecard will provide campuses the ability to make informed decisions based on shared data, but also provide feedback to the BOG and President on campus-by-campus progress.
- Third, President should recommend to the BOG annual target to allocate a specific percentage of non-state funds to support staff employee market salary adjustments – not across the board, but for moving employees who fall below market salaries closer to their applicable market benchmarks in accordance with SHRA and EHRA compensation rules. Currently ECU is carrying the torch with the other institutions with the only institution with a minimum hiring rate of $26,350 and an overall campus market rate of 85% - that was just recently met in January of this year. All SHRA employees below the 85% market rate of their current classification were brought up. This was supported from university funds in accordance with state compensation rules.

- And Lastly, Explore avenue to move more authority for SHRA compensation and leave polices under the BOG, as opposed to State Human Resources Commission. The intent is to improve the flexibility of the university as a whole and increase involvement of the BOG in assuring market-based compensation for both SHRA and EHRA. Included would be employee protections and benefits preservation.

- The later 2 options will be addressed with President Spellings.
• GA has agreed and is working on items 1 and 2 currently.

2. The Senate continues to work collaboratively with campus Human Resources to review relevant policies and proposed changes. This year we have contributed input in regards to the Adverse Weather Policy, Class and Compensation Policy, and the Performance Evaluation Policy.

a. Currently, GA is looking into a new classification system.

b. Effective July 1st - employees will be working under a new and revised Performance Management system – this is being rolled out by GA and the individual campus HRs this Spring. Staff Senate has received ahead of time a review of the new system and how it will function. Currently we feel it will be much more manageable and reflective of the employee’s true job duties. The rating scale has been narrowed down to only 3 categories.

c. Continue to provide understanding and input on the revised Adverse Weather Policy

d. On April 26th, the Senate, in collaboration Human Resources will be providing (2) forums to update the campus community on the changes in regards to these policies.

e. In March the Senate met with each of the university Vice-Chancellors to discuss issues relevant to the
individual divisions. We continue to work on some of the concerns presented and are happy to report that some progress has already been resolved on others.
f. Internally, the Senate has worked aggressively to re-vamp our current by-laws. In April, the Senate approved the revised by-laws. Of these, the most relevant changes pertained to our attendance/service policies, and our election process. In progress is our review and discussion of the extension of terms for our executive committee and standing committee chairs.

3. In our efforts to recognize our committed staff population, the Senate has submitted a 2nd “draft” of a proposed Staff Emeritus program. This program is very similar to the current Faculty Emeritus program with emphasis on the success of university staff employees who have displayed a commitment to ECU through service, performance, and community involvement. Our plan is to hopefully have a final draft submitted and approved prior to July 1st.
   a. Additionally, we are working on a nomination process for a UNC Staff Assembly staff award – the Erskine Bowles Staff Service Award. The first steps in that process is that during our upcoming Staff Appreciation Week – each division will be asked to submit nominations for outstanding staff in their division. The Senators from that division will review the nomination materials and selected a recipient who will be recognized during SA week as “Captain’s
First Mate” award recipients. Each nominee will be also be a nominee for the Erskin Bowles Outstanding Staff Service award administered through the UNC Staff Assembly this summer.

4. In conjunction with our community involvement commitment to the campus - This year we have been able to award $4000 in scholarships to staff and their dependents. This Spring the first Gail Jordan Memorial Scholarship has been awarded to staff employees furthering their education. These employees will be recognized at our May meeting. We also continue to award on annual basis – the Children of SPA Scholarship – allocated to university staff’s children. We held our annual fundraiser for this scholarship back in March and raised over $1300. Our goal for the future is to work with University Advancement to continue to grow these scholarships.

   a. During the week of April 18-22 with the support of Chancellor Ballard, the financial team, Athletics, Student Rec Center, and Dowdy Stores – the staff will be honored for their service and dedication to ECU.
   b. ECU Staff Senate will be involved in the annual Chancellor’s Cup Golf Tournament on May 25th which is the fundraiser for the Janet B. Royster Scholarship - ECU also had (5) employees that were awarded the UNC System Staff Assembly scholarship – Janet B. Royster
c. Finally, our senators will be attending a leadership seminar being hosted by the senate in May to continue to build our leadership skills.

The Senate has had a busy year and still more to work on but I personally would like to thank each of you on the BOT for your support. Thank you for giving the staff an opportunity to be a part of the Chancellor’s Search Committee and have a voice. We look forward to more collaborative work with this body.

Thank you,
Academic Affairs

Conferral of Degrees – 3,748 students have applied for graduation to date - MOTION

KPI - Student Survey Data – Dr. Ying Zhou shared the survey results from the National Survey of Student Engagement (NSSE). ECU participates every three years and has data for 2009, 2012 and 2015. One measurable is HIP (High Impact Practices). A goal is to have each student, during the first year, to have one HIP experience and then there is a desire to have two per year each year after. About 2/3 of seniors responding have participated in more than one high impact practice. High Impact Practices metrics showed progress in 2015 compared to 2009 in most every category. The results also showed the overall satisfaction with ECU at 91% rated as good or excellent and 88% say if they were to start college over they will still pick ECU. Dr. Zhou also shared results from the Graduate Student Exit Survey, graduating seniors survey and licensures pass rates.

Research, Economic Development and Engagement – Dr. Van Scott

Policy of Centers and Institutes - Completed the review process and asked for board approval MOTION

Student Affairs

Male Student Success –This report followed up on information shared with the Board in Fall 2015 about the gap widening between males and females at ECU and nationwide. An Action Working Group was created to evaluate the current situation at ECU and provide recommendations. Beverly King with IPAR shared some of the data about ECU males and females relating to retention and six-year graduation rates. The 2014 gender gap in retention at ECU is 7.5%. She also compared ECU’s gender gap for retention with UNC Charlotte and UNC Greensboro. ECU’s retention gender gap is slightly larger than the other two schools. For six-year graduation rates, the ECU gender gap is 10% for the 2009 cohort. While the gender gap is larger compared to UNCC and UNCG, but both male and female numbers at ECU are higher. Jeremy Tuchmayer with Student Affairs then transitioned to discuss the programs and initiatives that ECU has started in recent years that support male student success including better data collection, STARFISH early alert system, and learning communities. Jeremy then shared the four key recommendations for moving forward at ECU addressing the male student success challenges:

- Implement a comprehensive institutional approach in data collection and use.
- Develop new and enhance existing learning communities that ensure high impact practice and improve student engagement, persistence, and completion outcomes.
- Empower faculty and staff with resources to support, facilitate and evaluate male student success.
- Develop and target outreach and educational messaging to male students that conveys keys to student success, campus resources, personal responsibilities and self-efficacy.

That Big Idea – CGIU Student Presentation

- We heard from four ECU students who are truly exemplifying ECU’s definition of leadership by empowering and influencing positive change. The ECU program is called That Big Idea Challenge, where students created social change projects that can positively impact the community. These ideas were formalized and submitted to the Clinton Global Initiative.
- Mona Amin (a-mean) shared some of the history of That Big Idea and a little bit about the Clinton Global Initiative, including the five tenets: education, environment and climate change, poverty alleviation, peace and human rights and public health.
- Zach Evans shared ECU’s approach for generating new ideas and how the students took the plan and ran with it. ECU had 12 applications and two were accepted by CGIU, which is great considering just over 300 projects were accepted worldwide.
- The ECU students that had projects accepted just returned from University of California Berkeley this past weekend where they attended the global conference. The two students, Bina (Bee-na) Amin and Roderick Hall, shared a little bit about their individual projects.
- Bina’s project was called “ReGift” and was a partnership with a UNC Chapel Hall student. ReGift focused on creating a non-profit organization where people with extra money remaining on gift cards can donate that amount to combat poverty and hunger. Bina shared that 1 in 4 kids in North Carolina struggle
with knowing when their next meal will come or if it will come. Yet from 2005-2011, more than $49 billion in gift cards went unused.

- **Roderick Hall’s** project, “Free Man Beyond Me” is the creation of a non-profit foundation that focuses on college and career preparation in rural parts of southeastern NC and addresses the social challenges of poverty and education.

- Of the 10 projects that weren’t accepted by CGIU, four of them are still continuing forward. At ECU, That Big Idea has plans to enhance the program and increase the number of “Big Ideas” from our students. Deborah Davis suggested finding a way to merge these efforts with the BB&T Leadership Program here at ECU.

**Policy**

**Policy Development at ECU** - The Board discussed its role related to policies, rules or regulations. It has certain oversight responsibilities and has the right to inquire with further details or to get answers to questions. This was discussed, as there has been some confusion on the release of recent PRR’s. From the discussion, there was an identified need for education of the board members to make sure everyone understands the differences in PRR’s and the purview for inquiry and review.

- **ACTIONS** - A recommendation was made that the board will want to include this in the next Board of Trustees Retreat

- **ACTIONS** - The Board also asked that they be included in the communications when new PRR’s are announced with links to the policies.
East Carolina University
Centers and Institutes Policy

PRR Classification: Policy

PRR General Subject Matter: Research and Graduate Studies

Authority: Board of Trustees

History: Approved 2/24/2006 revised 1/11/2016


Contacts: Vice Chancellor of Research, Economic Development, and Engagement, 252-328-9471; Chair of the Centers and Institutes Committee

1. Introduction, Purpose, and Definitions

East Carolina University (ECU) encourages multidisciplinary and multi-institutional partnerships that maximize the ability to address complex problems of importance to North Carolina, the nation, and the world. Such partnerships may take the form of centers and institutes. Centers and institutes are particularly effective structures when efforts require cross-disciplinary or cross-unit coordination. Centers and institutes, when formed, should result in strengthened and enriched programs around the core missions of research, service, and instruction; enhanced opportunities for faculty, staff, and students; heightened economic impact and societal well-being in Eastern NC and the State; increased efficiency; and reduced duplication of effort. Centers and institutes are expected to consolidate and coordinate activities across multiple entities or disciplines, or catalyze implementation of new multi-disciplinary initiatives, and therefore will encompass more than one department, office, or institution.

UNC Policy Manual 400.5[R] provides guidelines for establishing and managing institutional centers and institutes; defines University System Multi-Campus Centers or Institutes and the oversight role of UNC General Administration (UNC-GA); and outlines expectations for management oversight and reporting on centers and institutes. In accordance with these guidelines, the Chancellor approved the following Policy governing planning, establishing, reviewing and operating for Centers and Institutes with ECU as their administrative home.
1.1. Purpose

1.1.1. Providing guidelines for planning, establishment, management, and discontinuation of institutional centers and institutes;

1.1.2. Providing guidelines for management and oversight of centers and institutes at East Carolina University (ECU); and

1.1.3. Setting forth requirements for management oversight and reporting on centers and institutes.

1.2. Definitions

1.2.1. “Center or Institute.” For purposes of classification, there is no technical distinction between the terms center and institute. In practice, an institute frequently refers to an entity having a broader scope of activity than a center. For example, an institute may create centers as separate units within its administrative structure. Centers and institutes may require new infrastructures to facilitate administration, fiscal management, and on-going activities. Centers and institutes may involve only units within the institution, or may include the participation of other institutions, agencies, or organizations, such as other colleges and universities, schools, hospitals, industry, foundations, or governmental bodies. Centers and institutes do not have jurisdiction over academic curricula, although they may offer courses in cooperation with academic units.

1.2.2. “General Fund sources” means financial resources originating from the State’s General Fund, including state appropriations and tuition receipts.

1.2.3. “Non-General Fund sources” means financial resources originating from sources other than the State’s General Fund, including fee receipts, endowment income, institutional trust funds, and outside grants.

1.2.4. “In-Kind sources” means support that one or more constituent institutions provides to a center or institute in the form of space, services, graduate assistantships, faculty course buyout, or use of equipment or other materials, and for which it does not receive cash payment.

1.2.5. “Political activity” means, as described in Section 300.5.1 of the UNC Policy Manual, actions directed toward the success or failure of a candidate for public office, political party, or partisan political group including, but not limited to, campaigning, political management, and soliciting financial contributions for political purposes.

2. Policy Provisions for Centers and Institutes

2.1. The following provisions apply to centers and institutes with ECU as their administrative home.

2.1.1. Authority

2.1.1.1. Board of Trustees. The Board of Trustees approves campus level policies on centers and institutes and authorizes establishment and discontinuation of institutional centers and
institutes consistent with regulations and the directions of the president or the Board of Governors. The Board of Trustees may delegate to the Chancellor the authority to approve the discontinuation of centers and institutes.

2.1.1.2. Chancellor. The Chancellor is ultimately responsible for the oversight and management of all centers and institutes at ECU. The Chancellor is responsible for carrying out the requirements of the applicable policies of the Board of Governors and Board of Trustees with respect to centers and institutes, and for ensuring that all requirements of this Policy are implemented and followed. The Chancellor delegates authority for division-level administration of centers and institutes to the Academic Council (Provost, Vice Chancellor for Health Sciences, and Vice Chancellor for Research, Economic Development, and Engagement).

2.1.1.3. Centers and Institutes Committee. The Centers and Institutes Committee oversees all centers and institutes at ECU and ensures operations are in compliance with the established policies and procedures. The Committee reports to Academic Council. It is charged with carrying out the following duties:

2.1.1.3.1. Establish the composition and membership of the Committee;
2.1.1.3.2. Ensure alignment between the University’s Centers and Institutes Policies and Procedures and the UNC Policy Manual, and advise the Academic Council on changes to the institution’s policies and procedures to rectify discrepancies;
2.1.1.3.3. Authorize permission to plan for new centers and institutes;
2.1.1.3.4. Authorize or recommend, as appropriate, establishment of new centers and institutes;
2.1.1.3.5. Establish the processes for periodic review of centers and institutes and their directors for performance relative to their stated objectives, goals, and mission;
2.1.1.3.6. Oversee conduct of periodic reviews of the established centers and institutes and their directors;
2.1.1.3.7. Recommend discontinuation of centers and institutes when warranted; and
2.1.1.3.8. Liaise with UNCGA on issues related to centers and institutes.

2.1.1.4. Directors. Each center or institute must have a director, with a direct report to a senior academic officer appointed by the Chancellor. Directors are responsible for the day-to-day programmatic, fiscal, and personnel decisions associated with the center and institute mission and core personnel.

2.1.1.5. Boards and advisory committees. Each center and institute with ECU as its administrative home will maintain a board or advisory committee of at least four members that represent the primary constituents. The boards or advisory committees will report to the directors, providing advice and guidance, and helping coordinate. The board and advisory committees do not have authority to make hiring offers or to discontinue directors or other staff or to access, use, or otherwise control funds associated with the center or institute.
2.1.1.6. Bylaws, memoranda of understanding, and other governing documents. Commitments, responsibilities, and interactions of the constituent departments, colleges, schools, divisions, and institutions involved in activities of centers and institutes with their administrative home at ECU must be defined by bylaws, memoranda of understanding (MOUs), or other governing documents such as the original proposal that is signed by all parties. All documents defining the commitments, responsibilities, and working relationships of the above-referenced entities must be approved by the Chancellor or the Chancellor’s Designee. Centers and institutes that involve multiple campuses, but without such documents, are considered under the full authority of the administrative campus.

3. Obtaining Authorization to Plan Centers and Institutes

3.1. Units seeking permission to plan a center or institute will develop and submit a written proposal which includes the following required information:

3.1.1. Name of the proposed center or institute;
3.1.2. Relevance of the proposed center or institute to the mission of ECU and UNC;
3.1.3. Specific objectives and goals of the proposed center or institute and why the objectives and goals cannot be achieved within existing institutional or UNC structures, including individual schools, departments, and/or programs;
3.1.4. Discussion of differentiation from similar centers, institutes or units (if any) within ECU, UNC and the State, and proposed relationship with them;
3.1.5. Center/institute’s relevance to ECU’s mission, including a statement on the impact upon academic, research, and outreach programs of existing academic departments, schools, institutes and centers;
3.1.6. Names and credentials of participants in the proposed institute/center and criteria for inclusion of future participants/members;
3.1.7. Description of the expected benefit/value added to the campus or community anticipated within five years due to the existence of the center or institute;
3.1.8. Budget estimates for the first year of operation, and projections for the following four years, including the amount to be derived from General Funds, non-General Funds and in kind support, and the source of the required funds (i.e., department, institution, sponsor, etc.);
3.1.9. Statement of capital needs such as equipment and library resources and documentation of how these needs will be met, such as MOU’s, award notices, and letters of commitment from the sources of the resources;
3.1.10. Description of immediate space needs, projections of future space needs, and documentation of commitments from the parties committing the space for center and institute activities;
3.1.11. Plan for becoming self-sustaining and independent of General Funds and ongoing in-kind support including course buyouts and release time for center and institute directors, faculty, and staff; and graduate assistantships used to support operations. Any requirement for ongoing support from General Funds and in-kind support must be justified by the benefits derived from the activities of the center or institute;
3.1.12. When relevant, statements on the inter-institutional nature of the
3.1.3. Proposed center or institute, whether it be mission, leadership, activities, funding or other aspects;

3.1.13. Milestones, timelines, and responsible parties associated with center and institute planning periods.

3.1.14. Any additional supporting information; and

3.1.15. Signatures of administrators of all participating units.

3.2. Submission of Proposal to Plan

3.2.1. Proposals to plan centers and institutes must be submitted to the Vice Chancellor for Research, Economic Development, and Engagement for referral to the Educational Policies and Planning Committee and the Centers and Institutes Committee. The Centers and Institutes Committee reviews the proposals, considers input from the Educational Policies and Planning Committee, and recommends approval or disapproval of the proposal to plan to the Academic Council and the Chancellor. If the Chancellor authorizes the planning of a center or institute then the approval to plan shall be submitted to the Board of Trustees and the UNC Office of Research within 30 days of the Chancellor’s approval or by the next meeting of the Board of Trustees, whichever is later.

3.3. Obtaining Authorization to Establish Centers and Institutes

3.3.1. After receiving permission to plan a center or institute, units seeking permission to establish a center or institute will develop and submit the following required information:

3.3.1.1. Name of the proposed center or institute;

3.3.1.2. Identification of the proposed center or institute as either primarily research, service or instructional;

3.3.1.3. Statement on the anticipated effects of the proposed unit on the instructional, research and/or public service programs of the administrative campus; and, when inter-institutional arrangements are involved, a statement on the impact upon academic, research, and outreach programs of existing academic departments, schools, institutes and centers of all participating campuses;

3.3.1.4. Organizational structure, including name of the proposed director, description of the membership, proposed organizational structure, and a description of proposed advisory or policy boards;

3.3.1.5. Statement on immediate financial needs, including the amount of General Fund, non-General Fund, and in kind support that will be required;

3.3.1.6. Statement on immediate operating needs, such as equipment, library resources, and space needs, and five-year projections of future space needs;

3.3.1.7. An accountability plan that complies with the policy of the home campus, noting specific dates for the initial director and center or institute reviews;

3.3.1.8. A schedule of milestones, timeliness, and responsible parties associated with establishment; and

3.3.1.9. When relevant, evidence that inter-institutional arrangements regarding leadership, governance, activities, or funding of other aspects have been reached by the cooperating chancellors or
3.4. Submission of Proposal to Establish

3.4.1. Proposals to establish centers and institutes must be submitted to the Vice Chancellor for Research, Economic Development, and Engagement for referral to the Educational Policies and Planning Committee and the Centers and Institutes Committee. The Centers and Institutes Committee reviews the proposals, considers input from the Educational Policies and Planning Committee, and recommends approval or disapproval of the establishment of the center or institute to the Academic Council and the Chancellor. A proposed center or institute satisfying all the above-referenced criteria may be established after approval of the Chancellor and Board of Trustees and notification to the Office of Research at UNC General Administration.

3.5. Reporting and Reviews

3.5.1. All centers and institutes must submit an annual report of activities to the Centers and Institutes Committee via the Vice Chancellor for Research, Economic Development, and Engagement for archiving and transmission to the Academic Council and the Chancellor. Annual reports must include:

3.5.1.1. Performance against the stated objectives;
3.5.1.2. Annual expenditures from General Funds, non-General Funds and in kind support;
3.5.1.3. Source of the expended funds (i.e., department, institution, and/or sponsor); and
3.5.1.4. Progress on the plan to become self-sustaining and independent of General Funds and ongoing in-kind support including course buyouts and release time for center and institute directors, faculty, and staff; and graduate assistantships used to support operations. For centers and institutes that require ongoing support from General Funds and in-kind support the benefits derived from the activities of the center or institute relative to the funds expended must be clearly stated.

3.6. The Centers and Institutes Committee will report deficiencies in performance to the directors and ensure corrective actions are implemented annually.

3.7. Each center and institute must undergo a comprehensive review every 5 years to evaluate ongoing alignment with departmental, college and/or institutional missions and resources, success in accomplishing stated objectives, and sound fiscal status and practices, to include a self-study that is critically evaluated by reviewers not affiliated with the center or institute. Reviews of centers and institutes that receive more than $100,000 in General Funds plus in-kind support annually, or that are authorized to receive distributions of indirect costs through the Division of Research, Economic Development, and Engagement, must include reviewers from outside the institution and onsite visits. The Centers and Institutes Committee will schedule, orchestrate, and document results of the reviews. Review criteria will include, but not limited to, the following:

3.7.1. Performance against specific objectives and goals as reported in annual reports;
3.7.2. Quality and quantity of scholarly activity (as appropriate per mission), teaching and other instructional activity (as appropriate per mission), and service (as appropriate per mission);

3.7.3. Budget required to continue operation, including the amount and proportion of funds received from General Fund and non-General Fund sources as well as in kind support;

3.7.4. Fiscal oversight;

3.7.5. Analysis and assurance that the entity does not duplicate other institutional, UNC, or State entities;

3.7.6. Analysis and consideration as to whether the entity’s work can be effectively accomplished by a single department or program;

3.7.7. Facilities, personnel, and operational needs;

3.7.8. Stakeholder feedback (stakeholder defined as appropriate per the unit’s mission)

3.7.9. Director performance, to include at a minimum:
   3.7.9.1. Performance against individual objectives and goals;
   3.7.9.2. Feedback on leadership and communication from center/institute staff, partners and/or clients; and
   3.7.9.3. Management of fiscal and human resources.

3.7.10. Standard practices and procedures for involving other UNC constituent institutions in review processes, when relevant; and

3.7.11. Clear plans for occasions when centers, institutes or directors do not meet minimum review expectations, including process, milestones, and responsible parties.

3.8. Results of the reviews will be reported to Academic Council and forwarded to the Chancellor.

3.9. Discontinuing

3.9.1. A center or institute may be discontinued for a variety of reasons, including but not limited to request by its director, its administrative unit, Academic Council, or Chancellor; lack of fiscal resources for sustainability; incompatibility with departmental, college, or institutional missions or objectives; failure to meet performance expectations; unsatisfactory performance as documented in the annual review process and confirmed in the 5 year comprehensive review; and completion of the mission. The Centers and Institutes Committee will make recommendations for discontinuation to the Academic Council for approval by the Chancellor. The Office of Research at UNC General Administration must be notified prior to discontinuation. A center or institute shall be considered discontinued if the discontinuation is approved by the Board of Trustees.

3.9.2. For those centers and institutes that require significant and sustained cooperation among more than one UNC campus, agreement must be reached and documented by the partner Chancellors or designee before the recommendation to discontinue goes before the Board of Trustees of the administrative campus. If such an agreement cannot be reached by partner Chancellors or designees, then UNC General Administration, through the Office of Research, will convene partners and determine an acceptable solution.

3.9.3. The “phase-out” period for centers and institutes that are to be discontinued shall be sufficient to permit an orderly termination or transfer of contractual obligations and to allow an effort to find
alternative employment for full-time staff. Normally, the “phase-out” period shall be no more than one year after the end of the academic year in which final approval is given to discontinue the center or institute.

4. Other Entities

4.1 Other coordinating entities, such as networks, partnerships, consortia, collaboratives, or centers that form within existing centers or single departments, are exempt from this Policy. For example, faculty within a department may decide to form a collaborative in order to more intentionally connect their research projects and professional networks. While such a group may prove a valuable resource to external partners or other disciplinary contacts, it would likely require little to no structure, funds, or management to function. A final determination will be left to the discretion of the Centers and Institutes Committee as to whether such entities will be governed under institution level processes.

4.2 University System Multi-Campus Centers and Institutes

4.2.1 Some centers and institutes are established either to represent North Carolina in a federally funded and formula-based program, many of which require state matching funds, or through legislative action with requirements of multiple campus engagement. These entities, known as University System Multi-Campus Centers and Institutes, will maintain varying levels of involvement from UNC General Administration throughout their life cycle.

4.2.2 Centers and institutes that are established via a federally funded and formula-based program and designate ECU as the administrative campus require a reporting line to UNC General Administration through the UNC Office of Research and Sponsored Programs to ensure appropriate system level involvement in the center mission and the federal review processes for these centers, institutes, and their directors. These entities shall reach agreements with their administrative campuses to have any regularly occurring and extensive federal review meet the requirement for periodic external review. A center or institute participating in a federally-funded and formula-based matching program may be discontinued if the sponsoring unit of the federal government terminates funding for the program. When it becomes necessary to discontinue one of these centers or institutes, the Centers and Institutes Committee, in consultation with the other participating constituent institutions, will prepare and forward a written request to the UNC President, with copy to the Vice President for Research. The President will then make such recommendations as are necessary to the Board of Governors for approval of the discontinuation. The “phase out” period considerations noted above will apply to these centers and institutes.

4.2.3 Centers and institutes that function as part of one or more constituent institutions of the UNC system are subject to the administrative management, oversight, and control of the chancellor of the administrative campus (or the chancellor’s designee(s)) as to all activities undertaken by the center or institute, including with respect to the use of funds, services, supplies, equipment, information technology resources, vehicles or other University property.

5. Political Activity and Legislative Activity
5.1. University employees assigned to centers and institutes are subject to UNC Policy Manual Section 300.5.1, concerning Political Activities of Employees, which includes prohibitions against engaging in political activity while on duty and using the authority of one’s position or University or center or institute funds, services, supplies, equipment, information technology resources, vehicles or other resources for such activities, as described in the policy.

5.2. The Internal Revenue Code (IRC) limits the extent to which charitable organizations that are tax-exempt pursuant to Section 501(c)(3) of the IRC may engage in activities directed towards influencing legislation (lobbying), subject to applicable exceptions. The University is a tax-exempt body, and each center or institute remains subject to the direction of its administrative campus when engaging in legislative (lobbying) activities, which shall be conducted in compliance with all State and federal laws, including regulations adopted by the U.S. Department of Treasury and the Internal Revenue Service. Each center or institute shall adhere to the IRC Section 501(c)(3) limits on lobbying activities to the same extent that such limits would apply if it were an independent charitable organization described in IRC Section 501(c)(3).

5.3. The Chancellor (or Chancellor’s designee) is responsible for overseeing and exercising control over the activities of each center or institute, and for ensuring that the director and professional staff of each center or institute receive comprehensive annual training concerning Internal Revenue Code restrictions on political and legislative activities by section 501(c)(3) organizations.
Minutes from the February 18, 2016 meeting were approved.
Ms. Lisa Hudson presented an overview of the changes to the new leave policy for 12-month faculty. This proposed policy will provide consistency both with how UNC-CH provides leave to its 12-month faculty and consistency between the Division of Health Sciences and Academic Affairs. Motion to Approve Leave Policy for 12-Month Faculty passed unanimously
Dr. Elizabeth Baxley and the Tripp Umbach consultants presented the medical school expansion feasibility project report. Key findings in the report included finding opportunities to expand GME in communities where medical school expansion occurs and to leverage the Brody-Vidant relationship to expand clinical training capacity in Greenville and the surrounding region. The proposed expansion model includes increasing class size incrementally over a period of 4-5 years from 80 students to 120 students. It also structures clerkships for all students to have training experiences in community-based settings. The benefits of it would prepare students to deliver care in rural community-based settings to fulfill the vision and build the capacity for expansion.
Dr. Paul Cunningham and Dr. Michael Waldrum presented the progression toward the unified vision for Vidant Health and the Brody School of Medicine. They are continuing to build on the relationship that has served the region well and continuing to improve access and affordability in health care to serve eastern NC residents. Regular updates will be presented as they move forward.
Dr. Nicholas Benson reviewed the performance indicators from calendar year 2016. The operations indicators are reflecting that ECU Physicians is close to target and the plan is that they hit their goal by the end of the calendar year. ECU Physicians is hitting their targets in efficiency, productivity and quality efforts.
Dr. Phyllis Horns informed the committee that the request for authorization to plan the DrPH was approved at the recent meeting of the UNC Graduate Council. The College of Allied Health Sciences Dean Search is progressing and selected candidates will be coming back for a 2nd visit in May. The BSOM Dean Search Committee has been appointed and held the first meeting. It is a diverse committee of 13 people representing key areas of the Dean’s responsibility. The committee is chaired by Dr. Sylvia Brown and the vice chair is Dr. Timothy Fitzgerald. There is a ribbon cutting scheduled for the Brunswick County Community Service Learning Center for the School of Dental Medicine on April 29th. This is the 8th and final Community Service Learning Center scheduled to open.

Motion: I move the approval of the Leave policy for 12 month faculty as found in the board materials.

Action Items from closed session:

The Health Sciences Committee reviewed recommendations for promotion and permanent tenure for faculty members listed for the 2015-2016 academic year for the Health Sciences Division. A motion was made for approval. Motion passed unanimously.
The Health Sciences Committee reviewed one initial appointment with permanent tenure in the BSOM for Dr. Blasé Anthony Carabello, Professor and Chief of Cardiology in the Department of Cardiovascular Sciences and Medical Director of Cardiology at Vidant Medical Center effective March 31, 2016. A motion was made to (1) To approve the conferral of permanent tenure for Dr. Blase Anthony Carabello, MD, contingent upon (a) ECU Physicians Credentialing Committee approval of his credentialing application, pursuant to the ECU Physicians Credentialing Plan; and (b) receipt of medical staff privileges at Vidant Medical Center. The conferral of tenure will be effective upon Dr. Carabello’s successful completion of these contingencies. Motion passed unanimously.

BOT Attendees:
Vern Davenport (Committee Chair)
Deborah Davis (Committee Vice Chair)
Edwin Clark (Committee Member)
Mark Copeland (Committee Member)
Max Joyner (Committee Member)
Danny Scott (Committee Member)
Mark Matulewicz
Bob Plybon
Terry Yeargan
Leave Policy for Twelve-Month Faculty

Authority: Board of Trustees

History: [Insert dates the PRR was first enacted and last revised.]

Related Policies: ECU Faculty Serious Illness and Parental Leave Policy; North Carolina Office of State Human Resources Family and Medical Leave Policy; Voluntary Shared Leave Policy; Civil Leave Policy; Community Service Leave Policy; Military Leave Policy; and Part XI-Section II of the ECU Faculty Manual.

Additional References: Federal Family and Medical Leave Act (FMLA)

Contact Information: Assistant Vice Chancellor for Personnel & Resource Administration, Division of Academic Affairs (328-2587); Associate Vice Chancellor for Health Sciences Human Resources (744-1910); Director of Benefits, Department of Human Resources (328-9825).

1. Introduction

This Policy summarizes leave guidelines for twelve-month faculty members. This Policy replaces and supersedes any and all unit and/or division-level leave policies and practices applicable to twelve-month faculty. In addition, no future unit or division-level policies for twelve-month faculty leave may be instituted, and no unit or division-level practices for twelve-month faculty leave may be used which contradict the provisions of this Policy.

Please note that this Policy is neither intended nor authorized to supersede other State Leave Policies (e.g. Civil Leave, Community Service Leave, Military Leave, Vacation Bonus Leave, Special Leave).

2. Definitions

2.1. 1.0 FTE – Full-time Equivalent indicates the percentage of time the faculty member is employed.

1.0 FTE is full-time; .50 FTE is half-time, etc.

2.2. Vacation Leave may be used for:

- vacation,
- other periods of absence for personal reasons,
- absences due to adverse weather conditions,
- personal illness (in lieu of sick leave),
- illness in the immediate family, and
- donations in accordance with the Voluntary Shared Leave Policy.

2.3. Sick leave may be used for:

- illness or injury,
- medical appointments,
- temporary disability due to childbirth (including care for mother during temporary disability that resulted from childbirth),
to care for member of immediate family,
• death in immediate family,
• donations in accordance with the Voluntary Shared Leave Policy, and
• adoption of a child, limited to a maximum of 30 working days for each parent.

3. Scope

3.1. The Leave Policy for Twelve-Month Faculty at ECU (Policy) applies to all twelve-month faculty who are employed as permanent employees (eligible for benefits) who are 1.0 FTE. Part-time, permanent twelve-month faculty who are employed at a .50 FTE or more will be eligible for appropriate pro-rated vacation and sick leave.

3.2. This policy does not apply to faculty on nine-month contracts. Nine-month faculty do not earn vacation leave or sick leave, but are eligible for paid serious illness and parental leave. For more information, see the Faculty Serious Illness and Parental Leave Policy.

3.3. Vacation and sick leave will be earned on a monthly basis. Specifically, for each month the employee works, or is on approved leave with pay status, at least half the working days of the month, leave will accrue at the rate of 2 days of vacation leave and 1 day of sick leave per month.

4. Vacation Leave

4.1. Scheduling planned absences through use of vacation leave will be subject to the approval of the Unit Administrator (Department Chair, Dean or Director) who is authorized to approve leave requests.

4.2. The maximum number of vacation leave days that may be accrued and carried forward from one calendar year to the next shall be 30 days. However, unused vacation leave in excess of 30 days shall be converted to sick leave on December 31st of each year. For part-time faculty members (.50 FTE or more but less than 1.0 FTE), the thirty-day limit is pro-rated based on the faculty member’s part time FTE.

4.3. There is no pay out of vacation leave, vacation bonus leave or special leave (unless required by applicable legislation) for twelve-month faculty members when separating from a twelve-month faculty position at East Carolina University. When a faculty member provides adequate notice of separation in accordance with Part IX, Section I of the ECU Faculty Manual (i.e., 90 days advance notice, in writing, for fixed-term and probationary-term faculty members, and 120 days advance notice, in writing, for permanently tenured faculty members), good-faith effort will be made for any remaining vacation leave, vacation bonus leave or special leave to be used before separation from employment. Twelve-month faculty members may negotiate the use of any remaining vacation leave, vacation bonus leave or special leave with the Unit Administrator (Department Chair, Dean or Director) prior to separating from the University or unit up to a maximum of 30 days plus any current vacation bonus leave. The Unit Administrator may set the final separation date, taking into account the use of such leave prior to departure; however, this is at the Unit Administrator’s discretion based on the budgetary and operational limitations of the department. Any plan by the Unit Administrator denying the use of any earned vacation leave, bonus leave, or special leave before separation must be approved by the appropriate Vice Chancellor. Prior to separation, remaining leave may be donated in accordance with the Voluntary Shared Leave Policy as desired by the faculty member.

1 State Leave Policies are based on calendar year.
4.4. While on an approved unpaid Leave of Absence (LOA), vacation leave balance is retained, however vacation leave does not accrue while on unpaid LOA.

4.5. This Policy officially designates all twelve-month faculty as leave earning which means faculty covered under this Policy will be eligible for any future awards of vacation bonus leave and/or special leave.

5. **Sick Leave**

5.1. Unused sick leave may be accumulated and carried forward from year to year on an unlimited basis.

5.2. While on an approved unpaid Leave of Absence (LOA), sick leave balance is retained, however sick leave does not accrue while on unpaid LOA.

5.3. Members of the Teachers and State Employees Retirement System (TSERS) are eligible to have sick leave credit converted to creditable service upon retirement.

5.4. For Optional Retirement Plan (ORP) participants, any unused sick leave balance at separation or retirement is forfeited.

5.5. There is no pay out of sick leave for twelve-month faculty members when separating from a twelve-month faculty position at East Carolina University. Sick leave may be restored to an employee’s leave record when the employee is reinstated to State service within five years of any type of separation if the agency or institution for which the employee is working upon reinstatement allows for such restoration of leave, except for retirement as noted above in Sections 5.3. and 5.4. Prior to separation, remaining leave may be donated in accordance with the Voluntary Shared Leave Policy as desired by the faculty member.

6. **Faculty Serious Illness and Parental Leave**

   Twelve-month faculty must have one year of service and meet all other eligibility requirements defined in the Faculty Serious Illness and Parental Leave Policy (“FSIL”), except for any provision denying eligibility based on sick leave accrual status, in order to qualify for 60 calendar days of paid leave under FSIL. This provision shall supersede FSIL to the extent it provides twelve-month faculty more than 60 calendar days of paid leave within any twelve (12) consecutive calendar month period. For additional paid leave after the first 60 calendar days, twelve-month faculty may exhaust sick leave, vacation leave, bonus leave or apply for voluntary shared leave. (Please see Section 12.2.1 regarding Transitions.)

7. **Holiday Leave**

   Twelve-month faculty members generally observe the same holidays as other University employees except that, when classes are scheduled during a normal university holiday, faculty members are expected to work when assigned teaching duties.

   Please refer to the University Holiday Schedule for the most current holiday schedule. Please note that certain clinical departments of the Brody School of Medicine have a modified holiday schedule for their employees. Clinical departments will communicate any such modified holiday schedule directly to their twelve-month faculty members.

8. **Phased Retirement**
8.1. Faculty entering the Phased Retirement Program are not eligible for a payout or transfer of vacation leave, vacation bonus leave or sick leave. Upon entering the Phased Retirement contract, faculty members will earn pro-rated leave based on the .50 FTE appointment.

8.2. Twelve-month faculty members may negotiate the use of any remaining vacation leave, vacation bonus leave or special leave with the Unit Administrator (Department Chair, Dean or Director) prior to entry into the Phased Retirement Program at the Unit Administrator’s discretion based on the budgetary and operational limitations of the department.

8.3. Any remaining vacation or bonus leave not used prior to separation is forfeited. Prior to separation, remaining leave may be donated in accordance with the Voluntary Shared Leave Policy as desired by the faculty member.

9. Payout of Leave in the Event of Death

In the event of the death of an active twelve-month faculty member or a faculty member on a paid leave status with the University, vacation leave earned but not taken, up to a maximum of 240 hours, as well as any vacation bonus leave or special leave earned but not taken (if it is required to be paid out by applicable legislation), will be paid to the estate of the faculty member.

10. Advancement of Leave

A twelve-month faculty member may request an advancement in sick and/or vacation leave not to exceed the amount the faculty member can accumulate during the current calendar year. Since leave can only be used once, faculty members are advised to use caution when requesting advanced leave.

11. Record Keeping

All University Units are required to keep accurate and timely records of vacation leave, sick leave and/or vacation bonus leave or special leave. Leave records will be submitted to HR and will be subject to review by Internal Audit.

12. Effective Date

12.1 The effective date of this Policy is July 1, 2016.

12.2 Transitions

12.2.1 For those twelve-month faculty hired on or before June 30, 2016, there will be a two-year transition period. Specifically, from July 1, 2016 through June 30, 2018, the university shall provide to a twelve-month faculty member who is eligible to take paid leave based on a qualifying event under both FSIL and this Policy the difference, if any, between the paid sick leave the twelve-month faculty member has earned and is entitled to take under this Policy and the paid leave the twelve-month faculty member would have been entitled to take had the qualifying event occurred on June 30, 2016.

12.2.2 Those twelve-month faculty who were granted leave under a unit and/or division-level leave policy and/or practice prior to July 1, 2016 will be permitted to carry forward unused vacation leave, as of June 30, 2016, up to a maximum of twelve (12) days, beginning July 1,
2016 and ending December 31, 2016. Separate accounting for this leave must be maintained. Any remaining unused balance on December 31, 2016 will be forfeited.
East Carolina University | Board of Trustees
Finance & Facilities | ECHI | April 8, 2016

Highlights

Finance and Facilities Committee met on April 7, 2016.

II. ACTION AND INFORMATION ITEMS

A. The Committee reviewed a request to Purchase Four Residential Properties at 100, 102, 104 and 106 Fieldside Street. Scott Buck, Associate Vice Chancellor for Business Services, was available for questions. The Committee approved a motion to recommend that the full Board approve the purchase.

B. The Committee reviewed a request to approve Two Related Property Matters.
   1) Approval to Ground Lease Property Bordered by Fourth Street, Reade Street, Third Street, and Cotanche Street to the ECU Foundation.
   2) Approval to Sever Two Buildings at 208 East Third Street and 319 Cotanche Street.
Scott Buck, Associate Vice Chancellor for Business Services, was available for questions. The Committee approved a motion to recommend that the full Board approve the request.

C. The Committee reviewed a request to approve the Proposed Building Elevations for Jones Galley Renovation. Kristen and Michael from HH Architecture gave a brief presentation and Bill Bagnell, Vice Chancellor for Campus Operations, was available for questions. The Committee approved a motion to recommend that the full Board approve the elevations.

D. The Committee reviewed a request to approve on the Construction Manager at Risk for Greene Residence Hall Renovation. Bill Bagnell, Vice Chancellor for Campus Operations, was available for questions. The Committee approved a motion to recommend that the full Board approve the request.

E. The Committee reviewed a request to approve the Management Flexibility Report. Melissa Bard, Associate Vice Chancellor for Human Resources was available for questions. The Committee approved a motion to recommend that the full Board approve the report.

INFORMATION

F. Melissa Bard, Associate Vice Chancellor for Human Resources, briefly discussed the Report on Related Persons

G. Bill Koch, Associate Vice Chancellor for Environmental Health and Campus Safety, Chief Lewis, ECU Police, Lynn Roeder, Dean of Students and Virginia Hardy, Vice Chancellor for Student Affairs all shared stats/info on Campus Safety and Student Safety. Overall we have one of the lowest crime rates in the UNC System.

H. Rick Niswander, Vice Chancellor for Administration and Finance, briefly discussed the Bond Rating Data.

I. Bill Bagnell, Associate Vice Chancellor for Campus Operations, shared an update on the Capital Projects.

J. Bill Bagnell, Associate Vice Chancellor for Campus Operations, shared the Designer Selection Recommendations since February

Meeting adjourned at 2:12pm.
MEMORANDUM

TO: Rick Niswander

FROM: Scott Buck

DATE: March 11, 2016

SUBJECT: Request the ECU Board of Trustees Approval to Purchase Four Residential Properties at 100, 102, 104 and 106 Fieldside Street

Request ECU Board of Trustees approval to purchase four residential properties from the ECU Real Estate Foundation at a purchase price (inclusive of relocation and related expenses) of $1,101,292 plus closing and carrying costs detailed below.

<table>
<thead>
<tr>
<th>Address</th>
<th>Acres</th>
<th>Heated SF</th>
<th>Yr. Built</th>
<th>Purchase, Relocation and Related Costs</th>
</tr>
</thead>
<tbody>
<tr>
<td>100 Fieldside Street</td>
<td>0.48 acres</td>
<td>2,079 SF House</td>
<td>1963</td>
<td>$258,588</td>
</tr>
<tr>
<td>102 Fieldside Street</td>
<td>0.39 acres</td>
<td>2,500 SF House</td>
<td>1961</td>
<td>$381,683</td>
</tr>
<tr>
<td>104 Fieldside Street</td>
<td>0.35 acres</td>
<td>1,906 SF House</td>
<td>1964</td>
<td>$267,247</td>
</tr>
<tr>
<td>106 Fieldside Street</td>
<td>0.42 acres</td>
<td>1,705 SF House</td>
<td>1963</td>
<td>$193,774</td>
</tr>
</tbody>
</table>

The four houses are contiguous to Dowdy Ficklen Stadium per attached map and plans are to sever structures when deemed appropriate.

Purchase shall be from auxiliary overhead receipt funds. Purchase is contingent on approvals from UNC Board of Governors, Joint Commission on Governmental Operations and Council of State.

Attachment (1)

cc: B. Bagnell
    C. Dyba
    W. Johnson
    T. Walton
MEMORANDUM

TO: Rick Niswander

FROM: Scott Buck

DATE: March 21, 2016

SUBJECT: Request the ECU Board of Trustees Approvals on Two Related Property Matters:
1) Approval to Ground Lease Property Bordered by Fourth Street, Reade Street, Third Street, and Cotanche Street
2) Approval to Sever Two Buildings at 208 East Third Street and 319 Cotanche Street

Request ECU Board of Trustees approvals on two related property matters:

1) Request approval to grant a ninety-nine year ground lease to the ECU Foundation of university owned property bordered by Fourth Street, Reade Street, Third Street, and Cotanche Street (map attached).

The property is within ECU’s Millennial Campus and the ground lease is contingent on UNC Board of Governors’ approval in accordance with G.S.116-98.34 granting UNC Board of Governors expanded leasing authority on Millennial Campuses.

2) Request approval to sever two buildings located on the above referenced site.

One building located at 208 East Third Street is a ± 3,427 SF masonry office building built in 1952 in good condition.

The second building located at 319 Cotanche Street is a ± 3,490 SF two-story stucco office building built in 1973 in good condition.

We request approval to sever both buildings when deemed appropriate. The request to sever is contingent on Council of State approval.

Attachment (1) Map

cc: B. Bagnell
W. Johnson
T. Walton
JONES GALLEY RENOVATION
BOARD OF TRUSTEES REVIEW
APRIL 7TH, 2016
PROJECT GOALS & LOCATION

• Maximize capacity in student lounge/dining area
• Increase outdoor seating opportunities
• Improve ADA accessibility compliance
• Complement the context of the College Hill section of East Carolina’s campus
PROJECT LOCATION – EXISTING CONDITIONS
PROJECT CONTEXT – JONES HALL
PROJECT CONTEXT – COLLEGE HILL

LEGACY HALL

COLLEGE HILL SUITES

JONES GALLEY RENOVATION
APRIL 7TH
EXTERIOR VIEW LOCATIONS
OVERALL VIEW FROM PROPOSED LAWN AREA
EXTERIOR VIEWS

(2) UNDER COFFEE SHOP TRELLIS, LOOKING TOWARDS STUDENT LOUNGE

(3) BUILDING APPROACH, LOOKING TOWARDS CORNER ENTRY

JONES GALLEY RENOVATION
APRIL 7TH, 2016
East Carolina University
Board of Trustees

Annual Summary regarding the UNC Management Flexibility Agreement
(pursuant to UNC Policy Manual, Section 600.3.4 C.3.b.)

Submitted to UNC General Administration
for Fiscal Year 2014-2015

Reviewed and approved by:

________________________________________________________________________
Chief Human Resources Officer Date

________________________________________________________________________
Provost Date

________________________________________________________________________
Chancellor Date

________________________________________________________________________
Board of Trustees Date
INTRODUCTION

Pursuant to Section 600.3.4 C.3.b. of the UNC Policy Manual, the Board of Trustees of East Carolina University hereby provides to the UNC Board of Governors an annual summary of the personnel actions covered by its management flexibility agreement for fiscal year 2014-2015.

PART 1: SAAO Tier I Appointments, Salary and Non-Salary Compensation

<table>
<thead>
<tr>
<th>SAAO Tier I Appointments</th>
</tr>
</thead>
<tbody>
<tr>
<td>x Our compensation spreadsheet is attached to this summary.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SAAO Tier II salary ranges (check one)</th>
</tr>
</thead>
<tbody>
<tr>
<td>x Our institution used the UNC GA published SAAO Tier II salary ranges for SAAO Tier II employees in FY 14-15.</td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EHRA IRPS salary ranges (check one)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td>x We did not have an established EHRA IRPS salary ranges listing and methodology during the FY 2014-15, but are now using the UNC GA published IRPS salary ranges.</td>
</tr>
</tbody>
</table>

PART 2: Conferral of Tenure

| 46 Number of faculty reviewed for tenure |
| 44 Number of faculty granted tenure |
| 6 Number of new faculty hired with tenure |
PART 3: Equity Analysis

Describe what efforts your institution has taken to monitor pay equity relevant to the employment of faculty and senior academic and administrative officers. (You may attach additional supporting documents.)

<table>
<thead>
<tr>
<th>Date</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>December 2, 2015</td>
<td>Date of most recent analysis of equity issues for faculty</td>
</tr>
<tr>
<td>March 12, 2015</td>
<td>Date of most recent analysis of equity issues for SAAO Tier I</td>
</tr>
</tbody>
</table>

Recent Analysis of Equity Issues for Faculty

East Carolina University ("ECU") always strives to maintain a diverse and inclusive community free from harassment and discrimination. The goal of ECU’s Faculty Salary Equity Study ("Study") is to complete a comprehensive and robust analysis of faculty salaries, university-wide. Faculty and staff members were selected from different areas of campus to serve as members of the Faculty Salary Equity Task Force ("Task Force"), and have been assisting in the process of the Study by providing advice and feedback. Specifically, the Task Force has been collaborating with the consultant retained by ECU in 2014, Dean Sparlin of Sparlin Law Office, PLLC, in the stated purpose of “search[ing], on a comprehensive, institution-wide basis, for any evidence of systematic gender or race/ethnicity disparities in the compensation paid to university faculty”.

With the exception of the unit of Academic Library Services, the Study was completed for the faculty in the Division of Academic Affairs in December 2015. The Executive Summary of the Faculty Salary Equity Study for ECU’s Division of Academic Affairs (Analysis of Compensation Equity by Gender and Race Final Report), dated December 2, 2015, can be found at the following address: [http://www.ecu.edu/cs-acad/oed/salaryequitystudy/upload/AA-Salary-Analysis-Report-Exec-Sum-12_2_15.pdf](http://www.ecu.edu/cs-acad/oed/salaryequitystudy/upload/AA-Salary-Analysis-Report-Exec-Sum-12_2_15.pdf). The Final Report of the Faculty Salary Equity Study for ECU’s Division of Academic Affairs (Analysis of Compensation Equity by Gender and Race Final Report), also dated December 2, 2015, can be found at the following address: [http://www.ecu.edu/cs-acad/oed/salaryequitystudy/upload/RegressionReport-12-1-2015.pdf](http://www.ecu.edu/cs-acad/oed/salaryequitystudy/upload/RegressionReport-12-1-2015.pdf). As noted in the Executive Summary, the Study “did not reveal any systematic differences between the pay of males and females, or between minority and nonminority, of faculty members in the Division of Academic Affairs. Additional regression models were prepared for Asian, Black/African American, and Hispanic faculty. These analyses did not raise significant pay equity concerns unique to Asian or Hispanic faculty members. Pay levels of
Black/African American faculty members in Academic Affairs were, on average, higher than pay levels for faculty members of other race/ethnicities after controlling for only the factors included in the model.”

The Study is on-going for the faculty in the Division of Health Sciences, and is expected to be finalized in Spring 2016.

1Academic Library Services is being re-reviewed, and may join Laupus Library (the Health Sciences Division Library) in the Study for the Division of Health Sciences.

Recent Analysis of Equity Issues for SAAO Tier I

There has not be a recent formal analysis of equity issues for SAAO Tier I positions to the extent of the Study for faculty. However, annually in the Spring, ECU’s Institutional Planning, Assessment & Research unit (“IPAR”) provides spreadsheets and bar graphs to the Chancellor and other select ECU administrators which depict salary information to be used for informational purposes, as well as a reference for any possible salary increase recommendations made for senior administrators. Salary information for selected administrative positions (specifically, the Chancellor’s Direct Reports, SAAO Tier I positions, and Academic Deans) is provided using CUPA salary data from ECU’s official peer institutions for which data are available. Using the 80th percentile of these salaries as the salary target, a salary range is determined. The low end of the range is set to 70.31% of the 80th percentile and the high end is set to 112.5% of the 80th percentile. When salary data are not available for ECU’s official peer institutions, the 80th percentile calculations are performed using public doctoral and research universities. In addition to this information, the spreadsheets also provide, for each of these positions, the average and median salaries for UNC institutions, all public doctoral and research universities, and universities within ECU’s Carnegie Classification.
**PART 4: Audit Findings**

Did your institution’s Office of Internal Audit report any significant audit findings to General Administration’s Office of Compliance and Audit Services related to weaknesses in the internal control structure, deficiencies in the accounting records, non-compliance with rules and regulations, or any other instances where significant findings are identified?

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>X</td>
<td>NO</td>
</tr>
<tr>
<td></td>
<td>Our office of internal audit reported to General Administration’s Office of Compliance and Audit Services no audit findings related to weaknesses in the internal control structure, deficiencies in the accounting records, non-compliance with rules and regulations, or any other instances.</td>
</tr>
</tbody>
</table>

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td>YES</td>
</tr>
<tr>
<td></td>
<td>Our office of internal audit reported to General Administration’s Office of Compliance and Audit Services significant audit findings. Below is a brief summary of the audit findings and actions that have been taken, or are to be taken, to address the noted deficiencies. <em>(You may attach additional supporting documents.)</em></td>
</tr>
<tr>
<td>-----------------------</td>
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</tr>
<tr>
<td>Ballard, Steven C.</td>
<td>101000: Chief Executive Officer, Single Inst</td>
</tr>
<tr>
<td>Mitchell, Ronald</td>
<td>201000: Chief Academic Affairs Officer &amp; Provost</td>
</tr>
<tr>
<td>Shearer, Medley</td>
<td>201000: Chief Academic Affairs Officer &amp; Provost</td>
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<tr>
<td>Xenikios, Frederick D.</td>
<td>301000: Chief Business Officer</td>
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<tr>
<td>Talia, Christopher M.</td>
<td>301000: Chief Development Officer</td>
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<td>Jones, Phyllis N.</td>
<td>201000: Chief Health Affairs Officer</td>
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<tr>
<td>Travis, Donna G.</td>
<td>301000: Chief Legal Affairs Officer</td>
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<tr>
<td>White, Janice S.</td>
<td>300000: Chief Library Officer</td>
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<tr>
<td>Mitchell, Ronald</td>
<td>300000: Chief Research Officer</td>
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<tr>
<td>Hardy, Virginia D.</td>
<td>401000: Chief Student Affairs Officer</td>
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<tr>
<td>White, David M.</td>
<td>501000: Dean Arts and Sciences</td>
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<tr>
<td>Whites, Jeffrey D.</td>
<td>501000: Dean Business</td>
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<tr>
<td>Kittock, Matthew C.</td>
<td>501000: Dean Communication &amp; Information Sciences</td>
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<tr>
<td>Kepple, Paul J.</td>
<td>501000: Dean Arts and Humanities</td>
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<tr>
<td>Rigby, Patricia A.</td>
<td>501000: Dean Biomedical Sciences</td>
</tr>
<tr>
<td>Gilbert, Glen G.</td>
<td>501000: Dean Health Related Professions</td>
</tr>
<tr>
<td>Cunningham, Paul G.</td>
<td>501000: Dean Medical</td>
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<tr>
<td>Blackwell, Ronald M.</td>
<td>601000: Dean Nursing</td>
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<tr>
<td>Adams, Joseph E.</td>
<td>601000: Dean Pharmacy</td>
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<tr>
<td>Locklear, Christopher</td>
<td>701000: Dean Student Affairs</td>
</tr>
<tr>
<td>Thomas, Steven W.</td>
<td>701000: Dean Allied Health</td>
</tr>
<tr>
<td>Roeder, Lynn M.</td>
<td>701000: Dean Allied Health</td>
</tr>
<tr>
<td>Siguaw, Judy</td>
<td>901000: Dean Allied Health</td>
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<tr>
<td>Cunningham, Paul G.</td>
<td>901000: Dean Allied Health</td>
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<tr>
<td>Thomas, Steve</td>
<td>901000: Dean Allied Health</td>
</tr>
<tr>
<td>Roeder, Lynn M.</td>
<td>901000: Dean Allied Health</td>
</tr>
</tbody>
</table>

*Includes tickets for all football games (home games) for each team.

2014-2015 Salary Range:
- Minimum: $209,400
- Maximum: $218,874

Non-Salary Compensation:
- Athletic Tickets: received a letter offering tickets for employee and a guest for the games listed below. They may or may not have attended.
- Social/Recreational Benefits: received a letter offering benefits for employee and a guest for the games listed below. They may or may not have attended.

Note:
- "n/a" indicates that no data is available for this CUPA code in the 2014-2015 salary ranges.
The Athletics & Advancement Committee met yesterday. Members present included Kel Normann, Vern Davenport, Deborah Davis, Mark Matulewicz and Kieran Shanahan. Several other board members attended as well.

**University Advancement Highlights**

Vice Chancellor Dyba shared a fundraising total of over $32M; more specifically $13.2M to the ECU Foundation, $10.6M to the Medical and Health Sciences campaign and $8.4M to the Pirate Club. This total represents total commitments through March 31st and is tracking on pace with last year’s totals.

Vice Chancellor Dyba also expressed the challenge faced with the upcoming $1M cap on Advancement activities beginning in the new fiscal year. Questions have been circulating through GA and the 17 universities in the UNC system for more clarification on what is included in Advancement budgets. Not every school has the same departments/programs under their Advancement umbrella. It appears that with more clear definition the cut to ECU may be more manageable than anticipated; but still significant. We continue to advocate with our peer institutions for a modification or reversal on the legislation. Dyba assured the committee that he has been at work with the chancellor, Dr. Niswander, the ECU Foundation board and the Medical and Health Sciences Foundation board to execute an optimal plan that advances our institution while meeting state budget requirements.

Dr. Sarah Williams highlighted the STEPP program which is a comprehensive program serving students with learning disabilities. Ten students are accepted annually and begin their transition to college during their senior year or high school. The STEPP program has 55 students who are provided support academically and socially. Support includes study hall, mentoring, tutoring, assistive technology, and courses that allow them to be better equipped in learning strategies. Through funding from Walter and Marie Williams, the Oak Foundation, and other donors, ECU is able to support its program with no fee extended to the student. In an effort to continue to serve our student population and grow the program there is a need to build an endowment. This program is intensely personal with great success and is being modeled throughout the state.
Athletic Highlights

Men’s Basketball Coach, Jeff Lebo, joined us yesterday. He talked about recruiting, a little about player turnover, and how being in the American Athletic Conference has elevated the ECU Men’s Basketball program. He reminded us that the AAC had four teams in the NCAA tournament this year, while the SEC only had three. Coach Lebo was optimistic about the future of this program and asked for the continued support of the board.

Athletic Director Jeff Compher gave an athletic update. He talked a little about the ECU Baseball program, which is currently ranked #16 nationally. The team is off a a 14-7 record with huge wins at Virginia, and winning their forth straight Keith LeClair Classic title in March. Jeff also talked about the men’s and women’s golf teams. The men posted two top 5 finishes in three tournaments in the spring, while the women own a 98-22-2 record after 7 events this year and are ranked 25th nationally. There is a lot of excitement around ECU’s golf program.

Nick Floyd gave a brief financial update, saying that the football transition has gone exceptionally well on all levels and that the department will have little to no future obligations beyond this current fiscal year. Nick was also encouraged by the football ticket sales for the fall.

Chairman, this is all I have for open session – I’ll have a few items in closed session later in the agenda.
Action Items:
1. Approval of February 18, 2016 minutes
2. Approval of one change to the FY 2016 Internal Audit engagement plan

ERM Report – Mr. Tim Wiseman
- Mr. Wiseman presented an update on the enterprise risk management activity.
  - Mr. Wiseman advised the committee that an Interim Regulation on University Youth Programs has been drafted and will be in place very soon. This will provide the backbone for the oversight of youth-related camps and programs throughout the University.
  - Mr. Wiseman advised that the risk management/insurance function for the University will be moving from Campus Operations into the ERM office. This should provide several benefits and synergies.
  - The ERM office will soon be launching an ERM awards program for the University and will seek nominations for individuals and departments that are progressive in incorporating risk considerations into routine operations.
- Mr. Wiseman provided an article on Executive Perspectives on Top Risks for 2016 for the committee members to review. He noted that a recent survey revealed that the top risks facing boards of directors and executives across the globe are similar to the University’s top risks.
- Mr. Wiseman updated the committee on a UNC General Administration policy change. The UNC BOG Audit Committee has been renamed to the “Committee on Audit, Risk Management, and Compliance”, and has been formally assigned the responsibility of oversight for the system’s Internal Audit, Enterprise Risk Management, and Compliance-related issues. The Board may need to consider renaming our Audit Committee to formally encompass risk management and compliance as well. Ms. Stacie Tronto will coordinate with the Chancellor, Board, and others in the coming months to determine how to approach this.

Internal Audit Report – Ms. Stacie Tronto
- Ms. Tronto presented the Internal Audit dashboard for the 2015-2016 fiscal year to date (as of March 19, 2016)
  - The Internal Audit team has completed 58% of the annual audit plan for the year (the target for the year is 80%). The team is on track to meet or exceed the goal this year.
  - The team’s auditor utilization rate (“direct” productivity hours) for the year to date is 77% (the target is 75%). The team expects that it will meet this goal by year-end. The utilization rate including the University Program Specialist is 73%.
  - The team has performed 87 consultations with management so far this year (19% of the team’s hours)
  - University management has made satisfactory progress on 93% of the corrective actions/recommendations for which Internal Audit has completed a follow-up this year (the target is 95%). IA will complete a second follow-up on the three recommendations that were not considered complete prior to June 30.
- Ms. Tronto presented one proposed change to the FY 2016 engagement plan. Ms. Tronto proposed that a planned audit of the ECU Physicians patient billing cycle be changed to a consultation due to new leadership in the Clinical Financial Services area and process changes that are being implemented. Ms. Tronto stated that IA can provide greater value to management by consulting on these process changes rather than performing an audit at this time. The committee approved this proposed change to the annual audit plan.
- Ms. Tronto updated the Committee on the Internal Audit Quality Assessment Review. The external reviewers were on site last week to perform the assessment of Internal Audit. The final report is pending, but ECU Internal Audit received the highest possible rating with regard to its conformance to the Standards for the Professional Practice of Internal Auditing. The reviewers had a few recommendations for IA and University management to consider. Ms. Tronto stated that the external reviewers had never seen an IA shop that was so well supported by University management and the Board.

Research Compliance Report – Ms. Norma Epley
- Ms. Epley presented information on the University’s Institutional Review Board (IRB) for research involving human subjects.
- Effective February 1, 2016, the University entered into an agreement with one external IRB to provide the reviews for specific industry-sponsored research studies in which the company’s research protocol has already been reviewed by that external IRB.
- Ms. Epley updated the committee on the pros and cons of using external IRBs.
- As of this date, the vast majority (99%) of research studies are still reviewed by the University’s internal IRB.

No other business was discussed.
Memorandum

TO: Dr. Steve Duncan
    ECU Board of Trustees

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

Date: March 16, 2016

RE: Request for BOT Action on 2016 Recommendations for Tenure

Dr. Duncan, attached are the 2016 tenure recommendations that need to be submitted to the Board of Trustees for their consideration at the upcoming April 7-8 meeting. These actions have been approved by Chancellor Ballard. Formats are attached for the following faculty members:

- **Academic Library Services (2)**
  - Jeanne Hoover, Joyner Library
  - Herbert Nall, Joyner Library

- **Harriot College of Arts and Sciences (5)**
  - Adriana Heimann Rios, Geological Sciences
  - Lee Johnson, Philosophy and Religious Studies
  - Laura Mazow, Anthropology
  - Jennifer McKinnon, History
  - Kennetta Perry, History

- **College of Business (3)**
  - Anil Mishra, Management
  - Stacey Robinson, Marketing & Supply Chain Management
  - William Jason Rowe, Marketing & Supply Chain Management
Memorandum to: Dr. Steve Duncan  
March 16, 2016  
Page 2

**College of Education (3)**  
Matthew Militello, Educational Leadership  
Caitlin Ryan, Literacy Studies, English Education and History Education  
Anne Ticknor, Literacy Studies, English Education and History Education

**College of Engineering and Technology (1)**  
Carolyn Dunn, Technology Systems

**College of Fine Arts and Communication (3)**  
Glen Hubbard, Communication  
Daniel Kariko, Art and Design  
Jamie Rhodes, Music

**College of Health and Human Performance (7)**  
Jo Anne Balanay, Health Education & Promotion  
Eboni Baugh, Human Development & Family Science  
Jeffrey Brault, Kinesiology  
Zachary Domire, Kinesiology  
Ryan Martin, Health Education & Promotion  
Kelley Reinsmith-Jones, Social Work  
Stephanie Richards, Health Education & Promotion

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 7-8 meeting. Each of the above recommendations has been approved by all appropriate parties, including the Chancellor, as indicated by his signature above.

Please let me know if you have questions about this request.

Attachments: 24 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: Jeanne Hoover

Department: Research & Instructional Services School/College: Academic Library Services

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: 07/01/2016

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

Salary: $50,240 Source(s): State Funds: $50,240 *Non-State Funds: $ __________
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

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

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<th>Source</th>
<th>Recommended</th>
<th>Not Recommended</th>
<th>Not Applicable</th>
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</thead>
<tbody>
<tr>
<td>Appropriate Unit Personnel Committee</td>
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<td>Chair/Unit Head</td>
<td>☐</td>
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<tr>
<td>Board of Trustees</td>
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</tbody>
</table>
Section II. To be completed by the faculty member.

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

   Master of Library and Information Science, 2008
   University of Pittsburgh, Pittsburgh, Pennsylvania
   Bachelor of Arts in English, Minor in French, 2005
   The Pennsylvania State University, University Park, Pennsylvania

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, July 1, 2010 - Present, East Carolina University
   - Reference Librarian, Sciences, 2010-2015, East Carolina University
   - Scholarly Communication Librarian, 2015-present, East Carolina University

3. Scholarly & Creative Activities:

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<th>Type</th>
<th>Number</th>
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<tbody>
<tr>
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<td>Chapter</td>
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<td>Other: refereed proceedings</td>
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<td>Other: refereed presentations/posters</td>
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</tr>
<tr>
<td>Other: book reviews</td>
<td>2</td>
</tr>
</tbody>
</table>

4. Membership in professional organizations:

   American Libraries Association, Member, 2010 – present; Association of College and Research Libraries, Member, 2010 - present; North Carolina Library Association, Member, 2010- present; North Carolina Chapter of the Special Libraries Association, Member, 2010- 2013; Special Libraries Association, Member 2010-2013

5. Professional service on campus:

   **Academic Library Services Professional Service:**
   - Coordinator of Instructional Assessment Search Committee, Chair, August 2015- present
   - Scholarly Communication Committee, Co-chair, May 2015- present
   - Director’s Council, Member, May 2015- present
   - Green Committee, Member, May 2015 - present
   - Mentoring Committee, Member, 2014 – present
   - Electronic Resources Committee, Member, 2012- present
   - Faculty Affairs, Chair, 2014- 2015
   - Green Committee, Co-Chair, 2014- 2015
   - Institutional Repository Sub-Committee, Scholarly Communications, Chair, 2014-2015
   - Scholarly Communications Committee, Member, 2012- 2015
   - Publications and Marketing Committee, Member, 2010- 2015
   - Library Assembly, President, 2013-2014
   - Dean’s Executive Council, Member, 2013-2014
• Dean’s Council, Member, 2013-2014
• Library Assembly and SPA Assembly Working Group on Staff Climate, 2013-2014
• Online Learning Librarian Search Committee, Chair, 2013
• Book and Paper Salvage Team, Member, 2012- 2013
• Citation Manager Sub-Committee, Member, 2012
• Library Assembly, Vice-President, 2011- 2012
• Green Committee, Chair, 2011- 2012
• Operations Procedure Review Committee (OPRC), Chair, 2011- 2012
• North Carolina Collection Reference Librarian Search Committee, Member, 2010-2011

ECU Professional Service:
• Academic Library Services, Faculty Senator, ECU Faculty Senate, August 2015- present
• ECU Calendar Committee, Member, 2014 – present
• ECU Sustainability Committee, Communications Sub-Committee, Chair, 2013- present
• New Faculty Orientation Committee, Member, 2012 – 2015
• ECU Copyright Committee, Member, 2011 – 2014
• State Employees Combined Campaign, Academic Library Services co-leader, 2012
• Picking Cotton Forgiveness-Recovery Subcommittee, Pirate Read, Common Read Program for First Year Students, Member, 2011

6. Professional service off campus:
• Reference & Adult Services Section, North Carolina Library Association, Vice-Chair/Chair-Elect, 2014 - present
• Association of College and Research Libraries, Science and Technology Section, Nomination Committee, Member, June 2015- present
• Association of College and Research Libraries, Science and Technology Section, 2016 Conference Planning Committee, Member, June 2015- present
• Association of College and Research Libraries, Science and Technology Section, Membership and Recruitment Committee, Co-Chair, 2013- 2015
• Association of College and Research Libraries, Science and Technology Section, Research Agenda Task Force, Member, 2014- 2015
• 2014 Southeastern Science Boot Camp/STEM Librarians Conference, Planning Committee, Member, 2012- 2014
• Reference & Adult Services Section, North Carolina Library Association, Treasurer, 2013- 2014
• Association of College and Research Libraries Association, Science and Technology Section, Membership and Recruitment Committee, Member, 2012-2013
• North Carolina Chapter of the Special Libraries Association, Communications Lead/Editor, 2010- 2013
• North Carolina Chapter of the Special Libraries Association, 2011 Awards Committee, Member, 2011
• North Carolina Chapter of the Special Libraries Association, International Travel Award Committee, Member, 2011
• Association of College and Research Libraries Association, University Library Section, Ad-Hoc Section Outreach Committee, 2011
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: Herbert Clark Nall

Department: Research & Instructional Services    School/College: Academic Library Services

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, 2016

Contract Period: Administrative Appointment: 9 mo. ☐ 12 mo. ☐
- Faculty Appointment: 9 mo. ☐ 12 mo. ☒

Salary: $53,824    Source(s): State Funds: $53,824    *Non-State Funds: $ _____
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

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

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<th>Source</th>
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<tr>
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</tr>
<tr>
<td>Chair/Unit Head</td>
<td>☐</td>
<td>☐</td>
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</tr>
<tr>
<td>Director</td>
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</tr>
<tr>
<td>Dean</td>
<td>☐</td>
<td>☐</td>
<td>☒</td>
</tr>
<tr>
<td>Provost/Vice Chancellor</td>
<td>☒</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Chancellor</td>
<td>☒</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Board of Trustees</td>
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<td>☐</td>
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</tbody>
</table>
Section II. To be completed by the faculty member.

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

- University of North Carolina at Greensboro
  Master of Library and Information Studies  
  2001
- University of South Carolina – Columbia, SC
  M.A., Religious Studies  
  1994

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)*

- Reference/Business Librarian, Joyner Library, ECU  
  2008- present
- Access Services Librarian, University of Memphis  
  2004-2008
- Instruction Librarian, Georgia State University  
  2003-2004
- Instruction Librarian, Joyner Library, ECU  
  2001-2003

3. Scholarly & Creative Activities:

<table>
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<tr>
<th>Type</th>
<th>Number</th>
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<tbody>
<tr>
<td>Book</td>
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<td>Edited Book</td>
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</tr>
<tr>
<td>Chapter</td>
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<td>Refereed Journal Article</td>
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<td>Other Journal Article</td>
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<tr>
<td>Juried Performance/Show</td>
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<td>Other: article in proceedings</td>
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<tr>
<td>Other:_____________________</td>
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</table>

4. Membership in professional organizations:

- ALA
- ACRL
- NCLA

5. Professional service on campus:

- Member, Unit Code Screening Committee, 2013-present

6. Professional service off campus:

- Chair, 2013-2014, Member 2010-2014 RUSA Mars (Reference and User Services Association Machine-Assisted Reference Section) Best Free Websites Committee (National committee of the American Library Association)

- Secretary/Treasurer, Business Librarianship in North Carolina (NCLA) 2009-2011 (Member 2009-present)
Name of Appointee: Adriana Heimann-Rios

Department: Geological Sciences                  School/College: College of Arts and Sciences

Current Rank or Title: (if applicable)         Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☑
- Promotion: ☑
- Conferral of Tenure: ☑
- Other: (describe)

Distinguished Professorship: (provide name of professorship)

Effective Date of Action: August 19, 2016

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

Salary: $66,268 Source(s): State Funds: $66,268 *Non-State Funds: $0
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

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

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<tr>
<td>Chair/Unit Head</td>
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<td>Dean</td>
<td>☑️</td>
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<tr>
<td>Provost/Vice Chancellor</td>
<td>☑️</td>
<td>☐</td>
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<tr>
<td>Chancellor</td>
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</tr>
<tr>
<td>Board of Trustees</td>
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Section II. To be completed by the faculty member.

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

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<th>Degree</th>
<th>Date Conferred</th>
<th>Institution</th>
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<tr>
<td>Ph.D. Geology</td>
<td>2006</td>
<td>Iowa State University</td>
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<tr>
<td>M.S. Geology</td>
<td>2002</td>
<td>Iowa State University</td>
</tr>
<tr>
<td>B.S. Geology</td>
<td>1998</td>
<td>University of Uruguay</td>
</tr>
</tbody>
</table>

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. 2009-present Assistant Professor, Mineralogy/Petrology, East Carolina University, Dept. of Geological Sciences, Greenville, NC.


2005-2006 Teaching Assistant, Department of Geological & Atmospheric Sciences (GEAT), Iowa State University (ISU). Taught mineralogy, crystallography, and igneous, sedimentary, and metamorphic petrology.

2002-2005 Research Assistant, GEAT, ISU.

2000-2002 Teaching Assistant, GEAT, ISU.

2000 Research Technician (summer). Agronomy Department, Iowa State University.


1996-2001 Assistant in Geology (Ayudante de Geología), Department of Geology, College of Sciences, University of Uruguay, Montevideo, Uruguay. Taught mineralogy, crystallography, mineral resources.


3. Scholarly & Creative Activities:

<table>
<thead>
<tr>
<th>Type</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Book</td>
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<td>Edited Book</td>
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<tr>
<td>Chapter</td>
<td>1 (in press) at ECU (2 total)</td>
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<tr>
<td>Refereed Journal Article</td>
<td>9 at ECU (7 published, 2 in press) (16 total)</td>
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<td>Other Journal Article</td>
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<td>Other: Online report (USGS)</td>
<td>1</td>
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<td>Other:</td>
<td>0</td>
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<td>Other:</td>
<td>0</td>
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</table>
4. Membership in professional organizations:
   - Sigma Xi. 2013.
   - American Geophysical Union. 2008-2013.

5. Professional service on campus:
   - Identification of rocks and minerals for visiting constituents.
   - Member of Strategic Plan, Efficiencies, Classroom Renovation committees.
   - Member of Five-year Review of Chair Committee.
   - Member of ECU NC Space Grant Steering Committee and Undergraduate Research Scholarship Committee.
   - Departmental seminar series organizer.
   - Recruiting at four ECU events (e.g., Open House)

6. Professional service off campus:
   - Produced content (explanations for multiple-choice questions in Geology) for publisher.
   - Reviewer of journal articles for 14 journals.
   - Reviewer of research proposals for the National Science Foundation and The American Philosophical Society.
   - Member of Review Panel for Petrology and Geochemistry (National Science Foundation).
Name of Appointee: Dr. Lee Johnson

Department: Philosophy and Religious Studies
School/College: 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 19, 2016

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

Salary: $59,496 Source(s): State Funds: $ 59,496 *Non-State Funds: $_____
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): ______________________________________

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

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<td>Chair/Unit Head</td>
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<td>Dean</td>
<td>☒</td>
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<tr>
<td>Provost/Vice Chancellor</td>
<td>☒</td>
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<tr>
<td>Chancellor</td>
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</tr>
<tr>
<td>Board of Trustees</td>
<td>☐</td>
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</table>
Section II. To be completed by the faculty member.

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

   Ph.D.—2002—Ph.D. Biblical Studies – University of St. Michael’s College in the University of Toronto, Toronto, Ontario
   Areas of Specialization: Paul, Synoptic Gospels, Wisdom Literature, Hellenistic Literature
   M.A.—1993—Theology - Moravian Theological Seminary, Bethlehem, PA
   Specialization: Biblical Studies - New Testament
   B.S.—1980—Christian Education—Manhattan Christian College, Manhattan, KS
   Major: Christian Education
   B.S.—1980—Elementary Education—Kansas State University, Manhattan, KS
   Major: Elementary Education

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)*

   2010-    Assistant Professor, East Carolina University
   2007-10  Associate Professor, Methodist Theological School in Ohio
   2002-07  Assistant Professor, Methodist Theological School in Ohio
   2001-02  Instructor, Methodist Theological School in Ohio
   1998-2000 Sessional Lecturer, Knox College, University of Toronto

3. Scholarly & Creative Activities:

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<th>Type</th>
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<tr>
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<td>Reviews</td>
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<td>Refereed Paper Presentations</td>
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<td>Grants Awarded</td>
<td>2</td>
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<tr>
<td>Accepted for publication</td>
<td>3</td>
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4. Membership in professional organizations:

   2009-    Performance Criticism Group/SBL (Co-Chair of the Steering Committee)
   2004-    The Context Group/SBL
   1995-    Society of Biblical Literature
   1995-    Canadian Society of Biblical Studies
   1994-    Catholic Biblical Association
5. Professional service on campus:

2010- Assessment Coordinator for the Religious Studies Program
2014- Secretary for the Student Scholarships and Awards Committee
2015  5-Year Chair Review Committee member for George Bailey

6. Professional service off campus:

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 B. Mazow

Department: Anthropology
School/College: 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 19, 2016

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

Salary: $54,843 Source(s): State Funds: $54,843 *Non-State Funds: $0
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

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

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<td>Appropriate Unit Personnel Committee</td>
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<tr>
<td>Chair/Unit Head</td>
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<tr>
<td>Director</td>
<td>☐</td>
<td>☐</td>
<td>☒</td>
</tr>
<tr>
<td>Dean</td>
<td>☒</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>Provost/Vice Chancellor</td>
<td>☒</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>Chancellor</td>
<td>☒</td>
<td>☐</td>
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<tr>
<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

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

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<th>Degree</th>
<th>Institution</th>
<th>Date Conferred</th>
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<td>PhD</td>
<td>University of Arizona</td>
<td>May 2005</td>
</tr>
<tr>
<td>MA</td>
<td>University of Arizona</td>
<td>May 1997</td>
</tr>
<tr>
<td>BA</td>
<td>Georgetown University</td>
<td>May 1989</td>
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2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

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<th>Position/Rank</th>
<th>Date of Appointment</th>
<th>Department and Institution</th>
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<td>Assistant Professor</td>
<td>2009-present</td>
<td>Department of Anthropology, ECU</td>
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<tr>
<td>Teaching Assistant Professor</td>
<td>2007-2009</td>
<td>Department of Anthropology, ECU</td>
</tr>
<tr>
<td>Visiting Assistant Professor</td>
<td>2005-2007</td>
<td>Department of Anthropology, ECU</td>
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<tr>
<td>Instructor</td>
<td>Summer 2002</td>
<td>Department of Near Eastern Studies, University of Arizona</td>
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<tr>
<td>Instructor</td>
<td>Summer 2001</td>
<td>Department of Near Eastern Studies, University of Arizona</td>
</tr>
<tr>
<td>Teaching Assistant</td>
<td>AY 2001-2002</td>
<td>Departments of Near Eastern Studies, Judaic Studies and History, University of Arizona</td>
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<tr>
<td></td>
<td>AY 1994-1996</td>
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</tr>
<tr>
<td>Archaeological Field Excavator</td>
<td>1989-1992</td>
<td>Israel Antiquities Authority</td>
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3. Scholarly & Creative Activities:

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<th>Type</th>
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<td>Chapter</td>
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<td>Refereed Journal Article</td>
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<td>Other Journal Article</td>
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<td>Juried Performance/Show</td>
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<tr>
<td>Non-Juried Performance/Show</td>
<td></td>
</tr>
<tr>
<td>Other: Book Reviews</td>
<td>4</td>
</tr>
<tr>
<td>Other: Project reports</td>
<td>4</td>
</tr>
<tr>
<td>Other: Electronic publications</td>
<td>3</td>
</tr>
<tr>
<td>Other: Grants submitted</td>
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<tr>
<td>Other: Ref Journal Articles (in press)</td>
<td>2</td>
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<tr>
<td>Other: Arch Field Reports (in press)</td>
<td>4</td>
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<tr>
<td>Other: Conference (papers and posters)</td>
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</table>
4. Membership in professional organizations:

American Schools of Oriental Research
Society for American Archaeology

5. Professional service on campus:

<table>
<thead>
<tr>
<th>Committee</th>
<th>Role</th>
<th>Dates of Service</th>
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<tbody>
<tr>
<td>Faculty Senate</td>
<td>Member</td>
<td>2014-present</td>
</tr>
<tr>
<td>Undergraduate Research and Creative Activities Awards</td>
<td>Judge</td>
<td>2015-present</td>
</tr>
<tr>
<td>Enhance and Grow Research Enterprise (Workgroup)</td>
<td>Vice-chair</td>
<td>2014-2015</td>
</tr>
<tr>
<td>Religious Studies</td>
<td>member</td>
<td>2006-present</td>
</tr>
<tr>
<td>Classics</td>
<td>member</td>
<td>2006-present</td>
</tr>
<tr>
<td>Anth Dept. Bioanth search committee</td>
<td>member</td>
<td>2013</td>
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<tr>
<td>Faculty Senate</td>
<td>alternate</td>
<td>2010-2014</td>
</tr>
<tr>
<td>Faculty Senate rep on FS Research Grants Committee</td>
<td>Member</td>
<td>2012</td>
</tr>
<tr>
<td>ANTH 6501, Grad Stdnt. Orient.</td>
<td>organizer</td>
<td>2011-present</td>
</tr>
<tr>
<td>Hillel, Jewish Students Union</td>
<td>faculty advisor</td>
<td>2011-present</td>
</tr>
<tr>
<td>College Curriculum Committee, HCAS</td>
<td>member</td>
<td>2010-2011</td>
</tr>
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<td>Middle East Studies Committee</td>
<td>member</td>
<td>2008-2010? (dormant)</td>
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<td>member</td>
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6. Professional service off campus:

<table>
<thead>
<tr>
<th>Committee</th>
<th>Dates of Service</th>
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<tr>
<td>Board of Trustees, ASOR</td>
<td>2012-2014</td>
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<tr>
<td>Honors and Awards Committee, ASOR, chair</td>
<td>2012-present</td>
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<tr>
<td>Honors and Awards Committee, ASOR, member</td>
<td>2007-2012</td>
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<td>Program Committee, ASOR</td>
<td>2005-2010</td>
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**Book and Journal Peer Reviews**
- Bulletin of the American Schools of Oriental Research
- Palestine Exploration Quarterly
- Near Eastern Archaeology
- Pearson Education

**Granting Agency Peer Reviews**
- Israel Science Foundation
Book Reviews


Public Lectures

- *Biblical Archaeology and the Old and New Testaments*, a 2 part public lecture, St. Timothy’s Episcopal Church, January and February 2014.
- *The Dead Sea Scrolls, their discovery, history and initial study*, a public lecture, St. Paul’s Episcopal Church, December 2011.

Faculty Senate Resolution #07-01, March 1, 2007
Faculty Senate Resolution #08-27, May 2008
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Jennifer McKinnon

Department: History

School/College: College of Arts and Sciences

Current Rank or Title: Assistant Professor

Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: 
- New Faculty Appointment: 
- Promotion: 
- Conferral of Tenure: 
- Other: (describe) 
- Distinguished Professorship: (provide name of professorship)

Effective Date of Action: August 19, 2016

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

Salary: $65,750 Source(s): State Funds: $65,750 *Non-State Funds: $0

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

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

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<thead>
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<th>Source</th>
<th>Recommended</th>
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<tbody>
<tr>
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<td>Chair/Unit Head</td>
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<tr>
<td>Provost/Vice Chancellor</td>
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<tr>
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</tr>
<tr>
<td>Board of Trustees</td>
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</tr>
</tbody>
</table>
Section II. To be completed by the faculty member.

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

- 2010  PhD Anthropology, Florida State University
- 2002  MA Anthropology, Florida State University
- 1997  BA Anthropology, University of 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)

- 2013- Assistant Professor, East Carolina University, Department of History
- 2012-2013  Senior Lecturer (Level C), Flinders University, Department of Archaeology
- 2009-2012  Lecturer (Level B), Flinders University, Department of Archaeology
- 2006-2009  Associate Lecturer (Level A), Flinders University, Department of Archaeology
- 2010  Instructor, Florida State University
- 2004-2006  Senior Underwater Archaeologist, Bureau of Archaeological Research, Florida Division of Historical Resources
- 2003  Instructor, Introduction to Cultural Anthropology, Florida State University
- 2003  Archaeological Field Technician, R. Christopher Goodwin and Associates, Inc
- 2002  Instructor, Nautical Archaeology: Global View, Florida State University
- 2001  Maritime Archaeologist, St. Augustine Lighthouse Archaeological Maritime Program
- 2000-2003  Teaching Assistant/Research Assistant, Florida State University
- 1999  Archaeological Field Technician, Florida Archaeological Services, Inc.
- 1998  Americorps Member, Department of Environmental Protection, Florida State Park Service

3. Scholarly & Creative Activities:

<table>
<thead>
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<th>Type</th>
<th>Number</th>
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<tbody>
<tr>
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<tr>
<td>Edited Book</td>
<td>3</td>
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<td>Chapter</td>
<td>7</td>
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<tr>
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<td>10</td>
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<tr>
<td>Other Journal Article</td>
<td>10</td>
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<tr>
<td>Juried Performance/Show</td>
<td>10</td>
</tr>
<tr>
<td>Non-Juried Performance/Show</td>
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<tr>
<td>Other: Book Reviews</td>
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<td>Other: Conference Proceeding</td>
<td>6</td>
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<tr>
<td>Other: Electronic Publications</td>
<td>4</td>
</tr>
<tr>
<td>Other: Encyclopedia Entries</td>
<td>2</td>
</tr>
<tr>
<td>Other: Consulting and Research Reports</td>
<td>12</td>
</tr>
<tr>
<td>Other: Scholarship of Engagement</td>
<td>9ilw / guides; 4 posters</td>
</tr>
</tbody>
</table>
4. Membership in professional organizations:
   Society for Historical Archaeology (1999-present)
   Australasian Institute for Maritime Archaeology (2006-present)
   Society for American Archaeology (2013-present)
   Florida Anthropological Society (2015-present)
   Southeastern Archaeology (2014-present)

5. Professional service on campus:
   (2015-2016) Director of Graduate Studies
   (Summer 2015) Interim Director of Graduate Program for Department of History
   (2014-2015) Secretary, Research and Publication Committee
   (2015) Member, Search Committee for Chair of History Department
   (2014-2015) Member, Search Committee for ICSP Assistant Associate Hire
   (2014) Member, Search Committee for Director of Coastal Resources Management Program
   (2014-2015) Member, Diving Safety Control Board
   (2013-2014 and 2014/2015) Member, Research Vessel Use and Safety Committee
   (2015-2016) Faculty Representative, Maritime Studies Association

6. Professional service off campus:
   (2011-present) Associate Member Representative, Advisory Council on Underwater Archaeology. I also
   serve/d on subcommittees including Education Committee, UNESCO Committee, Job Market Survey
   Committee and Development Committee
   (2006-present) Councilor, Australasian Institute for Maritime Archaeology
   (2012-present) Member Society for Historical Archaeology Public Education and Interpretation
   Committee
   (2014-present) Member, Society for Historical Archaeology UNESCO Committee
   (2006-2009) Member, Publications Committee, Australasian Institute for Maritime Archaeology
   (2006-2013) Australasian Institute for Maritime Archaeology Training Tutor
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: Kennetta Perry

Department: History School/College: 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 19, 2016

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

Salary: $61,708 Source(s): State Funds: $61,708 *Non-State Funds: $0
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

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

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<td>Committee</td>
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<td>Chair/Unit Head</td>
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<tr>
<td>Director</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>Dean</td>
<td>☒</td>
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</tr>
<tr>
<td>Provost/Vice Chancellor</td>
<td>☒</td>
<td>☐</td>
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<tr>
<td>Chancellor</td>
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<tr>
<td>Board of Trustees</td>
<td>☐</td>
<td>☐</td>
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</table>
Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*
   - BA History & Political Science, North Carolina Central University, May 2001
   - PhD History, Michigan State University, May 2007
   - Postdoctoral Training, Duke University, 2007-2009

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)*
   - Postdoctoral Research and Instructor, 2007-2009
   - East Carolina University, 2009-Present

3. Scholarly & Creative Activities:

<table>
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<tr>
<th>Type</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
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<td>Edited Book</td>
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<td>Refereed Journal Article</td>
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<td>Other Journal Article</td>
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<td>Juried Performance/Show</td>
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<td>Non-Juried Performance/Show</td>
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<td>Other: Article in Proceedings</td>
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<td>4</td>
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<tr>
<td>Other: Encyclopedia Entries</td>
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</tbody>
</table>

4. Membership in professional organizations:
   - Association for the Study of African American Life and History (ASALH)
   - Association of Black Women Historians (ABWH)
   - Association for the Study of the Worldwide African Diaspora (ASWAD)
   - Collegium for African American Research (CAAR)
   - American Historical Association (AHA)
   - North American Conference on British Studies (NACBS)
   - Institute of Commonwealth Studies (ICS)
   - Black and Asian Studies Association (BASA)
   - Phi Alpha Theta History Honor Society

5. Professional service on campus:
   - Departmental Committees-Personnel; Research and Publications; Ad Hoc Distance Education; Graduate; Curriculum
     - History Department Coordinator for the Atlantic World Graduate Concentration (2009-Present)
     - Executive Committee and Teaching Faculty, HCAS Program in African & African American Studies (2010-Present)
     - Judge, History Day (2010-2015)
     - Member, Chancellor’s Committee on the Status of Women (Spring, 2014)

6. Professional service off campus:
   - Journal Reviewer, *Journal of British Studies* and *American Journalism*; Caribbean Studies Committee (Conf. on Latin American History)
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Aneil Mishra

Department: Management  School/College: Business

Current Rank or Title: Professor  Proposed Rank or Title: Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: ☐
- New Faculty Appointment: ☐
- Promotion: ☐
- Conferral of Tenure: ☒
- Other: ☐

Distinguished Professorship: ☐

Effective Date of Action: August 19, 2016

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

Salary: $118,335  Source(s): State Funds: $118,335  *Non-State Funds: $________

* Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): ____________________________

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

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<th>Source</th>
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<td>Chair/Unit Head</td>
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<tr>
<td>Director</td>
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<td>Dean</td>
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<tr>
<td>Board of Trustees</td>
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Section II. To be completed by the faculty member.

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

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<td>Ph.D.</td>
<td>December, 1992</td>
<td>University of Michigan, Business Administration</td>
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<tr>
<td>A.B.</td>
<td>June, 1984</td>
<td>Princeton University, <em>cum laude</em> in Economics</td>
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2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

<table>
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<th>Start</th>
<th>End</th>
<th>Institution</th>
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<tr>
<td>Professor</td>
<td>July 1, 2014 - Current</td>
<td>East Carolina University</td>
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<tr>
<td>Professor and Associate Dean</td>
<td>2012-2013</td>
<td>North Carolina Central University</td>
<td></td>
</tr>
<tr>
<td>CEO</td>
<td>2011-2013</td>
<td>Total Trust Coaching &amp; Consulting</td>
<td></td>
</tr>
<tr>
<td>Vice President</td>
<td>2011-2013</td>
<td>2tor, Inc. (now 2U, Inc.)</td>
<td></td>
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<tr>
<td>Professor (with tenure) and Director of Executive Education</td>
<td>2009-2011</td>
<td>Michigan State University</td>
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<tr>
<td>Visiting Associate Professor</td>
<td>2008-2009</td>
<td>Duke University</td>
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<td>Associate Professor (with tenure)</td>
<td>1998-2009</td>
<td>Wake Forest University</td>
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<td>Visiting Assistant Professor</td>
<td>1997-1998</td>
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<td>Assistant Professor</td>
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3. Scholarly & Creative Activities:

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<td>Chapter</td>
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4. Membership in professional organizations:

Academy of Management

5. Professional service on campus:

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<th>Committee/Workshop</th>
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<tr>
<td>College of Business Research and Creativity Committee</td>
<td>Member</td>
<td>Fall 2014-present</td>
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<tr>
<td>College of Business Leadership Speaker Series</td>
<td>Moderator</td>
<td>March 31, 2015</td>
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<tr>
<td>Cunanan Family Leadership Speaker Series</td>
<td>Organizer</td>
<td>November 12, 2014</td>
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<tr>
<td>Beta Gamma Sigma Induction Ceremony</td>
<td>Speaker</td>
<td>November 6, 2014</td>
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<tr>
<td>BUSI 4200 Final Presentations</td>
<td>Judge</td>
<td>October 20, 2014</td>
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<tr>
<td>Brown-Bag Session on Research Program and Opportunities</td>
<td>Presenter</td>
<td>October 15, 2014</td>
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<tr>
<td>College of Business Assurance of Learning Course Language Sessions</td>
<td>Moderator</td>
<td>September 2014</td>
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<tr>
<td>SAO Leadership Workshop Carousel</td>
<td>Presenter</td>
<td>August 24, 2014</td>
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<tr>
<td>AMA Student Chapter, Leadership Development Workshop</td>
<td>Conductor</td>
<td>October 1, 2014</td>
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6. Professional service off campus:

   Leadership Development Workshop, Vidant Hospital Foundation Board, November 18, 2015

   ECU College of Business/Greenville-Pitt County Chamber of Commerce Leadership Summit, Summit Organizer and Key Presenter, November 13, 2015

   Presentation to Greenville/Pitt County Chamber of Commerce Leadership Institute, April 7, 2015

   Eastern North Carolina Entrepreneurship Summit, Keynote Speaker, November 17, 2014.
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: Stacey G. Robinson

Department: Marketing and Supply Chain 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 19, 2016

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

Salary: $111,777 Source(s): State Funds: $111,777 *Non-State Funds: $0
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

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

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<td>Chancellor</td>
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<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

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

   Ph.D. (2011) – Florida State University  
   MBA (2006) – Meredith College  
   BSBA (1994) – University of Central 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)*

   East Carolina University – Assistant Professor – August 2011 to present  
   Florida State University – Instructor – June 2008 to June 2011

3. Scholarly & Creative Activities:

<table>
<thead>
<tr>
<th>Type</th>
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<tbody>
<tr>
<td>Book</td>
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<td>Edited Book</td>
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<td>Chapter</td>
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<td>Other Journal Article</td>
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<td>Non-Juried Performance/Show</td>
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<tr>
<td>Other: Referreed Conference</td>
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<td>Proceedings</td>
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<td>Other:</td>
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4. Membership in professional organizations:

   American Marketing Association 2008 to present  
   Association for Consumer Research 2009 to 2012

5. Professional service on campus:

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<tr>
<th>Committee/Service</th>
<th>Activity</th>
<th>Date(s) of Service</th>
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<td>COB move to Large Classes</td>
<td>Committee</td>
<td>Summer 2015 to present</td>
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<td>COB Graduate Programs Retention</td>
<td>Committee</td>
<td>Spring 2015 to present</td>
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<td>Joint Planning/School of Hospitality to COB</td>
<td>COB committee rep</td>
<td>Spring 2015 to present</td>
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<td>COB Leadership Conference</td>
<td>Planning committee</td>
<td>Fall 2014 to present</td>
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<td>University Conduct Board</td>
<td>Faculty rep</td>
<td>Spring 2012 to present</td>
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<td>Business Scholars Interviews</td>
<td>Interviewer</td>
<td>Spring 2013</td>
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<td>School of Hospitality to COB</td>
<td>COB committee rep</td>
<td>Fall 2012</td>
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<td>Connect at the Cupola</td>
<td>COB rep</td>
<td>Fall 2011 &amp; 2013</td>
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<td>Peer reviews</td>
<td>Reviewer</td>
<td>Ongoing</td>
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<td>Center for Sustainable Tourism</td>
<td>Faculty affiliate</td>
<td>Fall 2012 to present</td>
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<tr>
<td>Alumni Association Research</td>
<td>Conducted focus groups</td>
<td>Spring 2013</td>
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<tr>
<td>Student Athlete Awards Banquet</td>
<td>Faculty guest</td>
<td>Spring 2012 &amp; 2014</td>
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<tr>
<td>Commencement</td>
<td>Faculty participant</td>
<td>Fall 2011, 2012, 2013</td>
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<td>Marketing Advisory Board</td>
<td>Assist with meeting prep</td>
<td>Fall 2012 to present</td>
</tr>
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</table>
6. Professional service off campus:

   - Journal of Business Research - Editorial Review Board Member 2014 to present
   - American Marketing Association Summer Educators Conference 2015 Services Marketing Track Co-Chair
   - Journal of Service Research – Ad Hoc Reviewer (4 manuscripts)
   - Journal of Product Innovation Management – Ad Hoc Reviewer (2 manuscripts)
   - Journal of Services Marketing – Ad Hoc Reviewer (2 manuscript)
   - Journal of Business Research – Editorial Review Board Member (10 manuscripts)
   - American Marketing Association (Summer Educators Conference 2012) Doctoral Student Mentoring Breakfast – New faculty representative
Name of Appointee: William Jason Rowe

Department: Marketing and Supply Chain Management
School/College: Business

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 19, 2016

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

Salary: $106,527 Source(s): State Funds: $106,527 *Non-State Funds: $0

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): ________________________________

Prior Recommendations/Personnel Actions:

(please check appropriate responses)

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<tr>
<td>Chair/Unit Head</td>
<td>☒</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Director</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Dean</td>
<td>☒</td>
<td>☐</td>
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</tr>
<tr>
<td>Provost/Vice Chancellor</td>
<td>☒</td>
<td>☐</td>
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<tr>
<td>Chancellor</td>
<td>☒</td>
<td>☐</td>
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<tr>
<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

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

<table>
<thead>
<tr>
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<tr>
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<td>BBA</td>
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2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

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<tr>
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3. Scholarly & Creative Activities:

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<tr>
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<td>Edited Book</td>
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<td>Chapter</td>
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<td>Refereed Journal Article</td>
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<td>Juried Performance/Show</td>
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<td>Non-Juried Performance/Show</td>
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</tr>
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<td>Other: ___ Cases</td>
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<tr>
<td>Other: ___ External</td>
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<tr>
<td>Other: ___ Internal</td>
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<td>Grants</td>
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4. Membership in professional organizations:

- American Marketing Association (AMA)
- Society for Marketing Advances (SMA)

5. Professional service on campus:

<table>
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<tr>
<td><strong>Year</strong></td>
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<td>3 2014</td>
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<tr>
<td>4 2014</td>
</tr>
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<td>5 2013</td>
</tr>
<tr>
<td>6 2012</td>
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## Faculty Advisor

<table>
<thead>
<tr>
<th>Year</th>
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<tbody>
<tr>
<td>7</td>
<td>2015 American Marketing Assoc</td>
<td>Co-Advisor with Multiple Faculty Members</td>
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<tr>
<td>8</td>
<td>2014 American Marketing Assoc</td>
<td>Co-Advisor with Multiple Faculty Members</td>
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<tr>
<td>9</td>
<td>2013 American Marketing Assoc</td>
<td>Co-Advisor with Multiple Faculty Members</td>
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<tr>
<td>10</td>
<td>2012 American Marketing Assoc</td>
<td>Co-Advisor for AMA Student Chapter</td>
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## Other Institutional Service Activities

<table>
<thead>
<tr>
<th>Year</th>
<th>Occasion</th>
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<tbody>
<tr>
<td>11</td>
<td>2015 COB Hoopla Event</td>
<td>Guest Speaker</td>
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<tr>
<td>12</td>
<td>2015 Taking Care of Business</td>
<td>Guest Speaker</td>
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<tr>
<td>13</td>
<td>2014 Taking Care of Business</td>
<td>Guest Speaker</td>
</tr>
<tr>
<td>14</td>
<td>2014 Pirates Aboard Open House</td>
<td>Guest Speaker</td>
</tr>
<tr>
<td>15</td>
<td>2014 Pirate Club Fundraising and Engagement</td>
<td>Modifying Fundraising and Engagement Architecture with J. Batt, Sr.</td>
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<tr>
<td></td>
<td></td>
<td>Associate Athletics Director/Executive Director of the ECU Pirate Club</td>
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<td>16</td>
<td>2013 Jim Westmoreland Student Engagement Event</td>
<td>Guest Speaker</td>
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<tr>
<td>17</td>
<td>2013 Taking Care of Business</td>
<td>Guest Speaker</td>
</tr>
<tr>
<td>18</td>
<td>2013 Connect at the Cupola</td>
<td>Representative of Department of Marketing &amp; Supply Chain Management</td>
</tr>
<tr>
<td>19</td>
<td>2012 Taking Care of Business</td>
<td>Guest Speaker</td>
</tr>
<tr>
<td>20</td>
<td>2011 Peer Observer for Faculty Members</td>
<td>Fall: Jay Oliver Chris Keller (Online) Spring: Tom Robbins (Online)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Christy Ashley Jon Kirchoff</td>
</tr>
<tr>
<td>21</td>
<td>2011 Charting Our Course for 2020</td>
<td>Working with Paul Schwager on developing COB mission, message, and method</td>
</tr>
<tr>
<td></td>
<td></td>
<td>for project titled Charting Our Course for 2020</td>
</tr>
<tr>
<td>22</td>
<td>2011 Pamlico High School Campus Visit</td>
<td>Guest Speaker</td>
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<tr>
<td>23</td>
<td>2010 Spring Open House</td>
<td>Marketing representative</td>
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<td>24</td>
<td>2010 COB Representative Fall 2010 Commencement</td>
<td>Marketing representative</td>
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## Writing Student Recommendations

<table>
<thead>
<tr>
<th>Year</th>
<th>Occasion</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>25</td>
<td>2014 Hayley Norris</td>
<td>Letter of Recommendation</td>
</tr>
<tr>
<td>26</td>
<td>2014 Mercedes Tarantino</td>
<td>Letter of Recommendation</td>
</tr>
<tr>
<td>27</td>
<td>2014 Sebastian Rinn Ortiz</td>
<td>Letter of Recommendation</td>
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</table>
28 2013  Anthony Boland  Letter of Recommendation
29 2013  Mercedes Tarantino  Letter of Recommendation
30 2013  Julie Roberson  Letter of Recommendation
31 2013  Kyle Ballou  Letter of Recommendation

6. Professional service off campus:

**DS: Reviewer - Article / Manuscript**

<table>
<thead>
<tr>
<th>Year</th>
<th>Occasion</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>1 2014</td>
<td>William O. Bearden Award</td>
<td>Reviewer</td>
</tr>
<tr>
<td>2 2013</td>
<td>William O. Bearden Award</td>
<td>Reviewer</td>
</tr>
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</table>
Name of Appointee: Matthew Militello

Department: Educational Leadership

School/College: Education

Current Rank or Title: (if applicable) 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) Wells Fargo Distinguished Professor in Educational Leadership

Effective Date of Action: August 19, 2016

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

Salary: $151,090 Source(s): State Funds: $ 151,090 *Non-State Funds: $_________

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): ________________________________________________________________

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

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<th>Source</th>
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<td>Chair/Unit Head</td>
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<td>Director</td>
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<td>Dean</td>
<td>☒</td>
<td>☐</td>
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<tr>
<td>Provost/Vice Chancellor</td>
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<tr>
<td>Chancellor</td>
<td>☒</td>
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</tr>
<tr>
<td>Board of Trustees</td>
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</tbody>
</table>
Section II. To be completed by the faculty member.

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

   Ph.D K-12 Educational Administration
   December 2004, Michigan State University

   M.Ed. K-12 Educational Administration
   May 1997, Michigan State University

   B.Ed. Social Sciences in Secondary Education
   May 1992, University of Michigan

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 2014-Present
   East Carolina University  Greenville, NC
   Wells Fargo Distinguished Professor in Educational Leadership. Professor in the Educational Leadership Department

   Associate Professor 2011-2014
   North Carolina State University  Raleigh, NC
   Leadership, Policy, and Adult and Higher Educationa Department

   Assistant Professor 2008-2011
   North Carolina State University  Raleigh, NC
   Leadership, Policy, and Adult and Higher Educationa Department

   Assistant Professor 2005-2008
   University of Massachusetts  Amherst, MA
   Department of Education Policy, Research, and Administration

   High School Administrator 2000-2003
   Mason Public Schools  Mason, MI
   High school assistant principal

   Secondary School Administrator 1997-2000
   West Ottawa Public Schools  Holland, MI
   9th grade assistant principal

   Teacher 1992-1997
   Holland Public Schools  Holland, MI
   Taught grades 7-9
3. Scholarly & Creative Activities:

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<tbody>
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<td>Other Journal Article</td>
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<td>Other:</td>
<td>______</td>
</tr>
<tr>
<td>Other:</td>
<td>______</td>
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</table>

4. Membership in professional organizations:

- American Educational Research Association
- American Evaluation Association
- Association for Supervision and Curriculum Development
- University Council for Education Administration
- Community Learning Exchange
- East Asia Regional Council of Schools

5. Professional service on campus:

- College of Education Dean’s Advisory Council
- 2015 College of Education Dean Search Committee

6. Professional service off campus:

- Carnegie Project on the Educational Doctorate Senior Improvement Research Fellow
- Advisory Board Member of the UCEA Center for Educational Leadership and Social Justice
- ASSISTments National Advisory Council (Worcester Polytechnic Institute)
- American Educational Research Association-LTEL SIG By-Laws Committee Member
- Professional Journal Editorial Board
  - Educational Administrative Quarterly
  - Journal of Research in Leadership Education
  - Journal of Cases in Educational Leadership
- Professional Journal Reviewer:
  - Journal of Educational Administration
  - Journal of Research in Rural Education
  - Journal of School Leadership
  - Foundation Review
- Professional Conference Proposal Reviewer
  - University Council of Educational Administration
  - American Educational Research Association
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Dr. Caitlin Ryan

Department: Literacy Studies, English Education & History Education   School/College: College of Education

Current Rank or Title: Assistant Professor  Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)
- Administrative Appointment: [ ]
- New Faculty Appointment: [ ]
- Promotion: [x]
- Conferral of Tenure: [ ]
- Other: (describe) ________________________________________________________________________
- Distinguished Professorship: (provide name of professorship) ________________________________________________________________________

Effective Date of Action: August 19, 2016

Contract Period: Administrative Appointment: 9 mo. [x] 12 mo. [ ]
Faculty Appointment: 9 mo. [x] 12 mo. [ ]

Salary: $65,379 *Source(s): State Funds: $65,379  *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 | [x]         | [ ]             | [ ]            |
| Chair/Unit Head               | [x]         | [ ]             | [ ]            |
| Director                      | [ ]         | [ ]             | [x]            |
| Dean                          | [x]         | [ ]             | [ ]            |
| Provost/Vice Chancellor       | [x]         | [ ]             | [ ]            |
| Chancellor                    | [x]         | [ ]             | [ ]            |
| Board of Trustees             | [ ]         | [ ]             | [ ]            |
Section II. To be completed by the faculty member.

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

   2010  
   Ph.D. in Language, Literacy, and Culture, The Ohio State University, Columbus.  
   Graduate Interdisciplinary Specialization in Literacy Studies.  
   Dissertation title: "How Do You Spell Family?": Literacy, Heteronormativity, and Young Children of Lesbian Mothers. Chair: Dr. Mollie V. Blackburn

   2007  
   MA in Teaching and Learning, The Ohio State University, Columbus.

   2001  
   BA in Linguistics and African American Studies, University of Virginia, Charlottesville, with high distinction.

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)*

   2010-present  
   Assistant Professor, East Carolina University, Greenville, NC. Teach a variety of undergraduate and graduate courses in both Reading and Elementary program areas, supervise student teachers, assist in course and program development.

   2006-2010  
   Graduate Teaching Instructor, Ohio State University, Columbus. Developed and taught undergraduate courses and co-taught graduate courses in children’s literature, young adult literature, and applied linguistics.

   2005-2010  
   Editorial Assistant, Language Arts Journal, The Ohio State University. Managed the editorial process of this research journal on PreK-8 language arts education, including initial manuscript intake and evaluation, journal production, communications with authors and reviewers, and coordinating the editorial team. The journal was published six times a year by the National Council of Teachers of English and maintained a circulation of 8,000-12,000.

   2001-2004  
   Teacher, Mary H. Plummer and Brookland Elementary Schools, Washington, DC, via Heads Up: A University Neighborhood Initiative. Directed K-5 literacy enrichment programs through a project-based, balanced literacy model; trained and supervised AmeriCorps members and DC Reads volunteers.

3. Scholarly & Creative Activities:

   Journal articles:

   http://www.tandfonline.com/doi/full/10.1080/14681811.2015.1052874


   http://www.tandfonline.com/doi/full/10.1080/01596306.2014.940234

**NOTE:** This article was translated into Spanish and reprinted in 2015 in ONCE. Retrieved from: http://www.once.es/new/servicios-especializados-en-discapacidad-visual/publicaciones-sobre-discapacidad-visual/nueva-estructura-revista-integracion/ultimo-numero-publicado/experiencias-de-adultos-con-discapacidad-visual-sobre-la-educacion-sexual-recibida


**NOTE:** This article was awarded the AERA Queer Studies SIG’s Article of the Year Award, 2013.


Journal article accepted for publication:

Ticknor, A., Tschida, C., and Ryan, C. L. (in press). Reimagining pedagogy in online teacher education: (Re)shaping participation in literacy and social studies methods courses. Paper accepted by *Teacher Education and Practice*.

Chapters in books:


Book chapter accepted for publication:

Hermann-Wilmarth, J., and Ryan, C. L. (in press). Destabilizing the homonormative for young readers: Exploring Tash’s queerness in Jacqueline Woodson’s *After Tupac and D Foster*. Chapter
accepted for Beyond Borders: Queer Eros and Ethos (Ethics) in LGBTQ Young Adult Literature, D. Linville and D. Carlson, Eds.

Book reviews in professional journals:


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<td>Chapter</td>
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<td>Non-Juried Performance/Show</td>
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<td>Other: Book Reviews</td>
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<tr>
<td>Other: Refereed Journal Article Accepted for Publication</td>
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<td>Other: Chapter Accepted for Publication</td>
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<td><strong>TOTAL</strong></td>
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4. Membership in professional organizations:

National Council of Teachers of English, 2005-present, National
National Council of Teachers of English Assembly for Research, 2005-present, National
National Council of Teachers of English Gay/Straight Educators Alliance, 2005-present, National
National Council of Teachers of English Children's Literature Assembly, 2010-present, National

AERA, Division G - Social Contexts of Education, 2007-present, International
AERA, Division K - Teachers and Teacher Education, 2007-present, International
AERA, Literature Special Interest Group, 2007-present, International
AERA, Queer Studies Special Interest Group, 2007-present, International
AERA, Critical Perspectives on Early Childhood Education Special Interest Group, 2010-present, International
AERA, Language and Social Processes Special Interest Group, 2010-present, International
AERA, Qualitative Research Special Interest Group, 2010-present, International

Kappa Delta Pi, 2011-Present, National

Society for the History of Children and Youth, 2009-2012, National

Tar River Reading Council, 2014-2015, State/Local

5. Professional service on campus:

Department Assignments
READ 3302 Course Mentor: 2011-present
READ Undergraduate Task Force Member: 2011-present
Faculty Mentor for New READ Faculty Member - Christy Howard: 2014-present
Literacy Studies, English Education, and History Education Curriculum Committee, 2014-present
ELEM Student Faculty Advisor: 2012-2013

**College Assignments**
Co-Chair, College of Education Diversity Committee: 2013-present.
Faculty Co-Advisor, Kappa Delta Pi International Honors Society in Education: 2011-present
COE GCERT/MTEL Test Preparation Support Team Member: 2014-present
Member, Faculty Publication Collaborative: 2012-present
Member, Higher, Adult, and Counselor Education Department Faculty Search Committee: 2013-2014
Member, College of Education Library Committee: 2011-2012

**University Assignments**
East Carolina University Faculty Senate, Alternate Representative: 2015-present
East Carolina University Student Conduct Review Board Member: 2010-2013
East Carolina University's Lesbian, Gay, Bisexual, Transgender, and Ally Faculty/Staff Group: 2010-2014
Interdisciplinary Scholarship Exchange Member: 2013-present
LGBT Resource Office Coordinator Search Committee Member: 2012-2013
Assistant Director for the University Writing Program Search Committee Member: 2011

6. **Professional service off campus:**
Chair, Gay/Straight Educators’ Alliance of the National Council of Teachers of English: 2013-present
Member, Journal of Children's Literature Editorial Review Board: 2012-present
Member, Journal of Language Arts Editorial Review Board: 2012-present
Guest Reviewer, Journal of Literacy Research: 2011-2013
Guest Reviewer, English Journal: 2010-2012
Member, Lesbian, Gay, Bisexual, and Transgender Issues in Academic Studies Advisory Committee of the National Council of Teachers of English: 2012-present
Membership Chair, American Educational Research Association Queer Studies SIG: 2010-2011
Presenter, East Carolina University's 2013 Masters of School Administration interns: 2013
Presenter, East Carolina University’s National Day on Writing: 2012
Presenter, University of Virginia Serpentine Society, Charlottesville, Virginia: 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: Dr. Anne Ticknor

Department: Literacy Studies, English Education & History 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 19, 2016

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

Salary: $65,907   Source(s): State Funds: $65,907   *Non-State Funds: $_____*
*Indicate Sources of non-state funds generically *(i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):*

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

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<th>Source</th>
<th>Recommended</th>
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</tr>
</thead>
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<tr>
<td>Appropriate Unit Personnel Committee</td>
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<td>☐</td>
<td>☐</td>
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<td>Chair/Unit Head</td>
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<tr>
<td>Chancellor</td>
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</tr>
<tr>
<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

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

<table>
<thead>
<tr>
<th>Degree</th>
<th>Date Conferred</th>
<th>Area of Study</th>
<th>Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD</td>
<td>2010</td>
<td>Language, Literacy, and Culture</td>
<td>University of Iowa</td>
</tr>
<tr>
<td>MEd</td>
<td>2004</td>
<td>Curricular and Instructional Studies</td>
<td>University of Nevada, Las Vegas</td>
</tr>
<tr>
<td>BA</td>
<td>1996</td>
<td>Elementary Education</td>
<td>Luther College</td>
</tr>
<tr>
<td>BA</td>
<td>1996</td>
<td>Anthropology</td>
<td>Luther College</td>
</tr>
</tbody>
</table>

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, 2010-present
- Graduate Teaching Assistant, University of Iowa, 2005-2009
- Student Teacher Supervisor, University of Iowa, 2006-2007; 2009-2010
- Literacy Specialist, Southern Nevada Regional Professional Development Program, 2004-2005
- Literacy Specialist, Clark County Schools, Nevada, 2002-2004
- Elementary Classroom Teacher, Clark County Schools, Nevada, 1997-2002

3. Scholarly & Creative Activities:

<table>
<thead>
<tr>
<th>Type</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
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<tr>
<td>Other Journal Article</td>
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<tr>
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<td></td>
</tr>
<tr>
<td>Non-Juried Performance/Show</td>
<td></td>
</tr>
<tr>
<td>Other: Article in proceedings</td>
<td>2</td>
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<tr>
<td>Other: Articles/Book Chapters in Press</td>
<td>3</td>
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<tr>
<td>Other: Manuscripts Under Review</td>
<td>2</td>
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</table>

4. Membership in professional organizations:

- American Education Research Association
- Literacy Research Association
- National Council of Teachers of English

5. Professional service on campus:

<table>
<thead>
<tr>
<th>East Carolina University</th>
<th>Role</th>
<th>Dates of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research/Creativity Activities Committee</td>
<td>Member</td>
<td>2014-present</td>
</tr>
<tr>
<td>Quality Enhancement Program Writing Committee</td>
<td>Member</td>
<td>2013-present</td>
</tr>
<tr>
<td>Role</td>
<td>Dates of Service</td>
<td></td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>------------------</td>
<td></td>
</tr>
<tr>
<td>Interdisciplinary Scholarship Exchange Co-Chair</td>
<td>2013-present</td>
<td></td>
</tr>
<tr>
<td>Quality Enhancement Plan Member</td>
<td>2013-present</td>
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</tr>
<tr>
<td>East Carolina University Conduct Board Member</td>
<td>2010-2013</td>
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</table>

**College of Education**

<table>
<thead>
<tr>
<th>Role</th>
<th>Dates of Service</th>
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</thead>
<tbody>
<tr>
<td>College of Education Dean Search Committee Member</td>
<td>2014-2015</td>
</tr>
<tr>
<td>College of Education Scholarship Committee Member</td>
<td>2013-2015</td>
</tr>
<tr>
<td>College of Education Faculty and Graduate Student Research Showcase Co-chair</td>
<td>2013-2015</td>
</tr>
<tr>
<td>College of Education Research Committee Co-Chair</td>
<td>2013-present</td>
</tr>
<tr>
<td>College of Education Research Committee Member</td>
<td>2011-2013</td>
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**Department of Curriculum and Instruction & Literacy Studies, English Education, and History Education**

<table>
<thead>
<tr>
<th>Role</th>
<th>Dates of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>NCTQ Response Committee Member</td>
<td>2014-2015</td>
</tr>
<tr>
<td>Margaret Blount Harvey Literacy Institute Planning Committee Member</td>
<td>2014-present</td>
</tr>
<tr>
<td>Reading Education Graduate Taskforce Member</td>
<td>2012-present</td>
</tr>
<tr>
<td>Literacy Studies, English Education, and History Education Social Committee Chair</td>
<td>2012-2013</td>
</tr>
<tr>
<td>ELEM Search Committee Chair</td>
<td>2011-2012</td>
</tr>
<tr>
<td>Curriculum &amp; Instruction Social Committee Member</td>
<td>2010-2012</td>
</tr>
<tr>
<td>Department of Curriculum and Instruction &amp; Literacy Studies, English Education, and History Education Role</td>
<td>Dates of Service</td>
</tr>
<tr>
<td>NCTQ Response Committee Member</td>
<td>2014-2015</td>
</tr>
<tr>
<td>Margaret Blount Harvey Literacy Institute Planning Committee Member</td>
<td>2014-present</td>
</tr>
<tr>
<td>Reading Education Graduate Taskforce Member</td>
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<tr>
<td>Literacy Studies, English Education, and History Education Social Committee Chair</td>
<td>2012-2013</td>
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<td>ELEM Search Committee Chair</td>
<td>2011-2012</td>
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<tr>
<td>Curriculum &amp; Instruction Social Committee Member</td>
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<td>Curriculum &amp; Instruction Social Committee Member</td>
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<td>Dates of Service</td>
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<tr>
<td>NCTQ Response Committee Member</td>
<td>2014-2015</td>
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<tr>
<td>Margaret Blount Harvey Literacy Institute Planning Committee Member</td>
<td>2014-present</td>
</tr>
<tr>
<td>Reading Education Graduate Taskforce Member</td>
<td>2012-present</td>
</tr>
<tr>
<td>Reading Education Graduate Practicum Courses Mentor</td>
<td>2014-2015</td>
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</table>
Research and Creative Achievement Week
Judge
2013-present
READ 5316 Course Mentor
Faculty Mentor
2013-present
READ MAEd Final Synthesis Essay
Faculty Evaluator
December, 2013
April, 2013
READ Graduate Student Graduation Open House
Member
December, 2013
Mary Lois Staton & Clinical Teacher conference
Presenter
October, 2013
October, 2014
Clinical Teacher conference
Presenter
April, 2013
October, 2014
"Gay? Fine by Me" T-shirt campaign & "Human Rainbow"
Chair
Spring 2013
Faculty Retirement Event
Chair
May, 2013
edTPA Portfolio Scoring
Faculty Evaluator
Spring 2013
Summer ECU Open House
Faculty Representative
June, 2013
Faculty Memorial Event
Chair
December, 2012
Clinical Teacher conference
Presenter
October, 2012
edTPA Portfolio Scoring
Faculty Evaluator
Fall 2012
Upper Division Interviews
Faculty Interviewer
February, 2012
MAT Work Group
Member
2012-2013
READ 5316 Work Group
Member
2012-2013
READ MAED Action Research Project Presentations
Faculty Evaluator
2012-2013
READ MAED Proposal Presentations
Faculty Evaluator
2011-2013
ELEM 6000 Proposal Presentations
Faculty Evaluator
April & November 2011
ELEM 3250 Course Alike Meeting
Member
2011-2012
ELEM 3235/6 Course Alike Meeting
Member
Fall 2010; Spring 2011
ELEM 4245 Course Alike Meeting
Member
Fall 2010; Spring 2011
“Understanding and Addressing Homophobia and Heterosexism.” Workshop presented to NC Teaching Fellows and Maynard Scholars at ECU
Presenter
December, 2010
Reading Education Graduate Practicum Courses
Mentor
2014-2015
Research and Creative Achievement Week Judge
2013-present
READ 5316 Course Mentor
Faculty Mentor
2013-present
READ MAEd Final Synthesis Essay
Faculty Evaluator
April & December 2013
READ Graduate Student Graduation Open House
Member
December, 2013
Mary Lois Staton & Clinical Teacher conference
Presenter
October, 2013 & 2014
Clinical Teacher conference
Presenter
April 2013: October 2014
"Gay? Fine by Me" T-shirt campaign & "Human Rainbow"
Chair
Spring 2013
Faculty Retirement Event
Chair
May, 2013
edTPA Portfolio Scoring
Faculty Evaluator
Spring 2013

6. Professional service off campus:

Editorial Advisory Review Board
62nd Yearbook of the Literacy Research Association
Manuscript Reviewer
Bank Street Occasional Papers
Networks
MERLOT Journal of Online Learning and Teaching
The Teacher Educator
Sociology Compass
Issues in Teacher Education
Conference Proposal Reviewer
American Educational Research Association Annual Conference
Literacy Research Association Annual Conference
Mary Lois Staton Annual Conference
Conference Chair, Discussant, and/or Presenter
American Educational Research Association Annual Conference
East Carolina University Clinical Teachers’ Conference
Literacy Research Association Annual Conference
Margaret Blount Harvey Literacy Institute
Mary Lois Staton Annual 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: Carolyn K Dunn

Department: Technology Systems  School/College: 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 19, 2016

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

Salary: $63,422.00 Source(s): State Funds: $63,422.00 *Non-State Funds: $0

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

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

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<tr>
<td>Chair/Unit Head</td>
<td>☑</td>
<td>☐</td>
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<tr>
<td>Director</td>
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<td>☐</td>
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<td>Dean</td>
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<td>☐</td>
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<td>Provost/Vice Chancellor</td>
<td>☑</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Chancellor</td>
<td>☑</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Board of Trustees</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
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</table>
Section II. To be completed by the faculty member.

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

<table>
<thead>
<tr>
<th>Degree</th>
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<th>Institution</th>
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<td>MA</td>
<td>2003</td>
<td>East Carolina University</td>
<td>Completed</td>
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<tr>
<td>BS</td>
<td>1988</td>
<td>Clarion University of Pennsylvania</td>
<td>Completed</td>
</tr>
</tbody>
</table>

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)

- 2010-Present: Assistant Professor, Department of Technology Systems, East Carolina University
- 2008-2010: Fixed Term Instructor, Department of Technology Systems, East Carolina University
- 2000-2008: Coordinator for Marketing & Summer Study Abroad, Division of Continuing Studies, East Carolina University
- 1998-2000: Public Information Director, City Of Kinston, North Carolina

3. Scholarly & Creative Activities:

<table>
<thead>
<tr>
<th>Type</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Book</td>
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</tr>
<tr>
<td>Edited Book</td>
<td></td>
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<tr>
<td>Chapter</td>
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<td>Refereed Journal Article</td>
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<tr>
<td>Other Journal Article</td>
<td>4</td>
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<tr>
<td>Juried Performance/Show</td>
<td></td>
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<tr>
<td>Non-Juried Performance/Show</td>
<td></td>
</tr>
<tr>
<td>Other: Peer reviewed conference proceedings</td>
<td>6</td>
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<tr>
<td>Other: Conference Presentations</td>
<td>12</td>
</tr>
<tr>
<td>Other: grant applications/grants</td>
<td>8</td>
</tr>
</tbody>
</table>

4. Membership in professional organizations:

- The Association of Technology, Management and Applied Engineering
- The American Society for Engineering Education
- The Society for Technical Communicators
- The Association for Teachers of Technical Writing

5. Professional service on campus:
2015-2016: Faculty Grievance Committee Member: The Faculty Grievance Committee is a Committee of the Faculty Senate Responsible for hearing grievances by Faculty at East Carolina University. Three year term expiring in 2018.

2011-2014: Writing Across the Curriculum Committee: The WAC or Writing Across the Curriculum Committee is a Faculty Senate Committee responsible for approving proposals for Writing Intensive Courses, promoting the University Writing Program and recommending to Faculty Senate policies and guidelines governing the development of writing intensive courses at the university. Secretary in 2011. Vice-Chair in 2012-2013 and 2013-2014.

2010-Current: ECU New Student Welcome and Convocation Committee: This Committee is tasked with preparing a convocation ceremony for new students that is part of the overall university experience for students. It is made up of faculty and administrators from several units across campus. Member since 2010.


2014-Current: Provide Minutes, Department of Technology Systems: Take minutes for TSYS departmental meetings.

2010-Current: Assessment Coordinator: Collect and analyze assessment data for TSYS from ITEC 3290/Technical Writing. The course provides several benchmarks for assessment activities to several programs. Responsible for creating assessment tools, deploying them, collecting outcomes and distributing to relevant program coordinators each year. Responsible for this since 2010.

2010-2011: TSYS DE Innovation Group: Representative on a committee made of faculty that have an interest in teaching online and implementing tools to better online teaching. The committee explores topics such as implementing social networking tools in the online environment and utilizing tools within the Blackboard platform, among other areas.

2010-2011: TSYS Departmental Web Committee: Committee tasked with revising the departmental website to follow the ECU request that the College website move to Common Spot. Act as representative for BSIT program.

2009-2010: BSIT Program Review Committee: This committee was empaneled to review the Bachelor of Science in Industrial Technology Degree Completion program to clarify possible issues and make recommendations on potential changes to the program to the Department Chair.

2009-2010: Distance Education Advisory Group: The Department of Technology Systems.

6. Professional service off campus:

2015-2016: Grammar for Engineers Project. Member of the Advisory Board for the Grammar Project; an effort to produce online writing modules geared toward engineering students. The project is currently under the direction of Dr. Ruth McKinney of the Law School at the University of North Carolina. May also participate as an author in future.

2013-2014: Hanna Buschke: Served as an Editor for the Master's Thesis of Hanna Buschke, a German citizen completing her Master's at the Institute for Development Research and Development Politics, Ruhr University Bochum. Ms. Buschke is a family friend, and asked me to assist her in editing and reviewing her thesis, Social Remittances of Ghanaian Migrants: A study about how the value shift of migrants influences the development of Ghana, from an English-speaking perspective.

2013-2014: Presentation to the Teaching Online Faculty Interest Group at East Carolina University. Discussed use of Tegrity with the Teaching Online Faculty Interest Group at ECU. The presentation led to a request for instructions on how to implement Tegrity to provide feedback. Created a written set of instructions which the Center for Faculty Excellence is providing to all interested faculty.

2012-2013: Member of the Pitt County Schools Uniform Code Revision Committee. Member of a committee made up of parents, school employees and students charged with revising the Pitt County Schools student uniform policy.


• 2011-2014: Serve as an Associate Editor for the Engineering Design Graphics Journal. The Engineering Design Graphics Division is a division of the American Society for Engineering Education.

• 2010-2011: Rebuilding Together Pitt County, NC Inc., Rebuilding Together Pitt County, NC Inc. is a local chapter of a national organization that focuses on repairing and renovating the homes of low income individuals. Examples of work done by volunteers include building handicap ramps at homes and repairing damaged floors, walls, plumbing, electrical, etc. Member of the Board of Directors for this local chapter, with my area of expertise being communications and marketing.

• 2010-2011: School Volunteer at St. Peter’s Catholic School, Greenville, North Carolina. Active volunteer responsible for the haunted house fundraiser at the school’s annual Halloween carnival. Position involved creating the layout of the haunted house, soliciting donations of materials, organizing volunteers and scheduling volunteer and student workers for the event. Also volunteered in various other capacities throughout the year.

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 Appointment: Glenn Hubbard

Department: School of Communication  School/College: College of Fine Arts & 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: 8/19/2016

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

Salary: $56,841  Source(s): State Funds: $56,841  *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)

<table>
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<tr>
<th>Source</th>
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<td>Appropriate Unit Personnel Committee</td>
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<tr>
<td>Dean</td>
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<td>Provost/Vice Chancellor</td>
<td>□</td>
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<td>Board of Trustees</td>
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<td>□</td>
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</tbody>
</table>
Section II. To be completed by the faculty member.

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

Ph.D. 2008 University of Tennessee  
MA 2000 Appalachian State University  
BS 1995 Appalachian 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, East Carolina University 2010-present  
Assistant Professor, University of Texas at Arlington, 2008-2010  
Graduate Teaching Associate (two courses per semester) University of Tennessee 2004-2008  
News Anchor/Reporter 700 WLW Cincinnati, 2002-2004  
Account Executive, Charter Media, Boone, NC 2000-2002  
Video Producer, Charter Media, Boone, NC 1999-2000  
News Anchor/Reporter WECR, Beech Mtn. NC 1999  
Graduate Assistant, Appalachian State University, 1997-1999  
Campaign Manager, Winkler for NC House, 1996  
Director/Videographer, The Morning Show, Boone, NC 1992-1995  
Host/News Reporter/Anchor WATA/WZJS, Boone, NC 1986-1992

3. Scholarly & Creative Activities:

<table>
<thead>
<tr>
<th>Type</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Book</td>
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<tr>
<td>Edited Book</td>
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</tr>
<tr>
<td>Chapter</td>
<td>1</td>
</tr>
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<td>Refereed Journal Article</td>
<td>8</td>
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<tr>
<td>Other Journal Article</td>
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<tr>
<td>Juried Performance/Show</td>
<td></td>
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<td>Non-Juried Performance/Show</td>
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<td>Other:</td>
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<tr>
<td>Other:</td>
<td></td>
</tr>
<tr>
<td>Other:</td>
<td></td>
</tr>
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</table>

4. Membership in professional organizations:

Broadcast Education Association  
Association for Education in Journalism & Mass Communication

5. Professional service on campus:

Writing Across the Curriculum Committee  
Writing Liaisons Committee  
SOC Graduate Curriculum Committee  
SOC Equipment Committee  
SOC Assessment Committee  
SOC Journalism Concentration Committee (coordinator 2014-present)  
PR Search Committee (2014)  
IOC Search Committee (2011-12)  
SOC High School Media Workshop presenter 2010-present  
Various graduate student committees  
Honors College Senior Project Faculty Mentor

6. Professional service off campus:

Broadcast Education Association National Conference Festival of Media Arts Creative Director  
Broadcast Education Association District II Production Competition Chair, 2014
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 Kariko

Department: School of Art and Design        School/College: College of Fine Arts and Communication

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 19, 2016

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

Salary: $58,399 Source(s): State Funds: $58,399 *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)

<table>
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<th>Source</th>
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<td>Provost/Vice Chancellor</td>
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<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

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

**M.F.A.** Studio Art- Photography, Minor in Ceramics, 2002, Arizona State University, Tempe, Arizona

**B.A.** Art: Concentrations: Photography, Ceramics, and Art History, Minor in Humanities, 1999, Nicholls State University, Thibodaux, Louisiana

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)

2010- Present  **Assistant Professor, Photography Area Coordinator**, School of Art and Design, East Carolina University, Greenville, North Carolina

2005-2010  **Associate in Art**, (Fixed Term) College of Visual Arts, Theatre and Dance, Florida State University, Tallahassee, Florida

2002-2005  **Assistant in Art**, (Fixed Term) School of Visual Arts and Dance, Florida State University, Tallahassee, FL

3. Scholarly & Creative Activities:

<table>
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<tr>
<th>Type</th>
<th>Number</th>
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<tbody>
<tr>
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<td>Other: Published Illustrations and Catalogues</td>
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<td>Other: Electronic Publications</td>
<td>14</td>
</tr>
<tr>
<td>Other:</td>
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</table>

4. Membership in professional organizations:

2002- Present **Society for Photographic Education** (Regional officer 2007-2015)
5. Professional service on campus:

2010- present  **Photography Area Coordinator**, ECU SOAD


6. Professional service off campus:

2012-2015  **Chair**, Society for Photographic Education, Southeast Region

2011-2015  **Regional Affairs Committee**, Society for Photographic Education

2014  **Conference Co-Chair**, Society for Photographic Education, Southeast Region, Conference hosted by ECU

2011-2012  **Associate Chair**, Society for Photographic Education, Southeast Region

2011-2012  **Editor and Interviewer**, Urbanautica Online Magazine, Metadata: Interviews with Photography Educators

2012  **Juror for the Regional Artist Project Grant**, United Arts Council of Raleigh and Wake Counties, N.C. Arts Council, Raleigh, 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: Jami Rhodes
Department: Vocal Studies                      School/College: School of Music/CFAC
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: 8/19/2016

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

Salary: $54,272 Source(s): State Funds: $54,272 *Non-State Funds: $_________
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): ________________________________________________

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

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<tr>
<td>Chair/Unit Head</td>
<td>☒</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>Director</td>
<td>☒</td>
<td>☐</td>
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</tr>
<tr>
<td>Dean</td>
<td>☒</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>Provost/Vice Chancellor</td>
<td>☒</td>
<td>☐</td>
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<tr>
<td>Chancellor</td>
<td>☒</td>
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<td>Board of Trustees</td>
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Section II. To be completed by the faculty member.

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

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<tr>
<th>Degree</th>
<th>Field</th>
<th>Date</th>
<th>Institution</th>
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<tr>
<td>DMA</td>
<td>Voice Performance/Pedagogy</td>
<td>2009</td>
<td>Louisiana State University</td>
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<td>MM</td>
<td>Voice Performance</td>
<td>2003</td>
<td>University of South Carolina</td>
</tr>
<tr>
<td>BM</td>
<td>Music Education</td>
<td>2001</td>
<td>East Carolina University</td>
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2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

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<th>Date Range</th>
<th>Rank/Title</th>
<th>Institution</th>
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<tr>
<td>2010 – Present</td>
<td>Assistant Professor Voice</td>
<td>East Carolina University, NC</td>
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<tr>
<td>Summer 2007/2011</td>
<td>Voice Faculty</td>
<td>New York State Summer School for the Arts, NY</td>
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<tr>
<td>Fall 2008</td>
<td>Adjunct Instructor</td>
<td>James Sprunt Community College, NC</td>
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<tr>
<td>2003 – 2004</td>
<td>Director of Choral Activities</td>
<td>White Oak High School, NC</td>
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3. Scholarly & Creative Activities:

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<td>Chapter</td>
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<td>Refereed Journal Article</td>
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<td>Other Journal Article</td>
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<td>Non-Juried Performance/Show</td>
<td>31</td>
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<td>Other:________________________</td>
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<td>Other:________________________</td>
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<td>Other:________________________</td>
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</table>

4. Membership in professional organizations:

- NATS (National Association of Teachers of Singing) – Full Member
- NCNATS (North Carolina National Associate of Teachers of Singing) – Full Member
- ACDA (American Choral Directors Association) – Full Member
- NCMEA (North Carolina Music Educators Association) – Member
- NAFME (National Association for Music Education - Member)

5. Professional service on campus:

- Sept 2015 – present Tenure Track DCA Faculty Search Committee
- Summer 2015 – present Faculty Administrator, ECU Choirs Facebook Page
- Summer 2015 – present Faculty Administrator, ECU Chamber Singers Facebook Page
- Fall 2014 – present Voice Personnel Committee
- Fall 2014 – present Faculty Administrator, ECU Department of Vocal Studies Facebook Page
- Fall 2013 – present Curriculum Committee, member
- Fall 2013 – present Special Events Committee, member
- Spring 2012 – present Co-Founder and Co-Advisor of ECU Chapter of SNATS
### 6. Professional service off campus:

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
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<tbody>
<tr>
<td>April 13, 2014</td>
<td>Edenton Friends of the School of Music Recital (Edenton, NC)</td>
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<tr>
<td>November 23, 2012</td>
<td>Wilmington Symphony Concerto Competition – Adjudicator (Wilmington, NC)</td>
</tr>
<tr>
<td>February 15-16, 2013</td>
<td>NC NATS Adjudicator (Greensboro, NC)</td>
</tr>
<tr>
<td>February 2, 2013</td>
<td>Farmville Friends of the School of Music Recital (Farmville, NC)</td>
</tr>
</tbody>
</table>
September 23, 2012   Washington Friends of the School of Music Recital (Washington, NC)
March 29, 2012     Edenton Friends of the School of Music Recital (Edenton, NC)
March 17, 2012     New Bern Friends of the School of Music Recital (New Bern, NC)
February 17-18, 2012 NC NATS Adjudicator (Greensboro, NC)
March 4/5, 2011     ECU St Cecilia Choir Tour, Performer
                      Appearances in Portsmouth, VA
                      Norfolk, VA
                      Chesapeake, VA
                      Virginia Beach, VA
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Jo Anne Goot Balanay

Department: Health Education and Promotion  School/College: 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 19, 2016

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

Salary: $ 66,209 Source(s): State Funds: $ 66,209  *Non-State Funds: $__________________

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

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

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<td>Appropriate Unit Personnel Committee</td>
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<td>☐</td>
<td>☐</td>
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<tr>
<td>Chair/Unit Head</td>
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<tr>
<td>Director</td>
<td>☐</td>
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<tr>
<td>Dean</td>
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<td>☐</td>
</tr>
<tr>
<td>Provost/Vice Chancellor</td>
<td>☒</td>
<td>☐</td>
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<td>Chancellor</td>
<td>☒</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>Board of Trustees</td>
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</tr>
</tbody>
</table>

Attachment O
Section II. To be completed by the faculty member.

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

   Ph.D. Environmental Health – Industrial Hygiene
   May 2011
   University of Alabama at Birmingham, Birmingham, AL

   Master of Occupational Health (MOH)
   May 2005
   University of the Philippines Manila, Manila, Philippines

   M.S. Environmental Health – Industrial Hygiene
   June 2003
   University of Minnesota, Minneapolis, MN

   B.S. Public Health
   April 1997
   University of the Philippines Manila, Manila, Philippines

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 2011 - present
   Assistant Professor
   Environmental Health Sciences Program, Department of Health Education and Promotion, College of Health and Human Performance, East Carolina University

   September 2006 – August 2011
   Research Associate
   Department of Environmental Health Sciences, School of Public Health, University of Alabama at Birmingham

   December 2003 - October 2005
   Assistant Professor
   Department of Environmental and Occupational Health, College of Public Health, University of the Philippines Manila

   February 1998 - December 2003
   University Research Associate
   Department of Environmental and Occupational Health, College of Public Health, University of the Philippines Manila

   September 1997 - January 1998
   Project Research Assistant
   Department of Environmental and Occupational Health, College of Public Health, University of the Philippines Manila
3. Scholarly & Creative Activities:

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<th>Number</th>
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<td>Edited Book</td>
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<td>Chapter</td>
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<td>Refereed Journal Article</td>
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<td>Other Journal Article</td>
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<td>Juried Performance/Show</td>
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<tr>
<td>Non-Juried Performance/Show</td>
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<td>Other: Abstract</td>
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<td>Other: Research presentation</td>
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<td>Other: Research report</td>
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<td>Other: Awarded external grant</td>
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4. Membership in professional organizations:
   - Academy of Industrial Hygiene (AIH), 2009 - present
   - American Industrial Hygiene Association (AIHA), 2006 - present
   - American Conference of Governmental Industrial Hygienists (ACGIH), 2001 - 2006

5. Professional service on campus:
   - Member, ECU Teaching Grants Committee, 2014 – 2016
   - Faculty Affiliate, NC Agromedicine Institute (NCAI), February 2012 – present
   - Faculty Affiliate, ECU Center for Sustainability: Tourism, Natural Resources, and the Built Environment, 2013 – present
   - Member, Dictionary of Agromedicine Editorial Advisory Committee, August 2013 – present
   - Faculty Judge, ECU Research and Creative Achievement Week, 2013 – 2015
   - Departmental Safety Representative, Department of Health Education and Promotion, 2012 – present
   - Collaborator with Prospective Health in the assessment of occupational exposure to animal allergens in the Department of Comparative Medicine animal facilities, August 2015 - present
   - Resource speaker, Camp PUSH (summer camp for underserved middle school students in health and science), summer 2014 and 2015
   - Resource speaker, American Society of Safety Engineers (ASSE) Technical Meeting, ECU Students’ Section, February 13, 2015

6. Professional service off campus:
   - Resource speaker, Agricultural Medicine Course: Occupational and Environmental Health for Rural Health Professionals, Greenville, NC, 2012-2014
   - Resource speaker, 2nd International Postgraduate Course in Occupational Health and Safety (IPCOHS), University of the Philippines Manila, Manila, Philippines, October 23-24, 2012
   - Journal manuscript reviewer, 10 refereed journals, 2013-2015
   - Research proposal reviewer, Deep South Center for Occupational Health and Safety, May 2014
   - Research proposal reviewer, Research Opportunities Program (ROP) of the Ontario Ministry of Labour, June 2015 – present
   - Board member, Deep South Center for Occupational Health and Safety’s Industrial Hygiene Alumni Advisory Board, August 2013 – present
   - Editorial board member, Environmental Health Insights, Sept 2015 - present

Faculty Senate Resolution #07-01, March 2007  Faculty Senate Resolution #08-27, May 2008
Name of Appointee: Eboni Baugh

Department: Human Development & Family Science
School/College: Health & 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 19, 2016

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

Salary: $67,771 Source(s): State Funds: $67,771  *Non-State Funds: $_________
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):
____________________________________________________________________

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

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<td>Chair/Unit Head</td>
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<td>Dean</td>
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<td>Provost/Vice Chancellor</td>
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<td>Chancellor</td>
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<tr>
<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

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

   PhD, 2005, Florida State University; MS, 2000, East Carolina University; BS, 1997, 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)

   2010 - current Assistant Professor, East Carolina University; 2005 - 2010 Assistant Professor, University of Florida

3. Scholarly & Creative Activities:

<table>
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<tr>
<th>Type</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
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<td>Other:___________________</td>
<td>______</td>
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<tr>
<td>Other:___________________</td>
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4. Membership in professional organizations:

   National Council on Family Relations

5. Professional service on campus:

   Faculty Advisor for ECU-CFR &Thrift Me Pretty (Student Groups); HDFS Personnel Committee, HDFS Graduate Council, HDFS Search Committees, FCS program coordinator

6. Professional service off campus:

   Triple P Parenting Program, Pitt Partners for Parents Committee
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Jeffrey Brault

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 19, 2016

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

Salary: $69,915 Source(s): State Funds: $69,915 *Non-State Funds: $0

* Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

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

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<td>Chair/Unit Head</td>
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<td>Dean</td>
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<td>Provost/Vice Chancellor</td>
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<tr>
<td>Board of Trustees</td>
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</table>
Section II. To be completed by the faculty member.

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

- BS, 1992 Marquette University
- PhD 2003 University of Missouri
- Post-doc 2005 Michigan State University
- Post-doc 2010 Harvard Medical School

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)*

- 1992-1995 Staff Medical Technologist Johns Hopkins Hospital
- 2010-present Assistant Professor ECU

3. Scholarly & Creative Activities:

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<tbody>
<tr>
<td>Book</td>
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<td>Edited Book</td>
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<tr>
<td>Chapter</td>
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<td>Other Journal Article</td>
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<td>Non-Juried Performance/Show</td>
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<td>Other: Grants as PI</td>
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<td>Other:</td>
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4. Membership in professional organizations:

- American Physiological Society 2003-present
- American College of Sports Medicine 1999-present
- American Society of Clinical Pathology 1992-present

5. Professional service on campus:

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<th>Role</th>
<th>Date</th>
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<td>Member</td>
<td>2014</td>
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<td>Dept Kinesiology Faculty Search</td>
<td>Member</td>
<td>2012-2013</td>
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<td>Annual HPL Student-selected Speaker series</td>
<td>Advisor</td>
<td>2012-present</td>
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<tr>
<td>Dept Biochemistry Faculty Candidate Search</td>
<td>Ad hoc member</td>
<td>2010-2011</td>
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<td>Grant Advisory Panel for Tim Gavin</td>
<td>Member</td>
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<td>Grant Advisory Panel for Joe Houmard</td>
<td>Member</td>
<td>2011</td>
</tr>
<tr>
<td>Muscle Mass Journal Club</td>
<td>Leader</td>
<td>2011 - 2014</td>
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<tr>
<td>Metabolism Joint Lab meetings</td>
<td>Member</td>
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</table>
6. Professional service off campus:

Grant review for NIDDK Diabetes Complications Consortium

Approved: Faculty Senate Resolution #07-01

March 1, 2007

East Carolina University Chancellor

Amendments: 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: Zachary Domire

Department: Kinesiology                                   School/College: College of Health & 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 19, 2016

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

Salary: $ 72,026 Source(s): State Funds: $ 72,026 *Non-State Funds: $
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):
_________________________________________________________________

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

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Section II. To be completed by the faculty member.

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

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<td>Post Doc, Biomedical Engineering</td>
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2. Teaching and other professional experience: *(Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)*

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<td>08/2004 – 07/2006</td>
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<td>08/2009 – 01/2012</td>
<td>Assistant Professor</td>
<td>Department of Health, Exercise, and Sport Sciences</td>
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<td>01/2012 – Current</td>
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3. Scholarly & Creative Activities:

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4. Membership in professional organizations:

American College of Sports Medicine
The American Physiological Society
American Society of Biomechanics
Biomedical Engineering Society
The Gerontological Society of America
International Society of Biomechanics

5. Professional service on campus:

Department:
2012-2013 Member of the Physical Activity Search Committee
2013-2014 Member of Search Committee for position 937206 (Adapted Physical Activity)
2014-2015 Chair of Search Committee for position 937208 (Motor Control)
2014 Peer Teaching evaluation for Deirdre Dlugonski

College:
2014-2015 Member of the HHP Strategic Planning Committee
2014-2015 Member of the HHP CHE merger work group

University:
2013-2016 Member of the Academic Awards Committee
2014-2015 Vice Chair
2014-2015 Chair of the University Alumni Association Awards for Outstanding Teaching subcommittee
2014-2015 Member of the Board of Governors Distinguished Professor for Teaching Award subcommittee
2013-2014 Chair of the University Alumni Association Awards for Outstanding Teaching subcommittee
2013-2014 Member of the Lifetime and Five-Year Achievement in Research/ Creative Activity Award subcommittee
6. Professional service off campus:

Peer reviewer for:

The Anatomical Record
Annals of Biomedical Engineering
Archives of Physical Medicine and Rehabilitation
Clinical Anatomy
Clinical Biomechanics
Human Movement Science
IEEE Transactions on Biomedical Engineering
International Journal of Sports Medicine
International Journal of Sports Physiology and Performance
Journal of Aging and Physical Activity
Journal of the American Podiatric Medical Association
Journal of Applied Biomechanics
Journal of Anatomy
Journal of Biomechanics
Journal of Biomechanical Engineering
Journal of Biomedical Materials Research
Journal of Gerontology: Biological Sciences
Journal of Musculoskeletal Research
Journal of Sports Sciences
Journal of Theoretical Biology
Journal of Ultrasound in Medicine
The Knee
Medical Engineering and Physics
Medicine and Science in Sports an Exercise
Muscle and Nerve

PLoS ONE

Sports Biomechanics

Ultrasound in Medicine and Biology

Grant reviewer for United States Department of Defense, Defense Medical Research and Development Program, Operational Health and Performance & Rehabilitation, April 2010

Grant reviewer for Israel Science Foundation, April 2010

Grant reviewer for the Natural Sciences and Engineering Research Council of Canada and the Canadian Institutes of Health Research Collaborative Health Research Projects (CHRP) Program, December 2010.

Service to the American Society of Biomechanics

Member of the education committee (2013-2015)

Member of the nominating committee (2014-2015)

Mentor for the ASB Mentor Program,

Conference Abstract Reviewer

Student Travel Grants Reviewer

Reviewer for ASB Post-Doctoral Award

Session Chair

2012 Imaging Knee

2013 Assessment of Material Properties in Bone by Medical Imaging

Service to the International Society of Biomechanics

ISB student grants committee (2014-2015)

Congress Travel Grant Reviewer

Matching Dissertation Grant Reviewer

Session Chair

Musculoskeletal 5

Member of the International Program Committee of icSPORTS 2013 “International Congress on Sports Science Research and Technology Support”
Member of the International Program Committee of icSPORTS 2014 “International Congress on Sports Science Research and Technology Support”

Member of the International Program Committee of icSPORTS 2015 “International Congress on Sports Science Research and Technology Support”

Approved: Faculty Senate Resolution #07-01

March 1, 2007

East Carolina University Chancellor

Amendments: Faculty Senate Resolution #08-27, May 2008
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Ryan J. Martin

Department: Health Education & Promotion  School/College: Health & 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 19, 2016

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

Salary: $68,746  Source(s): State Funds: $68,746  *Non-State Funds: $_________________

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

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

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Section II. To be completed by the faculty member.

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

   - **Postdoctoral Research Fellowship.** Harvard Medical School; Division on Addiction; Massachusetts Council on Compulsive Gambling (July 2008 - June 2010)
   - **Ph.D.** University of Alabama (August 2008)
   - **M.S.** University of Illinois (May 2002)
   - **B.S.** Eastern Illinois University (May 2000)

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 2010 - Present)
   - HLTH 3011 – Introduction to Epidemiology in Health Education and Promotion (August 2010 - Present)
   - HLTH 6800 – Quantitative Research Methods (August 2010 - August 2013)

   **Course Instructor, University of Alabama** (January 2006 - May 2008)
   - HHE 270 – Personal Health (August 2006 - May 2008)
   - HHE 378 – Drug Awareness Education (June 2007 - August 2007)
   - HHE 468 – Practical Communication of Health Promotion (August 2007 - December 2007)

   **Graduate Teaching Assistant, University of Illinois** (August 2000 - May 2002)
   - CHEALTH 250 – Health Care Delivery (August 2000 - May 2002)

3. Scholarly & Creative Activities:

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</table>

4. Membership in professional organizations:

   - **National Council on Problem Gambling** (2011 - Present)
   - **American Public Health Association (APHA)** (2005 - 2008; 2012 - Present)
   - **Eta Sigma Gamma** (2006 - 2008; 2012 - 2013)
5. Professional service on campus:

Department of Health Education and Promotion Service:
- Faculty Search Committee Chair: Assistant/Associate Professor Search (2014)
- Conduct Board Member: Athletic Training Education Program (ATEP) (2014 - Present)
- Co-Faculty Advisor: Eta Sigma Gamma, Beta Theta Chapter (2012 - Present)
- Faculty Search Committees (2011 - Present)
- Personnel Committee (2012 - 2014; 2015 - Present)

Other ECU Service:
- Health Professions Committee: Pre-Professional Advising Center (2014 - Present)
- Alcohol, Tobacco and Other Drugs (ATOD) Committee (2010 - Present)
- Faculty Search Committee: Department of Public Health (2012 - 2013)

6. Professional service off campus:

National Service:
- Editorial Review Board Member
- Manuscript Reviewer
  - BJPsych Open (2015)
  - Journal of Studies on Alcohol and Drugs (2015)
  - Neuropsychiatric Disease and Treatment (2015)
  - The American Journal on Addictions (2013)
  - Psychology of Addictive Behaviors (2012 - 2013)
  - Analysis of Gambling Behavior (2012)
- Abstract Reviewer
  - American Public Health Association Annual Meeting, ATOD Section (2015)
- Awards Committee Member
  - National Council on Problem Gambling (2012 - Present)
- Grant Reviewer
  - NCAA CHOICES grant proposals (2011)

Local (Greenville, NC) Service:
- Plan, prepare, and serve dinners to residents of the Hope Lodge (2010 - Present)

Faculty Senate Resolution #07-01, March 2007
Faculty Senate Resolution #08-27, May 2008
Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Kelley Reinsmith-Jones

Department: School of Social Work  
School/College: 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 19, 2016

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

Salary: $57,281  
Source(s): State Funds: $57,281  Non-State Funds: $__________
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): __________

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

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Section II. To be completed by the faculty member.

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

   Doctorate of Leadership Studies; 2009; Gonzaga University
   Masters of Social Work; 2002; Eastern Washington University
   Certificate of Health Care Administration; 2002; Eastern Washington University
   Bachelor of Liberal Arts; 1992; University of Alaska Southeast-Juneau

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 2015-current: Capella University; Doctor of Social Work Dissertation Mentor
   2009-current: East Carolina University (ECU); Assistant Professor for graduate and undergraduate programs
   within The School of Social Work
   2009:
   • Eastern Washington University (EWU); Adjunct faculty for both graduate and undergraduate programs
     within Social Work and Addiction Studies.
   • Coalition of the Responsible Disabled, Spokane WA; Paid consultant to perform non-profit
     organizational assessment and long-range planning utilizing Appreciate Inquiry
   • Spokane County Public Health Department, Spokane WA.; Paid consultant for grant writing
   2006-2009: Spokane County Community Services, Spokane WA; Director of a HUD HOPWA grant for
   providing housing and supportive services for PLWHIV/AIDS in 16 counties
   2003-2006: Spokane County Community Services, Spokane WA; Mental Health Program Planner/Evaluator.
   Planned and evaluated community programs for adult mentally ill consumers. Areas of expertise included
   resource management/managed care, residential care, institutional care, elder services, and systems evaluation.
   2002: Eastern Washington University; Adjunct faculty for undergraduate programs within Social Work and
   Addiction Studies
   2000-2003: Aging and Long Term Care of Eastern Washington, Spokane WA. Area Agency on Aging Special
   Projects Planner for 3.5 rural counties. Grant writing, task force facilitation, program evaluation, and research.
   1992-2000: City/Borough of Juneau, Juneau AK. Managed, planned, implemented, and evaluated school-based
   and other off-site adolescent drug/alcohol prevention, treatment, and recovery for ages 14-21.
   1991-1992: City/Borough Juneau Recovery Hospital: As an intern, worked both inpatient and outpatient
   addictions treatment with adults.
   1987-1990: State of Alaska Youth Corrections; Juneau, AK. Youth Correctional Counselor

3. Scholarly & Creative Activities:

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4. Membership in professional organizations:
   National Association of Social Workers

5. Professional service on campus:

   **Service to the Institution**

   **Department Assignments**

   **Advisor to Student Organizations:**
   Bachelor of Social Work Student Association

   **External Field Faculty Academic Advisor**
   MSW and BSW Students

   **Member:**
   Field Practicum
   Personnel Committee
   Faculty Search Committee
   Bachelor of Social Work Faculty Committee
   Master of Social Work Faculty Committee
   MSW Admission and Retention Committee
   Aging Minor Committee: Committee to create a Minor in Aging Studies for the Department of Social Work

   **College Assignments**
   2015: College Of Health and Human Performance Diversity Committee
   2015: College of Human Ecology Research Forum Judge for Graduate Student Posters

   **University Assignments**
   **Advisor to Student Organization:**
   To Write Love on Her Arms

   **Member:**
   2014-2016: University Committee on Academic Integrity
   2013-2015: University Leadership Minor Committee
   2011-2012: ECU Honors Student selection Committee/ Team Leader: Team Leader for ECU Honors Student Selection process

   **Other Advising Activities:**
   2009-current: Campus GLBT Safe Zone Faculty: Safe Zone Faculty to provide a safe place for GLBT students to seek assistance and support

   **Other Institutional Service Activities:**
   2014: Quality Enhancement Plan program participant
   2013-2015: Golden Key Honorary Member
6. Professional service off campus:

_Dissertation Assignments_

**Chair:**
2015: Capella University; Joe Walker & Dawn Whitten

**Member:**
2015: Christine Brown, Laura Jones, Amber Rae, Jodi Smith, Izette Aragon, Veronica Latnie, Kelly Brown, Lindsey Bernier, Lorena Lashaway

2013-2015: Gonzaga University: Leadership Studies Doctoral Candidate, Rebekka Rogers

_Service to the Community_

_Civic Activity Using Discipline_
2013: Multiple Sclerosis Conference 2013 in Greenville NC, Facilitated Care-Giver group to those personally affected by MS

_Member of a Committee_
2014-2015: First Baptist Church in Washington, NC: Breakfast team serving church and surrounding community members breakfast monthly
2012-2014: New Horizons/Human Rights Committee, to safe-guard children’s’ rights who receive services from therapeutic foster care

_Speech / Presentation at a Community Meeting_
2014: Ethics Training for Beaufort County Department of Health and Social Services social workers.
2012: Speaker: Channel 9 about trends toward and aging population and about staying healthy enough to become a centenarian, Guest on Channel 9 news about trends toward and aging population and about staying healthy enough to become a centenarian
2012: Key Speaker: Wilson County Department of Social Services (WCDSS) Leadership Development Day, Spirituality and Leadership training
2010: Key Speaker: Regional HSS Fraud Investigation Regional Conference hosted by Martin Co., Speech on Diversity in the work place for a regional meeting of HSS fraud investigators
2010: Key Speaker: Wilson County Department of Social Services, Wilson Co. DSS Leadership Academy Graduation

_Service to the Profession_

2015-2017: NASW Book Committee

2015-2016: **Special theme Editor** for Journal of Human Behavior in the Social Environment

_Book Reviews_

**Article Reviews**
Cyberpsychology: Journal of Psychosocial Research on Cyberspace
Reflections: Narratives of Professional Helping
The MERLOT Journal of Online Learning and Teaching (JOLT)

**Conference Presentation Paper Reviews**
Learning Technology for Education In Cloud: The 5th International Workshop, Hagen Germany
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: Stephanie Richards

Department: Health Education and Promotion College: 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 19, 2016

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

Salary: $69,295 Source(s): State Funds: $69,295 *Non-State Funds: $__________________

*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

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

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</table>
Section II. To be completed by the faculty member.

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

<table>
<thead>
<tr>
<th>Degree</th>
<th>Date Conferred</th>
<th>Institution</th>
<th>Concentration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post-doctoral</td>
<td>2007</td>
<td>University of Florida, Florida Medical Entomology Laboratory</td>
<td>Arbovirology</td>
</tr>
<tr>
<td>PhD</td>
<td>2005</td>
<td>North Carolina State University</td>
<td>Entomology</td>
</tr>
<tr>
<td>MS</td>
<td>2001</td>
<td>East Carolina University</td>
<td>Environmental Health</td>
</tr>
<tr>
<td>BS</td>
<td>1998</td>
<td>East Carolina University</td>
<td>Biology</td>
</tr>
</tbody>
</table>

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)*

<table>
<thead>
<tr>
<th>Rank</th>
<th>Dates of Appointment</th>
<th>Institution</th>
<th>Concentration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Professor</td>
<td>Aug. 2011-present</td>
<td>East Carolina University</td>
<td>Environmental Health</td>
</tr>
<tr>
<td>Research Assistant Scientist</td>
<td>Jun. 2007-Jul. 2011</td>
<td>University of Florida, Florida Medical Entomology Laboratory</td>
<td>Arbovirology</td>
</tr>
<tr>
<td>Post-doctoral Associate</td>
<td>Aug. 2005-May 2007</td>
<td>Florida Medical Entomology Laboratory</td>
<td>Arbovirology</td>
</tr>
<tr>
<td>Graduate Research Assistant</td>
<td>Jan. 2002-Aug. 2005</td>
<td>North Carolina State University</td>
<td>Medical Entomology</td>
</tr>
<tr>
<td>Research Assistant</td>
<td>Jan. 1999-Dec. 2001</td>
<td>Craven County Dept. of Environmental Health</td>
<td>Medical Entomology</td>
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</table>

3. Scholarly & Creative Activities:

<table>
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<th>Type</th>
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<tbody>
<tr>
<td>Book</td>
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<td>Edited Book</td>
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<td>Chapter</td>
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<td>Refereed Journal Article</td>
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<tr>
<td>Other Journal Article</td>
<td>14</td>
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<td>Juried Performance/Show</td>
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<tr>
<td>Non-Juried Performance/Show</td>
<td>0</td>
</tr>
<tr>
<td>Other:</td>
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<tr>
<td>Other:</td>
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<tr>
<td>Other:</td>
<td></td>
</tr>
</tbody>
</table>

Attachment O
4. Membership in professional organizations:
   • 2014- Florida Entomological Association
   • 2009- Florida Environmental Health Association
   • 2009- American Committee on Arthropod-borne Viruses
   • 2006- American Society for Virology
   • 2006- Florida Mosquito Control Association
   • 2005- American Mosquito Control Association
   • 2005- American Society of Tropical Medicine and Hygiene
   • 2005- Entomological Society of America
   • 2005- Society for Vector Ecology
   • 2004- American Committee on Medical Entomology
   • 2004- North Carolina Mosquito and Vector Control Association

5. Professional service on campus:
   • 2015-present, Member, ECU School of Public Health Advisory Council
   • 2015-present, Member, Honorary Degrees, Awards, and Distinctions Committee
   • 2015-present, NC Agromedicine Institute Board of Directors
   • 2014-2017, Officer (Vice Chair), Student Scholarships, Fellowships, and Financial Aid Committee
   • 2014-2015, Chair of Faculty Representative, University Academic Calendar Committee
   • 2015, Peer review of NIOSH grant proposal entitled “Adsorption Characteristics of Activated Carbon Fibers in Respirator Cartridges for Volatile Organic Compounds” for Dr. Jo Anne Balanay.
   • 2015-present, Temporary Variable Supplement Planning Committee Member – Department of Health Education and Promotion
   • 2014, Provided a peer-review of HLTH 3002, Women’s Health Across Lifespan (Dr. Alice Richman, Instructor), ECU, Department of Health Education and Promotion
   • 2013, Provided a peer review of EHST 3900, Introduction to Occupational Health (Dr. Jo Anne Balanay, Instructor), ECU, Department of Health Education and Promotion
   • 2013, Provided a peer review of EHST 3370, Wastewater Management (Dr. Charles Humphrey, Instructor), ECU, Department of Health Education and Promotion
   • 2012, Provided a peer review of EHST 3350, Safe Water (Dr. Charles Humphrey, Instructor), ECU, Department of Health Education and Promotion
   • 2012, Strategic Mission/Vision Committee Member – Department of Health Education and Promotion
   • Graduate Curriculum Advisor – Environmental Health Program – Fall 2011 – Present
   • Faculty advisor for the ECU Chapter of Epsilon Nu Eta, National Environmental Health Honor Society: Fall 2011 - Present

6. Professional service off campus:
   • 2015, Presentation to Northeastern District Environmental Health Section about ECU mosquito research program.
   • 2014, Participated in “Camp PUSH 2014” Preparing Under-served Students in Health and Science (Middle School), Instructed 30 students about Medical Entomology in Environmental Health; East Carolina University
   • 2014, Interview with WNCT Television News Channel 9 (Josh Birch) about chikungunya virus in the United States (August 7).
   • 2014, Interview with Daily Reflector newspaper about chikungunya virus in the United States (July 15) (front page story).
   • 2014, Interview with WCTI Television News Channel 12 about chikungunya virus in the United States (July 15).
   • 2014, Organized and implemented presentation and mini-science experiment about mosquito biology to Greenville Montessori School (Ms. Briley and Ms. Raney – primary teachers).
• 2014, Organized and presented insect collection boxes (arranged by insect order) to primary and elementary classrooms at Greenville Montessori School.
• 2013-present, Student Competition Chair, North Carolina Mosquito and Vector Control Association
• 2013-present, Member of Program Committee, North Carolina Mosquito and Vector Control Association
• 2013-present, Chair of Finance Committee, North Carolina Mosquito and Vector Control Association
• 2013-present, Secretary-Treasurer, North Carolina Mosquito and Vector Control Association
• 2013-2015, Lead subeditor for journal supplement on disease vectors for the journal *Environmental Health Insights*.
• 2013, Presentation to Rotary Club of Greenville, NC. “CSI Greenville”, Paul Cunningham (Organizer, Dean and Associate Vice Chancellor for Medical Affairs).
• 2013, Moderated Sixth Symposium (6 presenters) North Carolina Mosquito and Vector Control Association, Wrightsville Beach, NC.
• 2012, Organized and Moderated Symposium “Risk Assessment of Vector-Borne Disease” (9 presenters) 78th Annual American Mosquito Control Association, Austin, TX.
• 2012, Consulted with Ladd Bayliss (Coastal Advocate, NC Coastal Federation) about pesticide spraying for mosquitoes after hurricanes/flooding events.
• 2011, Consulted with Michelle Logan (Quality Manager at Coeur, Inc., Washington, NC) about an insect-related issue. There was an internal investigation where a moth was found in a packaged medical device.
• 2011, Organized “4-H Bug-a-Boo Camp Diptera Day” to involve children in hands-on educational activities pertaining to flies of medical and/or forensic importance, University of Florida, Florida Medical Entomology Laboratory.
• 2010, Organized and moderated scientific seminars to educate local naturalists (Gumbo Limbo Nature Society) about Vector Ecology and Arboviral Disease, University of Florida, Florida Medical Entomology Laboratory.

Faculty Senate Resolution #07-01, March 2007
Faculty Senate Resolution #08-27, May 2008
MEMORANDUM

TO: Chancellor Steve Ballard

FROM: Phyllis N. Horns, PhD, RN, FAAN
      Vice Chancellor for Health Sciences

DATE: February 17, 2016

SUBJECT: Recommendations for Promotion and Permanent Tenure,
         2015-2016 Academic Year, Health Sciences Division

Listed below are recommendations regarding promotion and permanent tenure for faculty members in the Division of Health Sciences. Charts are attached that indicate the recommendations 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

Sonja K. Bareiss, PhD
Department of Physical Therapy
Promotion to Associate Professor
with Conferral of Permanent Tenure

Robert Kulesher, PhD
Department of Health Services & Information Management
Promotion to Professor

Steven Sligar, EdD
Department of Addictions & Rehabilitation Studies
Promotion to Professor

Leonard Trujillo, PhD
Department of Occupational Therapy
Promotion to Professor

John Willson, PhD
Department of Physical Therapy
Conferral of Permanent Tenure
CHANCELLOR STEVE BALLARD
FEBRUARY 17, 2016
PAGE 2 OF 2

BRODY SCHOOL OF MEDICINE

Ethan Anderson, PhD
Department of Pharmacology & Toxicology
Promotion to Associate Professor with Conferral of Permanent Tenure

Cynthia Christiano, MD
Department of Internal Medicine
Promotion to Associate Professor with Conferral of Permanent Tenure

Jennifer Crotty, MD
Department of Pediatrics
Promotion to Associate Professor with Conferral of Permanent Tenure

Claudia E. Goettler, MD
Department of Surgery
Promotion to Professor

Myon-Hee Lee, PhD
Department of Internal Medicine
Promotion to Associate Professor with Conferral of Permanent Tenure

Laura Matarese, PhD
Department of Internal Medicine
Promotion to Professor with Conferral of Permanent Tenure

L. Wiley Nifong, MD
Department of Cardiovascular Sciences
Promotion to Professor

Eric A. Teschlog, MD
Department of Surgery
Promotion to Professor

Enclosures: Chart of Recommendations
East Carolina University Personnel Action Summary Forms

X Approve ___ Do Not Approve

Steve Ballard, Chancellor

Date
February 17, 2016

Chancellor Steve Ballard
East Carolina University
Greenville, NC 27834

RE: Information Regarding a Candidate who Requested a Promotion to Professor

Dear Chancellor Ballard:

In accordance with the ECU Faculty Manual, I have given you my recommendations for the candidates up for promotion and/or conferral of permanent tenure. I do, however, want to bring to your attention the following action, which was considered but not recommended.

Roman Pawlak, PhD, Associate Professor, College of Allied Health Sciences, Department of Nutrition Science requested to be considered for promotion to Professor. The Promotion Committee, the Department Chair, the Dean and I could not support this promotion.

Please feel free to contact me if you have any questions.

Best regards,

Phyllis N. Horns, PhD, RN, FAAN
Vice Chancellor for Health Sciences
### Promotion to Associate Professor with Permanent Tenure

<table>
<thead>
<tr>
<th>Name/Department</th>
<th>Department Committee Recommendation</th>
<th>Department Chair Recommendation</th>
<th>P&amp;T Advisory Committee Recommendation</th>
<th>Dean Recommendation</th>
<th>Vice Chancellor Recommendation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ethan Anderson, PhD</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Pharmacology and Toxicology</td>
<td>Mandatory tenure decision due this year</td>
<td>YES</td>
<td>YES</td>
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<tr>
<td></td>
<td>Promotion to Associate Professor</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
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<tr>
<td></td>
<td>Permanent Tenure</td>
<td></td>
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</table>

| Cynthia Christiano, MD        |                                     |                                 |                                       |                      |                                  |
| Internal Medicine             | Mandatory tenure decision due this year | YES                             | YES                                  | YES                  | YES                              |
|                               | Promotion to Associate Professor    | YES                             | YES                                  | YES                  | YES                              |
|                               | Permanent Tenure                    |                                 |                                       |                      |                                  |
| NOTE: Hired as fixed-term part-time (.80 FTE) position as Clinical Assistant Professor in the Department of Internal Medicine effective 2/14/2003. Effective July 1, 2006, changed to full-time Clinical Assistant Professor in the Department of Internal Medicine. Effective July 1, 2010, change in appointment to tenure-track Assistant Professor. Probationary term began July 1, 2010. |
## Promotion to Associate Professor with Permanent Tenure

<table>
<thead>
<tr>
<th>Name/Department</th>
<th>Department Committee Recommendation</th>
<th>Department Chair Recommendation</th>
<th>P&amp;T Advisory Committee Recommendation</th>
<th>Dean Recommendation</th>
<th>Vice Chancellor Recommendation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennifer Crotty, MD</td>
<td></td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>Pediatrics</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Mandatory tenure decision</td>
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<tr>
<td>Promotion to Associate Professor</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Permanent Tenure</td>
<td>Yes</td>
<td>Yes</td>
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</tbody>
</table>

**NOTE:** Hired as Assistant Professor in the Department of Pediatrics effective November 2, 2009; probationary term began July 1, 2010.

<table>
<thead>
<tr>
<th>Myon-Hee Lee, PhD</th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Internal Medicine</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td>Mandatory tenure decision</td>
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</tr>
<tr>
<td>Promotion to Associate Professor</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Permanent Tenure</td>
<td>Yes</td>
<td>Yes</td>
<td></td>
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</tr>
</tbody>
</table>

**NOTE:** Hired as Assistant Professor in the Department of Internal Medicine effective May 3, 2010; probationary term began July 1, 2010.
### Promotion to Professor with Permanent Tenure

<table>
<thead>
<tr>
<th>Name/Department</th>
<th>Department Committee Recommendation</th>
<th>Department Chair Recommendation</th>
<th>P&amp;T Advisory Committee Recommendation</th>
<th>Dean Recommendation</th>
<th>Vice Chancellor Recommendation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laura Matarese, PhD</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
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<tr>
<td>Internal Medicine</td>
<td>Mandatory tenure decision due this year</td>
<td>Promotion to Professor Permanent Tenure</td>
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</tbody>
</table>

**NOTE:** Hired as Associate Professor in the Department of Internal Medicine effective October 10, 2011, with a joint appointment in the Department of Nutrition Sciences, formerly in the College of Human Ecology – now in the College of Allied Health Sciences. Probationary term began July 1, 2012.
### Promotion Decision Only

<table>
<thead>
<tr>
<th>Name/Department</th>
<th>Department Committee Recommendation</th>
<th>Department Chair Recommendation</th>
<th>P&amp;G Advisory Committee Recommendation</th>
<th>Dean Recommendation</th>
<th>Vice Chancellor Recommendation</th>
</tr>
</thead>
</table>
| L. Wiley Nifong, MD  
Cardiovascular Sciences  
**Promotion** to Professor  
NOTE: Hired as Assistant Research Professor effective July 1, 1999. Appointment change to tenure-track position of Assistant Professor effective July 1, 2000. Promoted to Associate Professor and conferral of permanent tenure effective July 1, 2006. | YES | YES | YES | YES | YES |
| Claudia E. Goettler, MD  
Surgery  
**Promotion** to Professor  
NOTE: Hired as tenure-track Assistant Professor effective July 1, 2002. Promoted to Associate Professor with conferral of permanent tenure effective July 1, 2008. | YES | YES | YES | YES | YES |
| Eric A. Toschlog, MD  
Surgery  
**Promotion** to Professor  
NOTE: Hired as tenure-track Assistant Professor effective July 1, 2000. Promoted to Associate Professor with conferral of permanent tenure effective July 1, 2006. | YES | YES | YES | YES | YES |
Promotion to Associate Professor with Permanent Tenure

<table>
<thead>
<tr>
<th>Name/Department</th>
<th>Committee Recommendation</th>
<th>Chair Recommendation</th>
<th>Dean Recommendation</th>
<th>Vice Chancellor Recommendation</th>
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<tbody>
<tr>
<td>Sonja Bareiss, PhD</td>
<td>Physical Therapy</td>
<td>Mandatory tenure decision due this year</td>
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<td>Promotions to Associate Professor</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
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<tr>
<td>Permanent Tenure</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
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</tbody>
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NOTE: Hired as fixed-term part-time (.75 FTE) Teaching Instructor in the Department of Anatomy and Cell Biology, Brody School of Medicine, effective 8/19/2008. Hired as Assistant Professor in the Department of Physical Therapy, College of Allied Health Sciences 10/1/2009. Probationary term began 7/1/2010.

Tenure Decision Only

<table>
<thead>
<tr>
<th>Name/Department</th>
<th>Committee Recommendation</th>
<th>Chair Recommendation</th>
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<th>Vice Chancellor Recommendation</th>
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<tr>
<td>John Willson, PhD</td>
<td>Physical Therapy</td>
<td>EARLY tenure decision</td>
<td>YES</td>
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<td>Permanent Tenure</td>
<td>YES</td>
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</table>

NOTE: Hired as tenure-track Associate Professor in the Department of Physical Therapy, College of Allied Health Sciences 8/1/2012. Probationary term began 7/1/2013. Reappointed as Associate Professor effective 7/1/2015 (7/1/2016 - 6/30/2018).
CHART OF RECOMMENDATIONS
COLLEGE OF ALLIED HEALTH SCIENCES
Spring 2016
Page 2

Promotion Decision Only

<table>
<thead>
<tr>
<th>Name/Department</th>
<th>Committee Recommendation</th>
<th>Chair Recommendation</th>
<th>Dean Recommendation</th>
<th>Vice Chancellor Recommendation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Robert Kulesher, PhD</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health Services and Information Management</td>
<td></td>
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<tr>
<td><strong>PROMOTION</strong> to Professor</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>NOTE: Hired as Assistant Professor in the Department of Health Services and Information Management, College of Allied Health Sciences effective 7/1/2003. Probationary term began 7/1/2003. Promoted to Associate Professor and conferral of permanent tenure 7/1/2009.</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

| Roman Pawlak, PhD | | | | |
| Nutrition Sciences | | | | |
| **PROMOTION** to Professor | NO | NO | NO | NO |

<p>| Steven Sligar, EdD | | | | |
| Addictions and Rehabilitation Studies | | | | |
| <strong>PROMOTION</strong> to Professor | YES | YES | YES | YES |
| NOTE: Hired as Assistant Professor in the Department of Rehabilitation Studies, College of Allied Health Sciences effective 7/1/2004. Probationary term began 7/1/2004. Promoted to Associate Professor and conferral of permanent tenure 7/1/2010. |</p>
<table>
<thead>
<tr>
<th>Name/Department</th>
<th>Committee Recommendation</th>
<th>Chair Recommendation</th>
<th>Dean Recommendation</th>
<th>Vice Chancellor Recommendation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leonard Trujillo, PhD</td>
<td>YES</td>
<td>NA</td>
<td>YES</td>
<td>YES</td>
</tr>
<tr>
<td>Occupational Therapy</td>
<td>PROMOTION to Professor</td>
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</table>

NOTE: Hired as Assistant Professor in the Department of Occupational Therapy, College of Allied Health Sciences effective 7/1/2003. Probationary term began 7/1/2003. Promoted to Associate Professor and conferral of permanent tenure 7/1/2007.
March 9, 2016

Chancellor Steve Ballard
East Carolina University
Greenville, NC 27858

Dear Chancellor Ballard:

I would appreciate your consideration of the enclosed recommendation for initial appointment with permanent tenure on behalf of Blase Anthony Carabello, MD.

Dr. Carabello will join the Brody School of Medicine as Professor and Chief of Cardiology in the Department of Cardiovascular Sciences; Medical Director of Cardiology at Vidant Medical Center (VMC), and Director of the East Carolina Heart Institute (ECHI) effective March 31, 2016. Dr. Carabello completed his medical degree in 1973 at Temple University and his medical residency in 1976 at Massachusetts General Hospital, Harvard Medical School in Boston, Massachusetts. This was followed by a two year cardiology fellowship and one year of employment as cardiologist at Peter Bent Brigham Hospital, Harvard Medical School.

Dr. Carabello joined the University of Virginia Hospital as Assistant Professor from 1979 – 1981; and Temple University in Philadelphia, Pennsylvania as Director of Cardiology, Associate Professor of Medicine and Associate Professor of Physiology from 1981-1985; followed by a tenured academic appointment as Professor of Medicine at the Medical University of South Carolina, and Ralph H. Johnson Department of Veterans Affairs Medical Center in Charleston, South Carolina from 1985-1999.

In 1994, Dr. Carabello was named the Charles Ezra Daniel Professor of Cardiology, Medical University of South Carolina. In 1999 he was named the W.A. “Tex” and Deborah Moncrief, Jr. Professor of Medicine and Vice Chair, Department of Medicine at Baylor College of Medicine. Simultaneously, he served as the Medical Care Line Executive at the Michael E. DeBakey VA Medical Center (MEDVAMC) in Houston, Texas. During his time at Baylor College of Medicine and MEDVAMC, he served as Acting Chief of Staff, MEDVAMC from 2008-2009; Acting Medical Center Director, MEDVAMC from 2010-2011; and Chief of Cardiology at the Texas Heart Institute from 2011 - 2014. Currently, Dr. Carabello is serving as the Chair of the Mount Sinai Beth Israel Department of Cardiology and as Professor of Medicine at the Icahn School of Medicine in New York, NY.

Dr. Carabello has published six books, 179 book chapters and other invited publications, 171 refereed journal articles, and has given 227 international and national presentations. He holds numerous awards and honors and is a member of several professional organizations.

For your convenience, attached are the following documents:

- Dr. Blase Carabello’s curriculum vitae
- The East Carolina University 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 8, 2016 Board of Trustees meeting.

Sincerely,

[Signature]

Phyllis N. Horns, PhD, RN, FAAN
Vice Chancellor for Health Sciences Division

[Approval Options]

[Signature]

Steve Ballard, Chancellor
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: Blase Anthony Carabello, MD

Department: Cardiovascular Sciences

School/College: Brody School of Medicine

Current Rank or Title: (if applicable) 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:

---

Contract Period:

- Administrative Appointment: 9 mo. □ 12 mo. □
- Faculty Appointment: 9 mo. □ 12 mo. ☒

Salary: $550,000

Source(s): State Funds: $ __________ *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)

<table>
<thead>
<tr>
<th>Source</th>
<th>Recommended</th>
<th>Not Recommended</th>
<th>Not Applicable</th>
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<tr>
<td>Appropriate Unit Personnel Committee</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Chair/Unit Head</td>
<td>☒</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Director</td>
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<td></td>
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<tr>
<td>Dean</td>
<td>☒</td>
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<tr>
<td>Provost/Vice Chancellor</td>
<td>☒</td>
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</tr>
<tr>
<td>Chancellor</td>
<td></td>
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<tr>
<td>Board of Trustees</td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

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

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Degree</th>
<th>Institution and Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1969</td>
<td>BA</td>
<td>Gettysburg College, Gettysburg, Pennsylvania</td>
</tr>
<tr>
<td>1973</td>
<td>MD, Cum Laude</td>
<td>Temple University, Philadelphia, Pennsylvania</td>
</tr>
</tbody>
</table>

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)

<table>
<thead>
<tr>
<th>Year</th>
<th>Position and Title</th>
<th>Institution and Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1973-1975</td>
<td>Resident in Medicine</td>
<td>Massachusetts General Hospital, Harvard Medical School, Boston, Massachusetts</td>
</tr>
<tr>
<td>1975-1976</td>
<td>Senior Resident in Medicine</td>
<td>Massachusetts, General Hospital, Harvard Medical School, Boston, Massachusetts</td>
</tr>
<tr>
<td>1976-1978</td>
<td>Fellow in Cardiology</td>
<td>Peter Bent Brigham Hospital, Harvard Medical School, Boston, Massachusetts</td>
</tr>
<tr>
<td>1978-1979</td>
<td>Cardiologist</td>
<td>Peter Bent Brigham Hospital, Harvard Medical School, Boston, Massachusetts</td>
</tr>
<tr>
<td>1979-1981</td>
<td>Assistant Professor of Medicine</td>
<td>University of Virginia Hospital, Charlottesville, Virginia</td>
</tr>
<tr>
<td>1981-1985</td>
<td>Director of Diagnostic Cardiology, Associate Professor of Medicine, Associate Professor of Physiology</td>
<td>Temple University, Philadelphia, Pennsylvania</td>
</tr>
<tr>
<td>1985-1999</td>
<td>Professor of Medicine,</td>
<td>Medical University of South Carolina, and the Ralph H. Johnson Department of Veteran Affairs Medical Center, Charleston, SC</td>
</tr>
<tr>
<td>1994-1999</td>
<td>Charles Ezra Daniel Professor of Cardiology</td>
<td>Medical University of South Carolina, Charleston, South Carolina</td>
</tr>
<tr>
<td>1999-2014</td>
<td>W.A. “Tex” and Deborah Moncrief, Jr. Professor of Medicine and Vice Chair, Department of Medicine</td>
<td>Baylor College of Medicine</td>
</tr>
<tr>
<td>1999-2014</td>
<td>Medical Care Line Executive</td>
<td>Michael E. DeBakey VA Medical Center, Houston, TX</td>
</tr>
<tr>
<td>2008-2009</td>
<td>Acting Chief of Staff</td>
<td>MEDVAMC</td>
</tr>
<tr>
<td>2010-2011</td>
<td>Acting Medical Canter Director</td>
<td>MEDVAMC</td>
</tr>
<tr>
<td>2011-2014</td>
<td>Chief of Cardiology</td>
<td>Texas Heart Institute</td>
</tr>
<tr>
<td>2014 – present</td>
<td>Chair</td>
<td>Mount Sinai Beth Israel, Department of Cardiology</td>
</tr>
<tr>
<td>2014 – present</td>
<td>Professor of Medicine</td>
<td>Icahn School of Medicine, New York, NY</td>
</tr>
<tr>
<td>Board Certification</td>
<td>June, 1977</td>
<td>American Board of Internal Medicine</td>
</tr>
<tr>
<td>Board Certification</td>
<td>June, 1979</td>
<td>Certification Cardiovascular Diseases</td>
</tr>
</tbody>
</table>

3. Scholarly & Creative Activities:

<table>
<thead>
<tr>
<th>Type</th>
<th>Number</th>
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</thead>
<tbody>
<tr>
<td>Book</td>
<td>6</td>
</tr>
<tr>
<td>Chapters and other invited publications</td>
<td>179</td>
</tr>
<tr>
<td>Refereed Journal Article</td>
<td>171</td>
</tr>
<tr>
<td>Presentations: International &amp; National</td>
<td>227</td>
</tr>
<tr>
<td>Honors and Awards</td>
<td>18</td>
</tr>
<tr>
<td>Teaching Awards and Student Recognition</td>
<td>19</td>
</tr>
<tr>
<td>Editorial and Referring Responsibilities</td>
<td>24</td>
</tr>
</tbody>
</table>
4. Membership in professional organizations:

American Heart Association
Heart Valve Society of America
Association of University Cardiologists

5. Professional service on campus: New to ECU

6. Professional service off campus:

<table>
<thead>
<tr>
<th>Year</th>
<th>Role and Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>1981-1985</td>
<td>Member, S.E. Pennsylvania Heart Association Research Committee</td>
</tr>
<tr>
<td>1982-1985</td>
<td>Member, Admissions Committee, Temple Medical School</td>
</tr>
<tr>
<td>1985-present</td>
<td>Member, MUSC Animal Research Committee</td>
</tr>
<tr>
<td>1992</td>
<td>Member, NIH Task Force on Congestive Heart Failure; Eugene Braunwald, Chairman</td>
</tr>
<tr>
<td>1993</td>
<td>Member, Search Committee for Physiology Department, MUSC</td>
</tr>
<tr>
<td>1993-1998</td>
<td>Member, American Heart Association, South Carolina Affiliate, Research Committee</td>
</tr>
<tr>
<td>1994-1999</td>
<td>House staff Education Committee, Department of Medicine, MUSC</td>
</tr>
<tr>
<td>1994-1999</td>
<td>Medical Student Education Committee, Department of Medicine, MUSC</td>
</tr>
<tr>
<td>1997</td>
<td>University Space Committee, MUSC</td>
</tr>
<tr>
<td>1997</td>
<td>University, Tenure Committee, MUSC</td>
</tr>
<tr>
<td>1997</td>
<td>Education Policy Committee, School of Medicine, MUSC</td>
</tr>
<tr>
<td>1999-2014</td>
<td>Member, Clinical Executive Board, Houston Veterans Affairs Medical Center (HVAMC)</td>
</tr>
<tr>
<td>2001-2014</td>
<td>Chairman, P&amp;T Sub-Committee on Cost Reduction, HVAMC</td>
</tr>
<tr>
<td>2001-2014</td>
<td>Member, Resource Management Board, Houston Veterans Affairs Medical Center</td>
</tr>
<tr>
<td>2001-2005</td>
<td>Member, Cardiac Renal Advisory Committee, Food and Drug Administration, Rockville Maryland</td>
</tr>
<tr>
<td>2003-2014</td>
<td>Chairman, Pharmacy &amp; Therapeutics Committee HVAMC</td>
</tr>
<tr>
<td>2003-2014</td>
<td>Member, VISN15 Formulary Subcommittee</td>
</tr>
<tr>
<td>2004-2007</td>
<td>Councilor, Association of University Cardiologists</td>
</tr>
<tr>
<td>2004-present</td>
<td>Vice President/Programs &amp; Education, Heart Valve Society of America</td>
</tr>
<tr>
<td>2007</td>
<td>Vice President/Association of University Cardiologists</td>
</tr>
<tr>
<td>2007</td>
<td>Member, Accreditation Council for Graduate Medical Education (ACGME) Review Committee for Internal Medicine</td>
</tr>
<tr>
<td>2009</td>
<td>Member, Institute of Medicine Committee on Social Security Cardiovascular Disability Criteria</td>
</tr>
<tr>
<td>2013</td>
<td>Master Clinician Award Selection Committee</td>
</tr>
</tbody>
</table>

7. Extramural grant support:

Past funding total: $4,520,376* does not include 1/1/95-12/31/99 full-time VA salary
NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY
BOARD OF TRUSTEES

Christopher M. Dyba
Name of Originator

University Advancement
Department/Division

252-328-9585
Phone

dyba@ecu.edu
Email

Proposed Name(s) to Honor: James Fielding and Kim Miller

1501 Spruce View Lane
Address: City
NC 27614
State Zip

Telephone: 919-848-1486
Home Business

Relationship to the University: Donor, Alumnus, Former Board of Trustee Member

Proposed Object for Naming: Miller School of Entrepreneurship

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: June 2015

Amount of the Total Commitment: $2 Million
Amount Paid: $1.2 Million
Current Pledge Balance: $800,000 (More in the future)
Status of Payments: Annual

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

Clary's M. Dyba

April 1, 2016
Date
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

Office of Vice Chancellor for University Advancement:
Received
Action [Signature] 1/1/2016
Date

Vice Chancellor’s Signature
Forwarded or returned
Date

Chancellor’s Office:
Received
Action
Date

Chancellor’s Signature
Forwarded or returned
Date

Comments

Athletics and Advancement Committee of the Board of Trustees:
Received
Action
Date

Chair’s Signature
Forwarded or returned
Date

Comments

Board of Trustees:
Received
Action
Date

Chair’s Signature
Forwarded or returned
Date

Comments
FUND AGREEMENT

FOR THE
J. FIELDING MILLER PROFESSORSHIP

I. ESTABLISHMENT

A. THIS AGREEMENT is made effective as of the date of the last signature hereeto affixed between Mr. James Fielding Miller (Donor) and the East Carolina University Foundation, Inc. (Foundation).

B. The Donor and the Foundation agree to establish this as temporarily restricted fund in the ECU Foundation known as the J. Fielding Miller Professorship (Fund). The fund manager will be the Dean of the College of Business (Administrator). This fund shall become endowed upon transfer to the ECU Endowment Fund.

II. STATEMENT OF DONOR INTENT

The Donor wishes to establish this fund to provide support for a Professorship in the College of Business that will serve as the Director of the newly formed Miller School of Entrepreneurship.

III. SOURCE OF FUNDS

The Fund shall be initially established with the following gifts and shall be consistent with the Foundation’s Gift Acceptance Policy.

1. Gift of $1,000,000 made in one payment.
2. Gifts to the Fund will serve as the requisite challenge grant to qualify for State matching funds from the UNC Board of Governors' Distinguished Professorship Endowment Trust Fund, consistent with G. S. Chapter 116, Article 1, Part 4, Section 41.15. In order to qualify for the State match, gifts of a minimum of $1,000,000 will be transferred from the East Carolina University Foundation, Inc. to the East Carolina University Endowment Fund. By affixing their signatures hereto, the Donors expressly authorize the Foundation to transfer the gift proceeds to the University Endowment Fund. The University Endowment Fund will then hold and administer these proceeds and any subsequent additions to the Fund in accordance with the Distinguished Professorship plan as approved by UNC-GA.

IV. PURPOSE AND USE OF FUNDS

This Fund shall be used to provide support for a professorship in the College of Business; upon transfer to the ECU Endowment Fund this fund will become endowed. This professorship will serve as the Director of the newly formed Miller School of Entrepreneurship within the College of Business. The spendable distribution from the endowment fund is to be used in accordance with the distinguished professorship plan as approved by UNC General Administration.

V. FUND ADMINISTRATION

This Fund shall be administered in accordance with the Foundation's policies and procedures and shall be consistent with the University's policies, as follows:

A. The Fund shall be used only for a qualified charitable purpose consistent with the laws of the State of North Carolina and section 501(c)(3) of the Internal Revenue Code.
B. The fund will pay an annual administrative fee at a rate then in effect.
C. The spendable distribution will be at a rate determined annually by the Endowment Fund Board.
D. With the consent of the Foundation and/or University, other parties may also make gifts to the Fund, but they may not change the purpose of the Fund.
E. All gifts to and accumulated earnings of the Fund will be invested in the Endowment Fund's investment pool and will receive a prorated share of the net income or losses.
F. If at some future time, it becomes impractical for the University to provide support for the Director of the Miller School of Entrepreneurship or other professorship in the College of Business or it becomes unlawful or wasteful to expend the earnings from the Fund in the manner stated above, then, at the discretion of the University Endowment Board, the Fund shall be used to further the objectives and purposes of the College of Business Endowment for Excellence Fund, bearing in mind the desires of the Donor as expressed in this agreement.
Fund Name:
Fund Number:

G. If the funds do not reach the minimum to apply for the state match or the program no longer exists, the funds will be utilized to support expenses in accordance with the purpose noted above.

IN WITNESS WHEREOF, these parties execute this Agreement.

By: James Fielding Miller, Donor
Date: 6/25/15

By: Stan Eakins, PhD, Dean
College of Business
Date: 6/17/15

By: Sherrily Johnson, Financial Director
East Carolina University
Date: 6/3/15

By: Christophe M. Dyka
Vice Chancellor of University Advancement &
President of the ECU Foundation
Date: 7/6/2015
I. ESTABLISHMENT

A. THIS AGREEMENT is made effective as of the date of the last signature hereto affixed between Mr. James Fielding Miller (Donor) and the East Carolina University Foundation, Inc. (Foundation).

B. The Donor and the Foundation agree to establish this as a temporarily restricted fund in the Foundation known as the School of Entrepreneurship Operating Fund (Fund). The fund manager will be the Dean of the College of Business (Administrator).

C. A minimum amount of $5,000 in gifts must be given to this Fund within 12 months from the date of this agreement. If the gifts to the fund fail to reach $5,000, there is only a small balance in the Fund, or there has been no activity in the fund in the recent twelve-month period, the Foundation may close the Fund and move the remaining money to an appropriate fund in the academic area.

II. STATEMENT OF DONOR INTENT

The Donor wishes to create this fund to support the operations of a newly formed School of Entrepreneurship in the College of Business.

III. SOURCE OF FUNDS

The Fund shall be initially established with the following gifts and shall be consistent with the Foundation’s Gift Acceptance Policy:

1. The Donor has committed to make an annual gift of $200,000 for five consecutive years. It is also his intent to continue those annual gifts for another 15 thereafter, although this will be in the form of a 1:1 match (up to $200,000/yr.) of other contributions to the Miller School of Entrepreneurship Operating Fund. First gift of $200,000 to be made by July 1, 2015 and subsequent gifts will be made on or about that same date each year gifts are made.
IV. PURPOSE AND USE OF FUNDS

This Fund shall be used to support the operations of the newly formed Miller School of Entrepreneurship in the College of Business. The expenditures may include, but are not limited to, advertising and promotions, fundraising events, supplies, faculty support and awards, and any other operating expenses at the discretion of the Administrator. All of the money in the fund is spendable at any time. The Administrator shall be responsible for administering the distributions from the Fund and applying such distributions in accordance with Foundation and University policies and procedures.

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D. If at some future time, it becomes impractical for the Foundation to achieve the designated purpose of the Fund, circumstances change, or it becomes unlawful or wasteful to expend the earnings from the Fund in the manner stated above, then, at the discretion of the Foundation Board of Directors, the Fund shall be distributed to the College of Business Endowment for Excellence Fund.

IN WITNESS WHEREOF, these parties execute this Agreement.

By: James Fielding Miller, Donor  Date: 6/25/15

By: Stan Eakins, PhD, Dean  Date: 7/7/15
College of Business

By: Christopher M. Dyba  Date: 7/16/2015
Vice Chancellor of University Advancement &
President of the ECU Foundation
NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY
BOARD OF TRUSTEES

Christopher M. Dyba
Name of Originator

University Advancement
Department/Division

252-328-9585
Phone

dyba@ecu.edu
Email

Proposed Name(s) to Honor: James Fielding and Kim Miller

1501 Spruce View Lane
Raleigh NC 27614
Address: City State Zip

Telephone: Home 919-848-1486
Business

Relationship to the University: Donor, Alumnus, Former Board of Trustee Member

Proposed Object for Naming: Miller School of Entrepreneurship

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)

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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

[Signature]

Date
April 1, 2015
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

Comments

Chancellor's Office:
Received
Action

Chancellor's Signature
Forwarded or returned
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
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FOR THE
J. FIELDING MILLER PROFESSORSHIP

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II. STATEMENT OF DONOR INTENT

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III. SOURCE OF FUNDS

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Fund Name:
Fund Number:

G. If the funds do not reach the minimum to apply for the state match or the program no longer exists, the funds will be utilized to support expenses in accordance with the purpose noted above.

IN WITNESS WHEREOF, these parties execute this Agreement.

By: [Signature]
James Fielding Miller, Donor
Date: 6/25/15

By: [Signature]
Stan Eakins, PhD, Dean
College of Business
Date: 6/27/15

By: [Signature]
Sherrilyn Johnson, Financial Director
East Carolina University
Date: 6/27/15

By: [Signature]
Christophe M. Dyba
Vice Chancellor of University Advancement &
President of the ECU Foundation
Date: 7/6/2015
FUND AGREEMENT

FOR THE
THE MILLER SCHOOL OF ENTREPRENEURSHIP
OPERATING FUND

I. ESTABLISHMENT

A. THIS AGREEMENT is made effective as of the date of the last signature hereto affixed between Mr. James Fielding Miller (Donor) and the East Carolina University Foundation, Inc. (Foundation).

B. The Donor and the Foundation agree to establish this as a temporarily restricted fund in the Foundation known as the School of Entrepreneurship Operating Fund (Fund). The fund manager will be the Dean of the College of Business (Administrator).

C. A minimum amount of $5,000 in gifts must be given to this Fund within 12 months from the date of this agreement. If the gifts to the fund fail to reach $5,000, there is only a small balance in the Fund, or there has been no activity in the Fund in the recent twelve-month period, the Foundation may close the Fund and move the remaining money to an appropriate fund in the academic area.

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IV. PURPOSE AND USE OF FUNDS

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C. Fees: A one-time fee is charged to all new gifts to the Fund. Gifts made to the Fund via telefund or annual fund solicitations are subject to an annual fund fee. These fee amounts are determined annually by the Foundation Board of Directors and will be in accordance with the Foundation Policy.
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IN WITNESS WHEREOF, these parties execute this Agreement.

By: [Signature]
    James Fielding Miller, Donor
    Date: 6/25/15

By: [Signature]
    Stan Eakins, PhD, Dean
    College of Business
    Date: 7/7/15

By: [Signature]
    Christopher M. Dyba
    Vice Chancellor of University Advancement &
    President of the ECU Foundation
    Date: 7/6/2015