

**ECU Board of Trustees  
November 10, 2017  
East Carolina Heart Institute**

**MINUTES**

The Board of Trustees met in regular session at the East Carolina Heart Institute on the Health Sciences Campus of ECU. Chair Kieran Shanahan called the meeting to order and called on Zach Pendergrass, a senior construction management student from Wilmington, NC with FUSE ministries, to deliver the invocation. Following the invocation, Mr. Shanahan introduced Jason Toguchi from Vass, NC and Cadet Angelica Sanchez from Shelton, Connecticut, to lead the Pledge of Allegiance.

**ROLL CALL**

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

Members Present

Edwin Clark  
Mark Copeland  
Vern Davenport  
Deborah Davis  
Leigh Fanning  
Max Joyner  
Kel Normann  
Bob Plybon  
Jason Poole  
LaQuon Rogers  
Kieran Shanahan  
Vince Smith

Members Absent

Fielding Miller

**READING OF ETHICS STATEMENT**

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

## **APPROVAL OF MINUTES**

Mr. Shanahan asked for a motion to approve the minutes from the regular meeting on October 17. The motion was made, seconded and approved with no negative votes.

## **UNIVERSITY REPORTS**

### **CHANCELLOR'S REPORT**

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

### **REPORT FROM THE UNC BOARD OF GOVERNORS**

Mr. Steve Long, member of the UNC Board of Governors, brought remarks and updates from the UNC BOG. Mr. Long recognized Dr. Greg Chadwick for being this year's recipient of the Governor James E. Holshouser, Jr. Award for Excellence in Public Service. Mr. Long went on to update the Board of Trustees on the goals and initiatives of the Board of Governors. One goal of the BOG this year is to engage more with institution's Board of Trustees and encouraged trustees to interact more with the governors. Another goal is to look at delegated authority from the Board of Governors to the Board of Trustees. The BOG will be examining authorities that could or should be delegated to the Boards of Trustees and Mr. Long encouraged board members to be an active part of that discussion.

### **REPORT FROM THE STUDENT GOVERNMENT ASSOCIATION**

Mr. LaQuon Rogers, President of the Student Government Association, brought an update from the SGA. A full text version of Mr. Rogers' remarks is listed as "Attachment B."

## **REPORT FROM THE BOARD OF VISITORS**

Ms. Sabrina Bengel, Chair of the Board of Visitors, brought greetings from the BOV. Ms. Bengel gave an update on the September BOV meeting. She encouraged Board of Trustee members to use the Board of Visitors as official ambassadors and advocates for the university.

## **REPORT FROM THE FACULTY SENATE**

Dr. Stiller, Chair of the Faculty, brought an update from the Faculty Senate. A full text version of the Dr. Stiller's remarks is listed as "Attachment C."

## **REPORT FROM THE STAFF SENATE**

Ms. LuAnn Sullivan, Vice Chair of the Staff Senate, brought an update from the group. A full text version of the Ms. Sullivan's remarks is listed as "Attachment D."

## **COMMITTEE REPORTS**

### **ATHLETICS AND ADVANCEMENT COMMITTEE**

Mr. Clark, Chair of the Athletics and Advancement Committee, gave the report from the committee. A summary of the Athletics and Advancement Committee report is listed as "Attachment E." There was one item that required board attention.

Mr. Clark moved that the board approve the naming menu for the Health Sciences Student Center and the Main Campus Student Center as presented in board materials (Attachment F), and further moved to assign the value of \$10 million for the naming of the Main Campus Student Center. The motion was seconded and approved with no negative votes.

Mr. Clark indicated there would be more action items following closed session.

### **AUDIT, ENTERPRISE RISK MANAGEMENT AND COMPLIANCE COMMITTEE**

Mr. Normann, Chair of the Audit, Enterprise Risk Management and Compliance Committee, gave the report from the Committee. A summary of the Committee report is listed as “Attachment G.” There were no items that required board attention.

### **FINANCE AND FACILITIES COMMITTEE**

Mr. Joyner, 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 two items that required board attention.

Mr. Joyner moved that the board approve the Tuition and Fees for the 2018-19 academic year in accordance with the terms and conditions provided in the Board materials (Attachment I). LaQuon Rogers seconded the motion. Mr. Joyner then offered a substitute motion. Mr. Joyner moved that the board approve the Tuition and Fees for the 2018-2019 academic year as proposed in materials with the exception of the \$5.00 Sustainability Fee. LaQuon Rogers seconded the motion. Mr. Shanahan called for discussion on the matter. Mr. Joyner said the Finance and Facilities Committee passed the tuition and fee schedule on Thursday in committee, but upon further review and discussion, Mr. Joyner thought more details need to be presented on how the money would be distributed and used before implementing the fee. Mr. Shanahan called for a vote on the substitute motion and it was passed unanimously.



Mr. Joyner moved that the board approve the purchase property located at 321 E. Tenth Street in accordance with the terms and conditions provided in the Board materials (Attachment J).

The motion was approved unanimously.

There was nothing further from the Finance and Facilities Committee.

## **HEALTH SCIENCES COMMITTEE**

Ms. Davis gave the report from the Health Sciences Committee. A summary of this report is listed as "Attachment K."

There will be items for board consideration following closed session.

## **UNIVERSITY AFFAIRS COMMITTEE**

Mr. Copeland gave the report from the University Affairs Committee. A summary of this report is listed as "Attachment L." There were a couple of items that required board attention.

Mr. Copeland moved that the board approve the conferral of tenure in the College of Business posthumously for Dr. Rebecca Fay as presented in board materials (Attachment M.) The motion was seconded and approved with no negative votes.

Mr. Rogers moved that the candidates for degrees, as approved by the Chancellor and the Faculty Senate, be authorized for conferral at the annual Fall commencement on Friday, December 15, 2017. The motion was seconded and approved with no negative votes.

## **CLOSED SESSION**

Ms. Leigh Fanning made a motion that the board go into closed session. That motion was seconded and approved unanimously.

## **RETURN TO OPEN SESSION**

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

Ms. Davis moved that the board approve the initial appointment of Professor with permanent tenure for Dr. Richard R. Seals in the School of Dental Medicine as presented in board materials (Attachment N). The motion was seconded and approved with no negative votes.

Ms. Davis moved that the board approve a \$1,032 salary increase for Dr. Greg Chadwick as a part of the annual raise process for EHRA employees. The motion was seconded and approved with no negative votes.

Mr. Clark moved that the board non salary compensation for Head Baseball Coach Cliff Godwin as presented in board materials (Attachment O). The motion was seconded and approved with no negative votes.

Mr. Clark moved that the board approved the naming of Classroom 103 in the Reddick Building in honor of Dr Edward Markowski as presented in board materials (Attachment P). The motion was seconded and approved with no negative votes.

## **ADJOURN**

Having no other business to come before the board, Chairman Shanahan adjourned the meeting at 11:25 a.m.

###

Respectfully Submitted,

Megan Ayers  
Assistant Secretary to the Board of Trustees



# BOARD OF TRUSTEES

NOVEMBER 10, 2017

# CAMPUS IMPROVEMENTS





# HEALTH SCIENCES STUDENT CENTER



# WEST CAMPUS STUDENT CENTER





# WEST CAMPUS STUDENT CENTER

## TOPPING CEREMONY



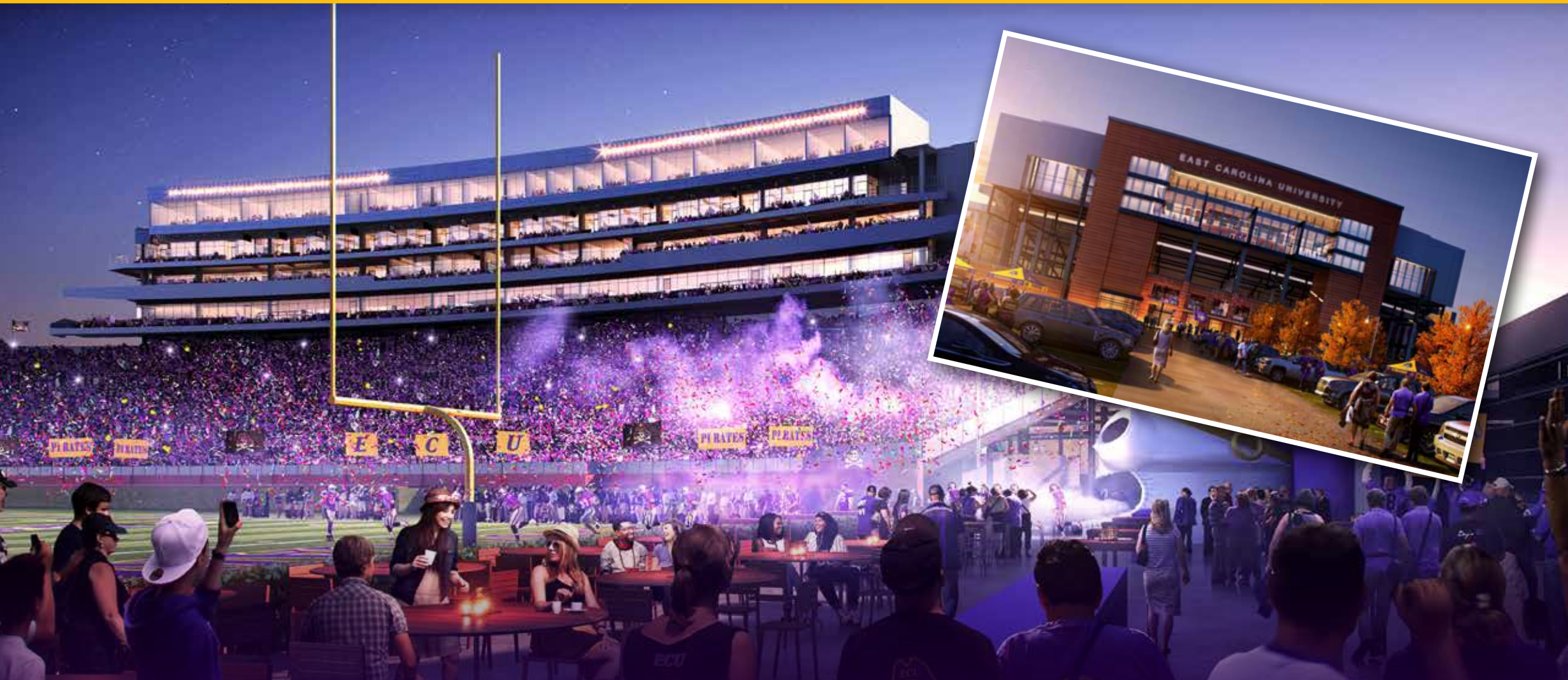
**VIEW FROM 10TH STREET AND EVANS STREET****LIFE SCIENCES BUILDING**





# L I F E   S C I E N C E S   B U I L D I N G





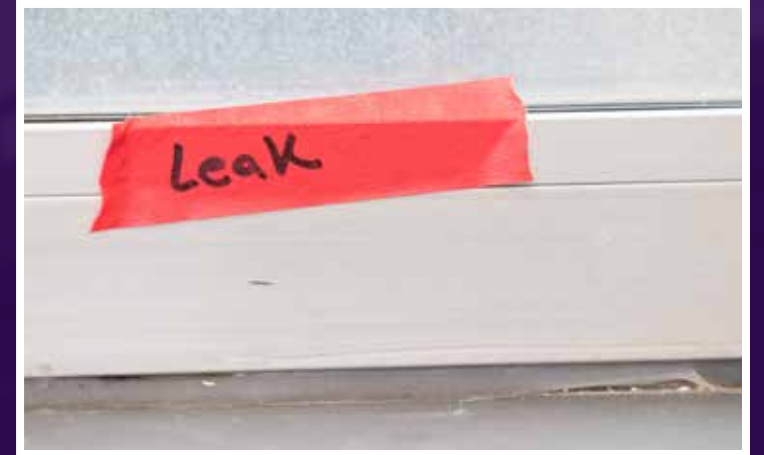
# DOWDY-FICKLEN STADIUM





# BRODY BUILDING





# BRODY BUILDING





# MEDICAL EDUCATION BUILDING

# CAMPAIGN UPDATE



UNIVERSITY ADVANCEMENT

# \$500 MILLION COMBINED CAMPAIGN

**\$2 MILLION COMMITMENT FOR THE GENERAL  
SCHOLARSHIP ENDOWMENT**

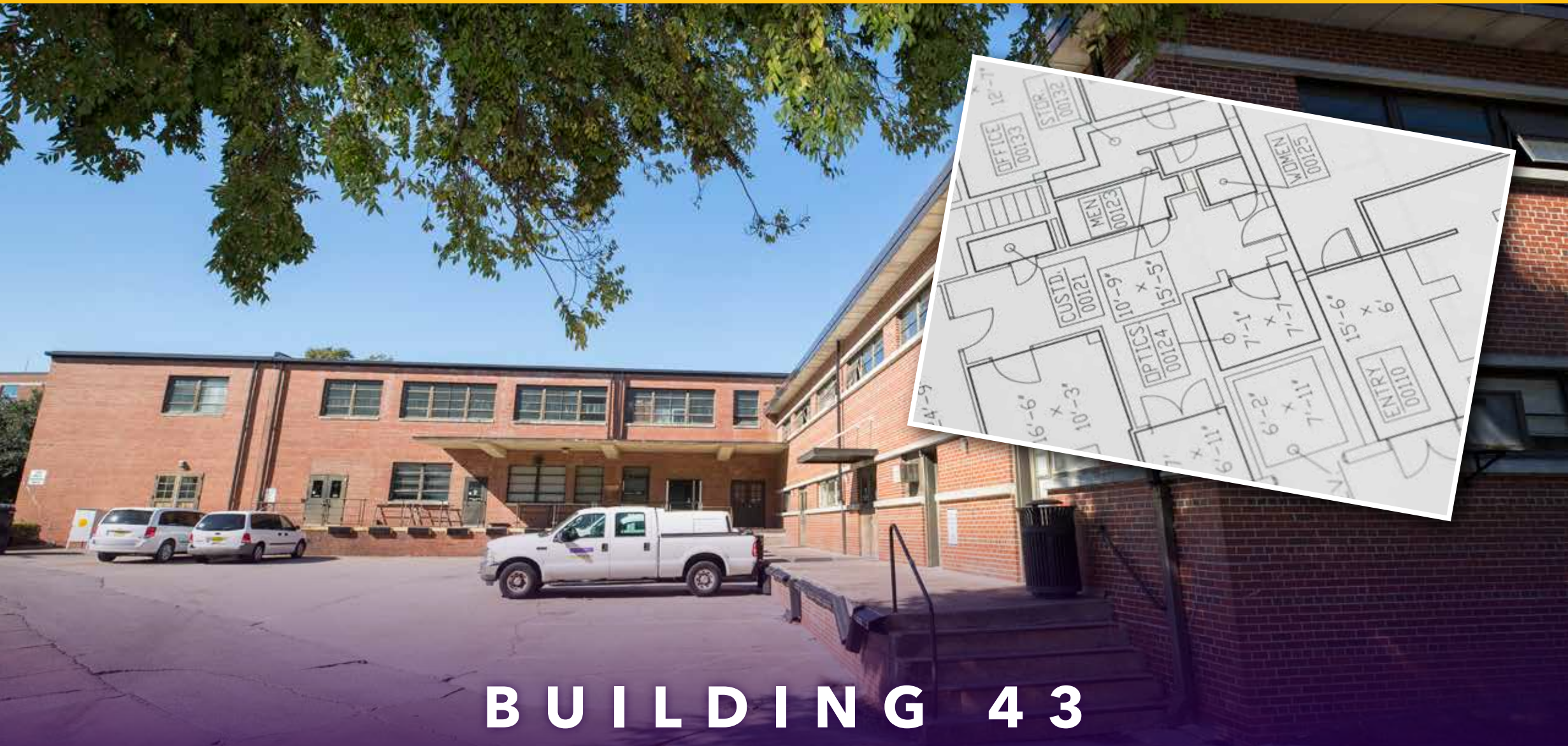
**A \$2 MILLION COMMITMENT FROM  
JENNIFER AND VAN ISLEY TO ESTABLISH AN  
INNOVATION HUB IN THE MILLER SCHOOL  
OF ENTREPRENEURSHIP**

**\$155 MILLION**  
TOWARD CAMPAIGN ALREADY  
RAISED, PLEDGED, OR COMMITTED

**\$500 MILLION**



**\$155 MILLION**



# BUILDING 43



UNIVERSITY ADVANCEMENT

# \$500 MILLION COMBINED CAMPAIGN

**MARKETING FIRM SELECTED:**

ONE  
SIXTY  
OVER  
NINETY

Philadelphia, Pennsylvania

**\$500 MILLION**



**\$155 MILLION**

# POINTS OF PIRATE PRIDE

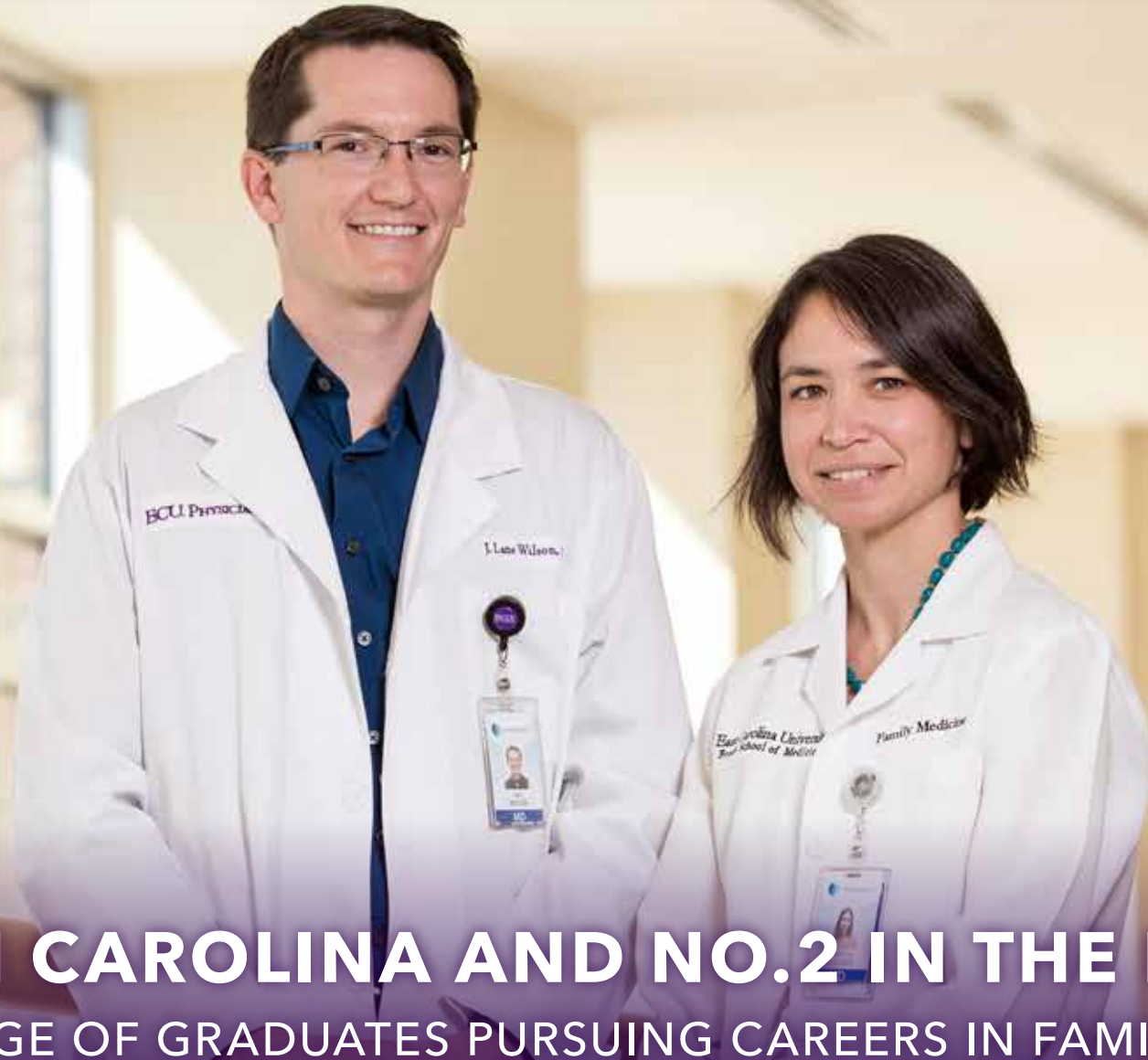


COLLEGE OF  
HEALTH & HUMAN  
PERFORMANCE



**AIR FORCE ROTC PROGRAM**  
NAMED NATION'S BEST MEDIUM-SIZED DETACHMENT





**NO.1 IN NORTH CAROLINA AND NO.2 IN THE NATION**  
FOR ITS HIGH PERCENTAGE OF GRADUATES PURSUING CAREERS IN FAMILY MEDICINE



**JASMINE HAYES, GRADUATE STUDENT, DEPARTMENT OF PUBLIC HEALTH**  
\$10,000 GRANT TO STUDY RESILIENCE IN RURAL COMMUNITIES FOLLOWING NATURAL DISASTERS





THOMAS HARRIOT  
COLLEGE OF  
ARTS & SCIENCES

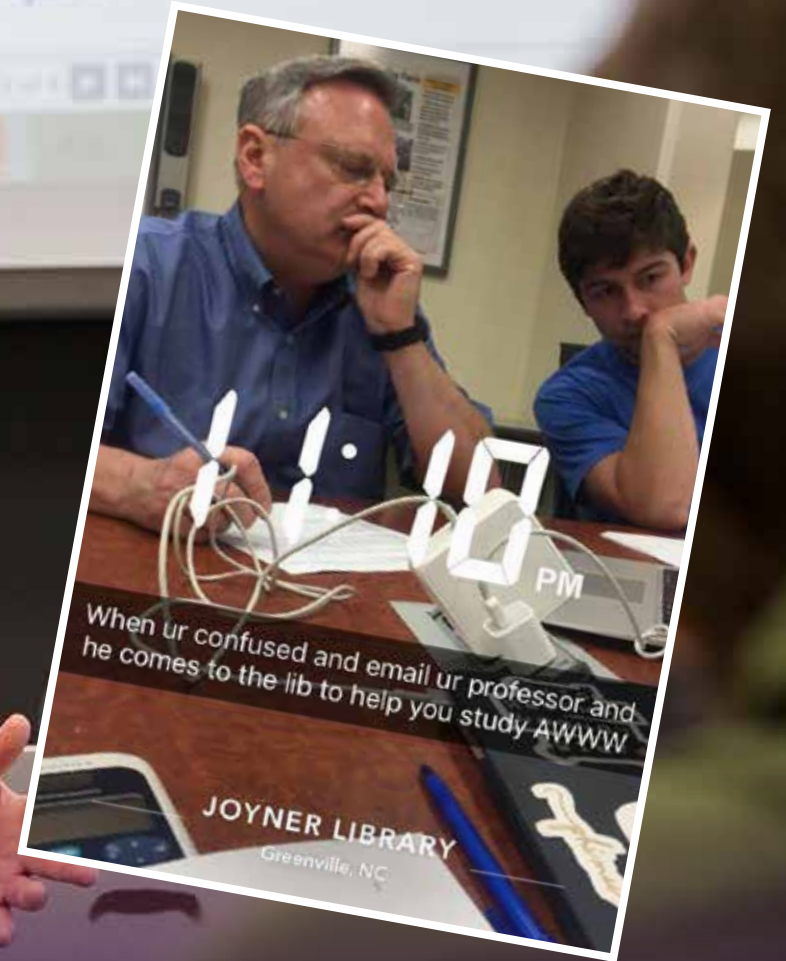
**DR. MARGARET BAUER, RIVES CHAIR OF SOUTHERN LITERATURE**  
RECIPIENT OF THE NORTH CAROLINA AWARD, THE STATE'S HIGHEST CIVILIAN HONOR





**DR. MICHELLE SKIPPER, DOCTOR OF NURSING PRACTICE PROGRAM**  
RECIPIENT OF THE GOVERNOR'S AWARD FOR EXCELLENCE, PUBLIC SERVICE CATEGORY





**DR. DOUG SCHNEIDER, PROFESSOR, DEPARTMENT OF ACCOUNTING**  
INTERNET HERO, DEDICATED TO STUDENT SUCCESS





SCHOOL OF  
DENTAL MEDICINE

**DR. GREGORY CHADWICK, DEAN, SCHOOL OF DENTAL MEDICINE**

2017 GOV. JAMES E. HOLSHOUSER JR. AWARD FOR EXCELLENCE IN PUBLIC SERVICE



## **JOHN HURLEY, MEDICAL STUDENT**

**PART OF AN EFFORT TO EDUCATE DIABETIC PATIENTS ABOUT FOOT CARE**



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*34 Years*  
of Service

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**DR. NICHOLAS BENSON, VICE DEAN, BRODY SCHOOL OF MEDICINE**





COLLEGE OF  
HEALTH & HUMAN  
PERFORMANCE

*20 Years*  
of Service

**DR. GLEN GILBERT, DEAN, COLLEGE OF HUMAN HEALTH AND PERFORMANCE**



*31 Years*  
of Service

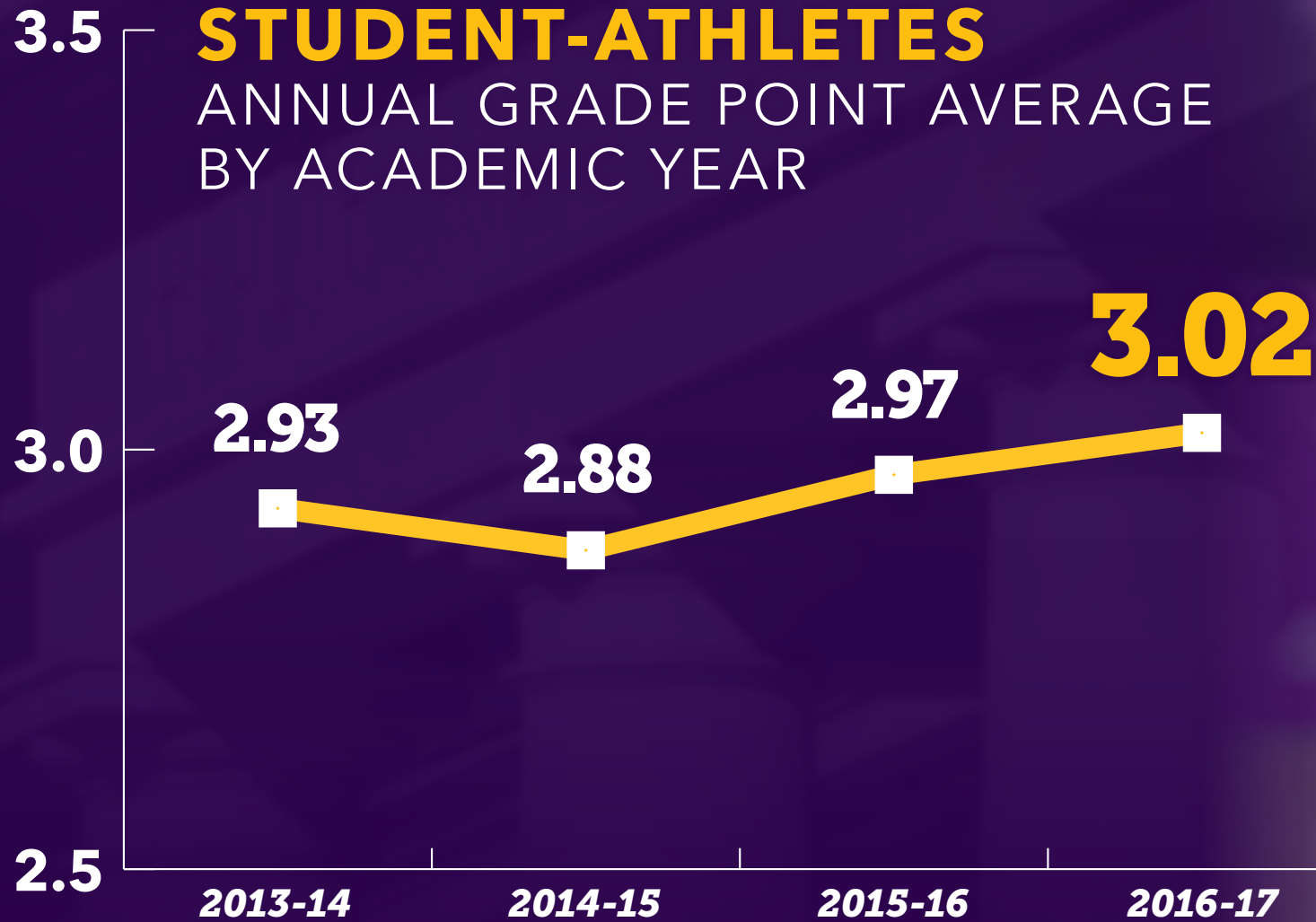
**SCOTT BUCK, ASSOC. VICE CHANCELLOR FOR BUSINESS SERVICES**

# ATHLETICS UPDATE



**JULIE TORBITT, HEAD COACH, VOLLEYBALL**  
ECU ALL-TIME WINS LEADER







**GO PIRATES!**



ECU<sup>®</sup>

CAPTURE YOUR HORIZON

Remarks from the Faculty  
November 2017

It is nice to finally have a chance to bring personal greetings to the board after having to miss your previous two meetings. I understand Vice Chair Donna Kain stood ably in my place, for which I thank her, and updated you on key Senate activities going on this year. Today I want to highlight a few of the noteworthy impacts our dedicated faculty are making in eastern North Carolina. Of the many possible examples, I've chosen a few that have impacted me personally, both as a resident of the region and a faculty member at ECU.

Last night, Vice-Chair Kain had hoped to see you all at the banquet. It turns out, however, that you were competing with another banquet held in Raleigh to honor the winners of the 2017 North Carolina Award, the highest civilian honor granted by the state. The award recognizes significant contributions to the state and nation in fine arts, literature, public service and science. The winner in literature this year is our own Margaret Bauer from the Department of English. As is clear from this award, Margaret has an impressive record of outstanding scholarship and service, including as long time editor of the North Carolina Literary Review. Margaret's work continues to highlight and foster the wonderful literary traditions of our state, and has introduced those traditions and brought cultural enrichment to so many of our citizens, including me. I doubt I would have anything close to my current appreciation of North Carolina literature if not for Margaret Bauer. By the way, Margaret has won a number of awards, but is on a particular run this year as she also is the 2017 winner of the R. Hunt Parker Award for Literary Achievement from the North Carolina Literary and Historical Association.

A few months ago, I received an e-mail from Venkat Gudivada, Professor and Chair of ECU's Department of Computer Science. I've mostly worked with Venkat on more mundane issues related to the Faculty Manual, but this time he was writing with the wonderful news that the team he leads had just been awarded a \$2 million grant from the National Science Foundation "to revolutionize the professional formation of computer scientists and software engineers in our region." Among other things, the grant funds work with community colleges and early college high schools to recruit more underrepresented students, increase the number of transfer students, develop free and open-source software for real-life teaching to transform traditional computer science education, and to promote internships, undergraduate research, entrepreneurship and professional networking. I received that e-mail from Venkat because I agreed to work as a consultant on the project based on my prior efforts in developing student-centered learning approaches at ECU. I need to clarify that my only real contribution to date on Venkat's project was to provide a letter of collaboration (I'm sure that was a chiefly responsible for the proposal's success), but I am quite excited about my future involvement with the project, and enjoying the fruits of this exciting initiative.

Finally, I want to tell you about my date last Saturday evening. My wife and I took a drive to Little Washington to attend an ECU student performance of the Gilbert and Sullivan Operetta, *Lolanthe* staged at the historic Turnage Theatre. The performance at this venue, which took months to arrange, was the brainchild of professor emeritus Jeffery Phipps, who lives in Washington and continues as costume designer for our opera theater productions since retiring from ECU five years ago.

The performance was staged by John Kramar, director of the East Carolina University Opera Theater. He has been a faculty member in Vocal studies since 1998, and currently is Chair of the Department. Professor Kramar hopes, as do I and the hundreds of



others who enjoyed these performances, that it was just the first of many ECU opera theater events to be staged somewhere other than Fletcher Recital Hall. Fletcher lacks fly space and an orchestra pit, making it a difficult stage for musical theatre and opera. With this successful artistic experiment in the bag, the School of Music plans to stage next spring's opera off campus as well.

As Carol and I sat in the balcony, sipping our cabernet and marveling at the talent and dedication of these wonderful ECU students and faculty, the experience reinforced the value of the services, economic advancement and cultural enrichment ECU brings to eastern North Carolina. It also reinforced our need for a local performing arts center, a place worthy of the world-class talent we continue to attract, train and graduate.

I would love to end my remarks with a verse from one of those rapid-fire, tongue-twisting Gilbert and Sullivan songs but, alas, there is a reason I majored in biology and not music. You shall be spared. Thanks and I'm happy answer any questions you may have about ongoing senate activities.

**Staff Senate Presentation to Board of Trustees**  
**November 10, 2017**

Board of Trustees members, Chancellor Staton, University Administrators, and guests, my name is LuAnn Sullivan, and I am the Chair-Elect of the Staff Senate. Ms. Miko, Staff Senate Chair, is unable to be with us this morning. It is indeed an honor and a privilege to provide to you this morning an update of the activities of the Staff Senate.

The Rewards and Recognition Committee held the annual Health Fitness Walk on October 10<sup>th</sup> that took place around Lake Laupus on the west campus. At least 175 employees participated in the walk and 25 vendors joined in the festivities providing information and treats for everyone. The committee is now concentrating on planning the annual Staff Appreciation Week scheduled for April 8<sup>th</sup> through the 15<sup>th</sup>.

The Bylaws Committee is working on gathering and providing information regarding adding Vice Chair and Parliamentarian positions to the Executive Committee.

The Scholarship Committee is holding numerous fundraisers at local restaurants to raise funds for both the Children of SHRA Scholarship and the Gail Jordan Scholarship.

The Communications and Marketing Committee is close to completing the updated Staff Senate website. The revised site follows the format of the new University template. They expect the site to "Go Live" within the next month or two.

Nominations are now open for Staff Emeritus recognition and are due by 5 p.m on November 30<sup>th</sup>. This is the second year for this program. The Staff Senate and the Department of Human Resources may recognize emeritus status for permanent status retired staff members; who have made significant contributions to ECU through a long and distinguished record of service, dedication, leadership, and innovation. *(A recommendation for Emeritus status may be initiated by any current employee of ECU, with reviews by the ECU Staff Senate, and approved by the Chancellor, Divisional Vice-Chancellor or Athletic Director, and Associate Vice Chancellor for Human Resources.)*

An ad hoc committee is being formed to begin planning our first Staff and Faculty community service project. Staff Senate Chair Kimrey Miko met with Faculty Senate Chair John Stiller to discuss a joint community service project to hopefully take place in the spring. The Staff Senate voted to pursue the *Rise Against Hunger* project. Their mission is to end hunger in our lifetime by providing food and life-changing aid to the world's most vulnerable and creating a global commitment to mobilize the necessary resources. The meals that are prepared and packaged are sent all over the world not only to end hunger but also to respond to crises—both natural and manmade. Most recently, *Rise Against Hunger* sent meals to areas that were destroyed by the recent hurricanes. To prepare for this service project, we are exploring ways to raise the funds required for this project. You see, each meal we pack costs \$.29. The minimum number of meals is 10,152, which equates to almost \$3,000. 20,000 meals would cost \$5,800 and 30,000 meals would cost \$8,700. This creates quite a challenge, but one which we are excited to pursue. If any of you have suggestions, we will be more than happy to entertain them.

And finally - Plans are underway for the 2<sup>nd</sup> Annual BALL (Ballard's Annual Lessons in Leadership) to take place in the spring. I must admit that Dr. Ballard's inspiring message last

year led me to accept my nomination for Chair-Elect of the Staff Senate. I won't soon forget his inspirational challenge, which I will paraphrase – "When an opportunity presents itself for you to take advantage of a leadership role, don't turn it down. You may not succeed the first time you try, but you will always learn and grow from it." When I was nominated, those words kept coming to my mind. I hope I will not disappoint as I assume the role of Chair next year, and I look forward to making these presentations to you on a regular basis.

Thank you.



### Athletics Highlights

Jeff Compher introduced Julie Torbett who is the head volleyball coach and now in her fifth season at ECU. Julie holds the title of winningest volleyball coach in ECU's history. She shared her business model (market, train and recruit) and her coaching model (work ethic, competitive drive & loyalty). Her team boasts a GPA above 3.0 and has a chance to compete in pool play within the American Conference. Attendance at the matches range from 300-600 fans, which is second in the conference.

Following Coach Torbett, Jeff Compher updated the board on how well the cross-country teams (men and women) have competed. He shared the many activities that will take place during military appreciation and noted that over 4,000 tickets have been donated for the military personnel.

Lee Workman provided an athletics financial report and shared forthcoming improvements to include a new process for prior approvals for orders of \$250.00 or more, the implementation of a new budget management tool for 2018-2019 and the development of a 3-5-year budget plan that will be applied next spring.

JJ McLamb shared that the State budget office has approved the south side stadium expansion and contracts are being drawn up. Bids should open in mid-November. Additionally, JJ reported that the hitting facility adjacent to Clark LeClair is scheduled to start in mid-December with a projected Spring completion.

Phillip Wood reported that the Pirate Club has commitments of \$7.5M which is \$200K less than this time last year. His staff is working diligently to reach donors who have not yet renewed.

### Advancement Highlights

Chris Dyba gave a fundraising update by reporting that overall the university has raised nearly \$12M through October 30. As for the comprehensive campaign Dyba reported that the university has raised \$155M to date and once we reach \$250M we will go public with the campaign. He also reported that the university has hired the marketing firm 160/90 to provide services to enable us to better advance our brand so that we are better equipped to engage our alumni and non-alumni to integrate with our fundraising/campaign priorities.

Heath Bowman, AVC for Alumni Relations conveyed that in an effort to move ECU forward we are working to remove barriers and increase engagement. Heath reported that we have nearly 175,000 alumni with only 2.85% engaged. This yields us over 97% of our alumni waiting to be engaged. ECU Connect is an online embodiment for all alumni to connect. The Alumni Association strives to become the front porch of our university and fully integrated with all pirates.

Mr. Chairman, I have one motion to be considered by the board:

I move that the board approve the naming menu for the Health Sciences Student Center and the Main Campus Student Center as presented in board materials, with one revision, to not assign a value to the Main Campus Student Center pending further review.

I'll have a few more motions following closed session, but for now, that concludes my report.

**MOTIONS TO BE MADE AFTER CLOSED SESSION:**

I move that the board approve non salary compensation for Head Baseball Coach Cliff Godwin as presented in board materials.

I move that the board approve the naming of Classroom 103 in the Redditt Building in honor of Dr. Edward Markowski as presented in board materials.

Opened in 2017, the 75,000 square foot Health Sciences Student Center is the first standalone student center on a medical campus in North Carolina as well as one of the few in the United States. This multi-purpose facility houses various student services, activities and programming, and a full-service 25,000 square foot recreation and wellness center. Further supporting the growth and development of the health sciences campus, the building includes the following new highlights:

- Traffic and Parking Offices
- Health Services Office
- 20,000 square foot recreation center
- Student Center Ticket Office
- Convenience Store
- 2,000 square foot Event Room
- Multiple lounges and study rooms
- Three Dining Options including a Starbucks

### **Health Sciences Student Center Naming Opportunities**

- Health Sciences Student Center – Visual recognition on external of the facility as well as on all printed marketing and promotional materials internal and external to the institution. The naming will be visible on city and campus maps and transit routes.
- Beacon Tower - The tower is a multi-level facility that houses a Starbucks Coffee shop, lounges, and the indoor slide all serving as the focal point for the center and the campus
- Multipurpose Event Room – 2,100 sq. ft. / Located on the 2<sup>nd</sup> floor and can accommodate approximately 150 people for lectures, banquets, and other events
- Recreation Area/Sports Forum - 7,600 sq. ft. / 2 story open concept recreation facility with a multi-use athletic court that can accommodate people for athletic activities, lectures, banquets, and other events
- Indoor Slide - A unique architectural feature that serves as an exciting exit to the second floor for students, faculty, staff, alumni, and guests
- Student Organization Suite - 750 sq. ft. / 4 offices, SAB room, conference room, storage area, and a collaboration lounge supporting the GPSS and graduate student organizations
- Beacon Lounge - Pre-function Lounge - 850 sq. ft. / The lounge is located on the 2nd floor of the student center's Beacon Tower and serves as a gathering point for the ECU community - **Ongoing Gift Discussion**



- (7) Study Carrels - 100 sq. ft. to 400 sq. ft. / located throughout the facility, the nine study areas containing LED monitors are designed to accommodate small to medium sized study groups

### **Health Sciences Student Center**

- Health Sciences Student Center –\$5,000,000
- Beacon Tower - \$500,000
- Multipurpose Event Room –\$250,000
- Recreation Area/Sports Forum - \$100,000
- Indoor Slide - \$50,000
- Student Organization Suite - \$50,000
- Beacon Lounge - **Ongoing Gift Discussion**
- (7) Study Carrels - \$25,000 per room

Opening in 2018, the Main Campus Student Center will be a sprawling 210,000 square foot facility that will be a visual representation of East Carolina University's connection to people and industry of Eastern North Carolina, the City of Greenville, and our Pirate traditions. Serving as the premier location for the campus community, the new student center will carry forward many of the traditional facilities of the past combined within a more modern appearance with some of the following new highlights:

- Dowdy Student Store
- New Retail Space
- 14,000 square foot Ballroom
- Black Box Theater
- 24 x 42 foot Pirate Vision Digital Display
- Six Dining Options including Starbucks and Au Bon Pain
- Home to the LGBT Resource Center and the Ledonia Wright Cultural Center
- Multiple lounges, study rooms, and new gaming center

### **Main Campus Student Center Naming Opportunities**

- Main Campus Student Center - Visual recognition on external of the facility facing toward 10<sup>th</sup> street. It will appear on all printed marketing and promotional materials internal and external to the institution. The naming will be visible on city and campus maps and transit routes.
- Grand Ballroom -14,000 sq. ft. / Located on the 2<sup>nd</sup> floor, the ballroom can accommodate approximately 1,800 people for concerts, lectures, banquets, and other various special events

- Commons - 10,000 sq. ft. / two story sun filled atrium on the first floor along the food court with seated lounge and dining areas that run along 10th street – **Ongoing Gift Discussion**
- Pirate Vision (Jumbo Tron) - 24 ft. x 42 ft. / This outdoor screen will be the largest outside of Dowdy-Ficklen Stadium and will sit on the backside of the center overlooking a new public lawn
- Dr. Jesse R. Peel LGBT Center – 1,800 sq. ft. / 2 offices, library, public lounge, work room, and meeting room designed to support and serve ECU's LGBT community through education and advocacy – **Named**
- Student Recreation Area – 4,200 sq. ft. / Located on the 1<sup>st</sup> floor, the area can accommodate approximately 380 people and includes table tennis, billiards, air hockey and gaming systems
- Black Box Theatre- 3,700 sq. ft. / Located on the 2<sup>nd</sup> floor, the theatre can accommodate approx. 250 people and has removable seating to allow for traditional and in-the-round productions
- Center for Leadership & Civic Engagement – 2,600 sq. ft. / 8 offices, work room, and public lounge supporting the ECU's leadership, alternative spring break, and service-learning programs
- Student Organization Suite – 5,800 sq. ft. / 7 offices, work room, 25 storage areas, and a collaboration lounge supporting the Student Activities Board and over 400 student organizations
- Greek Life Suite – 1,900 sq. ft. / 4 offices, storage room, and public lounge supporting all four Greek Councils and ECU's 42 fraternities and sororities – **Ongoing Gift Discussion**
- Trustees Suite – 1,800 sq. ft. / The suite serves as the home for ECU's Board of Trustees with lounge and dining room that can support approximately 25 people
- Student Government Suite – 1,900 sq. ft. / 3 offices, public lounge, work area, and meeting room supporting the Student Government Assembly and Executive branches
- (3) Ballrooms - 4,600 sq. ft. / The Grand Ballroom can be divided into three separate rooms, accommodating approximately 650 people for lectures, banquets, and other events – **One Ongoing Gift Discussion**
- (11) Meeting Rooms – 600 - 1,200 sq. ft. / Located throughout the building and can accommodate approximately 30-80 people within multiple meeting configurations

- (2) Multipurpose Event Rooms – 2,000 sq. ft. / located on the 1<sup>st</sup> and 2<sup>nd</sup> floors and can accommodate approximately 150 people within special event configurations

### **Main Campus Student Center Cost Options**

- Main Campus Student Center - \$10,000,000 - \$20,000,000
- Grand Ballroom - \$2,000,000
- Commons - **Ongoing Gift Discussion**
- Pirate Vision (Jumbo Tron) - \$500,000
- Student Recreation Area –\$250,000
- Black Box Theatre- \$250,000
- Center for Leadership & Civic Engagement –\$250,000
- Student Organization Suite –\$250,000
- Greek Life Suite –\$150,000 - **Ongoing Gift Discussion**
- Trustees Suite –\$150,000
- Student Government Suite –\$150,000
- 3 Ballrooms - \$125,000 per ballroom
- 11 Meeting Rooms – \$25,000 - 50,000 per room
- 2 Multipurpose Event Rooms – \$50,000 per room
- Student Center Art Gallery - \$50,000
- Dr. Jesse R. Peel LGBT Center - **Named**

To discuss naming opportunities for the Main Campus and Health Sciences Student Centers, please contact Student Affairs Development at (252) 737-4827 or via email at [SADevelopment@ecu.edu](mailto:SADevelopment@ecu.edu) or visit us at 210 Whichard Building, Greenville, NC 27858.



Attachment G

**Report of ECU Board of Trustees Audit, ERM, Compliance, and Ethics Committee  
November 9, 2017**

**Committee Members Present:** Kel Normann (Chair), Bob Plybon (Vice Chair), Mark Copeland, Jason Poole, and Vince Smith

**Other Board Members Present:** Kieran Shanahan (Board Chair), Edwin Clark, and Vern Davenport

**Action Items (There are no items which require action by the full board):**

- Approval of the September 14, 2017 meeting minutes.

**Research Compliance**

Dr. Mike Van Scott introduced the new Director of the Office of Grants and Contracts, Ms. Julie Cole.

Dr. Van Scott also provided an update on the search for a new Export Control Officer. Three very high-quality finalists have been brought to campus for interviews. The committee is in the final review process and a decision is anticipated to be made within the next week.

Both are critical positions as ECU increases its research endeavors.

**Internal Audit**

Chief Audit Officer Stacie Tronto presented an update on the Internal Audit key performance indicators for the fiscal year to date. Internal Audit has completed 26% of the annual audit plan, with another 36% of the engagements in progress. University management has resolved 100% of the recommendations that Internal Audit has followed up on so far this fiscal year.

Ms. Tronto advised the committee that Internal Audit has purchased and is in the process of implementing an audit management software system. ECU will be the only IA shop in the UNC system that will be using such a tool.

Ms. Tronto advised the committee that the North Carolina State Auditor has issued the University's annual financial statement audit, and ECU has no findings. Ms. Tronto recognized Associate Vice Chancellor for Financial Services Dee Bowling, and Financial Aid Director Julie Poorman for their teams' diligent work.

**Enterprise Risk Management**

Mr. Tim Wiseman presented an update on the recent ERM activities. He advised the committee that ECU's ERM office will be playing a key role in advising colleagues at UNC General Administration and at other UNC institutions. The UNC Board of Governors has issued a mandate that an ERM program be implemented across the system.



## East Carolina University | Board of Trustees

### Finance & Facilities | ECHI | November 10, 2017

#### Highlights

Finance and Facilities Committee met on November 9, 2017.

#### I. MINUTES

- A. The committee approved the minutes from the September 14, 2017 meeting.

#### II. ACTION AND INFORMATION ITEMS

- A. The Committee reviewed a request to approve the Tuition and Fees for the 2018-2019 academic year. Rick Niswander, VC for Administration and Finance, and Stephanie Coleman, Assistant VC for Operations and Compliance Management, were available for questions. The Committee approved a motion to recommend that the full Board approve the fees.
- B. The Committee reviewed a request to purchase property located at 321 E. Tenth Street. Scott Buck, Associate VC for Business Services, was available for questions. The Committee approved a motion to recommend that the full Board approve the purchase.
- C. Rick Niswander, VC for Administration and Finance, was available for questions regarding the EHRA Employee Salary Adjustment Report.
- D. Bill Bagnell, Associate VC for Campus Operations, provided the Capital Projects Update. He reviewed the 209 5th Street Property, Hitting Facility, Student Services building, Biotech Building and Southside Renovations. Chris Boney from LS3 was available for questions. Dr. Jay Golden, VC for Research, Economic Development and Engagement briefly touched on the Millennial Campus.
- E. Bill Koch, Associate VC for Environmental Health and Campus Safety, and Chief of Police John Barnwell provided an update on Campus Safety. The new body cameras were used Halloween night.

Meeting adjourned at 2:34 pm.



**Board of Trustees  
Finance and Facilities Committee  
November 9, 2017**

Agenda Item:	II.A. Tuition and Fees
Responsible Person:	Rick Niswander, VC for Administration & Finance  Stephanie Coleman, Assistant VC for Operations and Compliance Management
Action Requested:	Approval
Notes:	N/A



**East Carolina University****EXECUTIVE SUMMARY  
ECU 2018-19 Tuition/Fee Proposal**

This report provides the ECU Board of Trustees with tuition and fee recommendations for Academic Year 2018-19. These recommendations conform to guidance provided by the Board of Governors (BOG).

**I. Process**

This year the annual tuition and fee increase process was significantly compressed. However, we were able to obtain appropriate input and comply with the guidelines provided by Board of Governors (BOG). Typically, we have three months to complete the process; this year we had less than three weeks. The process began in October 2017 with the establishment of the Campus Based Tuition and Fee Committee (CBTFC). There are 32 members of this committee, consisting of students, faculty, and staff from across the university. Two meetings were held in October. The CBTFC reviewed current tuition and fee policies and guidance from General Administration and the Board of Governors, past rates and increases, peer institution tuition and fees, and discussed approaches to tuition/fee for the 2018-19 year.

The recommendations from the CBTFC were provided to the Chancellor's Executive Council as well as the Student Government Association (SGA). Two student forums were conducted by the Student Government Association to inform students of the proposed increases and receive feedback. The fee increase proposals impacting all students were presented to the SGA Assembly for their recommendations. In addition, the School of Dental Medicine met with students within their respective program to discuss recommended increases. As in past years, we believe our process exceeds the standards for student input set forth by the BOG.

**II. Background**

The UNC Board of Governors tuition and fee guidelines [Attachment 1] issued on October 27<sup>th</sup> provide parameters for setting tuition and fee rates for the 2018-19 year. This year's guidelines recommends no tuition increases for resident undergraduate students, however, allows market-driven increases to undergraduates nonresidents and all graduate students. Last year, the 2016 budget bill enacted a fixed tuition rate for first-time full time resident undergraduates and new transfer students that remain continuously enrolled for eight consecutive semesters or the equivalent number of remaining semesters for transfer students. The fixed rate was first effective for Fall 2016 admits. Additionally, consistent with the statutory requirements from 2016, required fee increases that are charged to all students shall not exceed 3%.

Increase proposals for required fees (Campus Recreation and Wellness, Student Centers Operations, and Sustainability) are presented below for BOT consideration for the 2018-19 year.

In addition to required fees (those that all students pay), we are recommending tuition and fee changes in this year's proposal that are charged only to students who are participating in a specific program or activity.

Use of revenues generated with the proposed tuition and fee increases are described below.

### **III. Tuition Increase Proposals**

There is no proposed tuition increase for undergraduates or graduates. [Attachment 2]

#### **Dental and Medical**

Tuition increases for Brody School of Medicine and School of Dental Medicine is not subject to the same percentage limitations noted above for undergraduate and graduate students. The BOG has not established ceilings for these entities although "...campuses are encouraged to carefully review all revenue sources before recommending increases that are higher than the undergraduate rate increases."

School of Dental Medicine has virtually no alternative revenue sources to pay for instructional costs. While the school has clinical operations, the gross and net revenues from these clinical operations must be used to support those operations. Particularly in these times of increased pressures on clinical revenue sources, the use of clinical revenues for instructional purposes would not be prudent fiscal and operational management and would put the clinical operations at significant risk. Thus, it is appropriate that increased costs of instruction in these critically-important health-related areas be borne through an increase in tuition.

The School of Dental Medicine is proposing a tuition increase of \$1,000 per year, or 3.6%. The professional tuition generated by graduate dental students will be allocated to a 1.0 FTE for an epidemiologist/dentist faculty member. Details of these uses are provided in Attachment 3.

There is no proposed tuition increase for Medical students.

#### **Professional Programs**

Across the country and within the UNC-system, it is common to see additional tuition charged for those graduate professional programs which are high demand and/or which cost more to deliver. At ECU, additional tuition is currently being charged for the MBA and MSA programs in business, graduate and professional programs in Nursing, Master's in Social Work, and five graduate programs in the College of Allied Health Sciences.

The Doctorate of Physical Therapy is requesting an annual tuition increase of \$1,380. Revenues generated from this program-specific tuition differential will be maintained at the department level to directly support the respective program. The increased revenues will provide supervised direct patient contact hours for students in the clinics, student support for travel and student research/capstone projects, student leadership development opportunities and to hire a fulltime research coordinator/lab manager. Details are shown in Attachment 4.

### **IV. Fee Proposals**

Fee increases for all students are proposed for Campus Recreation and Wellness (\$20), Student Centers Operations (\$25), and Sustainability (\$5). The proposed fee increases total \$50 for 2018-19. The net increase is 1.98% which is less than statutory 3% maximum. Attachment 5 shows all required fees. The details of the proposed increases are in Attachment 6.

The projected increased revenues in Campus Recreation and Wellness is estimated to be about \$434,000. [Attachment 6]

Student Centers Operations projected increased revenues would be about \$542,500. The increased revenues will be used for the building operating cost of the new Health Sciences Student Center and the new Student Center opening on main campus in Fall 2018. [Attachment 6]

The Sustainability fee is a new fee proposed this year. The projected revenues would be about \$108,500. The projected revenues will be used to provide opportunities to utilize the campus as a living laboratory, which gives students a chance to develop valuable skills and obtain real-life experiences while pursuing their education. [Attachment 6]

In addition to the across-the-board fee increase requests noted above, we are proposing the following changes to special fees and miscellaneous charges.

Dental Medicine is proposing a new \$360 fee for preclinical educational materials for students in year 3. Last year, similar fees were introduced and approved for students in year 1 and 2. The new preclinical educational materials fee will pay for the purchase of endodontics practice teeth and an implant kit. [Attachment 7].

A graduate orientation fee of \$25 is being proposed to offset the cost of food, transportation, and supplies related to the one day graduate orientation. Only students participating in this activity will pay the proposed fee. [Attachment 7]

A new Immunization Administrative Fee of \$100 is proposed for those students that do not submit immunization records before the deadline (currently August 1). [Attachment 7]

## **V. Other Miscellaneous Charges**

Housing has proposed an average rate increase of 2.6% for residence halls. The increases range from \$127 to \$175 annually depending on the dorm and room type. Total annual rates will range from \$4,420 to \$8,160. Room rates differ per hall based on facility accommodations [Attachment 8].

Dining has proposed an increase of \$50 per meal plan, which equates to 1.32% increase. [Attachment 8]

Parking is proposing a 2% increase in all rates. The increases range from \$1 to \$11 annually. There are different permit prices based on proximity zones. In addition, new rates are being proposed for the new Student Union garage that will be attached to the new Student Center on main campus. [Attachment 9]

## **VI. Generated Tuition and Fee Revenue in Relation to the ECU Total Budget**

Over the five fiscal years from 2012-13 to 2016-17, student tuition revenue increased from \$113 million, or about 14% of total revenue, to roughly \$135 million, or 15% of total revenue. [Attachment 10, two pages] State appropriations increased from almost \$286 million, to about \$294 million, and decreased from 35% to 32% of revenues. It is critically important to note that this \$8 million increase in appropriations is the net change after taking into account all increases and decreases. In the time period in question, our appropriations increased because of revenue stabilization funding for Brody, legislative salary increases or benefit rate increases, maintenance and operating dollars for Coastal Studies and Dental School buildings, and funding to support additional students in the dental school and enrollment growth funding. In all cases, the additional funding was for very specific purposes. The decreases were for budget cuts which affect general fiscal resources.

In the same time frame, required student fees increased from \$45 million to \$58 million or slightly less than 6% of total revenues in 2012-13 and a little more than 6% in 2016-17. [Attachment 10] Total revenue generated from tuition and required fees in 2012-13 was about \$158 million, which was about 19% of the \$813 million total ECU revenue. The revenue percentage from tuition plus required student fees in 2016-17 was 21%. Our experience is consistent with the general trend over time throughout the state and nation



wherein state-supported institutions receive a larger proportion of fiscal resources from tuition and fees and a smaller proportion from state appropriations.

## **VII. Financial Aid**

Attachment 11 provides information over time relative to the number and proportion of students who receive financial aid as well as the total and average debt load for graduating students and all students. The proportion of all students receiving financial aid has been relatively constant over the last five years. The average amount of graduating student debt has increased over the five years provided.

## **VIII. ECU Tuition Comparisons with UNC-System and Peer Institutions**

### *UNC-System Institution comparisons*

Attachment 12 provides data on all tuition and fees for all UNC-system universities for Academic Year 17-18. With respect to tuition, we rank fourth in the system. When we examine tuition plus fees, we are roughly in the middle of all UNC-system schools.

Attachment 13 illustrates currently required student fees for all UNC-system universities. Overall, and by category, our fees rank in the middle or the lower quartile of all sister institutions.

### *National peer university comparisons:*

All UNC-system schools have a BOG-approved list of peer Universities from around the country. Attachment 14 provides tuition and fees data for all our peer schools for the fiscal year 2016-17. All data on this attachment was obtained from the IPEDS data source, therefore, it lags by one academic year.

As indicated on Attachment 14, our undergraduate resident tuition and fees is second lowest of all peer schools, ninth lowest for undergraduate non-residents, second lowest for graduate residents, and seventh lowest for graduate non-residents.

On Attachment 15, we provide a comparison of our out-of-state tuition and fee rates versus the in-state and out-of-state tuition and fee rates for students at representative universities in New Jersey, Maryland, South Carolina, West Virginia and Virginia. With the exception of Towson University and West Virginia, our out-of-state rate is less than the out-of-state rates for the schools indicated. As has historically been the case, our out-of-state rate is greater than the in-state rate for those schools. When total cost of attendance is considered, the difference is narrowed considerably.

## **IX. Other**

In Attachment 16, we have provided some additional historical information.



PO Box 2688  
Chapel Hill, NC 27515-2688

**Constituent Universities**

Appalachian  
State University

East Carolina  
University

Elizabeth City  
State University

Fayetteville State  
University

North Carolina  
Agricultural and  
Technical State  
University

North Carolina  
Central University

North Carolina  
State University  
at Raleigh

University of  
North Carolina  
at Asheville

University of  
North Carolina  
at Chapel Hill

University of  
North Carolina  
at Charlotte

University of  
North Carolina  
at Greensboro

University of  
North Carolina  
at Pembroke

University of  
North Carolina  
at Wilmington

University of  
North Carolina  
School of the Arts

Western Carolina  
University

Winston-Salem  
State University

**Constituent High School**

North Carolina  
School of Science  
and Mathematics

An Equal Opportunity/  
Affirmative Action Employer

**Jonathan Pruitt**  
**Senior Vice President for**  
**Finance & Budget (CFO)**  
Office: 919-962-4600  
Email: jpruitt@northcarolina.edu

October 27, 2017

**MEMORANDUM**

**TO:** Chancellors  
Chiefs of Staff  
Chief Academic Officers  
Chief Financial Officers

**FROM:** Jonathan Pruitt

**SUBJECT:** Proposals for 2018-19 Campus-Initiated Tuition and Fee Adjustments

**Overview**

President Spellings and the Board of Governors are committed to maintaining accessibility and affordability of higher education for all North Carolinians. This commitment was reaffirmed with a resolution adopted at the September Board meeting. For 2018-19, tuition increases will only be considered for nonresident undergraduate students and graduate students. Constituent institutions are encouraged to identify reductions to tuition and fees for resident undergraduates where possible.

Attached are guidelines for your use in submitting requests for changes in tuition and fee rates, effective for the Fall Term 2018. Campus proposals will be reviewed by the President and her staff and presented to the Board in January for consideration at their March meeting. The guidance outlined in this memo is based on Board recommendations, the UNC policy 1000.1.1 – *Establishing Tuition and Fees* (Attachment 1), and a special provision enacted by the 2016 General Assembly related to fees.

**Undergraduate Tuition**

The Board is recommending the following for undergraduate students:

- **No tuition increases are allowed for resident students.** Combined tuition and fee rates for undergraduate residents shall continue to remain in the bottom quartile of an institution's public peers.
- **Increases are allowed for nonresident students.** Campuses should continue to follow the traditional process for recommending campus-initiated tuition increases for nonresident undergraduate students. Combined rates for these students should be market driven and reflect the full cost of providing a quality education. In addition, a goal of each campus should be setting nonresident rates at or above the third quartile of each institution's public peers.

***Graduate and Professional School Tuition***

The Board of Governors will consider school-based tuition rates for graduate and professional programs that have been approved by the Board of Governors. Campuses must use the Board's tuition and fee policy as a guideline in developing recommendations for establishing graduate and professional school tuition rates. The tuition and fee policy states, "Graduate and professional schools shall continue to establish rates consistent with each program's unique market and academic requirements." Tuition for graduate and professional students will be set with an emphasis on maintaining and increasing the excellence of the institution's graduate and professional programs, as well as ensuring access. Please do not submit requests for tuition increases for graduate programs that have not been previously approved by the Board of Governors.

***NC Promise Institutions (ECSU, UNCP, and WCU)***

The 2016 General Assembly set up a tuition buy-down program beginning with Fall 2018 for ECSU, UNCP, and WCU. The tuition for undergraduate residents will be \$500 per semester and \$2,500 per semester for undergraduate nonresidents. The cost of the foregone tuition receipts will be offset by an appropriation to increase the UNC base budget.

**ALL TUITION INCREASE PROPOSALS MUST BE ACCOMPANIED BY A DETAILED JUSTIFICATION ON THE USE OF THE INCREASED FUNDS.*****Mandatory Fees (including debt service fees)***

In accordance with UNC Board policy, the Board of Governors is responsible for establishing fees at the constituent institutions of the University consistent with the philosophy set forth in the North Carolina Constitution. Fees will be charged only for limited, dedicated purposes and shall not be used to defray the cost of general academic and administrative operations of campuses, including academic programs and faculty and administrative salaries and benefits.

All fee increase proposals must be accompanied by an expenditure plan showing how the additional revenues are critically important for the fee-supported activity, including a description of why alternative sources or expenditure reductions are insufficient for addressing the needs of the fee-supported activity. In approving proposed fee increases submitted by the campuses, the Board will make every effort to keep fees for students as low as possible while providing revenues needed to support the purposes for which the fees are charged. Consistent with the statutory requirements enacted by the 2016 General Assembly, the total maximum allowable percentage increase is 3% for mandatory student fees that are charged to all students and approved by the Board.

Debt service fees are applicable to all students and reflect the cost of servicing debt at the coverage levels required in Board resolutions and other documents authorizing the debt. Requests for debt service fee increases must be accompanied by an expenditure plan showing how the additional revenues will directly offset the debt service of the associated self-liquidating project. Additionally, the debt service fee increase should be presented with a detailed justification outlining the self-liquidating project that it supports.



**Special Fees**

These fees are only applicable to students engaged in particular activities or courses of study. These fees will not be used to supplement general academic revenues that will be provided from campus-initiated tuition increases. Any proposed change in special fees must be submitted for review and approval by the Board.

**Application Fees**

Application fees shall be established for each institution. Any proposed change in application fees must be submitted for review and approval by the Board.

**Student Involvement and Use of Funds**

Tuition and fee proposals must be accompanied by the Student Involvement in Tuition and Fee Setting Process form (Attachment 2). Additional information from your campus supporting your student involvement may also be transmitted with your tuition and fee package.

**Attachments**

Please see below for a list of attachments needed for completion of the tuition and fee cycle for the 2018-19 academic year.

**Completion Date**

We appreciate your efforts in providing the requested information. Tuition and fee packages are due by **Wednesday, December 6, 2017**. In addition to any correspondence sent to UNC-GA, please email the Excel workbook of your tuition and fee package to Karen Russell ([ktr@northcarolina.edu](mailto:ktr@northcarolina.edu)).

Please contact Karen Russell at 919-962-4606 or Lindsay McCollum Farling at 919-962-4601 if you have any questions about the process.

Thank you for your assistance.

Att. 1: BOG Policy Establishing Tuition and Fees – UNC Policy Manual 1000.1.1

Att. 2: Student Involvement in the Tuition and Fee Setting Process

Other Attachment: Excel Workbook Supporting Tuition and Fee Requests  
(emailed separately to the Budget Officers)

cc: President Margaret Spellings  
Vice President Nathan Knuffman  
Chief of Staff Meredith B. Didier  
Senior Vice President Junius Gonzales

## **Establishing Tuition and Fees**

*The General Assembly shall provide that the benefits of The University of North Carolina and other public institutions of higher education, as far as practicable, be extended to the people of the State free of expense. – North Carolina Constitution, Article IX, Section 9*

### **I. Establishing Tuition**

This citation from the North Carolina Constitution sets the parameters for establishing resident tuition rates at the constituent institutions of The University of North Carolina. The constitutional provisions for setting tuition are codified in General Statute 116-11(7), which states, in part, *"The Board (of Governors) shall set tuition and required fees at the institutions, not inconsistent with actions of the General Assembly."* This statute governed the setting of tuition rates for both resident and nonresident students from 1971 through 1999 during which time the Board of Governors recommended no tuition increases except as required by statute. This policy outlines the framework to be followed by the Board in establishing tuition levels for constituent institutions,<sup>1</sup> commencing with academic year 2003-2004. Tuition is charged to students enrolled in academic programs during regular terms, summer sessions or through off-campus distance instruction and is used to partially defray the costs of general academic and administrative operations of campuses, including academic programs and faculty and administrative salaries and benefits.

#### **1. Board-initiated Tuition Rates**

##### **A. Undergraduate Tuition – General Policy**

The appropriate tuition policy at the undergraduate level encourages students to pursue academic and intellectual interests without regard to program costs. Accordingly, no difference in tuition between undergraduate programs will occur within an institution, and there will be only minimal differences in undergraduate tuition among campuses in similar institutional categories as defined by the Board to reflect both varying missions and contrasting costs of education. Deviation in undergraduate tuition among campuses in different institutional categories will be based upon institutional offerings and will be reasonable.

##### **B. Graduate and Professional Tuition – General Policy**

The Board will attempt to extend the principle that tuition be set as low as practicable to graduate and professional students as well as those at the undergraduate level. The financial structure and educational purposes of graduate and professional education, however, are sufficiently different from undergraduate education that distinct tuition policies at the graduate and professional level will be permitted. The application of what is "practicable" varies by level of instruction for a number of reasons, and those differences will be reflected in the tuition policies associated with each.

The Board will apply Article IX, Section 9 of the North Carolina Constitution to graduate and professional level students but with the realization that the costs, sources of funds and purposes of graduate and professional education are materially different from undergraduate education. Tuition for graduate and professional students will be set with an

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<sup>1</sup>Consistent with G.S. 116-143, no tuition or fees may be charged to students in the high school program at the North Carolina School of Science and Mathematics. Service charges may be established consistent with Section II.2. below.

understanding that tuition revenues may be needed to maintain and increase the excellence of the University's graduate and professional programs. In setting tuition rates, the Board will consider the need to provide access to these programs for students irrespective of their financial capacity as well as the desire to attract and retain the best students to serve North Carolina's needs in each field.

C. Tuition for Nonresident Students - General Policy

Under General Statute 116-144, the Board of Governors is required to set tuition rates for nonresident students at levels "*...higher than the rates charged residents of North Carolina and comparable to the rates charged nonresident students by comparable public institutions nationwide. . . .*" In complying with the statute, the Board will set tuition for nonresident students after considering the results of a review of rates set by comparable public institutions nationwide. The Board will further consider the need for tuition remissions for nonresident graduate students when setting tuition rates and tuition remission policies.

D. Process for Setting Board-initiated Tuition Rates

i. Proposed increases in general tuition rates are to be recommended by the President for consideration by the Board. The President will seek counsel from University Chancellors and a committee of campus representatives appointed by each chancellor, before making the recommendations for tuition changes. The committee of campus representatives appointed by each chancellor will include students.

ii. The President, the chancellors and the committee of campus representatives will consider a number of factors in deciding whether to recommend changes to general tuition rates in any given year. After the President recommends any action to the Board of Governors, the Board will also consider those factors, which include:

a. Availability of State general fund revenue to maintain quality and access within the campuses of the University of North Carolina;

b. Evidence of institutional efforts to manage costs through increases in productivity, budget flexibility, and/or efficiency improvements;

c. Analysis of the impact of tuition and fee charges on student access to the campuses of the University of North Carolina as measured by the college-going rate and other metrics so as not to limit access to the University;

d. Changes in various price and income indices (e.g., North Carolina per capita personal income, Consumer Price Index, Higher Education Price Index);

e. The current level of student charges (tuition, fees, room and board) at UNC institutions and whether campuses have proposed campus or program tuition differentials for the budget period that would be in addition to general increases in tuition;

f. Analysis of student indebtedness levels within the University, viewed in the context of student attrition rates;

g. Availability of financial aid and tuition remission and amount of unmet need. Financial aid should be reviewed in the context of the different missions of the institutions, the diverse capacities of the institutions to provide financial assistance and the contrasting needs of students attending the institutions.

iii. In academic years ending in odd numbers (e.g., June 30, 2003, the long session of the General Assembly), the Board will act by October of the preceding year or when it adopts its biennial budget request to establish the University's general tuition rates for the next academic year. This timing allows Board action on tuition to be incorporated into the University's budget request as part of its overall financing plan. In academic years ending in even numbers when the Board prepares a supplemental budget request, the Board will set Board-initiated tuition rates in conjunction with its establishment of campus-initiated tuition rates.

## 2. Campus-initiated Tuition Rates

A. Campuses may request increases in tuition to provide revenue for specific purposes and programs. Revenue generated from a campus-initiated change in tuition rates will be accounted for in the budget of the originating campus and transferred within the institution by the chancellor in accordance with the priorities identified in the approved campus proposal.

### B. Undergraduate Tuition

The Board recognizes that campuses may experience circumstances that suggest that an across-the-board change in undergraduate tuition may be needed at one or more institutions. In the event that circumstances lead a campus or campuses to the conclusion that a change in undergraduate tuition rates is needed, campuses are permitted to bring proposals for undergraduate tuition changes before the Board for its consideration. Campuses wishing to submit requests for undergraduate tuition changes will conduct a process that includes consultation with participation by students. A campus will consider the following factors when creating an undergraduate tuition proposal.

i. Availability of State general fund revenue to maintain quality and access within the campuses of the University of North Carolina;

ii. Evidence of institutional efforts to manage costs through increases in productivity, budget flexibility, and/or efficiency improvements;

iii. Analysis of the impact of tuition and fee charges on student access to the campuses of the University of North Carolina as measured by the college-going rate and other metrics so as not to limit access to the University;

iv. Changes in various price and income indices (e.g., North Carolina per capita personal income, Consumer Price Index, Higher Education Price Index);

v. The current level of student charges (tuition, fees, room and board) at UNC institutions and whether campuses have proposed campus or program tuition differentials for the budget period that would be in addition to general increases in tuition;



- vi. Analysis of student indebtedness levels within the University, viewed in the context of student attrition rates;
- vii. Availability of financial aid and tuition remission and amount of unmet need. Financial aid should be reviewed in the context of the different missions of the institutions, the diverse capacities of the institutions to provide financial assistance and the contrasting needs of students attending the institutions.
- viii. A plan for the intended use of additional tuition receipts (e.g., needed improvements to the educational program, funding for competitive salary increases, financial aid, etc.)

### 3. Graduate and Professional Tuition

The Board of Governors will permit individual campuses to initiate requests for Board approval of different base or program tuition rates at the graduate and professional level. If a campus explores the possibility of developing such a request, it will present evidence to ensure that students in the affected graduate and/or professional programs have been consulted. Tuition for graduate and professional students will be set with an emphasis on maintaining and increasing the excellence of the campus' graduate and professional programs as well as ensuring access. To the extent possible, there should be full tuition remission for graduate assistants to improve a campus' competitiveness in recruiting and retaining highly qualified nonresident graduate students.

In reviewing potential criteria to recommend as a basis for deciding when specific graduate or professional tuition differentials may be appropriate at a particular institution, a flexible policy framework that allows judgments to be reached based on a number of factors is preferable either to cost-based formulas or to discipline or program typologies that treat all academic or professional programs the same. In particular, a flexible approach based on the unique factors associated with specific programs is desirable because of the potential mix of graduate and professional programs that one may find within any given school or college; e.g., a professional school may offer a Ph.D. program in addition to one or more professional degree programs. Therefore, the campuses will consider the following factors in developing graduate and professional school tuition proposals.

- A. The anticipated impact of a proposed change on program quality;
- B. The projected impact of a proposed change in tuition on access for North Carolina residents;
- C. The availability of student financial aid for students with economic need and of tuition remission;
- D. The extent to which current and prospective students can afford possible increases in tuition;
- E. The relationship of projected tuition revenue to institutional and/or program costs;
- F. Tuition and fees, net of remissions and waivers, charged by peer institutions or programs, as compared to tuition and fees, net of remissions, at the UNC institution or program (the public subsidy received by students at public institutions or programs in the peer set,

including the UNC institution or program in question, will also be identified as part of the comparison);

G. A plan for the intended use of additional tuition receipts (e.g., needed improvements to the educational program, funding for competitive salary increases, financial aid, etc.); and

H. Assistantships or grant support for graduate students;

I. Analysis of student indebtedness levels within the University.

#### 4. Timing and Review of Board Action

The Board will act by February of each year, or as soon as possible thereafter, to establish the University's campus-initiated tuition rates for the next academic year. Setting campus-initiated tuition rates by February will permit students and their families to know in early spring what their tuition charges for the fall semester will be, assuming consistency between the actions of the Board of Governors and the General Assembly. Moreover, an institution is required to submit a one-time report at the end of the first full biennium following an approved campus-initiated tuition rate increase in order to confirm that the additional revenues were used as the Board intended in approving the campus request. This will ensure the accountability of a campus for its tuition proposals as well as enable the Board to maintain the University's accountability to the State.

#### 5. Tuition Requests in Context of Long Range Plans

All proposals for campus-based tuition increases will include the campus' plan for other tuition increases for a prospective period of five years, including the year of the current application.

#### 6. Individual Consideration of Campus Request

The Board will review each campus-based tuition request on an individual basis, within the context of the University's long range plan, the need for Board-initiated tuition increases, the state's economic environment, and the financial impact on students. The Board is obligated to exercise its discretion in granting, modifying or denying a campus request.

## II. Establishing Fees.

The Board of Governors is responsible for establishing fees at the constituent institutions of the University consistent with the philosophy set forth in the North Carolina constitution. Fees will be charged only for limited, dedicated purposes and shall not be used to defray the costs of general academic and administrative operations of campuses, including academic programs and faculty and administrative salaries and benefits. Consistent with the above citation, the Board will make every effort to keep fees for students as low as possible while providing the revenues needed to support the purposes for which the fees are charged.

Each year, the Board establishes the fees listed below. All fees established shall be based upon the recommendation of the chancellor, the institutional Board of Trustees, and following his or her review, the President. Excluding the application fee charged to prospective students, all fees set by the Board are annual fees. Once an annual fee has been established, semester rates, summer rates, and part-time rates shall be established by the President. It is the policy of the Board to act no later than February of each year to establish fees for the following fall semester.

1. Although the General Assembly provides for most of the instructional costs of institutions through State appropriations, institutions traditionally rely entirely on student fees to finance a number of activities, services, and facilities. Institutional Boards of Trustees are required to weight the benefits of the activity, facility or service against the fee required to provide financial support. Orientation sessions for the Boards of Trustees will regularly include discussions of the process followed when establishing student fees.

A. Application Fee. An application fee shall be established for each institution. Specific programs within an institution may require an application fee different from the fee charged for most students and the Board may set different fees according to program needs.

B. General Fees. Fees generally applicable to all students shall be established by the Board of Governors. Four general fees are authorized: athletic fees, health services fees, student activity fees, and educational and technology fees.

C. Fees Related to the Retirement of Debt Incurred for Capital Projects. Fees generally applicable to all students that provide revenues for the retirement of debt shall be fixed by the Board of Governors at the time of the borrowing. Indebtedness fees may not include components for operations and maintenance but shall reflect the cost of servicing the debt at the coverage levels required in Board resolutions and other documents authorizing the debt. Changes in fees required subsequent to the issuance of the debt may be approved by the President upon the request of the chancellor. Indebtedness fees expire when the related debt is retired.

D. Special Fees. Fees applicable only to students engaged in particular activities or courses of study shall be established by the Board of Governors when needed. These fees will not be used to provide general academic revenues that will be provided for from campus-initiated tuition increases.

2. Each chancellor is authorized to establish miscellaneous service charges for such items as transcripts, diplomas, caps & gowns, special examinations, late registrations, and replacement of I.D. cards. A schedule of such charges shall be filed with the President prior to the beginning of each school year.<sup>2</sup>

3. The process for establishing fees shall be as follows:

A. In academic years ending in odd numbers (e.g., June 30, 2003, prior to the short session of the General Assembly in 2004), the process shall be initiated at the beginning of the fall semester and contain the following steps.

i. The Vice President for Finance shall issue instructions to the campus chancellors calling for them to initiate a review of fees.

ii. Each chancellor shall establish a fee review committee with representatives of all aspects of campus life, including, but not limited to, representatives from Business Affairs, Student Affairs, the Financial Aid Office, and the student body. The Committee shall conduct a complete review of student fees from a zero-based budgeting

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<sup>2</sup>The Chancellor of the North Carolina School of Science and Mathematics shall transmit by July 1 of each year a schedule of service charges at that institution for approval by the President.

perspective and shall make recommendations to the chancellor for establishing fees effective with the upcoming fall semester. The review will include an examination of alternative resources, including available institutional reserves, to determine if other funding is available to provide the services in lieu of establishing the fee. The review will include a reassessment of the existing operating methods to ensure that operations are performed in a cost-effective manner. If the committee determines that an increase in a fee is needed, the committee shall attempt to decrease another fee so that the total cost of education for students does not increase. In order to ensure that all students are able to meet the increased cost of education, the university's financial aid officer, working with the committee, shall determine that sufficient financial aid is available, from whatever sources are possible.

iii. The chancellor shall review the recommendations of the Committee and present recommendations to the Board of Trustees for review and approval. Before a chancellor makes recommendations to the Board of Trustees, the recommendations of the fee review committee will be shared with student government leaders so that students may inform the chancellor of their perspectives on the proposed changes.

iv. The recommendations of the Board of Trustees will be forwarded to the President for review.

v. When the review is completed, the President will present fee recommendations to the Budget and Finance Committee for consideration by the Board of Governors.

Each step in the process shall be an iterative and comprehensive review of the previous step, resulting in changes to the fee recommendations as deemed appropriate.

B. In academic years ending in even numbers (e.g., June 30, 2004, prior to the long session of the General Assembly in 2005), fee increase proposals submitted by the institutional Board of Trustees to the President may be approved by the President if the increase provides only for the following:

i. Additional revenues equal to the amount required for funding compensation increases for fee-supported employees at a level equivalent to the previous years' compensation increases authorized by the General Assembly.

ii. Additional revenues for nonpersonnel items at a level equivalent to increases in the consumer price index.

If a campus requires other changes in fees in academic years ending in even numbers, the process that shall be followed is identical to that followed in academic years ending in odd numbers.



## Student Involvement in Tuition and Fee Setting Process

**Campus Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Campus Administrator Name:** \_\_\_\_\_

**Campus Administrator Title:** \_\_\_\_\_

**Campus Administrator Signature:** \_\_\_\_\_

**Student Body President Name:** \_\_\_\_\_

**Student Body President Signature:** \_\_\_\_\_

### Collaboration

- \_\_\_\_\_ Tuition and Fee committee(s) established
- \_\_\_\_\_ Students were represented on the committee (s)
- \_\_\_\_\_ Student representatives were appointed by the Chancellor in consultation with the Student Body President
- \_\_\_\_\_ Committees were co-chaired by the Chief Academic Officer and/or Chief Student Affairs Officer or their designee along with the Student Body President and/or Student Senate President.

### Inclusiveness

- \_\_\_\_\_ Students on the Tuition and Fee committees were representative of student constituencies: (for example, In-State, Out-of-State, Undergraduate, Graduate, Professional School, Distance Education, etc.)
- \_\_\_\_\_ Student involvement throughout the entire tuition and fee setting process
- \_\_\_\_\_ Student forums were conducted (at least two, one mid-day and one in the evening)

### Transparency

- \_\_\_\_\_ Utilization of social media to reach out to students
- \_\_\_\_\_ Utilization of university listserv(s) and website

### Timeliness

- \_\_\_\_\_ Process initiated and completed consistent with the UNC Policy (September 1<sup>st</sup> through December 1<sup>st</sup>)

### Accountability

- \_\_\_\_\_ Inclusion of Student Involvement form in the campus Tuition & Fee request packet submitted to UNC-General Administration

### Additional Information:

# Attachment 2

## East Carolina University Tuition Proposal

<b>Student Category</b>	<b>Current Tuition Rates</b>	<b>Proposed Increases</b>	<b>Proposed 2018-19 Tuition Rates</b>	<b>Proposed 2018-19 Percentage Increase</b>
UG Resident- Cohort Prior to 2017-18	\$4,365	\$0	\$4,365	0%
UG Resident- Cohort 2017-18	\$4,452	\$0	\$4,452	0%
UG Nonresident	\$20,729	\$0	\$20,729	0%
GR Resident	\$4,749	\$0	\$4,749	0%
GR Nonresident	\$17,898	\$0	\$17,898	0%
Dental	\$27,944	\$1,000	\$28,944	3.58%
Medical	\$20,252	\$0	\$20,252	0%

**ECU School of Dental Medicine  
Tuition Proposal for Academic Year 2018 - 19**

The ECU School of Dental Medicine proposes increasing tuition by \$1,000 for the 2018-19 academic year. This would increase tuition from \$27,944 to \$28,944. Even with this increase, ECU would still be in the lowest quintile of in-state tuition for all US Public Dental Schools. The table below based on the academic year 2016 – 2017 report from American Dental Association shows annual tuition for the ECU SoDM and for our Peer Schools as designated by the UNC General Administration. Data is for academic year 16-17, the most recent year for which data comparison is available.

Dental School	1st Year Resident Tuition
Virginia Commonwealth University	\$34,955
University of Buffalo	\$34,440
University of Louisville	\$32,412
University of Missouri-Kansas City	\$30,076
East Carolina University	\$26,851

In-state tuition at UNC Chapel Hill School of Dentistry was \$35,040 for AY 16-17.

The ECU SoDM will use the estimated tuition revenue of \$183,350 per year to support a new position for an epidemiologist/dentist faculty member. This additional faculty position aligns with the SoDM's mission to educate leaders who will serve as primary care dentists in rural and underserved communities across the state of North Carolina. The mission includes conducting population and community-based education research, health promotion, disease prevention, and the elimination of rural, racial-ethnic, and socioeconomic health disparities.

The rationale for funding the epidemiologist/dentist position is to develop and sustain educational programs, strengthen research collaboration, and build a robust and integrated public health infrastructure capable of supporting the mission of the ECU School of Dental Medicine. The faculty member will provide much needed support and enhancement for the school's faculty.

In addition to evidence of productive research and educational collaborations, a key criterion for accreditation is sufficient faculty to support the educational and research activities. Given the mandate to increase research activity as well as academic programs, additional research-focused faculty are needed to support improving community health and achieving the mission of the School of Dental Medicine and the University.

**East Carolina University**  
**Doctor of Physical Therapy (DPT) in Physical Therapy (PTHE)**

The Department of Physical Therapy (PTHE) at East Carolina University currently charges differential tuition of \$40 per student credit hour for graduate students enrolled in the Doctor of Physical Therapy (DPT) program. To date, the differential tuition revenue has been used to support PTHE graduate assistantships for DPT students, and clinical faculty salaries, for retention and recruitment of high quality students and faculty. The Department of Physical Therapy is proposing to increase the tuition differential by \$40 per student semester credit hour (SCH) over the current fee structure, for a total cost of \$80 per SCH. The total tuition differential for the academic year will be \$2,080.

The additional tuition revenue will be allocated to PTHE to maintain and improve the quality of the DPT program. This increased revenue will allow us to provide supervised direct patient contact hours for students in our clinics, provide support for student research/capstone projects through research project and travel support for students and salary for a fulltime research coordinator/lab manager, support student professional leadership development, and allow “buyout” of some clinical faculty time/salary that are in the classroom. Our DPT program has continued to produce graduates who consistently achieve a 100% first time pass rate on the National Physical Therapy Exam (for licensure) and are sought after for employment (with 100% employed within six months of graduation). Over the past year, however, four faculty (three tenured/tenure track and one clinical fixed term) have left our department for more profitable opportunities. Our clinic has suffered decreased revenues with the loss of a clinical faculty member combined with the need for clinical faculty to teach in the didactic portion of the curriculum. While students enjoy learning from these clinical faculty, this creates a situation in which students have *less access to these PTs in the clinic with patients*, something students rate highly in our program. Our pro bono Student Run Clinic (SRC, started in July 2016) has rapidly grown as well, requiring more faculty hours to supervise provision of services. Thus we have fewer clinical PT faculty to serve increasing needs of students in our clinics and curriculum. The SRC also has growing needs (e.g., supplies, equipment, etc.) which are difficult to cover in our fixed budget.

With the loss of three tenured/tenure track faculty this past year, the needs of our program and students are being served by remaining faculty. While teaching needs can be covered using clinical faculty, the needs of students conducting their research/capstone projects cannot. Thus tasks such as lab equipment maintenance, equipment troubleshooting, participant contact/recruitment, research presentation/poster preparation, etc. have fallen to remaining faculty, especially to the two tenured faculty members. Addition of these tasks have decreased their own research productivity at a time when we are being asked to increase productivity and grant funding, and while we have seen an increase in number of students accepted to present their research at national meetings, we have had limited funds to help support their travel and professional development. The addition of a full time student research project coordinator/lab manager would provide students with full time access to an individual who can assist with their research projects and presentations, while relieving current faculty from many of these operational tasks so they can devote time to their own research. Having this research coordinator/lab manager in place will also help recruit research faculty for open tenure track faculty positions. Additional funds will also assist us in further professional development for our students, allowing us to host national leaders in our field, and provide leadership and professional development materials and opportunities for students.

Even with the proposed tuition differential increase, our ECU DPT program will be less expensive than all DPT programs in our state (see table below). We have a very competitive national application process, accepting only ~10-12% of qualified applicants each year. Competition has increased with the recent additional of four (4) DPT programs here in NC. We propose to use tuition differential funds for marketing/recruiting materials to continue to attract the top students to our program, and retain them once here. The initial tuition differential did not affect our enrollment numbers, and we do not believe the proposed increase will impact our overall enrollment. We want to continue to recruit and retain top students in our DPT program. Our proposed increase in tuition differential will provide an estimated *increase* of \$124,200 dollars in funds to PTHE.



TABLE: Tuition and fees per year including summer term (arranged lowest to highest) at NC DPT programs

UNIVERSITY	COST PER YEAR Current/Proposed
<b>East Carolina University</b>	<b>\$13,699</b>
Western Carolina University	\$16,080
Winston-Salem State	\$18,107
UNC-Chapel Hill	\$25,378
Wingate University	\$28,971
Methodist University	\$31,986
Campbell University	\$37,075
Elon University	\$38,080
Duke University	\$38,916
High Point University	\$42,561

Source: University websites

**We propose to spend the additional revenue to be allocated in the following manner: Student Research Support (74%); Clinical Personnel and Program Overhead (20%); Student Leadership and Professional Development (6%).**

The explanation and justification for each of these budget areas follows.

#### **Student Research Support (74%, ~\$92,000)**

Part of our departmental mission is to "... foster critical thinking and scholarship through the conduct of an evidence based curriculum and dissemination of clinically oriented research with emphasis on health care problems common to the residents of Eastern North Carolina." All DPT students are engaged in research during their 2<sup>nd</sup> and 3<sup>rd</sup> years in the program. Students often tell us this is a highlight of our program over others, as they have the opportunity to work with faculty and other DPT students on research projects often directly related to PT patient care and injury/disease prevention. While these DPT students (especially those receiving graduate assistantships) often contribute to faculty's scholarly productivity, PTHE faculty are finding it increasingly difficult to fully engage with all the minute aspects of students' research projects, especially when we have faculty openings. This is being exacerbated by an increasing push to bring in additional grant funds. We propose hiring a new Student Research Project Coordinator/Lab Manager to assist with many aspects of research project management, including but not limited to lab equipment set up and maintenance, equipment/software troubleshooting, participant contact/recruitment, research presentation/poster preparation, etc. We also propose to use funds to support student travel to present their research at regional/state/national meetings, and small project funds available to students for supplies, small equipment, etc. needed for completion of their research capstone project. Students would need to apply for and justify use of funds for this purpose. These student research-related funds would greatly enhance the DPT students' experience during their capstone projects.

#### **Clinical Personnel and Program Overhead (20%, ~\$25,200)**

Our DPT program begins in May with 11 week summer session, and includes nine (9) consecutive sessions/semester: three 11-week summer sessions, three fall semesters, three spring semesters. Beginning with their first fall semester, our DPT students are in our pro bono Student Run Clinic (SRC) and/or our faculty practice clinic repeatedly throughout the program. All students' patient interactions in the clinics must be supervised by a licensed PT (our faculty), thus pulling clinical faculty away from billable patient care in the clinic. Also, with recent departure of four PTHE faculty, our clinical faculty have been pulled from the clinic to teach both lectures and labs in our curriculum. Students truly value having these active clinicians in the classroom and lab, but this again is pulling them out of billable patient care. Our faculty practice clinic exists to educate our students and serve our community, not to make a large profit – but it does need to break even. We propose using tuition differential monies to "buy out" a small part of two clinical faculty lines, to alleviate the load on the clinic budget. Additional monies in this area will be used for clinic management costs including but not limited to supplies, materials, and small equipment needs of

the SRC which currently operates on donations alone. This pro bono SRC has proven an excellent educational and mentoring environment for our DPT students, and should be supported by their tuition differential. A proportion of fees will go toward other program overhead related directly to recruiting and retaining top quality DPT students, including but not limited to recruitment and marketing/branding materials, student interview and orientation expenses, student recognition, etc.

**Student Leadership and Professional Development (6%, ~\$7,000)**

ECU Department of Physical Therapy maintains its mission to “graduate clinically competent, highly professional practitioners who will serve North Carolina, particularly Eastern North Carolina.” Thus 90-100% of each cohort of students are NC residents – they are more likely to stay in NC after graduation (a high percentage of our graduates are employed in NC). But our profession must deal with national and international aspects of healthcare delivery as well. Another part of our mission states that our program “values the cultivation of strong leadership skills which will enhance the students' abilities to continue to grow within the profession and take an active role in moving the profession forward.” In order to support these aspects of our mission, we propose to use tuition differential funds to provide professional leadership development experiences for our students, including, but not limited, to bringing nationally known speakers here for symposia, and providing leadership training opportunities and materials for students. This will provide students with a wider view of issues facing our profession, and will develop their abilities to lead in whatever place they find themselves.

**Student Feedback**

The department chair/program director met face to face with the 1<sup>st</sup> year cohort on campus. The other cohort (2<sup>nd</sup> year students) to be directly affected by this proposed increase is not on campus for the remainder of this semester. The department chair communicated with this cohort via email. All students will be given an opportunity to ask questions, and will be asked to respond to a short online survey to assess students' feedback about the proposed tuition differential increase.

# Attachment 5

## East Carolina University Fees Paid by All Students

	Approved 2017-18	Proposed Increase for 2018-19	Proposed Rates For 2018-19	% increase
<b>General Fees</b>				
SGA	\$ 27.50	\$ -	\$ 27.50	0.00%
Media	30.00	-	30.00	0.00%
Fine Arts	8.00	-	8.00	0.00%
Campus Recreation and Wellness	251.00	20.00	271.00	7.97%
Minges Operations	6.00	-	6.00	0.00%
Student Activity Programs	71.50	-	71.50	0.00%
Student Centers Operations	255.00	25.00	280.00	9.80%
Athletics Fee	723.00	-	723.00	0.00%
Student Health Fee	263.00	-	263.00	0.00%
Education and Technology Fee	395.00	-	395.00	0.00%
Sustainability Fee	-	5.00	5.00	100.00%
<b>Total General Fees</b>	<b>\$ 2,030.00</b>	<b>\$ 50.00</b>	<b>\$ 2,080.00</b>	<b>2.46%</b>
<b>Debt Service</b>				
Student Recreation Center	\$ 15.00	\$ -	15.00	0.00%
Athletic Facility Debt	70.00	-	70.00	0.00%
Student Union Center	375.00	-	375.00	0.00%
<b>Total Debt Service</b>	<b>\$ 460.00</b>	<b>\$ -</b>	<b>\$ 460.00</b>	<b>0.00%</b>
<b>Special Fees</b>				
Campus Safety	\$ 30.00	\$ -	\$ 30.00	0.00%
<b>TOTAL GENERAL STUDENT FEES &amp; DEBT SERVICE</b>	<b>\$ 2,520.00</b>	<b>\$ 50.00</b>	<b>\$ 2,570.00</b>	<b>1.98%</b>
<b>Miscellaneous Charges</b>				
Transit	\$ 158.00	\$ -	\$ 158.00	0.00%
Graduation	12.00	-	12.00	0.00%
Association of Student Governments	1.00	-	1.00	0.00%
<b>Total Miscellaneous Charges paid by all students</b>	<b>\$ 171.00</b>	<b>\$ -</b>	<b>\$ 171.00</b>	<b>0.00%</b>
<b>Total Mandatory Fees Paid by Each Student</b>	<b>\$ 2,691.00</b>	<b>\$ 50.00</b>	<b>\$ 2,741.00</b>	<b>1.86%</b>

## Fees Charged to all Students

	Current Annual Fee	2018-19 Proposed Annual Increase	2018-19 Proposed Annual Fee
Campus Recreation and Wellness	\$ 251	\$ 20	\$ 271
Student Centers Operations	\$ 255	\$ 25	\$ 280
Sustainability Fee	\$ -	\$ 5	\$ 5

Proposed fee increases total \$50 or 1.98% of BOG Approved fees. Details are below.

- **Campus Recreation and Wellness (CRW) \$20 increase**
  - Estimated revenue generated of \$434,000
  - Funding will pay increases in the annual operational supplies, maintenance, small repairs and utility costs to the 21 year old facility. Included current considerations examples are the fire suppression system, valve pumps and sprinkler system components. Establish capital reserve for future roof replacement.
  - Updating and increasing risk management and safety services in the form of athletic trainers, graduate assistants and supplies at a cost of \$150,000. This partnership with the academic Sports Medicine major and Student Health Services will increase support for the 47% growth in participations over the last 9 years with current prevention, on site care and return- to-play considerations. Concussion care is just one of the current items that would be improved.
  - Historic increase in staff salaries including maintenance, housekeeping and grounds.
  - Increase in set up and production staff
  - Increase technology integration department wide for effectiveness, efficiency, security and sustainability.
  - CRW generates \$800,000 annually, is on pace to generate \$30,000 in sponsorships for FY 2018 and has entered the friend raising/fundraising efforts with year one producing \$141,000 in foundation gifts.
  
- **Student Centers Operations \$25 increase**
  - Estimated revenue generated \$542,500
  - In the Fall of 2018, Student Involvement & Leadership will be opening the second new facility in two years, the Main Campus Student Center. This will replace Mendenhall Student Center, at 110,000 sq ft, with a new facility at 220,000 sq ft. Utilities, staffing, operations, and maintenance cost will increase by an estimated \$700,000. This increase will cover a portion of the anticipated additional cost of this impending new facility as well as additional cost that was not covered by last year's increase for the 2017 new Health Sciences Campus Student Center.
  
- **Sustainability Fee \$5 new fee**
  - Estimated revenue generated \$108,500
  - This fee will provide funding for sustainability initiatives. Possible projects involving renewable power, energy efficiency, and waste reduction will help the University meet the goals of our Strategic Plan, Campus Master Plan, the UNC Sustainability Policy, and state statute.
  - The Sustainability Fee will provide opportunities to utilize the campus as a living laboratory, which gives students a chance to develop valuable skills and obtain real-life experiences while pursuing their education. The Sustainability Fee will lead to innovation in the fields of health and technology as well as research opportunities, financial savings, reduced environmental impacts, and a more vibrant and resilient campus and local community.
  - This fee rate is comparable to other colleges and universities in the UNC System as well as our peer institutions. Over 1,100 ECU students have signed support cards for the Sustainability Fee. The fee has received significant support from students, student organizations, and in open forums.
  - As proposed, the Sustainability Fee projects will be governed by a committee comprised of a diverse group of seven students with voting privileges and up to six faculty and staff that will serve as advisors with institutional knowledge and subject matter expertise.



## Fees not charged to all students

Special Fees			
Special Fee	Current Rate	Increase Requested	Annual Fee
Dental-Preclinical Educational Materials Fee-3rd year students	\$ -	\$ 360	\$ 360
Miscellaneous Fees			
Miscellaneous Fees	Current Rate	Increase Requested	Annual Fee
Graduate Orientation Fee	\$ -	\$ 25	\$ 25
Immunization Administrative Fee	\$ -	\$ 100	\$ 100

- **Dental-Preclinical Educational Materials Fee- 3<sup>rd</sup> year students**
  - New fee \$360
  - Initiated a fee last year for Dental 1 and 2 students.
  - Cover the cost of two additional endodontics teeth needed for practicing for mock licensing exam. Performance on this mock exam along with other factors are used to determine whether or not the student will be certified to sit for the actual licensing exam.
  - Cover a student implant kit that contains the multiple components required to place an implant in a patient's jaw. The kit comes with a simulated jaw that the student will use to place the implants. After the preclinical laboratory session is complete, the simulated jaw containing the implants will be kept by the student to use in their future dental practice as a visual training aid showing their patients how an implant is placed and what it looks like.
  
- **Graduate Orientation**
  - New fee \$25
  - Fee will be charged to graduate orientation attendees. The event includes numerous campus partners to assist new students in learning about campus including libraries, student recreation center, campus dining halls, campus shuttle buses, and numerous student services offices. Average registration for the past two years was 305 people. Funds will be used to support the expenses for the event which includes campus shuttle buses, food, and supplies.
  
- **Immunization Administrative Fee**
  - New fee \$100
  - Estimated revenue \$22,500
  - Funds will be shared between Financial Aid (\$25) and Student Health Services (\$75)
  - Students that do not submit immunization records before the deadline, currently August 1st, will be charged \$100.
  - Student Health Services uses many resources to assist students with the immunization process and to ensure they are in compliance. On occasion, students do not submit required records until after the deadline, often shortly before they are mandatorily withdrawn from classes in accordance with UNC policy. SHS holds immunizations clinics, which take staff away from the normal clinic flow, thus decreasing the quantity of staff available to assist other students. The front desk and appointment staff become inundated with helping noncompliant students, making them unavailable to help answer question for students in need of medical attention or appointments. Often when students are withdrawn from class due to immunization noncompliance they reach out to other offices on campus (including the Dean of Students, Vice Chancellor of Student Affairs, Registrar, and Chancellor), using man-hours from those offices as well. The fee will hopefully encourage students to be immunization compliant by the deadline.

# Attachment 8 Housing and Dining Rates

## Housing Rates

	Current Annual Rate (17-18)	Proposed Increase for 18-19 (\$)	Proposed Annual Rate for 18-19	Proposed Increase for 18-19 (%)	
College Hill Suites	\$ 5,985.00	\$ 175.00	\$ 6,160.00	2.92%	
College Hill Suites Single (4 person)	\$ 7,585.00	\$ 175.00	\$ 7,760.00	2.31%	
College Hill Suites Double (2 person)	\$ 6,385.00	\$ 175.00	\$ 6,560.00	2.74%	
College Hill Suites Single (2 person)	\$ 7,985.00	\$ 175.00	\$ 8,160.00	2.19%	
Scott Hall/Gateway Suites	\$ 5,758.00	\$ 172.00	\$ 5,930.00	2.99%	
Scott/Gateway Suites Double (Private Bath)	\$ 6,158.00	\$ 172.00	\$ 6,330.00	2.79%	
Scott/Gateway Suites Single	\$ 7,358.00	\$ 172.00	\$ 7,530.00	2.34%	
Scott/Gateway Suites Single (Private Bath)	\$ 7,758.00	\$ 172.00	\$ 7,930.00	2.22%	
Scott/Gateway Suites Designated Singles	\$ 6,958.00	\$ 172.00	\$ 7,130.00	2.47%	
Renovated Residence Halls*	\$ 5,604.00	\$ 166.00	\$ 5,770.00	2.96%	
Renovated Residence Hall Single	\$ 7,204.00	\$ 166.00	\$ 7,370.00	2.30%	
Gateway Residence Hall 5th Floor	\$ 5,678.00	\$ 166.00	\$ 5,844.00	2.92%	
Standard Residence Halls**	\$ 5,366.00	\$ 154.00	\$ 5,520.00	2.87%	
Standard Residence Hall - Single	\$ 6,966.00	\$ 154.00	\$ 7,120.00	2.21%	
CFJ Designated Singles	\$ 6,566.00	\$ 154.00	\$ 6,720.00	2.35%	Avg Increase %
Standard Residence Hall - Triple	\$ 4,292.80	\$ 127.20	\$ 4,420.00	2.96%	2.60%

\*Renovated Residence Halls include Fletcher, Tyler, Gateway (Traditional Rooms), White, Clement & Cotten

\*\*Standard Residence Halls include Legacy, Jones, Fleming, Jarvis, Umstead & Garrett

\*\*Greene Hall will be offline for 2018-2019 academic year for renovation

**Justification:** The above fee increase represents the fourth year of the five year annual 3% increase to fund the \$65 million bond repayment that was designated to restore and modernize the three Towers on West End. This increase will offset higher operating costs and increased indebtedness brought about by these renovation projects. All proposed increases are less than 3%.

## Dining Rates

	Current Annual Rate (17-18)	Proposed Increase for 18-19 (\$)	Proposed Annual Rate for 18-19	Proposed Increase for 18-19 (%)
Purple 60 (\$250 Pirate Bucks)	\$ 3,800.00	\$ 50.00	\$ 3,850.00	1.32%
Purple 40 (\$350 Pirate Bucks)	\$ 3,800.00	\$ 50.00	\$ 3,850.00	1.32%
Purple 20 (\$450 Pirate Bucks)	\$ 3,800.00	\$ 50.00	\$ 3,850.00	1.32%
Purple Flex (\$550 Pirate Bucks)	\$ 3,800.00	\$ 50.00	\$ 3,850.00	1.32%

**Justification:** The above fee increase represents an adjustment to reflect the increase related to increased food costs. The 2018-19 fiscal year will see a reduction in revenues with Greene Hall and D360 closed for renovations and redevelopment respectively and the new student center opening now planned for November, 2018. Dining Services expects to reduce operating expenses sufficiently to offset these limiting factors without raising dining rates to accommodate for these one-time anomalies.

**ECU Board of Trustees**  
**Parking Fee Proposal FY18-19**

1. On September 20<sup>th</sup>, the Parking Committee approved a 2% increase for all current permits for the next fiscal year.
2. During Fiscal Year 18-19, the new 700-space Student Center Garage will be opening and permit fees must be set. The Parking Committee was in general agreement on the garage pricing. One member shared feedback that students may prefer hourly spaces over permits spaces. Students will be surveyed before the garage opens to assess their interests. Permit space allocations may be adjusted based on permit sales and actual usage. Allocations will be set to maximize efficiency.
3. The Student Center Garage will follow an operating plan similar to the former Mendenhall lot. The initial allocation will be faculty/staff (all access) permits (600 spaces) and hourly/visitor spots (100 spaces) available to students and visitors during the day. At 5:30 pm, evening student permits (500 spaces) will be allowed to park in the garage, along with hourly/visitor (100 spaces) and faculty/staff all-access permits (100 spaces). Special event space will be arranged through Parking and Transportation Services via the Central Reservations Office (CRO) process. Data will be collected during the first few months of use and modifications made as necessary to best utilize the spaces available with faculty/staff all access permits having priority.
4. Parking and Transportation is proposing the following permits.
  - A. Faculty and Staff All-Access Permits will be allowed to enter the garage at any time and to utilize the A3 and B3 areas on the Health Sciences Campus. The proposed fee is \$720 per year. Until sufficient vacancy data is collected, the garage day permits will only be oversold by 5% to insure spaces are available.
  - B. Commuter Student-Evening and Weekend Garage Parking Only: Allows access to the garage from 5:30 pm each weekday until 7:00 am the next morning and 24-hour access on weekends. Proposed fee is \$300 per year.
  - C. Commuter Student-Day access to C Zone on the Athletic Campus and Evening and Weekend Garage Parking: Allows access to the garage from 5:30 pm each weekday until 7:00 am the next morning and 24-hour access on weekends. Access to Athletic Campus (C Zone) parking is available all other times. Proposed fee is \$400 per year.
  - D. Hourly visitor fees will be set at \$1 per hour.
  - E. Departmental Guests and Event Fees are \$5 (per visit or one day event)
5. Parking operations must be self-supporting. We are currently constructing and planning three garages with future plans for additional garages at the bottom of College Hill Drive and the Health Science Campus. Future garage plans will be determined through the upcoming master plan update process based on enrollment and staffing projections, as well as future building plans.
6. Fees are based on construction, operating and maintenance costs to insure a sustainable parking program, but also must match well with the market. Garage fees at

other UNC institutions range from \$333 to \$1731 per year. This places the proposed ECU garage fees below the midpoint for the UNC system. Local market rates for private parking lots in Greenville were also reviewed. (See attached.)

7. Student evening/weekend parking fees were set at one-half the Faculty and Staff All-Access fee minus the student fee contribution designated for building the garage. For those students also needing day parking in the C zone, the additional C permit fees were discounted by \$37 when included in the evening/weekend garage fee.
8. With fees set at these levels, Parking can pay the garage debt, operate and maintain the facility with reasonable fund balance available for future construction as ECU continues to grow. Parking will have nearly \$6 million in Fund Balance for other parking facilities from this fee structure after FY 22/23. As an example of the importance of the Fund Balance, \$5 million has been contributed as a down payment to build the Student Center Garage. (See attached)
9. The fee structure proposed takes into consideration the loss of revenue of 450 A zone permits removed during the 30-month construction period for the Student Center Building and Garage. The Parking operation also has the expense of building new garage spaces at a cost of more than \$20,000 per space to replace the 450 surface lot spaces that were constructed at less than \$3000 per space years ago. The construction cost of these surface spaces was already paid and the spaces were earning the most revenue of any parking zone on campus.
10. The fees for the garage must be set this year to allow the garage to open next year. The ECU Board of Trustees must approve all parking fees.
11. Parking Fees proposed are as follows:

<u>Permit</u>	<u>Current Fee</u>	<u>Proposed Fee (FY18/19)</u>
Reserve	\$539	\$550
A zone	\$404	\$412
B Zone	\$202	\$206
C Zone	\$135	\$138
D Zone	\$296	\$302
Vendor/Contractor	\$202	\$206
Motorcycle	\$63	\$64
Motorcycle w/parking	\$36	\$37
Garage All Access (Faculty/Staff)		\$720
Evening/Weekend Only (Commuter Students)		\$300
Evening/Weekend-Day Remote (Commuter Students)		\$400



# Attachment 9

Price Comparison for North Carolina Institutions 2017-2018

Permit Type	UNC-C	UNC-G	UNC-CH	UNC-W	NC State	ECU-Current	ECU 18-19
Deck	\$600	\$333-\$490	\$585-\$1731	\$410-\$595	\$1,215	\$0	\$720
Reserved	N/A	\$657	\$724-\$2309	\$635	\$1,215	\$539	\$549
Faculty/Staff-A Zone	\$450	\$193-\$490	\$490-\$1184	\$45-\$520	\$480	\$404	\$412
Faculty/Staff-B Zone	N/A	N/A	\$616-\$1494	N/A	\$480	\$202	\$206
Student/Resident-A Zone - College Hill	\$450	\$193-\$490	0\$340-\$776	\$350-\$410	\$235-\$370	\$404	\$412
Student-B Zone - Central/West End Campus	N/A	\$193-\$490	\$340-\$776	N/A	\$235-\$370	\$202	\$206
Commuter-Faculty/Staff	\$185-\$450	\$180-\$311	\$229-\$394	\$280	\$357	N/A	N/A
Commuter Student-Main Campus C2 Zone	\$185-\$450	\$193-\$490	\$229	\$280-\$315	\$66-\$395	\$135	\$137
Health Science Commuter-B4 Zone						\$202	\$206
Resident Remote Lot - D Zone	\$210	N/A	N/A	N/A	\$180-\$292	\$296	\$302
Motorcycle	\$115	\$59	\$188-\$398	N/A	\$74	\$63/\$36 (if also have car permit)	\$65/\$36
Retired Faculty	N/A	N/A	N/A	N/A	\$39	B is Free	B is Free
Vendor	N/A	N/A	\$645-\$724	\$45	\$480	\$202	\$206

## Greenville Leased Parking

Company	Location	Cost	Spaces Available	Contact	Phone	Notes
Brody Company	Across from Sci Tech Bldg	\$600/yr		Jim Chriswell	252-353-2141	STUDENTS ONLY
Carolina Pregnancy Ctr	1012 Charles Blvd (next to Sheetz) Hours: M-F 8:30-4:30; closed 12-1pm	\$350/yr Aug-Aug	11 spaces	Kathy Kucera	252-757-0003 x209	Application required - pick up from office
Uptown Parking Deck	Downtown Greenville	\$312 per semester	129 spaces	Merlene Jones	252-329-4448	
Forbes Street	Behind A1 lot across from McDonalds	\$600/yr	20 spaces	Michael Jackson	252-258-1369	2017-2018 will be last year spaces available
Jolly Roger	Corner of 14th St/Charles Blvd	\$250/semester			252-717-8829 or 252-327-8802	\$300/semester to include football games; Rental Agreement
10th St & Oak Street	One block from Elm Street	\$450/academic yr	84 assigned spaces	Jeff Daniels	252-258-1160	Rental Agreement <a href="http://www.pirateparking.com">www.pirateparking.com</a>
Boundary	Downtown	\$100/mo for residents				

# Attachment 10

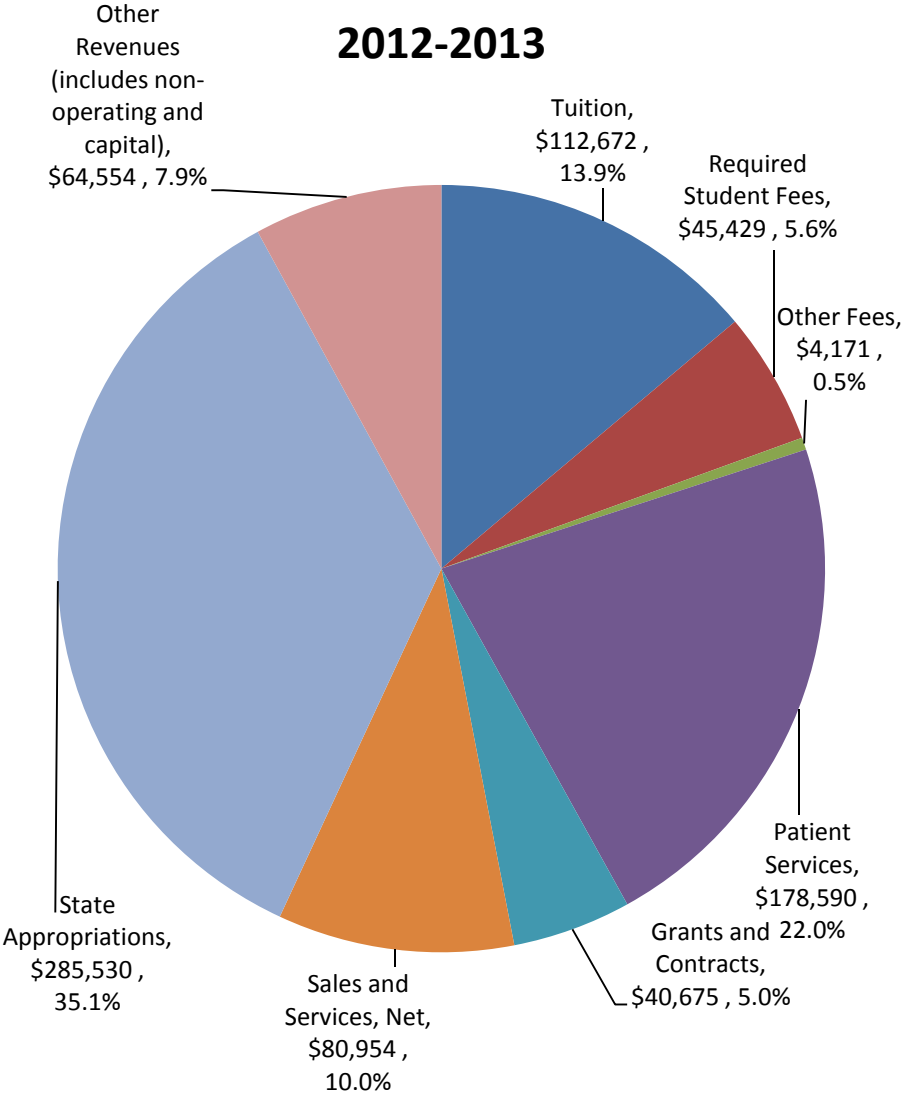
Attachment I

**East Carolina University**  
**Total Revenues by Category (in millions)**  
**Comparing 2012-13 to 2016-17**

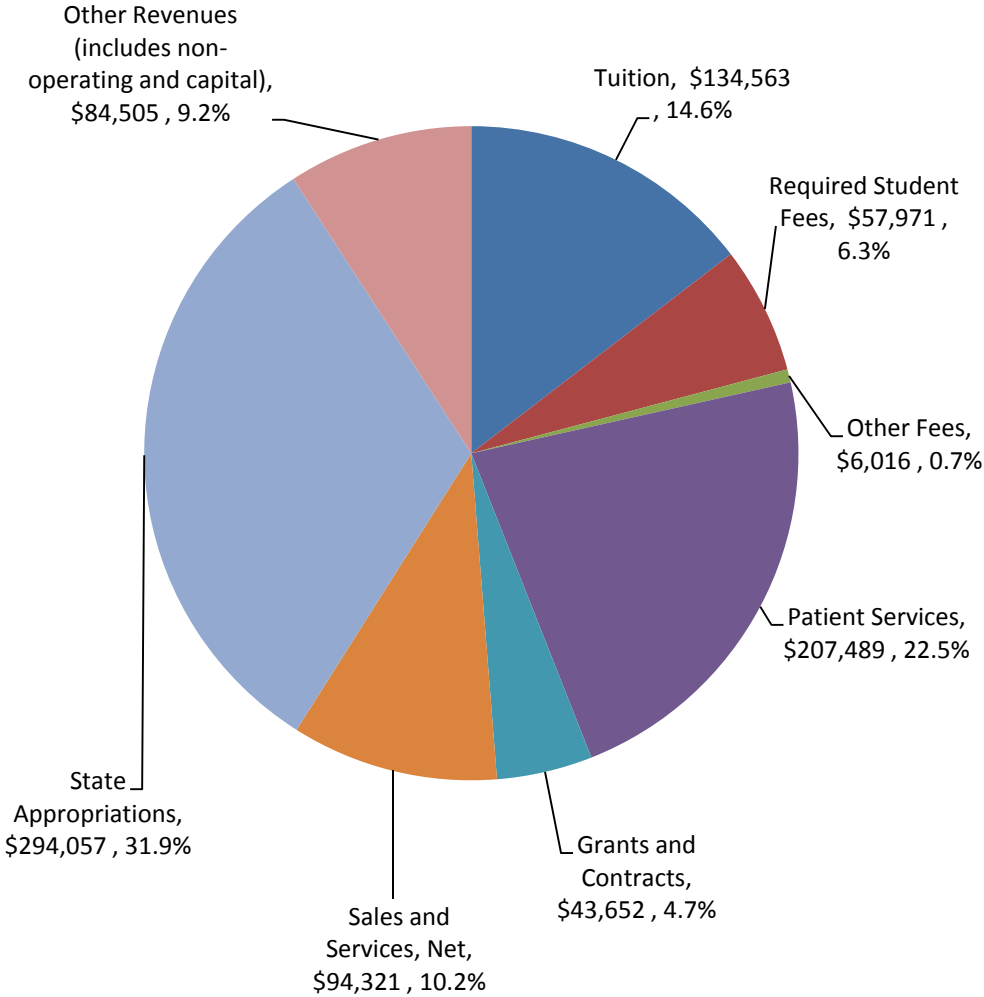
	<b>2012-13</b>	<b>2016-17</b>
Tuition	\$ 112,672	\$ 134,563
Required Student Fees	\$ 45,429	\$ 57,971
Other Fees	\$ 4,171	\$ 6,016
Patient Services	\$ 178,590	\$ 207,489
Grants and Contracts	\$ 40,675	\$ 43,652
Sales and Services, Net	\$ 80,954	\$ 94,321
State Appropriations	\$ 285,530	\$ 294,057
Other Revenues (includes non-operating and capital)	\$ 64,554	\$ 84,505
<b>Total Revenues</b>	<b>\$ 812,575</b>	<b>\$ 922,574</b>

East Carolina University  
Total Revenues by Category  
Fiscal Years 2013 and 2017

2012-2013



2016-2017



**East Carolina University**  
**Financial Aid and Debt Load**  
**AY 12-13 through AY 2016-17**

	Resident Students			Non-Resident Students		
	Total Resident Students	Number Receiving Fin Aid	Percent Receiving Fin Aid	Total Non-Resident Students	Number Receiving Fin Aid	Percent Receiving Fin Aid
<b>Undergraduates</b>						
AY 2012-13	19,388	13,340	68.8%	2,772	1,827	65.9%
AY 2013-14	20,652	14,107	68.3%	2,773	1,779	64.2%
AY 2014-15	21,427	14,388	67.1%	2,777	1,809	65.1%
AY 2015-16	21,842	14,606	66.9%	2,891	1,865	64.5%
AY 2016-17	22,468	14,842	66.1%	2,977	1,913	64.3%
<b>Graduates</b>						
AY 2012-13	5,049	2,195	43.5%	698	419	60.0%
AY 2013-14	5,760	2,647	46.0%	826	461	55.8%
AY 2014-15	5,093	2,382	46.8%	763	430	56.4%
AY 2015-16	5,085	2,475	48.7%	769	432	56.2%
AY 2016-17	5,998	2,783	46.4%	874	456	52.2%

	All Students *		
	Total Students	Number Receiving Fin Aid	Percent Receiving Fin Aid
<b>All Students</b>			
AY 2012-13	27,907	17,781	63.7%
AY 2013-14	30,011	18,994	63.3%
AY 2014-15	30,060	19,009	63.2%
AY 2015-16	30,587	19,378	63.4%
AY 2016-17	32,317	19,994	61.9%

\* All Students is an unduplicated headcount for persons who enrolled for any number of credit hours during fall and spring and summer terms.

**Debt Load of Graduating Students**

Only includes debt that runs through Financial Aid (federal loans and alternate loans). It does NOT include private loans. Graduate debt includes any debt from undergraduate plus any new graduate debt.

	Only Those Students With Debt			Total Number of Graduating Students	Graduating Students with Debt
	Number	Dollars	Debt per Student		
AY 2012-13					
Undergraduate	2,582	59,694,766	23,120	6,473	52%
Graduate	773	33,342,391	43,134		
AY 2013-14					
Undergraduate	2,561	67,229,732	26,251	6,259	55%
Graduate	906	34,155,838	37,700		
AY 2014-15					
Undergraduate	2,356	67,042,918	28,456	6,413	49%
Graduate	764	33,938,592	44,422		
AY 2015-16					
Undergraduate	2,447	70,736,258	28,907	6,290	49%
Graduate	642	29,946,358	46,645		
AY 2016-17					
Undergraduate	2,653	76,158,794	28,707	6,751	50%
Graduate	716	33,559,151	46,870		

\* Graduate Debt does not include the MD or the DDS populations of Brody School of Medicine or the School of Dental Medicine populations. Does include the Ph.D.



## Approved Tuition and Fees 2017-18 Comparison for UNC System

Undergraduate- Resident					
	Tuition	Fees	Total Tuition and Fees	Rank of Tuition	Rank of Tuition and Fees Combined
NC State University	\$ 6,535	\$ 2,329	\$ 8,864	2	1
UNC School of the Arts	\$ 6,497	\$ 2,344	\$ 8,841	3	2
UNC-Chapel Hill	\$ 7,019	\$ 1,712	\$ 8,731	1	3
Appalachian State University	\$ 4,242	\$ 2,916	\$ 7,158	7	4
UNC Greensboro	\$ 4,422	\$ 2,715	\$ 7,137	6	5
UNC Asheville	\$ 4,122	\$ 2,880	\$ 7,002	8	6
UNC Wilmington	\$ 4,443	\$ 2,557	\$ 7,000	5	7
<b>East Carolina University</b>	<b>\$ 4,452</b>	<b>\$ 2,520</b>	<b>\$ 6,972</b>	<b>4</b>	<b>8</b>
UNC Charlotte	\$ 3,812	\$ 3,020	\$ 6,832	10	9
Western Carolina University	\$ 3,971	\$ 2,777	\$ 6,748	9	10
NC A&T State University	\$ 3,540	\$ 2,879	\$ 6,419	13	11
NC Central University	\$ 3,728	\$ 2,554	\$ 6,282	11	12
UNC Pembroke	\$ 3,602	\$ 2,268	\$ 5,870	12	13
Winston-Salem State University	\$ 3,401	\$ 2,449	\$ 5,850	14	14
Fayetteville State University	\$ 2,982	\$ 2,201	\$ 5,183	15	15
Elizabeth City State University	\$ 2,856	\$ 2,129	\$ 4,985	16	16

Ranked High to Low

Undergraduate- Nonresident					
	Tuition	Fees	Total Tuition and Fees	Rank of Tuition	Rank of Tuition and Fees Combined
UNC-Chapel Hill	\$ 32,602	\$ 1,712	\$ 34,314	1	1
NC State University	\$ 24,883	\$ 2,329	\$ 27,212	2	2
UNC School of the Arts	\$ 22,240	\$ 2,344	\$ 24,584	3	3
UNC Asheville	\$ 20,845	\$ 2,880	\$ 23,725	4	4
<b>East Carolina University</b>	<b>\$ 20,729</b>	<b>\$ 2,520</b>	<b>\$ 23,249</b>	<b>5</b>	<b>5</b>
UNC Greensboro	\$ 19,581	\$ 2,715	\$ 22,296	6	6
Appalachian State University	\$ 19,049	\$ 2,916	\$ 21,965	7	7
UNC Wilmington	\$ 18,508	\$ 2,557	\$ 21,065	8	8
UNC Charlotte	\$ 17,246	\$ 3,020	\$ 20,266	9	9
NC A&T State University	\$ 16,430	\$ 2,879	\$ 19,309	11	10
NC Central University	\$ 16,435	\$ 2,554	\$ 18,989	10	11
Elizabeth City State University	\$ 16,000	\$ 2,129	\$ 18,129	12	12
UNC Pembroke	\$ 15,193	\$ 2,268	\$ 17,461	13	13
Western Carolina University	\$ 14,364	\$ 2,777	\$ 17,141	15	14
Fayetteville State University	\$ 14,590	\$ 2,201	\$ 16,791	14	15
Winston-Salem State University	\$ 13,648	\$ 2,449	\$ 16,097	16	16

Ranked High to Low

Graduate- Resident					
	Tuition	Fees	Total Tuition and Fees	Rank of Tuition	Rank of Tuition and Fees Combined
UNC-Chapel Hill	\$ 9,943	\$ 1,712	\$ 11,655	1	1
NC State University	\$ 8,492	\$ 2,329	\$ 10,821	2	2
UNC School of the Arts	\$ 8,396	\$ 2,319	\$ 10,715	3	3
UNC Greensboro	\$ 5,219	\$ 2,715	\$ 7,934	4	4
UNC Asheville	\$ 4,914	\$ 2,880	\$ 7,794	5	5
Appalachian State University	\$ 4,839	\$ 2,916	\$ 7,755	6	6
NC A&T State University	\$ 4,745	\$ 2,879	\$ 7,624	8	7
UNC Charlotte	\$ 4,337	\$ 3,020	\$ 7,357	12	8
<b>East Carolina University</b>	<b>\$ 4,749</b>	<b>\$ 2,520</b>	<b>\$ 7,269</b>	<b>7</b>	<b>9</b>
NC Central University	\$ 4,740	\$ 2,503	\$ 7,243	9	10
Western Carolina University	\$ 4,435	\$ 2,777	\$ 7,212	11	11
UNC Wilmington	\$ 4,626	\$ 2,557	\$ 7,183	10	12
Winston-Salem State University	\$ 3,872	\$ 2,449	\$ 6,321	13	13
UNC Pembroke	\$ 3,820	\$ 2,263	\$ 6,083	14	14
Fayetteville State University	\$ 3,438	\$ 2,201	\$ 5,639	15	15
Elizabeth City State University	\$ 3,375	\$ 2,129	\$ 5,504	16	16

Ranked High to Low

Graduate- Nonresident					
	Tuition	Fees	Total Tuition and Fees	Rank of Tuition	Rank of Tuition and Fees Combined
UNC-Chapel Hill	\$ 27,154	\$ 1,712	\$ 28,866	1	1
NC State University	\$ 23,967	\$ 2,329	\$ 26,296	2	2
UNC School of the Arts	\$ 22,103	\$ 2,319	\$ 24,422	3	3
UNC Asheville	\$ 21,236	\$ 2,880	\$ 24,116	4	4
UNC Greensboro	\$ 18,937	\$ 2,715	\$ 21,652	5	5
Appalachian State University	\$ 18,271	\$ 2,916	\$ 21,187	6	6
UNC Charlotte	\$ 17,771	\$ 3,020	\$ 20,791	9	7
<b>East Carolina University</b>	<b>\$ 17,898</b>	<b>\$ 2,520</b>	<b>\$ 20,418</b>	<b>7</b>	<b>8</b>
UNC Wilmington	\$ 17,834	\$ 2,557	\$ 20,391	8	9
NC Central University	\$ 17,694	\$ 2,503	\$ 20,197	10	10
NC A&T State University	\$ 17,150	\$ 2,879	\$ 20,029	11	11
Elizabeth City State University	\$ 16,437	\$ 2,129	\$ 18,566	12	12
Western Carolina University	\$ 14,842	\$ 2,777	\$ 17,619	13	13
UNC Pembroke	\$ 14,586	\$ 2,263	\$ 16,849	14	14
Fayetteville State University	\$ 14,503	\$ 2,201	\$ 16,704	15	15
Winston-Salem State University	\$ 13,987	\$ 2,449	\$ 16,436	16	16

Ranked High to Low



# Attachment 14

## Approved Tuition and Fees 2016-17 Comparison for ECU Peers

Undergraduate- Resident					
	Tuition	Fees	Total Tuition and Fees	Rank of Tuition	Rank of Tuition and Fees Combined
Northern Illinois University	\$ 9,314	\$ 4,739	\$ 14,053	7	1
Virginia Commonwealth University	\$ 10,846	\$ 2,284	\$ 13,130	5	2
Southern Illinois University-Carbondale	\$ 8,691	\$ 4,382	\$ 13,073	9	3
Central Michigan University	\$ 11,745	\$ -	\$ 11,745	1	4
Western Michigan University	\$ 10,570	\$ 923	\$ 11,493	6	5
University of South Carolina-Columbia	\$ 11,054	\$ 400	\$ 11,454	4	6
Ohio University-Main Campus	\$ 11,298	\$ -	\$ 11,298	2	7
University of Louisville	\$ 11,068	\$ 196	\$ 11,264	3	8
Old Dominion University	\$ 6,330	\$ 3,420	\$ 9,750	16	9
University at Buffalo	\$ 6,470	\$ 3,104	\$ 9,574	15	10
University of Missouri-Kansas City	\$ 8,169	\$ 1,394	\$ 9,563	10	11
Wright State University-Main Campus	\$ 8,730	\$ -	\$ 8,730	8	12
Texas Tech University	\$ 6,000	\$ 2,428	\$ 8,428	17	13
East Tennessee State University	\$ 6,672	\$ 1,669	\$ 8,341	13	14
University of North Dakota	\$ 6,679	\$ 1,458	\$ 8,137	12	15
University of Southern Mississippi	\$ 7,549	\$ 110	\$ 7,659	11	16
University of Nevada-Reno	\$ 6,577	\$ 714	\$ 7,291	14	17
<b>East Carolina University</b>	<b>\$ 4,365</b>	<b>\$ 2,631</b>	<b>\$ 6,996</b>	<b>19</b>	<b>18</b>
Florida International University	\$ 4,721	\$ 1,835	\$ 6,556	18	19

Ranked High to Low

Undergraduate- Nonresident					
	Tuition	Fees	Total Tuition and Fees	Rank of Tuition	Rank of Tuition and Fees Combined
Virginia Commonwealth University	\$ 29,378	\$ 2,909	\$ 32,287	2	1
University of South Carolina-Columbia	\$ 30,482	\$ 400	\$ 30,882	1	2
Western Michigan University	\$ 25,928	\$ 923	\$ 26,851	4	3
University at Buffalo	\$ 23,710	\$ 3,104	\$ 26,814	6	4
Old Dominion University	\$ 22,815	\$ 3,915	\$ 26,730	8	5
University of Louisville	\$ 26,090	\$ 196	\$ 26,286	3	6
Southern Illinois University-Carbondale	\$ 21,728	\$ 4,382	\$ 26,110	10	7
East Tennessee State University	\$ 23,904	\$ 1,669	\$ 25,573	5	8
Northern Illinois University	\$ 18,931	\$ 4,739	\$ 23,670	14	9
University of Missouri-Kansas City	\$ 21,969	\$ 1,394	\$ 23,363	9	10
<b>East Carolina University</b>	<b>\$ 20,323</b>	<b>\$ 2,631</b>	<b>\$ 22,954</b>	<b>13</b>	<b>11</b>
Central Michigan University	\$ 22,881	\$ -	\$ 22,881	7	12
University of Nevada-Reno	\$ 20,487	\$ 714	\$ 21,201	11	13
Ohio University-Main Campus	\$ 20,429	\$ -	\$ 20,429	12	14
University of North Dakota	\$ 17,833	\$ 1,458	\$ 19,291	15	15
Florida International University	\$ 16,529	\$ 2,425	\$ 18,954	17	16
Texas Tech University	\$ 15,792	\$ 2,428	\$ 18,220	19	17
Wright State University-Main Campus	\$ 17,350	\$ -	\$ 17,350	16	18
University of Southern Mississippi	\$ 16,419	\$ 110	\$ 16,529	18	19

Ranked High to Low

Graduate- Resident					
	Tuition	Fees	Total Tuition and Fees	Rank of Tuition	Rank of Tuition and Fees Combined
Southern Illinois University-Carbondale	\$ 10,524	\$ 4,059	\$ 14,583	9	1
Western Michigan University	\$ 13,312	\$ 923	\$ 14,235	2	2
Northern Illinois University	\$ 11,858	\$ 1,981	\$ 13,839	6	3
Wright State University-Main Campus	\$ 13,474	\$ -	\$ 13,474	1	4
University at Buffalo	\$ 10,870	\$ 2,477	\$ 13,347	8	5
Virginia Commonwealth University	\$ 10,976	\$ 2,167	\$ 13,143	7	6
University of South Carolina-Columbia	\$ 12,398	\$ 400	\$ 12,798	3	7
University of Louisville	\$ 12,246	\$ 196	\$ 12,442	4	8
Central Michigan University	\$ 12,232	\$ -	\$ 12,232	5	9
Old Dominion University	\$ 8,736	\$ 2,744	\$ 11,480	12	10
Florida International University	\$ 8,912	\$ 2,185	\$ 11,097	11	11
Ohio University-Main Campus	\$ 9,510	\$ -	\$ 9,510	10	12
East Tennessee State University	\$ 7,992	\$ 1,379	\$ 9,371	13	13
University of North Dakota	\$ 7,185	\$ 1,458	\$ 8,643	15	14
University of Southern Mississippi	\$ 7,549	\$ 110	\$ 7,659	14	15
Texas Tech University	\$ 5,400	\$ 2,125	\$ 7,525	17	16
University of Missouri-Kansas City	\$ 6,462	\$ 1,009	\$ 7,471	16	17
<b>East Carolina University</b>	<b>\$ 4,656</b>	<b>\$ 2,631</b>	<b>\$ 7,287</b>	<b>19</b>	<b>18</b>
University of Nevada-Reno	\$ 4,752	\$ 535	\$ 5,287	18	19

Ranked High to Low

Graduate- Nonresident					
	Tuition	Fees	Total Tuition and Fees	Rank of Tuition	Rank of Tuition and Fees Combined
Southern Illinois University-Carbondale	\$ 26,310	\$ 4,059	\$ 30,369	3	1
Western Michigan University	\$ 28,195	\$ 923	\$ 29,118	1	2
Old Dominion University	\$ 25,548	\$ 3,312	\$ 28,860	4	3
University of South Carolina-Columbia	\$ 27,008	\$ 400	\$ 27,408	2	4
University of Louisville	\$ 25,486	\$ 196	\$ 25,682	5	5
Virginia Commonwealth University	\$ 22,479	\$ 2,792	\$ 25,271	7	6
University at Buffalo	\$ 22,210	\$ 2,477	\$ 24,687	9	7
Florida International University	\$ 21,393	\$ 2,809	\$ 24,202	10	8
East Tennessee State University	\$ 22,248	\$ 1,379	\$ 23,627	8	9
Wright State University-Main Campus	\$ 22,890	\$ -	\$ 22,890	6	10
Northern Illinois University	\$ 20,426	\$ 1,981	\$ 22,407	11	11
University of North Dakota	\$ 19,184	\$ 1,458	\$ 20,642	12	12
<b>East Carolina University</b>	<b>\$ 17,547</b>	<b>\$ 2,631</b>	<b>\$ 20,178</b>	<b>15</b>	<b>13</b>
University of Nevada-Reno	\$ 18,662	\$ 535	\$ 19,197	13	14
Central Michigan University	\$ 18,216	\$ -	\$ 18,216	14	15
University of Missouri-Kansas City	\$ 16,685	\$ 1,009	\$ 17,694	17	16
Ohio University-Main Campus	\$ 17,502	\$ -	\$ 17,502	16	17
University of Southern Mississippi	\$ 16,419	\$ 110	\$ 16,529	18	18
Texas Tech University	\$ 12,744	\$ 2,125	\$ 14,869	19	19

Ranked High to Low

# Attachment 15

Attachment I

## ECU Out-of-State Tuition and Fee Rates Compared to In-State and Out-of State Tuition and Fee Rates in Other States (2017-18 Rates)

<b>UNDERGRADUATE</b>	<b>Resident In-State Tuition and Fees</b>	<b>Non-Resident Tuition and Fees</b>	<b>ECU Out-of-State Tuition and Fees</b>
<b>New Jersey Resident</b> Rutgers University	\$ 14,682	\$ 30,623	\$ 23,420
<b>Maryland Resident</b> Towson University University of Maryland	\$ 9,920 \$ 10,339	\$ 22,352 \$ 33,606	\$ 23,420 \$ 23,420
<b>South Carolina Resident</b> University of South Carolina	\$ 12,508	\$ 32,608	\$ 23,420
<b>Virginia Resident</b> Virginia Tech Virginia Commonwealth University George Mason University James Madison University	\$ 13,230 \$ 13,624 \$ 11,924 \$ 10,878	\$ 31,014 \$ 33,621 \$ 34,370 \$ 27,278	\$ 23,420 \$ 23,420 \$ 23,420 \$ 23,420
<b>West Virginia Resident</b> West Virginia University	\$ 8,376	\$ 23,616	\$ 23,420

<b>GRADUATE</b>	<b>Resident In-State Tuition and Fees</b>	<b>Non-Resident Tuition and Fees</b>	<b>ECU Out-of-State Tuition and Fees</b>
<b>New Jersey Resident</b> Rutgers University	\$ 18,984	\$ 30,792	\$ 20,589
<b>Maryland Resident</b> Towson University University of Maryland	\$ 12,656 \$ 13,884	\$ 22,880 \$ 28,122	\$ 20,589 \$ 20,589
<b>South Carolina Resident</b> University of South Carolina	\$ 14,022	\$ 29,136	\$ 20,589
<b>Virginia Resident</b> Virginia Tech Virginia Commonwealth University George Mason University James Madison University	\$ 15,072 \$ 13,560 \$ 14,480 \$ 11,653	\$ 28,810 \$ 26,162 \$ 33,984 \$ 22,158	\$ 20,589 \$ 20,589 \$ 20,589 \$ 20,589
<b>West Virginia Resident</b> West Virginia University	\$ 9,450	\$ 24,390	\$ 20,589

### Comparison of Cost of Attendance

<b>UNDERGRADUATE</b>	<b>Resident In-State Cost of Attendance<sup>1</sup></b>	<b>Non-Resident Cost of Attendance</b>	<b>ECU Out-of-State Cost of Attendance<sup>1</sup></b>
<b>New Jersey Resident</b> Rutgers University	\$ 29,298	\$ 45,534	\$ 34,561
<b>Maryland Resident</b> Towson University University of Maryland	\$ 22,958 \$ 23,652	\$ 35,404 \$ 46,860	\$ 34,561 \$ 34,561
<b>South Carolina Resident</b> University of South Carolina	\$ 24,398	\$ 44,408	\$ 34,561
<b>Virginia Resident</b> Virginia Tech Virginia Commonwealth University George Mason University James Madison University	\$ 23,320 \$ 26,623 \$ 25,152 \$ 21,840	\$ 41,100 \$ 46,620 \$ 47,598 \$ 38,282	\$ 34,561 \$ 34,561 \$ 34,561 \$ 34,561
<b>West Virginia Resident</b> West Virginia University	\$ 18,902	\$ 34,142	\$ 34,561

<b>GRADUATE</b>	<b>Resident In-State Cost of Attendance<sup>1</sup></b>	<b>Non-Resident Cost of Attendance</b>	<b>ECU Out-of-State Cost of Attendance<sup>1</sup></b>
<b>New Jersey Resident</b> Rutgers University	\$ 36,001	\$ 48,432	\$ 34,478
<b>Maryland Resident</b> Towson University University of Maryland	\$ 22,588 \$ 30,548	\$ 30,256 \$ 46,368	\$ 34,478 \$ 34,478
<b>South Carolina Resident</b> University of South Carolina	\$ 31,022	\$ 46,136	\$ 34,478
<b>Virginia Resident</b> Virginia Tech Virginia Commonwealth University George Mason University James Madison University	\$ 27,050 \$ 26,263 \$ 33,510 \$ 20,648	\$ 40,780 \$ 38,865 \$ 53,014 \$ 34,292	\$ 34,478 \$ 34,478 \$ 34,478 \$ 34,478
<b>West Virginia Resident</b> West Virginia University	\$ 19,976	\$ 34,916	\$ 34,478

<sup>1</sup> Cost of Attendance includes Tuition&Fees, Room&Board, Books&Supplies

**Enrollment Summary  
Out-of-State Enrollment & Tuition Rate  
Fall 2013 - Fall 2017  
Headcount**

Category	2013	2014	2015	2016	2017
<b>Undergraduate Students:</b>					
<b>On Campus</b>					
Full-Time	2,393	2,453	2,496	2,491	2,291
Part-Time	56	63	74	40	66
<b>Total On Campus</b>	<b>2,449</b>	<b>2,516</b>	<b>2,570</b>	<b>2,531</b>	<b>2,357</b>
<b>Distance Education Only</b>					
Full-Time	63	54	41	21	27
Part-Time	65	45	80	83	85
<b>Total DE Only</b>	<b>128</b>	<b>99</b>	<b>121</b>	<b>104</b>	<b>112</b>
<b>Total Undergraduate Out-of-State</b>	<b>2,577</b>	<b>2,615</b>	<b>2,691</b>	<b>2,635</b>	<b>2,469</b>
<b>Graduate Students:</b>					
<b>On Campus</b>					
Full-Time	335	340	353	350	326
Part-Time	25	29	39	22	30
<b>Total On Campus</b>	<b>360</b>	<b>369</b>	<b>392</b>	<b>372</b>	<b>356</b>
<b>Distance Education Only</b>					
Full-Time	35	31	30	53	72
Part-Time	211	223	222	267	236
<b>Total DE Only</b>	<b>246</b>	<b>254</b>	<b>252</b>	<b>320</b>	<b>308</b>
<b>Total Graduate</b>	<b>606</b>	<b>623</b>	<b>644</b>	<b>692</b>	<b>664</b>
<b>Undergraduate</b>					
On Campus	\$ 18,072	\$ 19,156	\$ 19,731	\$ 20,323	\$ 20,729
Distance Education (per SCH)	\$ 611	\$ 647	\$ 667	\$ 687	\$ 700
<b>Graduate</b>					
On Campus	\$ 16,540	\$ 16,540	\$ 17,036	\$ 17,547	\$ 17,898
Distance Education (per SCH)	\$ 811	\$ 811	\$ 835	\$ 860	\$ 877



## Attachment 16

Attachment I

		TUITION				
		Approved 2013-2014	Approved 2014-2015	Approved 2015-2016	Approved 2016-2017	Approved 2017-2018
Resident						
	Undergraduate	3,959	3,959	4,157	4,365	4,452
	Graduate	4,223	4,223	4,434	4,656	4,749
	MSA/MBA (Differential)	6,473	6,473	6,684	6,906	6,999
	MSN (differential- per credit hour charge)	6,023	6,023	6,684	6,906	6,999
	MS in CSDI (differential- per credit hour charge)	5,723	5,723	5,934	6,156	7,749
	AuD/PhD (differential- per credit hour charge)	6,023	6,023	6,234	6,456	7,149
	MS OT (differential- per credit hour charge)	4,783	4,783	5,834	6,056	6,149
	DPT (differential- per credit hour charge)	4,923	4,923	5,134	5,356	5,449
	PA Studies (differential- per credit hour charge)	5,525	5,525	8,371	8,593	8,686
	Doctor of Nursing (differential-per credit hour charge)	6,023	6,023	6,684	6,906	6,999
	Master's of Public Health (MPH)-(differential- per credit hour charge)	4,223	6,023	6,234	6,456	6,549
	Master's of Social Work-(differential- per credit hour charge)	4,223	4,835	5,046	5,268	5,361
	PhD in Nursing-(differential- per credit hour charge)	4,223	6,023	6,684	6,906	6,999
	Post Master's in Master's of Nursing-(differential- per credit hour charge)	4,223	6,023	6,684	6,906	6,999
Non-Resident						
	Undergraduate	18,072	19,156	19,731	20,323	20,729
	Graduate	16,540	16,540	17,036	17,547	17,898
	MSA/MBA (Differential per credit hour charge)	18,790	18,790	19,286	19,797	20,148
	MSN (differential- per credit hour charge)	18,340	18,340	19,286	19,797	20,148
	MS in CSDI (differential- per credit hour charge)	18,040	18,040	18,536	19,047	20,898
	AuD/PhD (differential- per credit hour charge)	18,340	18,340	18,836	19,347	20,598
	MS OT (differential- per credit hour charge)	17,100	17,100	18,436	18,947	19,298
	DPT (differential- per credit hour charge)	17,240	17,240	17,736	18,247	18,598
	PA Studies (differential- per credit hour charge)	17,842	17,842	20,973	21,484	21,835
	Doctor of Nursing (DE program only- per credit hour charge)	18,340	18,340	19,286	19,797	20,148
	Master's of Public Health (MPH)-(differential- per credit hour charge)	16,540	18,340	18,836	19,347	19,698
	Master's of Social Work-(differential- per credit hour charge)	16,540	17,152	17,648	18,159	18,510
	PhD in Nursing-(differential- per credit hour charge)	16,540	18,340	19,286	19,797	20,148
	Post Master's in Master's of Nursing-(differential- per credit hour charge)	16,540	18,340	19,286	19,797	20,148
School of Dental Medicine		23,716	24,429	25,861	26,851	27,944
School of Medicine		14,576	16,576	17,937	18,159	20,252

## Attachment 16

Attachment I

EAST CAROLINA UNIVERSITY					
	Approved 2013-2014	Approved 2014-2015	Approved 2015-2016	Approved 2016-2017	Approved 2017-2018
<b>MANDATORY STUDENT FEES:</b>					
<b>GENERAL FEES:</b>					
SGA	27.50	27.50	27.50	27.50	27.50
MEDIA	30.00	30.00	30.00	30.00	30.00
FINE ARTS	8.00	8.00	8.00	8.00	8.00
CAMPUS RECREATION AND WELLNESS	226.00	226.00	226.00	226.00	251.00
MINGES OPERATIONS	6.00	6.00	6.00	6.00	6.00
STUDENT ACTIVITY PROGRAMS	71.50	71.50	71.50	71.50	71.50
STUDENT CENTERS OPERATIONS	230.00	230.00	230.00	230.00	255.00
ATHLETIC FEE	631.00	631.00	661.00	696.00	723.00
STUDENT HEALTH FEE	235.00	235.00	244.00	255.00	263.00
EDUCATION AND TECHNOLOGY FEE	342.00	342.00	362.00	382.00	395.00
<b>TOTAL GENERAL STUDENT FEES</b>	<b>1,807.00</b>	<b>1,807.00</b>	<b>1,866.00</b>	<b>1,932.00</b>	<b>2,030.00</b>
<b>DEBT SERVICE</b>					
STUDENT REC. CENTER	63.00	15.00	15.00	15.00	15.00
FICKLEN STADIUM	15.00	-	-	-	-
STUDENT HEALTH CENTER	20.00	-	-	-	-
STUDENT UNION DEBT (approved in 2006-07, did not collect)	150.00	-	-	-	-
ATHLETIC FACILITY DEBT	70.00	70.00	70.00	70.00	70.00
NEW STUDENT UNION (phased fee)		133.00	283.00	425.00	375.00
<b>TOTAL DEBT SERVICE</b>	<b>318.00</b>	<b>218.00</b>	<b>368.00</b>	<b>510.00</b>	<b>460.00</b>
<b>TOTAL GENERAL STUDENT FEES &amp; DEBT SERVICE</b>	<b>2,125.00</b>	<b>2,025.00</b>	<b>2,234.00</b>	<b>2,442.00</b>	<b>2,490.00</b>
<b>SPECIAL FEES</b>					
SCT BANNER	50.00	-	-	-	-
CAMPUS SAFETY FEE			30.00	30.00	30.00
<b>TOTAL SPECIAL FEES</b>	<b>50.00</b>	<b>-</b>	<b>30.00</b>	<b>30.00</b>	<b>30.00</b>
<b>MISCELLANEOUS CHARGES</b>					
TRANSIT	146.00	146.00	146.00	146.00	158.00
GRADUATION	12.00	12.00	12.00	12.00	12.00
ASSOCIATION OF STUDENT GOVERNMENTS	1.00	1.00	1.00	1.00	1.00
<b>TOTAL MISCELLANEOUS CHARGES PAID BY ALL STUDENTS</b>	<b>159.00</b>	<b>159.00</b>	<b>159.00</b>	<b>159.00</b>	<b>171.00</b>
<b>Total Mandatory Fees Paid by Each Student</b>	<b>2,334.00</b>	<b>2,184.00</b>	<b>2,423.00</b>	<b>2,631.00</b>	<b>2,691.00</b>

<b>EAST CAROLINA UNIVERSITY</b>					
<b>MISCELLANEOUS CHARGES, SPECIAL AND APPLICATION FEES (CHARGED ONLY IF APPLICABLE)</b>					
	<b>Approved 2013-2014</b>	<b>Approved 2014-2015</b>	<b>Approved 2015-2016</b>	<b>Approved 2016-2017</b>	<b>Approved 2017-2018</b>
<b>APPLICATION FEES</b>					
APPLICATION FEE -- UNDERGRAD	70.00	70.00	70.00	70.00	75.00
APPLICATION FEE -- GRAD	70.00	70.00	70.00	70.00	75.00
APPLICATION FEE -- MEDICAL SCHOOL	70.00	70.00	70.00	70.00	75.00
APPLICATION FEE- HOUSING 1ST TIME APPLICANTS	100.00	100.00	100.00	100.00	100.00
STUDY ABROAD APPLICATION	75.00	75.00	75.00	75.00	75.00
APPLICATION FEE -- DENTAL	80.00	80.00	80.00	80.00	80.00
<b>SPECIAL FEES</b>					
PRIVATE MUSIC (PER CR. HOUR)					
Applied Music Classes (private only charge fee beg 2011-12)	35.00	35.00	35.00	35.00	35.00
<b>MISCELLANEOUS CHARGES:</b>					
TRANSCRIPT	7.00	7.00	7.00	7.00	7.00
ENROLLMENT AND DEGREE VERIFICATION FEE					8.00
SPECIAL PROCESSING FEE FOR FAX TRANSCRIPT		5.00	5.00	5.00	5.00
RETURNED CHECK	25.00	25.00	25.00	25.00	25.00
LATE PAYMENT	25.00	25.00	25.00	25.00	25.00
STUDENT PARKING	120 to 360	120 to 360	120 to 360	132-396	135-404
ORIENTATION (Transfer face to face sessions added FY 2013-14)	100.00	100.00	100.00	100.00	155.00
ORIENTATION- transfer online	-	-	20.00	20.00	20.00
<b>MISCELLANEOUS CHARGES:</b>					
P.E. SCUBA					
EXSS 2278	250.00	250.00	250.00	250.00	250.00
EXSS 3278	400.00	400.00	400.00	400.00	400.00
EXSS 4278	500.00	500.00	500.00	500.00	500.00
EXSS 5278	450.00	450.00	450.00	450.00	450.00
NURSE PRACTICUM					
Undergraduates	125.00	125.00	175.00	175.00	175.00
Graduates	150.00	150.00	150.00	150.00	150.00

## Attachment 16

Attachment I

<b>EAST CAROLINA UNIVERSITY</b>					
<b>MISCELLANEOUS CHARGES, SPECIAL AND APPLICATION FEES (CHARGED ONLY IF APPLICABLE)</b>					
	<b>Approved 2013-2014</b>	<b>Approved 2014-2015</b>	<b>Approved 2015-2016</b>	<b>Approved 2016-2017</b>	<b>Approved 2017-2018</b>
CLINICAL SKILLS EDUCATION/ASSESSMENT PROGRAM Allied Health Students, Nursing, Medical Students, Dental	95.00	95.00	95.00	95.00	95.00
NURSING MIDWIFERY INSURANCE- ONLY CHARGE OUR COST- APPROVED @ HIGHER RATE		525.00	725.00	725.00	725.00
REMEDIAL MATH (based on PCC rate) MATH 0045, 0001	214.50	216.00	216.00	228.00	228.00
COLLEGE ALC online education program for infractions	7.50	7.50	7.50	7.50	7.50
EXSS 1000 Golf EXSS 1120	35.00	35.00	35.00	35.00	35.00
Bowling EXSS 1139	35.00	35.00	35.00	35.00	35.00
Ice Skating EXSS 1001	100.00	100.00	100.00	100.00	100.00
Co-Op Fee	-	-	300.00	300.00	300.00
Dental School Fees					
Student Organization Fee	-	-	60.00	60.00	60.00
Dental Housing	-	-	1,200.00	1,200.00	1,200.00
Dental Comp Risk Management Fee	150.00	150.00	150.00	150.00	150.00
Dental Disability Insurance	60.00	60.00	-	-	-
Dental Materials (approved as a Special Fee)	75.00	75.00	75.00	75.00	75.00
Dental Electronic Textbooks	636.00	655.00	655.00	655.00	655.00
Dental Instrument Lease (approved as Special Fee)	3,423.00	3,525.00	3,525.00	3,525.00	3,525.00
ASDA Fee	150.00	150.00	105.00	105.00	110.00
Dental-Preclinical Educational Materials Fee- 1st year students	-	-	-	-	225.00
Dental-Preclinical Educational Materials Fee- 2nd year students	-	-	-	-	300.00
<b>Total Dental School Fees</b>	<b>4,494.00</b>	<b>4,615.00</b>	<b>5,770.00</b>	<b>5,770.00</b>	<b>6,300.00</b>

<b>EAST CAROLINA UNIVERSITY</b>					
<b>HOUSING AND DINING FEES</b>					
	<b>Approved</b>	<b>Approved</b>	<b>Approved</b>	<b>Approved</b>	<b>Approved</b>
	<b>2013-2014</b>	<b>2014-2015</b>	<b>2015-2016</b>	<b>2016-2017</b>	<b>2017-2018</b>
<b>HOUSING &amp; FOOD SERVICES:</b>					
HOUSING (double occupancy)					
Standard Rate	4,770.00	4,910.00	5,060.00	5,210.00	5,366.00
College Hill Suites (CHS)	5,320.00	5,480.00	5,640.00	5,810.00	5,985.00
Scott Hall	5,120.00	5,270.00	5,430.00	5,590.00	5,758.00
Newly Renovated Residence Halls	4,970.00	5,120.00	5,280.00	5,440.00	5,604.00
FOOD SERVICES					
Pirate 15 with \$450 in Pirate Bucks	3,600.00	3,600.00	3,700.00	3,800.00	3,800.00
Pirate 40 with \$350 in Pirate Bucks	3,600.00	3,600.00	3,700.00	3,800.00	3,800.00
Pirate 70 with \$250 in Pirate Bucks	3,600.00	3,600.00	3,700.00	3,800.00	3,800.00
40 commuter meal plan	1,230.00	1,230.00	1,260.00	1,260.00	1,260.00
80 commuter meal plan	1,540.00	1,540.00	1,620.00	1,620.00	1,620.00
100 commuter meal plan	1,740.00	1,740.00	disc	disc	disc
120 commuter meal plan	1,950.00	1,950.00	1,990.00	1,990.00	1,990.00



EAST CAROLINA UNIVERSITY  
**TUITION AND FEES FOR RESIDENT UNDERGRADUATE Prior to 2017-18 Cohorts**  
**PROPOSED**

	Approved Tuition and Fees 2017-18	Proposed Tuition and Fees 2018-19	Percentage Change
Tuition Resident Undergraduate	\$4,365	\$4,365	0.00%
Total General Fees	2,030	2,080	2.46%
Total Tuition and General Fees	\$6,395	\$6,445	0.78%
Total Special Fees	30	30	0.00%
Total Debt Service Fees	460	460	0.00%
Total Tuition, General and Debt Service Fees Paid by Resident Undergraduate	\$6,885	\$6,935	0.73%
Miscellaneous Fees	171	171	0.00%
Total Tuition and Fees Paid by Resident Undergraduate	\$7,056	\$7,106	0.71%

**TUITION AND FEES FOR RESIDENT UNDERGRADUATE 2017-18 and After Cohorts**  
**PROPOSED**

	Approved Tuition and Fees 2017-18	Proposed Tuition and Fees 2018-19	Percentage Change
Tuition Resident Undergraduate	\$4,452	\$4,452	0.00%
Total General Fees	2,030	2,080	2.46%
Total Tuition and General Fees	\$6,482	\$6,532	0.77%
Total Special Fees	30	30	0.00%
Total Debt Service Fees	460	460	0.00%
Total Tuition, General and Debt Service Fees Paid by Resident Undergraduate	\$6,972	\$7,022	0.72%
Miscellaneous Fees	171	171	0.00%
Total Tuition and Fees Paid by Resident Undergraduate	\$7,143	\$7,193	0.70%

**TUITION AND FEES FOR NONRESIDENT UNDERGRADUATE**  
**PROPOSED**

	Approved Tuition and Fees 2017-18	Proposed Tuition and Fees 2018-19	Percentage Change
Tuition Nonresident Undergraduate	\$20,729	\$20,729	0.00%
Total General Fees	2,030	2,080	2.46%
Total Tuition and General Fees	\$22,759	\$22,809	0.22%
Total Special Fees	30	30	0.00%
Total Debt Service Fees	460	460	0.00%
Total Tuition, General and Debt Service Fees Paid by Nonresident Undergraduate	\$23,249	\$23,299	0.22%
Miscellaneous Fees	171	171	0.00%
Total Tuition and Fees Paid by Nonresident Undergraduate	\$23,420	\$23,470	0.21%

**TUITION AND FEES FOR RESIDENT GRADUATE**  
**PROPOSED**

	Approved Tuition and Fees 2017-18	Proposed Tuition and Fees 2018-19	Percentage Change
Tuition Resident Graduate	\$4,749	\$4,749	0.00%
Total General Fees	2,030	2,080	2.46%
Total Tuition and General Fees	\$6,779	\$6,829	0.74%
Total Special Fees	30	30	0.00%
Total Debt Service Fees	460	460	0.00%
Total Tuition, General and Debt Service Fees Paid by Resident Graduate	\$7,269	\$7,319	0.69%
Miscellaneous Fees	171	171	0.00%
Total Tuition and Fees Paid by Resident Graduate	\$7,440	\$7,490	0.67%

**TUITION AND FEES FOR NONRESIDENT GRADUATE**  
**PROPOSED**

	Approved Tuition and Fees 2017-18	Proposed Tuition and Fees 2018-19	Percentage Change
Tuition Nonresident Graduate	\$17,898	\$17,898	0.00%
Total General Fees	2,030	2,080	2.46%
Total Tuition and General Fees	\$19,928	\$19,978	0.25%
Total Special Fees	30	30	0.00%
Total Debt Service Fees	460	460	0.00%
Total Tuition, General and Debt Service Fees Paid by Nonresident Graduate	\$20,418	\$20,468	0.24%
Miscellaneous Fees	171	171	0.00%
Total Tuition and Fees Paid by Nonresident Graduate	\$20,589	\$20,639	0.24%



**Board of Trustees  
Finance and Facilities Committee  
November 9, 2017**

Agenda Item:	II.B. Purchase Property located at 321 E. Tenth Street
Responsible Person:	Rick Niswander, VC for Administration & Finance Scott Buck, Associate VC for Business Services
Action Requested:	Approval
Notes:	N/A



MEMORANDUM

TO: Rick Niswander

FROM: Scott Buck *Scott*

DATE: September 28, 2017

SUBJECT: Request ECU Board of Trustees Approval to Purchase Property Located at 321 East Tenth Street

Request ECU Board of Trustees approval to purchase property located at 321 E. Tenth Street (tax parcels #14473 and #04253) from the ECU Real Estate Foundation at a purchase price of \$900,000 plus carrying costs.

The property is 0.34 acres and sites a 2,280 SF commercial building. The building is in fair to good condition and has been leased to FedEx/Kinkos for over twenty years. This property is contiguous to ECU campus and is strategic in nature. (Please see the attached map.)

The property is currently under lease with FedEx/Kinkos until July 1, 2019 and the previous property owner, Joseph Kadane will be allowed to lease the property at no charge and continue to sublease to FedEx/Kinkos until July 1, 2019 on a triple net basis.

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

cc: B. Bagnell  
C. Dyba  
T. Walton  
R. Warrington



Student Recreation

Mendenhall

Joyner Library

East Carolina University  
Language Academy

Library Dr

Cotanche St

McDonald's

321 E. Tenth Street

FedEx Office Print  
& Ship Center

New Student Center

E 10th St

rence St

K...

Co...





**Health Sciences Committee  
November 9, 2017**

Attachment K

- Minutes from the September 14, 2017 meeting were approved.
- Dr. Horns referred the group to the materials in their packets that highlights the great work that each of our schools/colleges and library are doing within the Health Sciences Division.
- Dr. Orlikoff presented an update on the work going on within the College of Allied Health Sciences (CAHS), which offers degree and certificate programs within nine departments. This year marks the 50<sup>th</sup> anniversary of the establishment of the college. Student enrollment has grown by almost 1,000 students since 2001. CAHS offers two Physical Therapy Clinics, a Speech-Language and Hearing Clinic, and the Navigate Counseling Clinic. They also run programs for fall prevention for seniors, and summer camps for children and their families with speech, language, and hearing problems. The CAHS is the largest college of allied health in NC and the #1 producer of new allied health professionals for the state. Most their graduate professional programs are nationally ranked. They offer a great opportunity for the schools and colleges to learn and practice with one another. First-time pass rate on national certification or licensure examinations across all graduate professional programs is between 98-100%. CAHS has experienced a 66% increase in external research funding since 2014 and look to continue to expand its research efforts and enhance student success to meet the growing demands of health care.

**ECU BOT Health Sciences Committee Action:**

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

Request - The Health Sciences Committee approve the following motion:

I move that:

- The board approve the initial appointment of Professor with permanent tenure in the School of Dental Medicine for Richard R. Seals, Jr., DDS, M Ed, MS as presented in the board materials.

The motion passed unanimously.

**BOT Attendees:**

Deborah Davis (Committee Chair)  
Vern Davenport (Committee Vice Chair)  
Edwin Clark (Committee Member)  
Mark Copeland (Committee Member)  
Kel Normann (Committee Member)  
Jason Poole (Committee Member)

Bob Plybon (Committee Member)  
Leigh Fanning  
Max Joyner  
Vince Smith  
Kieran Shanahan



## University Affairs Committee – November 9, 2017

Attendees: Copeland, Joyner, Clark, Rogers, Davis, Plybon, Poole, Davenport, Shanahan, Smith and Norman

### Research, Economic Development and Engagement – Jay Golden

- **Licensing, Commercialization and New Ventures** – ECU is moving forward aggressively with plans for how we support our region. Many of the big time Tech Transfer schools, such as Stanford, don't really have the major monetized impacts that most people expect. What can ECU do in this area? The Miller School of Entrepreneurship will fit beautifully into this plan and the growth of the research and innovation campus will give us great opportunities. ECU is trying to shift paradigms for new ventures and economic development. Dr. Golden asked if ECU is ready to shift to create a model where our students are fully prepared to grow businesses that can serve our region. Not just research and technology, but also to role out, implement and sustain business opportunities, including service opportunities, in our region. We want to ask questions such as:
  - Can we find ways where ECU can support troubling companies that are needed so that they can survive and grow?
  - Can we help companies that want to move here and create jobs for our area and release the IP rather than having them run through a Tech Transfer? Another question is do we release all IP's to the students?
  - A new initiative is the creation of a Decision Sciences Center for Rural Prosperity to leverage big data and analytics to make better economic development and health decisions. This topic will continue at the next board meeting.

### Student Affairs – Virginia Hardy

- **Greek Life Update** – Greek Life Director John Mountz talked about the local and national scene related to Greek Life.
  - ECU's Greek Life community continues to grow and remains one of the largest in the state. John shared some of the national trends where student deaths have occurred such as at LSU, Clemson and Penn State. Many of these schools are acting much quicker now to take action for issues related to alcohol and hazing and are suspending chapters quickly.
  - At ECU, we are seeing an increase in the number of reported incidents, which is expected as we have tried to encourage all groups to report situations that seem suspect so we can investigate properly. ECU currently has six groups that are currently under Cease and Desist orders (5 of them placed by the national headquarters). He shared some of the new and expanding partnerships that have helped the Greek Life community including education and training around risky behavior, hazing and alcohol use.
  - On a positive note, John shared a billboard that is on Highway 264 that shows the number of service hours and dollars raised from Greek Life students. (3,100 service hours and \$61,000 raised in 2016-17). We also heard from three Greek students shared their experiences about being in Greek Life and how it has impacted their respective college experiences, risk management and leadership.

### Academic Affairs – Ron Mitchelson

- **Finish in Four Progress** – Dr. Mitchelson provided an update on the university approach to get our students to graduate in four years. We have seen our highest retention rate increase

and the gap between genders decrease. ECU is currently 7% higher in the ranking of actual vs. predicted graduation rate by the US News and World Report.

- Our BS in University Studies has been very successful.
- We are working to get most of our degree programs down to 120 hours
- Degree Works is a mechanism to help students stay on track with a four-year plan.
- ECU has been researching and mapping the pathways students take to get from entry to graduation and see where they might have problems.
- Dr. Mitchelson shared some of the connections to SAS and IBM that will help us to connect our data and information and pair that with advisors and faculty.

- **Tenure Recommendations – ACTION ITEM**
- **Conferral of Degrees – ACTION ITEM**

### **Policy**

- **BOG Policy Updates** – Donna Payne three items that are will be coming ECU's way in the next few months.
  - BOG has a work group looking at how we will handle Title IX cases since the Department of Education no longer follows the guidelines from the Dear Colleague Letter in 2011.
  - Governance Policy recommended a policy for Free Speech on campuses. This was in response to legislation made this year. Discussion could revolve around how campuses could be mandated to handle and address those that interfere with the free speech rights of others.
  - Data Security – BOG has sent out a draft policy that will mandate that we have a data security policy and an officer that manages this. An interim policy could come out soon with a permanent plan to follow. It's very privacy oriented rule. There will be a lot of resources dedicated to this over the next three years.




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

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**Memorandum**

TO: Megan Ayers  
ECU Board of Trustees

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

Date: November 2, 2017

RE: Request for BOT Action on 2017 Recommendation for Tenure

Megan, attached is a 2017 posthumous tenure recommendation that needs to be submitted to the Board of Trustees for their consideration at November 2017 meeting. This action has been approved by Chancellor Staton. Format is attached for the following faculty member:

College of Business (1)  
Dr. Rebecca Fay (Accounting)

Since this recommendation requires approval of the Board of Trustees before tenure may be conferred, I am requesting that this action be placed on the agenda for consideration by the Board at their November 2017 meeting. The above recommendation has been approved by all appropriate parties, including the Chancellor.

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

Attachments: 1 BOT Tenure Format



# East Carolina University

Tomorrow starts here.®

Attachment N

Office of the  
Vice Chancellor  
Health Sciences Division  
Phyllis N. Horns, PhD, RN, FAAN  
AD-48 Brody Medical  
Sciences Building  
600 Moye Boulevard  
Mail Stop 600  
East Carolina University  
Greenville, NC 27834-4354

252-744-2984 office  
252-744-1612 fax

October 17, 2017

Chancellor Staton  
East Carolina University  
Greenville, NC 27858

Dear Chancellor Staton:

I would appreciate your consideration of the enclosed recommendation of the initial appointment of Professor with permanent tenure for Richard R. Seals, Jr., DDS, M Ed, MS.

Dr. Richard Seals is scheduled to join East Carolina University January 2, 2018 as a Professor, with a recommendation for permanent tenure and Division Director of Prosthodontics in the Division of Prosthodontics, Department of General Dentistry, School of Dental Medicine. He is currently a tenured Professor in the Department of Comprehensive Dentistry at the University of Texas Health Science Center, San Antonio School of Dentistry.

Dr. Seals completed his DDS degree at the University of Oklahoma in 1979. He later completed his MS in Prosthodontics at the University of Texas Health Science Center, San Antonio and his M Ed from the University of Central Oklahoma.

Dr. Seals scholarly activity includes 36 refereed journal articles, 34 abstracts, 4 book chapters, 16 invited presentations, as well as 8 software developments. He is an accomplished researcher and has secured in excess of \$350,000 of extramural funding.

For your convenience, attached are the following documents:

- Dr. Richard Seals curriculum vitae
- ECU Personnel Action Summary Form for the Board of Trustees

If you approve, we will make arrangements for this recommendation to be placed on the agenda for the November 9, 2017 ECU Board of Trustees meeting.

Sincerely,

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

Enclosures

\_\_\_\_\_ Approve



\_\_\_\_\_

Cecil Staton, Chancellor

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

\_\_\_\_\_

10/20/17  
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: **Richard R. Seals, Jr., DDS, MEd, MS**

Department: **General Dentistry**

School/College: **School of Dental Medicine**

Current Rank or Title: *(if applicable)* **N/A**

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: **January 2, 2018**

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

**Salary: \$175,000 Source(s): State Funds: \$141,750 \*Non-State Funds: \$33,250**

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

**\*\$33,250 – Medical Faculty Practice Plan**

Prior Recommendations/Personnel Actions:

*(please check appropriate responses)*

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

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

1985 MS Prosthodontics The University of Texas Health Science at San Antonio, Graduate School of Biomedical Sciences, San Antonio, TX

1984 Certificate Prosthodontics The University of Texas Health Science Center at San Antonio, Dental School, San Antonio, TX

1981 MEd Health Occupations Education University of Central Oklahoma, Edmond, OK

1979 DDS Dentistry University of Oklahoma, College of Dentistry, Oklahoma City, OK

**CERTIFICATION AND LICENSURE:**

Dental - Texas State Board of Dental Examiners Certified 10/1993 #17371

Specialty Board in Prosthodontics - Oklahoma State Board of Dental Examiners Certified 06/1984 #21 12/2016

Dental - Oklahoma State Board of Dental Examiners Certified 06/1979 #4050 12/2016

CPR/Basic Life Support - American Heart Association Certified 10/2007 N/A 10/2017

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

09/2010 - Present Professor with Tenure The University of Texas Health Science Center at San Antonio, Department of Comprehensive Dentistry, San Antonio, TX

9/2006 – 08/2010 Professor with Tenure The University of Texas Health Science Center at San Antonio, Department of Prosthodontics, San Antonio, TX

9/1993 - 08/2006 Associate Professor with Tenure The University of Texas Health Science Center at San Antonio, Department of Prosthodontics, San Antonio, TX

09/1986 - 08/1993 Assistant Professor The University of Texas Health Science Center at San Antonio, Department of Prosthodontics, San Antonio, TX

09/1985 - 08/1986 Acting Director University of Oklahoma, College of Dentistry, Department of Maxillofacial Prosthetics, Oklahoma City, OK

09/1984 - 08/1986 Assistant Professor University of Oklahoma, College of Dentistry, Department of Removable Prosthodontics, Oklahoma City, OK

07/1982 - 08/1984 Teaching Assistant The University of Texas Health Science Center at San Antonio, Department of Prosthodontics, San Antonio, TX

07/1981 - 06/1982 Assistant Professor University of Oklahoma, College of Dentistry, Department of Removable Prosthodontics, Oklahoma City, OK

07/1979 - 06/1981 Instructor University of Oklahoma, College of Dentistry, Department of Department of Removable Prosthodontics, Oklahoma City, OK



## **COURSE BASED TEACHING:**

Attachment N

- 07/2008 – Present PROS 6018 Complete Denture Prosthodontics Lecture Undergraduate / Graduate Course Director, Lecturer Student Contact Hrs: 20/52 Develop, implement, manage, review, and revise the didactic education program provided for second year dental students in complete denture prosthodontics. This lecture course provides the foundation knowledge, principles, and guidelines necessary for prosthodontic treatment of edentulous patients.
- 07/2008 – 08/2010 PROS 6019 Preclinical Complete Denture Prosthodontics Undergraduate / Graduate Course Director, Lecturer, Laboratory Director, Grader Student Contact Hrs: 20/52 Develop, implement, manage, review, and revise the preclinical education program provided for second year dental students in complete denture prosthodontics. This preclinical laboratory course provides simulation of the clinical and laboratory techniques and skills necessary for the prosthodontic treatment of edentulous patients.
- 07/2003 – Present PROS 6094 Removable Partial Denture Prosthodontics Lecture Undergraduate / Graduate Assistant Course Director, Lecturer Student Contact Hrs: 15/37 Develop, implement, manage, review, and revise the didactic education program provided for second year dental students in removable partial denture prosthodontics. This lecture course provides the foundation knowledge, principles, and guidelines necessary for removable partial denture treatment of partially edentulous patients.
- 07/2003 – Present PROS 6095 Preclinical Removable Partial Denture Prosthodontics Undergraduate / Graduate Assistant Course Director, Lecturer, Laboratory Director, Grader Develop, implement, manage, review, and revise the preclinical education program provided for second year dental students in removable partial denture prosthodontics. This preclinical laboratory course provides simulation of the clinical and laboratory techniques and skills necessary for the removable partial denture treatment of partially edentulous patients.
- 07/2003 – Present PROS 7019 Fixed Prosthodontics Clinic Undergraduate / Graduate Clinical Faculty, Discipline Representative, Grader Supervise, manage, and provide clinical instruction for third year dental students in the Dental School's Outpatient Clinic. This clinical course provides experiences in the clinical and laboratory techniques and skills necessary for the fixed prosthodontic treatment of dentate and partially edentulous patients.
- 07/2003 – Present PROS 7091 Removable Partial Denture Prosthodontics Lecture Undergraduate / Graduate Course Director, Lecturer Student Contact Hrs: 07/08 Develop, implement, manage, review, and revise the didactic education program provided for third year dental students in removable partial denture prosthodontics. This lecture course provides additional knowledge, principles, and guidelines necessary for the prosthodontic treatment of partially edentulous patients.
- 07/2003 – Present PROS 7092 Removable Partial Denture Prosthodontics Clinic Undergraduate / Graduate Assistant Course Director, Clinical Faculty, Discipline Representative, Grader Supervise, manage, and provide clinical instruction for third year dental students in the Dental School's Outpatient Clinic. This clinical course provides experiences in the clinical and laboratory techniques and skills necessary for the removable partial denture treatment of partially edentulous patients.
- 07/1997 – Present PROS 7095 Complete Denture Prosthodontics Lecture Undergraduate / Graduate Course Director, Lecturer Student Contact Hrs: 09/08 Develop, implement, manage, review, and revise the didactic education program provided for third year dental students in complete denture prosthodontics. This lecture course provides additional knowledge, principles, and guidelines necessary for prosthodontic treatment of edentulous patients.
- 07/1996 – Present PROS 6058 Preclinical Implant Prosthodontics Undergraduate / Graduate Assistant Course Director, Laboratory Director, Grader Student Contact Hrs: 09/27 Supervise, manage, and provide preclinical instruction for second year dental students in implant prosthodontics. This preclinical laboratory course provides simulation of the clinical and laboratory techniques and skills necessary for the implant prosthodontic treatment of partially edentulous and edentulous patients.



- 07/1996 – Present PROS 6059 Implant Prosthodontics Lecture Undergraduate / Graduate Assistant Course Director, Lecturer Student Contact Hrs: 09/27 Develop, prepare, review, and revise lecture presentations for second year dental students in implant prosthodontics. This lecture course provides the foundation knowledge, principles, and guidelines necessary for implant prosthodontic treatment of partially edentulous and edentulous patients.
- 07/1993 – Present PROS 7099 Complete Denture Prosthodontics Clinic Undergraduate / Graduate Course Director, Clinical Faculty, Discipline Representative, Grader Student Contact Hrs: 15/37 Develop, implement, manage, review, and revise, as well as supervise, manage, and provide clinical instruction for Page 5 of 29 TEACHING third year dental students in the Dental School's Outpatient Clinic. This clinical course provides experiences in the clinical and laboratory techniques and skills necessary for the complete denture treatment of edentulous patients.
- 07/1992 – Present GEND 8078 General Dentistry Seminar Undergraduate / Graduate Lecturer Student Contact Hrs: 36/00 Develop, prepare, review, and revise lecture presentations for fourth year dental student in preparation for the prosthodontic portion of the WREB Dental Examination. This seminar course provides additional knowledge, principles, and guidelines for a variety of dental topics relevant of clinical practice.
- 07/2003 – 08/2010 INTD 7020 General Practice Group Dental Clinic Undergraduate / Graduate Co-Course Director, Discipline Representative, Clinical Faculty Student Contact Hrs: 39/18 Develop, implement, manage, review, and revise the clinical education program provided for third year dental students in the Dental School's Outpatient Clinic. This clinic course makes global assessment of student progress towards clinical competence.
- 07/2000 – 08/2010 PROS 5067 Supervised Teaching Undergraduate / Graduate Course Director Student Contact Hrs: 24/64 Develop, implement, manage, review, and revise the education program provided for postdoctoral prosthodontics students in how to become effective dental educators. This course provides the opportunity to acquire experience in teaching dental students in a variety of classroom, preclinical laboratory, and clinic situations.
- 07/1999 – 08/2010 SELC 7041 Supervised Teaching in Prosthodontics Undergraduate / Graduate Course Director Develop, implement, manage, review, and revise an education program provided for dental students in how to become effective dental educators. This course provides the opportunity to acquire experience in teaching other dental students in a variety of classroom, preclinical laboratory, and clinic situations.
- 07/1999 – 08/2010 SELC 8139 American Cancer Society: San Antonio Unit Undergraduate / Graduate Course Director Develop, implement, manage, review, and revise an education program provided for dental students in how to become effective American Cancer Society volunteers. This course provides an overview of the structure and function of the American Cancer Society, and the reasons for and methods of becoming involved.
- 07/1997 – 08/2010 PROS 5068 Supervised Teaching in Prosthodontics Undergraduate / Graduate Course Director Student Contact Hrs: 00/128 Develop, implement, manage, review, and revise the education program provided for postdoctoral prosthodontics students in how to become effective dental educators. This course provides the opportunity to acquire experience in teaching dental students in a variety of classroom, preclinical laboratory, and clinic situations.
- 07/1996 – 08/2010 PROS 5031 Postdoctoral Removable Partial Denture Prosthodontics Undergraduate / Graduate Course Director, Lecturer, Laboratory Director, Grader Student Contact Hrs: 12/08 Develop, implement, manage, review, and revise the lecture and preclinical education program provided for first year postdoctoral prosthodontic students in removable partial denture prosthodontics. This lecture and preclinical laboratory course provides the foundation knowledge, principles, and guidelines necessary for removable partial denture treatment of partially edentulous patients.



07/2000 – 06/2008 PROS 6018 Complete Denture Prosthodontics Lecture Undergraduate / Graduate Course Director, Lecturer Student Contact Hrs: 24/64 Attachment N

07/2000 – 06/2008 PROS 6019 Preclinical Complete Denture Prosthodontics Undergraduate / Graduate Course Director, Lecturer, Laboratory Director, Grader Student Contact Hrs: 24/64

07/1999 – 06/2003 PROS 5088 Diagnostic Casts & Impressions Undergraduate / Graduate Lecturer, Laboratory Director Student Contact Hrs: 03/09

07/1997 – 06/2003 TEAM Dental Clinic Undergraduate / Graduate Clinical Faculty Student Contact Hrs: 39/14

07/1994 – 06/2003 SELC 8012 Sports Mouthguards Undergraduate / Graduate Course Director, Lecturer, Laboratory Director Student Contact Hrs: 04/08

07/1987 – 06/2003 Dental Hygiene Clinical Seminar Undergraduate / Graduate Lecturer Student Contact Hrs: 16/00

07/1987 – 06/2003 PROS 7091 Removable Partial Denture Prosthodontics Lecture Undergraduate / Graduate Lecturer Student Contact Hrs: 12/06

07/1986 – 06/2003 PROS 6094 Removable Partial Denture Prosthodontics Lecture Undergraduate / Graduate Lecturer Student Contact Hrs: 18/53

07/1986 – 06/2003 PROS 6095 Preclinical Removable Partial Denture Prosthodontics Undergraduate / Graduate Lecturer, Laboratory Director, Grader Student Contact Hrs: 29/75

07/1999 – 06/2000 PROS 6011 – Fixed Prosthodontics Lecture Undergraduate / Graduate Instructor Student Contact Hrs: 39/117

07/1999 – 06/2000 PROS 6012 Preclinical Fixed Prosthodontics Undergraduate / Graduate Laboratory Instructor, Grader Student Contact Hrs: 39/117

07/1999 – 06/2000 PROS 6018 Complete Denture Prosthodontics Lecture Undergraduate / Graduate Co-Course Director, Lecturer Student Contact Hrs: 27.5/57.5

07/1999 – 06/2000 PROS 6019 Preclinical Complete Denture Prosthodontics Undergraduate / Graduate Co-Course Director, Lecturer, Laboratory Director, Grader Student Contact Hrs: 27.5/57.5

07/1991 – 06/1999 SELC 7043 Supervised Teaching in Prosthodontics Undergraduate / Graduate Course Director Student Contact Hrs: 19/48

07/1997 – 06/1998 PROS 5098 Complete Denture Prosthodontics Lecture Undergraduate / Graduate Lecturer Student Contact Hrs: 26/75

07/1997 – 06/1998 PROS 5099 Preclinical Complete Denture Prosthodontics Undergraduate / Graduate Lecturer, Laboratory Director, Grader Student Contact Hrs: 26/75

07/1991 – 06/1998 SELC 8042 Advanced Prosthodontics Undergraduate / Graduate Course Director, Lecturer Student Contact Hrs: 08/00

07/1996 – 06/1997 PROS 7095 Complete Denture Prosthodontics Lecture Undergraduate / Graduate Co-Course Director, Lecturer Student Contact Hrs: 13/08

07/1993 – 06/1997 PROS 5098 Complete Denture Prosthodontics Lecture Undergraduate / Graduate Course Director, Lecturer Student Contact Hrs: 26/75



07/1993 – 06/1997 PROS 5099 Preclinical Complete Denture Prosthodontics Undergraduate / Graduate Course Director, Lecturer, Laboratory Director, Grader Student Contact Hrs:26/75 Attachment N

07/1991 – 06/1997 PROS 6071 Supervised Teaching in Prosthodontics Undergraduate / Graduate Course Director Student Contact Hrs: 00/128

07/1986 – 06/1997 Dental Out-Patient Clinic Undergraduate / Graduate Clinical Faculty Student Contact Hrs: 39/08

07/1995 – 06/1996 PROS 7095 Complete Denture Undergraduate / Lecturer Prosthodontics Lecture Graduate Student Contact Hrs: 13/08

07/1987 – 06/1996 PROS 5031 Postdoctoral Removable Partial Denture Prosthodontics Undergraduate / Graduate Lecturer, Laboratory Director Student Contact Hrs: 18/19

07/1994 – 06/1995 PROS 5016 Fixed Prosthodontics Undergraduate / Graduate Laboratory Instructor, Grader Student Contact Hrs: 11/29

07/1993 – 06/1995 PROS 7059 Implantology Undergraduate / Graduate Lecturer Student Contact Hrs: 16/00

07/1993 – 06/1995 PROS 7095 Complete Denture Prosthodontics Lecture Undergraduate / Graduate Course Director, Lecturer Student Contact Hrs: 13/08

07/1991 – 06/1995 Senior National Dental Board Review Undergraduate / Graduate Lecturer Student Contact Hrs: 16/00

07/1987 – 06/1994 SELC 8012 Sports Mouthguards Undergraduate / Graduate Co-Course Director, Lecturer, Laboratory Director Student Contact Hrs: 04/08

07/1987 – 06/1993 PROS 5098 Complete Denture Prosthodontics Lecture Undergraduate / Graduate Lecturer Student Contact Hrs: 26/75

07/1990 – 06/1993 PROS 7059 Implantology Undergraduate / Graduate Course Director, Lecturer Student Contact Hrs: 26/75

07/1990 – 06/1993 PROS 7095 Complete Dentures Prosthodontics Lecture Undergraduate / Graduate Lecturer Student Contact Hrs: 13/08

07/1987 – 06/1993 PROS 5099 Preclinical Complete Denture Prosthodontics Undergraduate / Graduate Lecturer, Laboratory Director, Grader Student Contact Hrs: 26/75

07/1988 – 06/1992 INTD 5015 Freshman Clinical Case Conferences Undergraduate / Graduate Lecturer Student Contact Hrs: 08/00

07/1989 – 06/1991 INTD 6015 Sophomore Clinical Case Undergraduate / Course Director, Lecturer Conferences Graduate Student Contact Hrs: 08/00

07/1988 – 06/1991 Dental Assisting Clinical Seminar Undergraduate / Graduate Lecturer Student Contact Hrs: 16/00

07/1988 – 06/1991 SELC 8042 Advanced Prosthodontics Undergraduate / Graduate Lecturer Student Contact Hrs: 08/00

07/1986 – 06/1987 PROS 6198 Complete Denture Prosthodontics Lecture Undergraduate / Graduate Instructor Student Contact Hrs: 26/75

07/1986 – 06/1987 PROS 6199 Preclinical Complete Denture Prosthodontics Undergraduate / Graduate Laboratory Director, Grader Student Contact Hrs: 26/75 Attachment N

07/1985 – 06/1986 Applied Dental Materials I Undergraduate / Graduate Instructor Student Contact Hrs: 00/06

07/1985 – 06/1986 Restorative Lectures I Undergraduate / Graduate Lecturer Student Contact Hrs: 02/00

07/1985 – 06/1986 Restorative Lectures II Undergraduate / Graduate Lecturer Student Contact Hrs: 01/00

07/1984 – 06/1986 Balance Occlusion for Complete Dentures Undergraduate / Graduate Lecturer, Laboratory Director, Grader Student Contact Hrs: 02/33

07/1984 – 06/1986 Dental Clinic Undergraduate / Graduate Clinical Faculty Student Contact Hrs: 47/12

07/1984 – 06/1986 Removable Partial Denture Prosthodontics Undergraduate / Graduate Lecturer, Laboratory Director, Grader Student Contact Hrs: 08/48

07/1984 – 06/1986 Complete Denture Prosthodontics Undergraduate / Graduate Course Director, Lecturer, Laboratory Director, Grader Student Contact Hrs: 34/37

07/1984 – 06/1985 Dental Hygiene Correlation Seminar Undergraduate / Graduate Lecturer Student Contact Hrs: 02/02

07/1980 – 06/1982 Dental Clinic Undergraduate / Graduate Clinical Faculty Student Contact Hrs: 47/12

07/1980 – 06/1981 Dental Laboratory Technology Undergraduate / Graduate Lecturer Student Contact Hrs: 01/00

07/1979 – 06/1982 Balanced Occlusion for Complete Dentures Undergraduate / Graduate Lecturer, Laboratory Director, Grader Student Contact Hrs: 02/33

07/1979 – 06/1982 Removable Partial Prosthodontics Undergraduate / Graduate Lecturer, Laboratory Director, Grader Student Contact Hrs: 08/48

07/1979 – 06/1980 Dental Clinic Undergraduate / Graduate Clinical Faculty Student Contact Hrs: 47/15

#### **OTHER TEACHING:**

01/1989 – 12/2003 Graduate Research Methodology (OSUR 5059) The University of Texas Health Science Center at San Antonio

#### **Masters' Thesis Directed**

01/1993 – 12/1993 "The Effect of Microwave Radiation on Flexural Strength, Surface Hardness, and Dimensional Stability of a Conventional, High Impact, and Poured Denture Base The University of Texas Health Science Center at San Antonio, 1 Student, Wayne A. Gardner, Master Thesis, Committee Member.

01/1993 – 12/1993 "Oral Symptoms and Clinical Manifestations in Diabetic Complete Denture Patients" The University of Texas Health Science Center at San Antonio, 1 Student, Maria de los Angeles Dunne, Master Thesis, Committee Member.



01/1992 – 12/1992 Gypsum Compatibility of Antimicrobial The University of Texas Health, 1 Student, Attachment N  
Alginates Following Spray Disinfection Science Center at San Antonio Barbara G. Bisang, Master  
Thesis, Committee Member.

01/1992 – 12/1992 A Study of the Effects of Disinfectants on Resilient Denture Liners The University of  
Texas Health Science Center at San Antonio, 1 Student, Mark J. McLean, Master Thesis, Committee  
Member.

01/1991 – 12/1991 Initial Patient Tolerance and Tissue Response to Complete Dentures by Diabetic  
Patients The University of Texas Health Science Center at San Antonio, 1 Student, Peter T. Soderstrom,  
Master Thesis, Supervising Professor.

01/1990 – 12/1990 Accuracy of Casting Single Crowns in Titanium The University of Texas Health  
Science Center at San Antonio, 1 Student, Christopher M. Minke, Master Thesis, Committee Member.

### 3. Scholarly & Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	
<i>Edited Book</i>	5
<i>Chapter</i>	4
<i>Refereed Journal Article</i>	36
<i>Other Journal Article</i>	
<i>Juried Performance/Show</i>	
<i>Non Juried</i>	
<i>Other: Editorials</i>	4
<i>Other: Abstracts</i>	34
<i>Other: Research</i>	4
<i>Other: Software</i>	
<i>Development</i>	8
<i>Other: Grants</i>	9
<i>Other: Presentations</i>	16

### 4. Membership in professional organizations:

#### COMMITTEES (UTHSCSA STANDINGS COMMITTEES)

09/2011 - Present Altered Curriculum Committee Member

09/1991 – 08/2010 Predoctoral Curriculum Committee Chair

09/1994 – 08/2010 Chair's Advisory Committee Member

09/1993 – 08/2010 Promotions and Tenure Committee Member

09/2005 – 08/2010 Committee on Preceptor Training Member

09/1994 – 08/2004 Sports Dentistry Committee Member

09/1997 – 07/2003 Faculty Development Committee Member

09/1991 – 08/1995 Research Committee Member

**PROFESSIONAL AFFILIATIONS**

01/1990 – Present Omicron Kappa Upsilon

01/1989 – Present American College of Dentists

01/1989 – Present UTHSCSA Dental School Alumni Association

01/1986 – Present American College of Prosthodontists, Texas Section

01/1982 – Present American College of Prosthodontists

01/1979 – Present University of Oklahoma College of Dentistry Alumni Association

01/1977 – Present American Dental Education Association

01/1988 – 12/2015 San Antonio District Dental Society

01/1988 – 12/2015 Texas Dental Association

01/1975 – 12/2015 Oklahoma Dental Association

01/1975 – 12/2015 American Dental Association

01/1989 – 12/2010 American Association for Dental Research - San Antonio Chapter

01/1985 – 12/2010 International Association for Dental Research

01/1979 – 12/2010 Oklahoma County District Dental Society

01/1983 – 12/1994 Academy for Sports Dentistry

01/1986 – 12/1996 International Society for Oral Oncology

01/1989 – 12/1995 Federation of Prosthodontic Organizations

**5. Professional service on campus:**

NA

**6. Professional service off campus:**

**SERVICE PATIENT CARE**

01/1986 – Present Outpatient Maxillofacial Prosthetic Clinic Advisor Maxillofacial Prosthetic Clinic, School of Dentistry, University of Texas Health Science Center at San Antonio, Texas

**SERVICE TO THE PROFESSION**

11/2016 – 11/2017 National American College of Prosthodontists Member American College of Prosthodontists, Digital Dentistry Curriculum Task Force

11/2014 – 11/2016 National American College of Prosthodontists Member American College of Prosthodontists, Judicial Committee



11/2011 – 11/2014 National American College of Prosthodontists Member American College of Prosthodontists, Task Force on the Prosthodontic Diagnostic Index

Attachment N

11/2009 – 11/2010 National American College of Prosthodontists Member American College of Prosthodontists, Task Force on Education

11/2003 – 10/2008 National American College of Prosthodontists Speaker American College of Prosthodontists, House of Delegates

11/2001 – 10/2008 National American College of Prosthodontists Director American College of Prosthodontists, Board of Directors

11/2011 – 11/2012 National American College of Prosthodontists Member, Chair American College of Prosthodontists, Judicial Committee

11/2001 – 10/2008 National American College of Prosthodontists Member American College of Prosthodontists Board of Directors, Planning Committee

11/2001 – 10/2008 National American College of Prosthodontists Member American College of Prosthodontists Board of Directors, Central Office Oversight Committee

01/2001 – Present The Journal of Dental Education Reviewer The Journal of Dental Education

01/2001 – 12/2002 State Texas Section of the American College of Prosthodontists Chair Texas Section of the American College of Prosthodontists, Nominating Committee

11/2000 – 10/2003 National American College of Prosthodontists Vice-Speaker American College of Prosthodontists, House of Delegates

11/198 – 10/2001 National American College of Prosthodontists Program Director American College of Prosthodontists, Predoctoral Educators Seminar

03/1997 – 02/2003 National American Dental Education Association Councilor American Dental Education Association, Removable Prosthodontics Section

01/1997 – Present The Journal of Prosthodontics Reviewer The Journal of Prosthodontics

11/1996 – 11/2001 National American College of Prosthodontists Delegate American College of Prosthodontists, House of Delegates

11/1996 – 11/2008 National American College of Prosthodontics Officer American College of Prosthodontics, Parliamentarian

01/1996 – 12/2000 Western Regional Examining Board Consultant Prosthodontic Consultant, Western Regional Examining Board

01/1994 – 01/2014 The Journal of the American Dental Association Reviewer The Journal of the American Dental Association

01/1994 – 01/2005 The American Fund for Dental Health Reviewer The American Fund for Dental Health - Grant Reviewer

03/1992 – 03/2005 National American Dental Education Association Delegate American Dental Education Association, House of Delegates

01/1992 – 12/2004 American Journal of Dentistry Reviewer American Journal of Dentistry

## **SERVICE TO THE PUBLIC**

01/1988 – 12/2003 Health Education High School Mouthguard Program Director High School Mouthguard Program, The University of Texas Health Science Center at San Antonio, Texas

01/1985 – 12/2002 American Cancer Society Volunteer American Cancer Society

01/1997 – 12/1999 Great American Smokeout Planning Committee Member Great American Smokeout Planning Committee, San Antonio Metro Unit, American Cancer Society, San Antonio, Texas

## **SCHOOL**

09/2016 - Present Promotions, Tenure and Appointments Committee Formation Committee Chair

09/2016 - Present Dental Laboratory Committee Member

09/2016 - Present BIOPSCI Steering Committee Member

09/2016 - Present Curriculum Committee Member

09/2013 - Present Faculty Council Faculty Representative

09/2013 - Present Executive Committee, School of Dentistry Faculty Assembly Member

09/2011 - Present Instruments and Materials Committee Member

09/2012 – 08/2016 Academic Performance Committee Chair

07/2006 – 08/2010 Clinic Information System Task Force Member

05/2003 – 08/2010 General Practice Administration Committee Member

05/2003 – 08/2010 Deputy Task Force of the General Practice Administration Committee Member

09/2000 – 08/2006 Altered Curriculum Committee Member

09/2000 – 08/2004 Space and Facilities Committee Chair

09/1998 – 08/2001 Curriculum Development Task Force Member

09/1998 – 08/2001 Dental School Continuing Education Evaluation Task Force Member 09/1997 –

08/1999 Ad-Hoc Information Systems Committee Member

09/1996 – 08/1999 Curriculum Planning Committee Chair

09/1992 – 08/1996 Curriculum Management Committee Vice-Chair

09/1988 – 08/1992 Promotions Committee Chair

09/1988 – 08/1990 Space and Facilities Committee Chair

09/1987 – 08/1993 Admissions Committee Member



09/1987 – 08/1988 Promotions Committee Member

Attachment N

## **UNIVERSITY**

09/2016 - Present Promotion and Tenure Process Review Committee Member

09/2015 – 08/2016 Promotions, Tenure and Appointments Committee Member

09/2005 – 08/2008 Infection Policy and Education Committee Member

09/2003 – 08/2006 Parking and Traffic Safety Committee Member

09/2000 – 08/2003 Academic Informatics Advisory Committee Member

09/1996 – 08/1999 Faculty Promotions, Tenure, and Appointments Committee Member

09/1989 – 08/1992 Cancer Coordinating Committee Member

## **COMMITTEES (OTHER)**

09/2013 – Present Indirect Restoration Working Group Chair

09/2012 – 08/2013 Working Group on Academic Performance Committee's Standards for Promotion and Graduation of Students in Dental School Chair

09/2010 – 08/2013 Replacement of Teeth Curriculum Working Group Chair

09/2011 – 08/2012 Predoctoral Faculty Search Committee Member

09/2010 – 08/2011 Predoctoral Faculty Search Committee Chair

09/2004 – 08/2010 Faculty Search Committee, Predoctoral Education Program, University of Texas Health Science Center at San Antonio Chair

09/2003 – 08/2010 General Practice Administration Committee, The University of Texas Health Science Center at San Antonio, Dental Member

09/2003 – 08/2010 Deputy Task Force of the General Practice Administration Committee, The University of Texas Health Science Center at San Antonio, Dental Member

09/2002 – 08/2005 Mu Nu Chapter of Omicron Kappa Upsilon Convocation Arrangements Committee, The University of Texas Health Science Center at San Antonio, Dental, Prosthodontics Member

09/2002 – 08/2003 Faculty Search Committee, Predoctoral Education Program, The University of Texas Health Science Center at San Antonio, Dental School, Prosthodontics Chair

09/2002 – Present Clinical Revenue Task Force, The University of Texas Health Science Center at San Antonio, Dental, The University of Texas Health Science Center at San Antonio Member

09/2001 – 08/2003 Dental School Health Insurance Portability and Accountability Act (HIPAA) T, University of Texas Health Science Center at San Antonio, Dental Member

09/1998 – 08/2001 Faculty Search Committee, Predoctoral Education Program, University of Texas Health Science Center at San Antonio Member

09/1996 – 08/1997 Dental Outpatient Clinic Team Pilot Program, The University of Texas Health Science Center at San Antonio, Dental, Prosthodontics Consultant

09/1991 – 08/1993 Curriculum Management Committee Subcommittee on Clinical Case Conferences, The University of Texas Health Science Center at San Antonio Chair

09/1991 – 08/1992 Department of Restorative Dentistry, Division of Fixed Prosthodontics Faculty Search Committee, The University of Texas Health Science Center at San Antonio Member

09/1991 – 08/1992 Dental School Faculty Assembly, The University of Texas Health Science Center at San Antonio Chair

09/1990 – 08/1993 Dental School Faculty Assembly, Executive Committee, The University of Texas Health Science Center at San Antonio Member

09/1990 – 08/1993 Task Force to Develop a Specific Action Plan for Implementation of an Expanded "One-Year Transition to the Profession" Program, The University of Texas Health Science Center at San Antonio Member

09/1990 – 08/1991 Dental School Faculty Advance, The University of Texas Health Science Center at San Antonio Other

09/1990 – 08/1991 Ad Hoc Curriculum Planning Committee on Removable/Complete Prosthodontics, The University of Texas Health Science Center at San Antonio Member

09/1990 – 08/1991 Dental School Faculty Assembly, The University of Texas Health Science Center at San Antonio Vice-Chair

09/1990 – 08/1991 Committee on Committees, The University of Texas Health Science Center at San Antonio Chair

09/1990 – 08/1991 Advisory Council for the "School within a School, an Experimental School within the Dental School", The University of Texas Health Science Center at San Antonio Member

09/1990 – 08/1990 Curriculum Committee Subcommittee to Propose a Clinical Honors Program, The University of Texas Health Science Center at San Antonio Member

09/1989 – 08/1990 Dental School Faculty Assembly Ad Hoc Committee for Excellence in Teaching, The University of Texas Health Science Center at San Antonio Member

09/1989 – 08/1990 Admissions Committee Ad Hoc Committee to Study Management Model Score, The University of Texas Health Science Center at San Antonio Member

09/1988 – 09/1990 Committee on Committees, The University of Texas Health Science Center at San Antonio Member

09/1988 – 08/1990 Accreditation Sub Committee on Basic Science Curriculum, The University of Texas Health Science Center at San Antonio' Member UNIVERSITY

09/2012 – 08/2013 Search Committee for Associate Registrar, University of Texas Health Science Center at San Antonio Member

09/2002 – 08/2003 Search Committee for the Director of Academic Support, University of Texas Health Science Center at San Antonio Member

09/2000 – 08/2003 Departmental Liaison, Office of University Relations, University of Texas Health Science Center at San Antonio Member



09/2000 – 08/2002 Educational Resources and Instrumentation Advisory Committee, University of Texas Health Science Center at San Antonio Member

Attachment N

09/2000 – 08/2001 Search Committee for the Chair of the Department of Dental Diagnostic Sciences, University of Texas Health Science Center at San Antonio Member

09/1993 – 08/1996 Educational Resources Committee, The University of Texas Health Science Center at San Antonio Member

09/1991 – 08/1993 Faculty Advisory Council, The University of Texas System Board of Regents Member

09/1987 – 08/1988 Search Committee for the Chair of the Department of Restorative Dentistry, The University of Texas Health Science Center at San Antonio Member

01/1985 – 12/1986 Faculty Senate, University of Oklahoma Health Sciences Center Member

01/1985 – 12/1986 Faculty Senate Committee on By Laws, University of Oklahoma Health Sciences Center Member

# CURRICULUM VITAE

Richard R. Seals, Jr.

## GENERAL INFORMATION

### PERSONAL DATA:

Date of Preparation: 04/20/2017

**Address:** 7703 Floyd Curl Drive  
San Antonio, TX 78229-3900

**Phone Number:** (210) 567-6400

**Fax Number:** (210) 567-6376

**Email Address:** SEALSR@UTHSCSA.EDU

### SELF DESCRIPTION:

Richard R. Seals, Jr., D.D.S., M.Ed., M.S. is a Professor with tenure in the Department of Comprehensive Dentistry at the University of Texas Health Science Center at San Antonio School of Dentistry. Dr. Seals serves as the Track Leader of the Foundations of Restorative Dentistry Track for the School of Dentistry. He also serves as Director of the Indirect Restoration Section for the Department of Comprehensive Dentistry.

As Track Leader for the Foundations of Restorative Dentistry (FRD), Dr. Seals is responsible for planning, implementing, and assessing one of three thematic tracks in a major revision of School of Dentistry's first and second year curriculum. Dr. Seals leads a team representing the dental disciplines of dental anatomy and occlusion, dental materials, esthetic dentistry, fixed prosthodontics, implant prosthodontics, operative dentistry and removable prosthodontics. The interdisciplinary FRD team has developed a detailed curriculum framework based on the goals of starting pre-clinical courses early in the first year, integrating basic science and pre-clinical laboratory courses, and reinforcing didactic material with concurrent pre-clinical application. During the FRD Track, which starts in July 2017, students will acquire the foundational knowledge and technical skills needed for the restoration and replacement of the dentition with focus on evidence-based and contemporary technology.

Dr. Seals received his DDS from the University of Oklahoma, his MS from the University of Texas Health Science Center at San Antonio, and his M Ed from the University of Central Oklahoma.

Dr. Seals has held elected positions in the American Dental Education Association, the American College of Prosthodontists, and the Federation of Prosthodontic Organizations.

Dr. Seals has published numerous articles, abstracts, chapters, and reviews on a wide range of prosthodontic topics. He has served as the Publication Editor for the Journal of Prosthodontics and as a reviewer for the American Journal of Dentistry, the International Journal of Prosthodontics, the Journal of the American Dental Association, the Journal of Dental Education, the Journal of Prosthetic Dentistry, the Journal of Prosthodontics, and the Texas Dental Journal.

### EDUCATION:

<u>Year</u>	<u>Degree</u>	<u>Discipline</u>	<u>Institution/Location</u>
1985	MS	Prosthodontics	The University of Texas Health Science at San Antonio, Graduate School of Biomedical Sciences, San Antonio, TX
1984	Certificate	Prosthodontics	The University of Texas Health Science Center at San Antonio, Dental School, San Antonio, TX
1981	M Ed	Health Occupations Education	University of Central Oklahoma, Edmond, OK
1979	DDS	Dentistry	University of Oklahoma, College of Dentistry, Oklahoma City, OK

1974            BS            Psychology/Zoology            Oklahoma State University, Stillwater, OK

**ACADEMIC APPOINTMENTS:**

09/2010 - Present	Professor with Tenure	The University of Texas Health Science Center at San Antonio, Department of Comprehensive Dentistry, San Antonio, TX
09/2006 – 08/2010	Professor with Tenure	The University of Texas Health Science Center at San Antonio, Department of Prosthodontics, San Antonio, TX
09/1993 - 08/2006	Associate Professor with Tenure	The University of Texas Health Science Center at San Antonio, Department of Prosthodontics, San Antonio, TX
09/1986 - 08/1993	Assistant Professor	The University of Texas Health Science Center at San Antonio, Department of Prosthodontics, San Antonio, TX
09/1985 - 08/1986	Acting Director	University of Oklahoma, College of Dentistry, Department of Maxillofacial Prosthetics, Oklahoma City, OK
09/1984 - 08/1986	Assistant Professor	University of Oklahoma, College of Dentistry, Department of Removable Prosthodontics, Oklahoma City, OK
07/1982 - 08/1984	Teaching Assistant	The University of Texas Health Science Center at San Antonio, Department of Prosthodontics, San Antonio, TX
07/1981 - 06/1982	Assistant Professor	University of Oklahoma, College of Dentistry, Department of Removable Prosthodontics, Oklahoma City, OK
07/1979 - 06/1981	Instructor	University of Oklahoma, College of Dentistry, Department of Department of Removable Prosthodontics, Oklahoma City, OK

**NON-ACADEMIC APPOINTMENTS:**

01/1988 - Present	Associate Staff	Bexar County Hospital District, San Antonio, TX
09/1985 - 08/1986	Clinical Staff	Oklahoma Children's Memorial Hospital and Clinics, Oklahoma City, OK

**CERTIFICATION AND LICENSURE:**

***License to Practice***

<b><u>Description/Agency</u></b>	<b><u>Status</u></b>	<b><u>Date Acquired</u></b>	<b><u>Number</u></b>	<b><u>Expiration</u></b>
Dental - Texas State Board of Dental Examiners	Certified	10/1993	17371	N/A
Specialty Board in Prosthodontics - Oklahoma State Board of Dental Examiners	Certified	06/1984	21	12/2016
Dental - Oklahoma State Board of Dental Examiners	Certified	06/1979	4050	12/2016

***Recertification***

<b><u>Description/Agency</u></b>	<b><u>Status</u></b>	<b><u>Date Acquired</u></b>	<b><u>Number</u></b>	<b><u>Expiration</u></b>
CPR/Basic Life Support - American Heart Association	Certified	10/2007	N/A	10/2017



**HONORS AND AWARDS:**

- 06/2016 Elected Assistant Marshal, Dental Class of 2016
- 09/2015 Elected Representative to Faculty Council, School of Dentistry Faculty Assembly
- 09/2013 Elected Representative to Faculty Council, Dental School Faculty Assembly
- 06/2011 Elected Assistant Marshal, Dental Class of 2011
- 02/2007 Elected President, Mu Nu Chapter of Omicron Kappa Upsilon
- 02/2006 Elected President-Elect, Mu Nu Chapter of Omicron Kappa Upsilon
- 02/2005 Elected Vice-President, Mu Nu Chapter of Omicron Kappa Upsilon
- 11/2004 Elected Speaker, House of Delegates: American College of Prosthodontics 2005, 2006, 2007
- 11/2000 Elected Vice-Speaker, House of Delegates: American College of Prosthodontics 2001, 2002, 2003
- 03/1997 Elected Councilor, Removable Prosthodontic Section: American Dental Education Association 1998, 1999, 2000, 2001, 2002, 2003
- 07/1996 Appointed Prosthodontic Consultant, Western Regional Examining Board 1997, 1998, 1999, 2000
- 01/1995 Nominee, Presidential Award for Excellence in Teaching: The University of Texas Health Science Center at San Antonio 1996
- 01/1994 Award for Teaching Excellence, Dental School Faculty Assembly: The University of Texas Health Science Center at San Antonio
- 01/1993 Elected President, Texas Section: American College of Prosthodontists
- 01/1993 Elected Secretary, Federation of Prosthodontic Organizations 1994
- 11/1993 Elected Treasurer, American College of Prosthodontists 1994, 1995, 1996
- 01/1992 Appointed Publication Editor, Journal of Prosthodontics 1993, 1994
- 01/1992 Appointed to Editorial Board, Journal of Prosthodontics 1993, 1994
- 01/1991 Elected Chair, Dental School Faculty Assembly: The University of Texas Health Science Center at San Antonio
- 11/1990 Elected to Board of Directors: American College of Prosthodontists 1991, 1992, 1993, 1994, 1995, 1996
- 02/1990 Elected to Faculty Membership, Omicron Kappa Upsilon
- 01/1990 Elected to Board of Directors: Texas Division of the American Cancer Society 1991, 1992, 1993, 1994, 1995, 1996
- 11/1989 Appointed Editor of Foundation News: The Newsletter of the American College of Prosthodontists Education Foundation 1990, 1991
- 10/1989 Elected to Membership, American College of Dentists



- 01/1988 Elected to Board of Directors: San Antonio Metro Unit of the American Cancer Society 1989, 1990, 1991, 1992, 1993
- 01/1987 Nominee, Volunteer of the Year Award: San Antonio Metropolitan Unit of the American Cancer Society
- 07/1986 Awardee, Clinical Oncology Career Development Award: American Cancer Society 1987, 1988, 1989
- 07/1982 Awardee, Dental Teacher Training Fellowship: American Fund for Dental Health 1983, 1984
- 04/1982 Elected Secretary/Treasurer, University of Oklahoma College of Dentistry Alumni Association 1983, 1984, 1985, 1986

## **TEACHING**

### **COURSE BASED TEACHING:**

<b><u>Date</u></b>	<b><u>Course Name</u></b>	<b><u>Level</u></b>	<b><u>Role</u></b>
07/2008 – Present	PROS 6018 Complete Denture Prosthodontics Lecture	Undergraduate / Graduate	Course Director, Lecturer

*Student Contact Hrs: 20/52*

*Develop, implement, manage, review, and revise the didactic education program provided for second year dental students in complete denture prosthodontics. This lecture course provides the foundation knowledge, principles, and guidelines necessary for prosthodontic treatment of edentulous patients.*

07/2008 – 08/2010	PROS 6019 Preclinical Complete Denture Prosthodontics	Undergraduate / Graduate	Course Director, Lecturer, Laboratory Director, Grader
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*Student Contact Hrs: 20/52*

*Develop, implement, manage, review, and revise the preclinical education program provided for second year dental students in complete denture prosthodontics. This preclinical laboratory course provides simulation of the clinical and laboratory techniques and skills necessary for the prosthodontic treatment of edentulous patients.*

07/2003 – Present	PROS 6094 Removable Partial Denture Prosthodontics Lecture	Undergraduate / Graduate	Assistant Course Director, Lecturer
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*Student Contact Hrs: 15/37*

*Develop, implement, manage, review, and revise the didactic education program provided for second year dental students in removable partial denture prosthodontics. This lecture course provides the foundation knowledge, principles, and guidelines necessary for removable partial denture treatment of partially edentulous patients.*

07/2003 – Present	PROS 6095 Preclinical Removable Partial Denture Prosthodontics	Undergraduate / Graduate	Assistant Course Director, Lecturer, Laboratory Director, Grader
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*Develop, implement, manage, review, and revise the preclinical education program provided for second year dental students in removable partial denture prosthodontics. This preclinical laboratory course provides simulation of the clinical and laboratory techniques and skills necessary for the removable partial denture treatment of partially edentulous patients.*

**TEACHING**

07/2003 – Present	PROS 7019 Fixed Prosthodontics Clinic	Undergraduate / Graduate	Clinical Faculty, Discipline Representative, Grader
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*Supervise, manage, and provide clinical instruction for third year dental students in the Dental School's Outpatient Clinic. This clinical course provides experiences in the clinical and laboratory techniques and skills necessary for the fixed prosthodontic treatment of dentate and partially edentulous patients.*

07/2003 – Present	PROS 7091 Removable Partial Denture Prosthodontics Lecture	Undergraduate / Graduate	Course Director, Lecturer
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*Student Contact Hrs: 07/08*

*Develop, implement, manage, review, and revise the didactic education program provided for third year dental students in removable partial denture prosthodontics. This lecture course provides additional knowledge, principles, and guidelines necessary for the prosthodontic treatment of partially edentulous patients.*

07/2003 – Present	PROS 7092 Removable Partial Denture Prosthodontics Clinic	Undergraduate / Graduate	Assistant Course Director, Clinical Faculty, Discipline Representative, Grader
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*Supervise, manage, and provide clinical instruction for third year dental students in the Dental School's Outpatient Clinic. This clinical course provides experiences in the clinical and laboratory techniques and skills necessary for the removable partial denture treatment of partially edentulous patients.*

07/1997 – Present	PROS 7095 Complete Denture Prosthodontics Lecture	Undergraduate / Graduate	Course Director, Lecturer
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*Student Contact Hrs: 09/08*

*Develop, implement, manage, review, and revise the didactic education program provided for third year dental students in complete denture prosthodontics. This lecture course provides additional knowledge, principles, and guidelines necessary for prosthodontic treatment of edentulous patients.*

07/1996 – Present	PROS 6058 Preclinical Implant Prosthodontics	Undergraduate / Graduate	Assistant Course Director, Laboratory Director, Grader
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*Student Contact Hrs: 09/27*

*Supervise, manage, and provide preclinical instruction for second year dental students in implant prosthodontics. This preclinical laboratory course provides simulation of the clinical and laboratory techniques and skills necessary for the implant prosthodontic treatment of partially edentulous and edentulous patients.*

07/1996 – Present	PROS 6059 Implant Prosthodontics Lecture	Undergraduate / Graduate	Assistant Course Director, Lecturer
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*Student Contact Hrs: 09/27*

*Develop, prepare, review, and revise lecture presentations for second year dental students in implant prosthodontics. This lecture course provides the foundation knowledge, principles, and guidelines necessary for implant prosthodontic treatment of partially edentulous and edentulous patients.*

07/1993 – Present	PROS 7099 Complete Denture Prosthodontics Clinic	Undergraduate / Graduate	Course Director, Clinical Faculty, Discipline Representative, Grader
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*Student Contact Hrs: 15/37*

*Develop, implement, manage, review, and revise, as well as supervise, manage, and provide clinical instruction for*



**TEACHING**

*third year dental students in the Dental School's Outpatient Clinic. This clinical course provides experiences in the clinical and laboratory techniques and skills necessary for the complete denture treatment of edentulous patients.*

07/1992 – Present      GEND 8078 General Dentistry      Undergraduate /      Lecturer  
Seminar      Graduate

*Student Contact Hrs: 36/00*

*Develop, prepare, review, and revise lecture presentations for fourth year dental student in preparation for the prosthodontic portion of the WREB Dental Examination. This seminar course provides additional knowledge, principles, and guidelines for a variety of dental topics relevant of clinical practice.*

07/2003 – 08/2010      INTD 7020 General Practice Group      Undergraduate /      Co-Course Director, Discipline  
Dental Clinic      Graduate      Representative, Clinical  
Faculty

*Student Contact Hrs: 39/18*

*Develop, implement, manage, review, and revise the clinical education program provided for third year dental students in the Dental School's Outpatient Clinic. This clinic course makes global assessment of student progress towards clinical competence.*

07/2000 – 08/2010      PROS 5067 Supervised Teaching      Undergraduate /      Course Director  
Graduate

*Student Contact Hrs: 24/64*

*Develop, implement, manage, review, and revise the education program provided for postdoctoral prosthodontics students in how to become effective dental educators. This course provides the opportunity to acquire experience in teaching dental students in a variety of classroom, preclinical laboratory, and clinic situations.*

07/1999 – 08/2010      SELC 7041 Supervised Teaching in      Undergraduate /      Course Director  
Prosthodontics      Graduate

*Develop, implement, manage, review, and revise an education program provided for dental students in how to become effective dental educators. This course provides the opportunity to acquire experience in teaching other dental students in a variety of classroom, preclinical laboratory, and clinic situations.*

07/1999 – 08/2010      SELC 8139 American Cancer Society:      Undergraduate /      Course Director  
San Antonio Unit      Graduate

*Develop, implement, manage, review, and revise an education program provided for dental students in how to become effective American Cancer Society volunteers. This course provides an overview of the structure and function of the American Cancer Society, and the reasons for and methods of becoming involved.*

07/1997 – 08/2010      PROS 5068 Supervised Teaching in      Undergraduate /      Course Director  
Prosthodontics      Graduate

*Student Contact Hrs: 00/128*

*Develop, implement, manage, review, and revise the education program provided for postdoctoral prosthodontics students in how to become effective dental educators. This course provides the opportunity to acquire experience in teaching dental students in a variety of classroom, preclinical laboratory, and clinic situations.*

07/1996 – 08/2010      PROS 5031 Postdoctoral Removable      Undergraduate /      Course Director, Lecturer,  
Partial Denture Prosthodontics      Graduate      Laboratory Director, Grader

*Student Contact Hrs: 12/08*

**TEACHING**

*Develop, implement, manage, review, and revise the lecture and preclinical education program provided for first year postdoctoral prosthodontic students in removable partial denture prosthodontics. This lecture and preclinical laboratory course provides the foundation knowledge, principles, and guidelines necessary for removable partial denture treatment of partially edentulous patients.*

07/2000 – 06/2008	PROS 6018 Complete Denture Prosthodontics Lecture	Undergraduate / Graduate	Course Director, Lecturer
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*Student Contact Hrs: 24/64*

07/2000 – 06/2008	PROS 6019 Preclinical Complete Denture Prosthodontics	Undergraduate / Graduate	Course Director, Lecturer, Laboratory Director, Grader
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*Student Contact Hrs: 24/64*

07/1999 – 06/2003	PROS 5088 Diagnostic Casts & Impressions	Undergraduate / Graduate	Lecturer, Laboratory Director
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*Student Contact Hrs: 03/09*

07/1997 – 06/2003	TEAM Dental Clinic	Undergraduate / Graduate	Clinical Faculty
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*Student Contact Hrs: 39/14*

07/1994 – 06/2003	SELC 8012 Sports Mouthguards	Undergraduate / Graduate	Course Director, Lecturer, Laboratory Director
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*Student Contact Hrs: 04/08*

07/1987 – 06/2003	Dental Hygiene Clinical Seminar	Undergraduate / Graduate	Lecturer
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*Student Contact Hrs: 16/00*

07/1987 – 06/2003	PROS 7091 Removable Partial Denture Prosthodontics Lecture	Undergraduate / Graduate	Lecturer
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*Student Contact Hrs: 12/06*

07/1986 – 06/2003	PROS 6094 Removable Partial Denture Prosthodontics Lecture	Undergraduate / Graduate	Lecturer
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*Student Contact Hrs: 18/53*

07/1986 – 06/2003	PROS 6095 Preclinical Removable Partial Denture Prosthodontics	Undergraduate / Graduate	Lecturer, Laboratory Director, Grader
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*Student Contact Hrs: 29/75*

07/1999 – 06/2000	PROS 6011 – Fixed Prosthodontics Lecture	Undergraduate / Graduate	Instructor
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*Student Contact Hrs: 39/117*

07/1999 – 06/2000	PROS 6012 Preclinical Fixed Prosthodontics	Undergraduate / Graduate	Laboratory Instructor, Grader
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*Student Contact Hrs: 39/117*



**TEACHING**

07/1999 – 06/2000	PROS 6018 Complete Denture Prosthodontics Lecture	Undergraduate / Graduate	Co-Course Director, Lecturer
<i>Student Contact Hrs: 27.5/57.5</i>			
07/1999 – 06/2000	PROS 6019 Preclinical Complete Denture Prosthodontics	Undergraduate / Graduate	Co-Course Director, Lecturer, Laboratory Director, Grader
<i>Student Contact Hrs: 27.5/57.5</i>			
07/1991 – 06/1999	SELC 7043 Supervised Teaching in Prosthodontics	Undergraduate / Graduate	Course Director
<i>Student Contact Hrs: 19/48</i>			
07/1997 – 06/1998	PROS 5098 Complete Denture Prosthodontics Lecture	Undergraduate / Graduate	Lecturer
<i>Student Contact Hrs: 26/75</i>			
07/1997 – 06/1998	PROS 5099 Preclinical Complete Denture Prosthodontics	Undergraduate / Graduate	Lecturer, Laboratory Director, Grader
<i>Student Contact Hrs: 26/75</i>			
07/1991 – 06/1998	SELC 8042 Advanced Prosthodontics	Undergraduate / Graduate	Course Director, Lecturer
<i>Student Contact Hrs: 08/00</i>			
07/1996 – 06/1997	PROS 7095 Complete Denture Prosthodontics Lecture	Undergraduate / Graduate	Co-Course Director, Lecturer
<i>Student Contact Hrs: 13/08</i>			
07/1993 – 06/1997	PROS 5098 Complete Denture Prosthodontics Lecture	Undergraduate / Graduate	Course Director, Lecturer
<i>Student Contact Hrs: 26/75</i>			
07/1993 – 06/1997	PROS 5099 Preclinical Complete Denture Prosthodontics	Undergraduate / Graduate	Course Director, Lecturer, Laboratory Director, Grader
<i>Student Contact Hrs: 26/75</i>			
07/1991 – 06/1997	PROS 6071 Supervised Teaching in Prosthodontics	Undergraduate / Graduate	Course Director
<i>Student Contact Hrs: 00/128</i>			
07/1986 – 06/1997	Dental Out-Patient Clinic	Undergraduate / Graduate	Clinical Faculty
<i>Student Contact Hrs: 39/08</i>			
07/1995 – 06/1996	PROS 7095 Complete Denture	Undergraduate / Graduate	Lecturer

**TEACHING**

	Prosthodontics Lecture	Graduate	
<i>Student Contact Hrs: 13/08</i>			
07/1987 – 06/1996	PROS 5031 Postdoctoral Removable Partial Denture Prosthodontics	Undergraduate / Graduate	Lecturer, Laboratory Director
<i>Student Contact Hrs: 18/19</i>			
07/1994 – 06/1995	PROS 5016 Fixed Prosthodontics	Undergraduate / Graduate	Laboratory Instructor, Grader
<i>Student Contact Hrs: 11/29</i>			
07/1993 – 06/1995	PROS 7059 Implantology	Undergraduate / Graduate	Lecturer
<i>Student Contact Hrs: 16/00</i>			
07/1993 – 06/1995	PROS 7095 Complete Denture Prosthodontics Lecture	Undergraduate / Graduate	Course Director, Lecturer
<i>Student Contact Hrs: 13/08</i>			
07/1991 – 06/1995	Senior National Dental Board Review	Undergraduate / Graduate	Lecturer
<i>Student Contact Hrs: 16/00</i>			
07/1987 – 06/1994	SELC 8012 Sports Mouthguards	Undergraduate / Graduate	Co-Course Director, Lecturer, Laboratory Director
<i>Student Contact Hrs: 04/08</i>			
07/1987 – 06/1993	PROS 5098 Complete Denture Prosthodontics Lecture	Undergraduate / Graduate	Lecturer
<i>Student Contact Hrs: 26/75</i>			
07/1990 – 06/1993	PROS 7059 Implantology	Undergraduate / Graduate	Course Director, Lecturer
<i>Student Contact Hrs: 26/75</i>			
07/1990 – 06/1993	PROS 7095 Complete Dentures Prosthodontics Lecture	Undergraduate / Graduate	Lecturer
<i>Student Contact Hrs: 13/08</i>			
07/1987 – 06/1993	PROS 5099 Preclinical Complete Denture Prosthodontics	Undergraduate / Graduate	Lecturer, Laboratory Director, Grader
<i>Student Contact Hrs: 26/75</i>			
07/1988 – 06/1992	INTD 5015 Freshman Clinical Case Conferences	Undergraduate / Graduate	Lecturer
<i>Student Contact Hrs: 08/00</i>			
07/1989 – 06/1991	INTD 6015 Sophomore Clinical Case	Undergraduate /	Course Director, Lecturer

**TEACHING**

	Conferences	Graduate	
			<i>Student Contact Hrs: 08/00</i>
07/1988 – 06/1991	Dental Assisting Clinical Seminar	Undergraduate / Graduate	Lecturer
			<i>Student Contact Hrs: 16/00</i>
07/1988 – 06/1991	SELC 8042 Advanced Prosthodontics	Undergraduate / Graduate	Lecturer
			<i>Student Contact Hrs: 08/00</i>
07/1986 – 06/1987	PROS 6198 Complete Denture Prosthodontics Lecture	Undergraduate / Graduate	Instructor
			<i>Student Contact Hrs: 26/75</i>
07/1986 – 06/1987	PROS 6199 Preclinical Complete Denture Prosthodontics	Undergraduate / Graduate	Laboratory Director, Grader
			<i>Student Contact Hrs: 26/75</i>
07/1985 – 06/1986	Applied Dental Materials I		Instructor
		Undergraduate / Graduate	
			<i>Student Contact Hrs: 00/06</i>
07/1985 – 06/1986	Restorative Lectures I	Undergraduate / Graduate	Lecturer
			<i>Student Contact Hrs: 02/00</i>
07/1985 – 06/1986	Restorative Lectures II	Undergraduate / Graduate	Lecturer
			<i>Student Contact Hrs: 01/00</i>
07/1984 – 06/1986	Balance Occlusion for Complete Dentures	Undergraduate / Graduate	Lecturer, Laboratory Director, Grader
			<i>Student Contact Hrs: 02/33</i>
07/1984 – 06/1986	Dental Clinic	Undergraduate / Graduate	Clinical Faculty
			<i>Student Contact Hrs: 47/12</i>
07/1984 – 06/1986	Removable Partial Denture Prosthodontics	Undergraduate / Graduate	Lecturer, Laboratory Director, Grader
			<i>Student Contact Hrs: 08/48</i>
07/1984 – 06/1986	Complete Denture Prosthodontics	Undergraduate / Graduate	Course Director, Lecturer, Laboratory Director, Grader

**TEACHING***Student Contact Hrs: 34/37*

07/1984 – 06/1985	Dental Hygiene Correlation Seminar	Undergraduate / Graduate	Lecturer
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*Student Contact Hrs: 02/02*

07/1980 – 06/1982	Dental Clinic	Undergraduate / Graduate	Clinical Faculty
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*Student Contact Hrs: 47/12*

07/1980 – 06/1981	Dental Laboratory Technology	Undergraduate / Graduate	Lecturer
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*Student Contact Hrs: 01/00*

07/1979 – 06/1982	Balanced Occlusion for Complete Dentures	Undergraduate / Graduate	Lecturer, Laboratory Director, Grader
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*Student Contact Hrs: 02/33*

07/1979 – 06/1982	Removable Partial Prosthodontics	Undergraduate / Graduate	Lecturer, Laboratory Director, Grader
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*Student Contact Hrs: 08/48*

07/1979 – 06/1980	Dental Clinic	Undergraduate / Graduate	Clinical Faculty
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*Student Contact Hrs: 47/15***OTHER TEACHING:**

<u>Date</u>	<u>Description</u>	<u>Institution</u>
01/1989 – 12/2003	Graduate Research Methodology (OSUR 5059)	The University of Texas Health Science Center at San Antonio

**Masters' Thesis Directed**

<u>Date</u>	<u>Description</u>	<u>Institution</u>	<u># Students</u>
01/1993 – 12/1993	"The Effect of Microwave Radiation on Flexural Strength, Surface Hardness, and Dimensional Stability of a Conventional, High Impact, and Poured Denture Base	The University of Texas Health Science Center at San Antonio	1
<i>Wayne A. Gardner, Master Thesis, Committee Member</i>			
01/1993 – 12/1993	"Oral Symptoms and Clinical Manifestations in Diabetic Complete Denture Patients"	The University of Texas Health Science Center at San Antonio	1
<i>Maria de los Angeles Dunne, Master Thesis, Committee Member</i>			
01/1992 – 12/1992	Gypsum Compatibility of Antimicrobial	The University of Texas Health	1



	Alginate Following Spray Disinfection	Science Center at San Antonio	
	<i>Barbara G. Bisang, Master Thesis, Committee Member</i>		
01/1992 – 12/1992	A Study of the Effects of Disinfectants on Resilient Denture Liners	The University of Texas Health Science Center at San Antonio	1
	<i>Mark J. McLean, Master Thesis, Committee Member</i>		
01/1991 – 12/1991	Initial Patient Tolerance and Tissue Response to Complete Dentures by Diabetic Patients	The University of Texas Health Science Center at San Antonio	1
	<i>Peter T. Soderstrom, Master Thesis, Supervising Professor</i>		
01/1990 – 12/1990	Accuracy of Casting Single Crowns in Titanium	The University of Texas Health Science Center at San Antonio	1
	<i>Christopher M. Minke, Master Thesis, Committee Member</i>		

## **RESEARCH**

### **EXPERTISE:**

**Clinical Evaluation Systems for Prosthodontics**

**Oral Health Care for Cancer Patients**

**Panoramic Radiographic Examination of Edentulous Patients**

**The Effectiveness of Mouthguards in Preventive Oral Trauma**

### **PROJECTS:**

#### ***Software Development Projects***

09/2004 - Present	Prosthodontic Foundations for Treating an Edentulous Patient, Seals, R.R., The University of Texas Health Science Center at San Antonio, Department of Comprehensive Dentistry
09/1991 - Present	Lecture Series and Visual Materials for Complete Denture Courses, The University of Texas Health Science Center at San Antonio, Department of Comprehensive Dentistry
09/1986 - Present	Lecture Series and Visual Materials for Removable Partial Denture Courses, The University of Texas Health Science Center at San Antonio, Department of Comprehensive Dentistry
09/1996 - 08/2004	Fundamentals of Clinical Complete Denture Prosthodontics, Seals, R.R., Calverley, M.J., The University of Texas Health Science Center at San Antonio, Department of Prosthodontics
09/1995 - 08/2004	Complete Denture Laboratory Manual, Seals, R.R., Calverley, M.J., Kuebker, W.A., The University of Texas Health Science Center at San Antonio, Department of Prosthodontics
09/1995 - 08/2004	Study Guide for Complete Denture Prosthodontics, Seals, R.R., Calverley, M.J., The University of Texas Health Science Center at San Antonio, Department of Prosthodontics
01/1995 - 08/2004	Study Guide for Clinical Complete Denture Prosthodontics, Seals, R.R., Calverley, M.J., The University of Texas Health Science Center at San Antonio, Department of Prosthodontics
01/1990 - 12/1991	Videotape: Custom Mouthguard Construction, Morrow, R.M., Seals, R.R., Gorney, C. The University of Texas Health Science Center at San Antonio

- 01/1984 - 12/1986      Lecture Series and Visual Materials for Complete Denture Course, The University of Oklahoma College of Dentistry, Department of Removable Prosthodontics
- 01/1980 - 12/1981      Syllabus: Clinical Activities in Removable Prosthodontics: : A Student Orientation, Seals, R.R., The University of Oklahoma College of Dentistry, Department of Removable Prosthodontics
- 01/1979 - 12/1980      Removable Partial Denture Technique Board; A Captioned Color Photograph Series Delineating Clinical and Laboratory Techniques in Removable Partial Denture Fabrication, The University of Oklahoma College of Dentistry, Department of Removable Prosthodontics

**PUBLICATIONS:**      (*“\*” indicated Peer Reviewed*)

***Abstract***

- \* 1 Jones JD, Gutierrez JM, Sullivan DJ, Littlestar ML, Seals RR. Calibration of Interdisciplinary Faculty Members in a Preclinical Laboratory Course 2011. p. 239. (Journal of Dental Education; vol. 75, no. 2).
- \* 2 Jones JD, Gutierrez JM, Mansueto MA, Seals RR. Improving Student Learning Experiences Using a Patient Simulator in a Preclinical Laboratory 2011. p. 239 (Journal of Dental Education; vol. 75, no. 2).
- \* 3 Guest GF, Weed RM, Overton JD, Seals RR, Dodge WW, Glass BJ. Implementation of a Structured Clinical Experience Supporting Predoctoral Dental Student's Transition into Clinic. 2007. p. 149-150. (Journal of Dental Education; vol. 71, no. 1).
- \* 4 Thrash WJ, Guest GF, Willmann DE, Seals Jr RR, Spackman GK, Kelley KA. Validation of a Clinical Course in Patient Management 1999. p. 53. (Journal of Dental Education; vol. 63, no. 1).
- \* 5 Willmann DE, Thrash WJ, Spackman GK, Seals Jr RR. Evaluating Professional Behaviors in Dental Students 1999. p. 29. (Journal of Dental Education; vol. 63, no. 1).
- \* 6 Seals Jr RR. The Effect of Resin-Desensitizing Agents on Crown Retention 1997. p. 339. (The International Journal of Prosthodontics; vol. 10, no. 4).
- \* 7 Seals Jr RR. Locating the Mandibular Canal in Panoramic Radiographs 1997. p. 331. (The International Journal of Prosthodontics; vol. 10, no. 4).
- \* 8 Seals Jr RR. Effect of Treatment of Palatal Inflammatory Papillary Hyperplasia with Local and Systemic Antifungal Agents Accompanied by Renewal of Complete Dentures 1997. p. 268. (The International Journal of Prosthodontics; vol. 10, no. 3).
- \* 9 Seals Jr RR. The Impact of Edentulousness on Food and Nutrient Intake 1997. p. 230. (The International Journal of Prosthodontics; vol. 10, no. 3).
- \* 10 Seals Jr RR. Posterior Palatal Seal Adaptation: Influence of a High Expansion Stone 1997. p. 77. (The International Journal of Prosthodontics; vol. 10, no. 1).
- \* 11 Seals Jr RR. Metal Ceramic Bond Strength 1997. p. 48. (The International Journal of Prosthodontics; vol. 10, no. 1).
- \* 12 Seals Jr RR. Direct Replacement of Failed CP Titanium Implants with Larger-Diameter, HA-Coated Ti-6Al-4V Implants: Report of Five Cases. 1996. p. 354. (The International Journal of Prosthodontics; vol. 9, no. 4).
- \* 13 Seals Jr RR. Long-Term Follow-Up of Cross-Arch Fixed Partial Dentures in Patients with Advanced Periodontal Destruction: Evaluation of the Supporting Tissues 1996. p. 270. (The International Journal of Prosthodontics; vol. 9, no. 3).



- \* 14 Seals Jr RR. Gingival Recession Related to Removable Partial Dentures in Older Patients 1996. p. 265. (The International Journal of Prosthodontics; vol. 9, no. 3).
- \* 15 Seals Jr RR. Microscopic Evaluation of Bone-Implant Contact between Hydroxyapatite, Bioactive Glass, and Tricalcium Phosphate Implanted in Sheep Diaphyseal Defects 1996. p. 260. (The International Journal of Prosthodontics; vol. 9, no. 3).
- \* 16 Seals Jr RR. Relative Fracture Toughness and Hardness of New Dental Ceramics 1996. p. 247. (The International Journal of Prosthodontics; vol. 9, no. 3).
- \* 17 Seals Jr RR. Maxillary and Mandibular Titanium Implants 1 Year after Surgery: Histologic Examination in a Cadaver 1996. p. 187. (The International Journal of Prosthodontics; vol. 9, no. 2).
- \* 18 Seals Jr RR. Tunnel Restorations: A Long-Term Pilot Study over a Minimum of 5 Years 1996. p. 73. (The International Journal of Prosthodontics; vol. 9, no. 1).
- \* 19 Seals Jr RR. Corrosion of Intraoral Magnets in the Presence and Absence of Biofilms of Streptococcus Sanguis 1996. p. 29. (The International Journal of Prosthodontics; vol. 9, no. 1).
- \* 20 Seals Jr RR. Durability of Resin Bonds to Pure Titanium 1995. p. 444. (The International Journal of Prosthodontics; vol. 8, no. 5).
- \* 21 Seals Jr RR. Microbiological Assessment of Denture Hygiene among Patients in Longstay and Daycare Community Places 1995. p. 443. (The International Journal of Prosthodontics; vol. 8, no. 5).
- \* 22 Seals Jr RR. Comminution of Food with Mandibular Implant-Retained Overdentures 1995. p. 369. (The International Journal of Prosthodontics; vol. 8, no. 4).
- \* 23 Seals Jr RR. Understanding Dental Service Use by Older Adults: Sociobehavioral Factors Versus Need 1995. p. 323. (The International Journal of Prosthodontics; vol. 8, no. 4).
- \* 24 Seals Jr RR. Study of Corrosion between a Titanium Implant and Dental Alloys 1995. p. 186. (The International Journal of Prosthodontics; vol. 8, no. 2).
- \* 25 Seals Jr RR. Implants for Type II Diabetic Patients: Interim Report 1995. p. 141. (The International Journal of Prosthodontics; vol. 8, no. 2).
- \* 26 Seals Jr RR, Seals DJ. Results of Dental Oncology Curriculum Survey Reported 1994. p. 276-276. (Dental Abstracts; vol. 39, no. 6).
- \* 27 Glass BJ, Seals Jr RR, Williams EO. Common Errors in Panoramic Radiography of Edentulous Patients 1993 Nov. (The American Academy of Oral and Maxillofacial Radiology, San Francisco).
- \* 28 Jones JD, Williams, EO, Seals Jr RR. A Panoramic Survey of Edentulous Patients 1992. p. 1568. (Journal of Dental Research; vol. 71).
- \* 29 Soderstrom PT, Seals Jr RR, Morrow RM. Initial Tolerance and Tissue Response to Dentures by Diabetic Patients 1992. p. 301-301. (Journal of Dental Research (Special Issue); vol. 71).
- \* 30 Seals Jr RR, Cortes AL, Parel SM. Osseointegrated Implants Can Be Used to Retain Some Facial Prostheses 1989. p. 403-403. (Dental Abstracts; vol. 34, no. 9).
- \* 31 Seals Jr RR, Aufdemorte TB, Cortes AL, Parel SM. Construction of an Intraoral Drug Delivery System Explained 1989. p. 201-201. (Dental Abstracts; vol. 34, no. 5).
- \* 32 Seals Jr RR, Johnson DL, Stratton RJ. Evaluation System for Teaching Clinical Removable Prosthodontics

1986. p. 27-27. (Dental Abstracts; vol. 31, no. 1).

- \* 33 Jones JD, Seals Jr RR, Schelb, E. Panoramic Radiographic Examination of Edentulous Patients 1985. p. 240-240. (Journal of Dental Research (Special Issue); vol. 64).
- \* 34 Seals Jr RR, Cain JR. Treating Chemical Burns of the Mouth 1985. p. 446-447. (Dental Abstracts; vol. 30, no. 7).

#### **Book Chapter**

- 1 Seals Jr RR. The Need for Removable Partial Prosthodontics. In: Jones, JD, Garcia LT. Removable Partial Dentures: A Clinician's Guide. Ames, Iowa: Wiley-Blackwell; 2009. p.3-9.
- 2 Seals Jr RR, Williams EO, Jones JD. Panoramic Radiographs: Necessary for Edentulous Patients? In: Meskin, L.H., Editor-in-Chief. The Year Book of Dentistry. St. Louis: Mosby-Year Book, Inc.; 1994. p. 280 - 281.
- 3 Seals Jr RR, Cortes AL, Parel, SM. Fabrication of Facial Prosthesis by Applying the Osseointegration Concept for Retention In: Meskin, L.H., Editor-in-Chief. The Year Book of Dentistry. Chicago: Year Book Medical Publishers, Inc.; 1990. p. 230 - 232.
- 4 Morrow RM, Kuebker WA, Seals Jr RR. Custom Mouthguards. In: Morrow, R.M., Rudd, K.D. and Rhoads, J.E. Dental Laboratory Procedures Complete Dentures Second Edition. St. Louis: C.V. Mosby Co; 1986. p. 551 - 565.

#### **Book Review**

- 1 Seals Jr RR. Osseointegrated Dental Technology by Graham E. Whites, 1995, p. 87. (The International Journal of Prosthodontics; vol. 8, no. 1).
- 2 Seals Jr RR. Problems and Solutions in Complete Denture Prosthodontics by David J. Lamb 1994, p. 386 (The International Journal of Prosthodontics; vol. 7, no. 4).
- 3 Seals Jr RR. Dental Implant Prosthodontics edited by C. Wayne Caswell and Authur E. Clark 1990, p. 487. (The International Journal of Prosthodontics; vol. 4, no. 5).
- 4 Seals Jr RR. Color Atlas of Complete Denture Fabrication: A Clinical Technique Using Interim Dentures by Hirashi Muraoka 1990, p. 498. (The International Journal of Prosthodontics; vol 3, no. 5).
- 5 Seals Jr RR. Dentistry in Systemic Disease: Diagnostic and Therapeutic Approach to Patient Management edited by Spencer W. Redding and Michael Montgomery 1990, p. 398. (The International Journal of Prosthodontics; vol. 3, no. 4).

#### **Editorial**

- \* 1 Seals RR, Jones JD. Prosthodontic education – competency and proficiency – giving away part of the farm. Journal of Prosthodontics 2011;20(2): 83.
- 2 Seals Jr RR. The American College of Prosthodontists (ACP) House of Delegates Moves in a Bold New Direction. The American College of Prosthodontists Messenger 2005;36(1):5.
- 3 Seals Jr RR. The American College of Prosthodontists (ACP) House of Delegates Report. The American College of Prosthodontists Messenger 2004;35(1):7.
- \* 4 Seals Jr RR. Restorative and prosthetic dental education: changes, challenges, and opportunities. Journal of Prosthodontics 1993, 2(2):73-74.

#### **Journal Article**



- \* 1 Seals Jr RR, Jones JD. Evidence-based practice in removable prosthodontics. Texas Dental Journal 2003 Dec;120(12):1138-1145.
- \* 2 Seals Jr RR, Kuebker WA, Stewart KL. Immediate complete dentures. The Dental Clinics of North America 1996 Jan;40(1):151-167.
- \* 3 Glass BJ, Seals Jr RR, Williams EO. Common errors in panoramic radiography of edentulous patients. Journal of Prosthodontics 1994 Jun;3(2):68-73.
- \* 4 Calverley MJ, Seals Jr RR. Trends in tobacco use. Texas Dental Journal 1994 Jun;111(6):5-10.
- \* 5 Seals Jr RR, Seals DJ. Recent graduates' evaluation of their dental oncology curriculum. Texas Dental Journal 1994 Jun;111(6):25-29.
- \* 6 Frick WG, Seals Jr RR. Smoking and wound healing: a review. Texas Dental Journal 1994 Jun;111(6):21-23.
- \* 7 Seals Jr RR, Morrow RM, Kuebker WA. Oral Injuries in Sports: A Review of the Literature Texas Dental Journal 1993 Dec;110(12):11-15.
- \* 8 Cortes AL, Smith CR, Seals Jr RR. Light-cured dimethacrylate ocular prosthesis. Trends and Techniques in the Contemporary Dental Laboratory 1993 Oct;10(8):41-44.
- \* 9 Seals Jr RR, Williams EO, Jones JD. Panoramic radiographs: necessary for edentulous patients? Journal of the American Dental Association 1992 Nov;123(11):74-78.
- \* 10 Hecker DM, Seals Jr RR, Smith CR. Reimbursement for the oral health care of cancer patients. Texas Dental Journal 1992 Jun;109(6):27-30.
- \* 11 Seals Jr RR. Oral Health Care for Cancer Patients: Dentist's Role and Responsibilities Texas Dental Journal 1992 Jun;109(6):5-6.
- \* 12 Seals Jr RR, Funk JJ. Minimizing cross-contamination from dental pumice. Journal of Prosthetic Dentistry 1992 Mar;67(3):425-426.
- \* 13 Williams EO, Seals Jr RR. Treating patients in wheelchairs. Journal of Prosthetic Dentistry 1992 Mar;67(3):431-431.
- \* 14 Williams EO, Seals Jr RR. The Use of Light Cured Acrylic Resin to Bond and Seal Castings into Denture Teeth Journal of Prosthodontics 1992 Feb;1(2):129-130.
- \* 15 Soderstrom PT, Seals Jr RR, Morrow RM, Murrah VA, Barnwell GM. Initial Tolerance and Tissue Response to Complete Dentures by Diabetic Patients Journal of Prosthodontics 1992 Feb;1(2):88-94.
- \* 16 Morrow RM, Seals Jr RR, Barnwell GM, Day EA, Moore RN, Stephens MK. Report of a Survey of Oral Injuries in Male College and University Athletes Athletic Training 1991 Apr;26(4):338-342.
- \* 17 Morrow RM, Bonci T, Seals Jr RR, Barnwell GM. Oral Injuries in Southwest Conference Women Basketball Players Athletic Training 1991 Apr;26(4):344-345.
- \* 18 Seals Jr RR, Seals DJ. Dental care for cancer patients: a survey of Texas dental school graduates. Texas Dental Journal 1990 Jun;107(6):17-20.
- \* 19 Seals Jr RR. Proceedings of Prosthodontics 21: Education Section Report Journal of Prosthetic Dentistry 1990

Mar;64(3):346-350.

- \* 20 Seals Jr RR, Cortes AL, Funk JJ, Parel SM. Microwave techniques for fabrication of provisional facial prostheses. *Journal of Prosthetic Dentistry* 1989 Sep;62(3):327-331.
- \* 21 Seals Jr RR, Cortes AL, Parel SM. Fabrication of facial prostheses by applying the osseointegration concept for retention. *Journal of Prosthetic Dentistry* 1989 Jun;61(6):712-716.
- \* 22 Seals Jr RR, Aufdemorte TB, Cortes AL, Parel SM. An intraoral drug delivery system. *Journal of Prosthetic Dentistry* 1989 Feb;61(2):239-242.
- \* 23 Seals Jr RR, Garcia LT, Parel SM. Intranasal prostheses, splints, and stents. *Journal of Prosthetic Dentistry* 1988 Nov;60(5):595-601.
- \* 24 Seals Jr RR, Stratton RJ. Surveyed Crowns: A Key for Integrating Fixed and Removable Prosthodontics Quintessence of Dental Technology(Japanese Edition) 1988 Mar;13(3):375-382.
- \* 25 Seals Jr RR, Stratton RJ. Surveyed Crowns: A Key for Integrating Fixed and Removable Prosthodontics Quintessence of Dental Technology 1987 Jan;11(1):43-49.
- \* 26 Seals RR, Johnson DL, Stratton RJ, Seals Jr RR. An evaluation system for teaching clinical removable prosthodontics. *Journal of Prosthetic Dentistry* 1985 Oct;54(4):592-597.
- \* 27 Seals Jr RR, Morrow RM, Kuebker WA, Farney WD. An evaluation of mouthguard programs in Texas high school football. *Journal of the American Dental Association* 1985 Jun;110(6):904-909.
- \* 28 Seals Jr RR, Cain Jr. Prosthetic treatment for chemical burns of the oral cavity. *Journal of Prosthetic Dentistry* 1985 May;53(5):688-691.
- \* 29 Jones JD, Schelb E, Seals Jr RR. Panoramic radiographic examination of edentulous patients. *Journal of Prosthetic Dentistry* 1985 Apr;53(4):535-539.
- \* 30 Seals Jr RR, Seals DJ. The importance of denture identification. *Special Care in Dentistry* 1985;5(4):164-168.
- \* 31 Seals Jr RR, Schwartz IS. The Successful Integration of Fixed and Removable Prosthodontics *Journal of Prosthetic Dentistry* 1985;53(6):763-766.
- \* 32 Seals Jr RR, Morrow RM, Kuebker WA. The dentist's role in Texas high school mouthguard programs. *Texas Dental Journal* 1984 Oct;101(10):6-9.
- \* 33 Seals Jr RR, Dorrough BC. Custom mouth protectors: a review of their applications. *Journal of Prosthetic Dentistry* 1984 Feb;51(2):238-242.
- \* 34 Seals Jr RR. Emphasis: Denture Identification *Texas Academy of General Dentistry* 1983 Jan;9(1):10-11.
- \* 35 Seals Jr RR, Gangwer GL. Denture Identification: An Application of Preventative Dentistry *Oklahoma Dental Association Journal* 1981 Feb;72(2):7-9.
- \* 36 Seals Jr RR, Stratton RJ. Surveyed crowns: a key for integrating fixed and removable prosthodontics. *Quintessence Dental Technology*;11(1):43-49.

#### **PRESENTATIONS:**

- 09/2010 Change in Dental Education: Yesterday, Today, and Tomorrow. University of Kentucky, College of Dentistry, Lexington, KY (Invited Speaker)



- 03/2004 Removable Partial Denture Alternatives, The Flying Dentists Association, The Flying Dentists Association, Fredericksburg, TX (Invited Speaker)
- 02/2003 A Specialized Course in Prosthodontics, The Autonomous National University of Mexico, San Antonio, TX (Invited Speaker)
- 06/2002 Community Mouthguard Programs: Providing Mouth Protection for a Greater Number of Athletes, Annual Symposium of the International Academy for Sports Dentistry, San Antonio, TX (Invited Speaker)
- 02/2002 Rotational Path Removable Partial Dentures, Southern California Academy of General Dentistry, Aspen, CO (Invited Speaker)
- 02/2002 Critical Steps in Removable Partial Denture Treatment, Southern California Academy of General Dentistry, Aspen, CO (Invited Speaker)
- 05/2001 Mouthguards for Sports and Recreational Activities: Why? When? How?, Annual Session of the Texas Dental Association,, San Antonio, TX (Invited Speaker)
- 11/2000 The American College of Prosthodontics Classification System for Complete Edentulism: From Inception to Incorporation into the Predoctoral Curriculum, Annual Session of the American College of Prosthodontists, The American College of Prosthodontics, Waikoloa Village, HI (Invited Speaker)
- 11/2000 Applications of The American College of Prosthodontics Classification System for Complete Edentulism, at The University of Texas Health Science Center at San Antonio Dental School, Annual Session of the American College of Prosthodontics, The American College of Prosthodontics, Waikoloa Village, HI (Invited Speaker)
- 06/2000 Curriculum Renovation: Seizing the Opportunities, Indiana University, School of Dentistry, Indianapolis, IN (Invited Speaker)
- 01/2000 Dental Laboratory Relations: Counseling for a "Love-Hate" Relationship, Southern California Academy of General Dentistry, Vail, CO (Invited Speaker)
- 07/1999 Dental Education: Curriculum Renovation for the 21st Century, Baylor College of Dentistry, Dallas, TX (Invited Speaker)
- 03/1999 Basic Science Knowledge and Clinical Competencies: Are They Worlds Apart?, Annual Session of the American Association of Dental Schools, The American Association of Dental Schools, Vancouver, British Columbia, Canada (Invited Speaker)
- 01/1999 Continuum in Prosthodontic Procedures, Session III: Complete Dentures, The University of Texas Health Science Center at San Antonio, San Antonio, TX (Invited Speaker)
- 05/1998 The TEAM Concept: The Changing Role of the Dental Educator, The University of Texas Health Science Center at San Antonio, Dental School, San Antonio, TX (Invited Speaker)
- 01/1997 Removable Prosthodontic Competencies, Southwest Regional Meeting of the Removable Prosthodontic Section, American Association of Dental Schools, San Antonio, TX (Invited Speaker)

**RESEARCH GRANTS:**

*Private*

**Project #:**

**Funding Agency:** Proctor & Gamble

**Title:** An Evaluation of the Effectiveness of Denture Adhesives  
**Status:** Complete  
**Period:** 07/2000 - 06/2002  
**Role:** Principal Investigator **10% Effort:**  
**Total Costs:** \$50,000.00  
**Grant Detail:**

**Project #:**  
**Funding Agency:** San Antonio District Dental Society  
**Title:** Mouth Guard Program  
**Status:** Complete  
**Period:** 06/1995 - 08/2002  
**Role:** Co-Investigator **5% Effort:**  
**Total Costs:** \$2,250.00  
**Grant Detail:**

**Project #:**  
**Funding Agency:**  
**Title:** Prosthodontic Care for Comprehensive Nutrition Patients  
**Status:** Complete  
**Period:** 06/1995 - 05/1996  
**Role:** Co-Investigator **10% Effort:**  
**Total Costs:** \$1,625.00

**Project #:**  
**Funding Agency:** American Cancer Society  
**Title:** Clinical Oncology Career Development Award  
**Status:** Complete  
**Period:** 01/1986 - 08/1988  
**Role:** Principal Investigator **20% Effort:**  
**Total Costs:** \$90,000.00  
**Grant Detail:**

**Project #:**  
**Funding Agency:** American Fund for Dental Health  
**Title:** Dental Teacher Training Fellowship  
**Status:** Complete  
**Period:** 01/1982 - 12/1984  
**Role:** Principal Investigator **10% Effort:**  
**Total Costs:** \$12,958.00  
**Grant Detail:**

**Project #:**



**Funding Agency:** The University of Texas Health Science Center at San Antonio, Dental Dean's Office  
**Title:** Prosthodontic Foundations for Treatment of the Edentulous Patient  
**Status:** Complete  
**Period:** 09/2001 - 08/2002  
**Role:** Principal Investigator **5% Effort:**  
**Total Costs:** \$4,600.00  
**Grant Detail:**

**Project #:**  
**Funding Agency:** Texas Cancer Council  
**Title:** Dental Oncology Education Program  
**Status:** Complete  
**Period:** 09/1993 - 08/1994  
**Role:** Co-Investigator **10% Effort:**  
**Total Costs:** \$93,844.00  
**Grant Detail:**

**Project #:**  
**Funding Agency:** Texas Cancer Council  
**Title:** Dental Oncology Education Project  
**Status:** Complete  
**Period:** 09/1992 - 08/1993  
**Role:** Principal Investigator **10% Effort:**  
**Total Costs:** \$79,581.00  
**Grant Detail:**

**Project #:**  
**Funding Agency:**  
**Title:** Texas Dentists' Attitudes, Practices and Educational Interests Regarding Cancer Prevention and Detection  
**Status:** Complete  
**Period:** 04/1992 - 08/1992  
**Role:** Principal Investigator **10% Effort:**  
**Total Costs:** \$19,122.00  
**Grant Detail:**

## SERVICE

### PATIENT CARE:

<u>Dates</u>	<u>Type</u>	<u>Description</u>	<u>Role</u>
01/1986 – Present	Outpatient	Maxillofacial Prosthetic Clinic	Advisor

*Maxillofacial Prosthetic Clinic, School of Dentistry, University of Texas Health Science Center at San Antonio, Texas*

### SERVICE TO THE PROFESSION:

<u>Dates</u>	<u>Type</u>	<u>Description</u>	<u>Role</u>
11/2016 – 11/2017	National	American College of Prosthodontists <i>American College of Prosthodontists, Digital Dentistry Curriculum Task Force</i>	Member
11/2014 – 11/2016	National	American College of Prosthodontists <i>American College of Prosthodontists, Judicial Committee</i>	Member
11/2011 – 11/2014	National	American College of Prosthodontists <i>American College of Prosthodontists, Task Force on the Prosthodontic Diagnostic Index</i>	Member
11/2009 – 11/2010	National	American College of Prosthodontists <i>American College of Prosthodontists, Task Force on Education</i>	Member
11/2003 – 10/2008	National	American College of Prosthodontists <i>American College of Prosthodontists, House of Delegates</i>	Speaker
11/2001 – 10/2008	National	American College of Prosthodontists <i>American College of Prosthodontists, Board of Directors</i>	Director
11/2011 – 11/2012	National	American College of Prosthodontists <i>American College of Prosthodontists, Judicial Committee</i>	Member, Chair
11/2001 – 10/2008	National	American College of Prosthodontists <i>American College of Prosthodontists Board of Directors, Planning Committee</i>	Member
11/2001 – 10/2008	National	American College of Prosthodontists <i>American College of Prosthodontists Board of Directors, Central Office Oversight Committee</i>	Member
01/2001 – Present		The Journal of Dental Education <i>The Journal of Dental Education</i>	Reviewer
01/2001 – 12/2002	State	Texas Section of the American College of Prosthodontists <i>Texas Section of the American College of Prosthodontists, Nominating Committee</i>	Chair
11/2000 – 10/2003	National	American College of Prosthodontists <i>American College of Prosthodontists, House of Delegates</i>	Vice-Speaker
11/198 – 10/2001	National	American College of Prosthodontists <i>American College of Prosthodontists, Predoctoral Educators Seminar</i>	Program Director
03/1997 – 02/2003	National	American Dental Education Association <i>American Dental Education Association, Removable Prosthodontics Section</i>	Councilor
01/1997 – Present		The Journal of Prosthodontics <i>The Journal of Prosthodontics</i>	Reviewer
11/1996 – 11/2001	National	American College of Prosthodontists <i>American College of Prosthodontists, House of Delegates</i>	Delegate
11/1996 – 11/2008	National	American College of Prosthodontics <i>American College of Prosthodontics, Parliamentarian</i>	Officer
01/1996 – 12/2000		Western Regional Examining Board <i>Prosthodontic Consultant, Western Regional Examining Board</i>	Consultant

<u>Dates</u>	<u>Type</u>	<u>Description</u>	<u>Role</u>
01/1994 – 01/2014		The Journal of the American Dental Association <i>The Journal of the American Dental Association</i>	Reviewer
01/1994 – 01/2005		The American Fund for Dental Health <i>The American Fund for Dental Health - Grant Reviewer</i>	Reviewer
03/1992 – 03/2005	National	American Dental Education Association <i>American Dental Education Association, House of Delegates</i>	Delegate
01/1992 – 12/2004		American Journal of Dentistry <i>American Journal of Dentistry</i>	Reviewer
01/1990 – 01/2007	National	American College of Prosthodontists Education Foundation <i>American College of Prosthodontists Education Foundation, Scholarship Committee</i>	Member

**SERVICE TO THE PUBLIC:**

<u>Dates</u>	<u>Type</u>	<u>Description</u>	<u>Role</u>
01/1988 – 12/2003	Health Education	High School Mouthguard Program <i>High School Mouthguard Program, The University of Texas Health Science Center at San Antonio, Texas</i>	Director
01/1985 – 12/2002		American Cancer Society <i>American Cancer Society</i>	Volunteer
01/1997 – 12/1999		Great American Smokeout Planning Committee <i>Great American Smokeout Planning Committee, San Antonio Metro Unit, American Cancer Society, San Antonio, Texas</i>	Member

**PROFESSIONAL AFFILIATIONS:**

<u>Dates</u>	<u>Organization</u>
01/1990 – Present	Omicron Kappa Upsilon
01/1989 – Present	American College of Dentists
01/1989 – Present	UTHSCSA Dental School Alumni Association
01/1986 – Present	American College of Prosthodontists, Texas Section
01/1982 – Present	American College of Prosthodontists
01/1979 – Present	University of Oklahoma College of Dentistry Alumni Association
01/1977 – Present	American Dental Education Association
01/1988 – 12/2015	San Antonio District Dental Society
01/1988 – 12/2015	Texas Dental Association
01/1975 – 12/2015	Oklahoma Dental Association

01/1975 – 12/2015	American Dental Association
01/1989 – 12/2010	American Association for Dental Research - San Antonio Chapter
01/1985 – 12/2010	International Association for Dental Research
01/1979 – 12/2010	Oklahoma County District Dental Society
01/1983 – 12/1994	Academy for Sports Dentistry
01/1986 – 12/1996	International Society for Oral Oncology
01/1989 – 12/1995	Federation of Prosthodontic Organizations

**COMMITTEES (UTHSCSA Standing Committees):**

***DEPARTMENT***

<b><u>Dates</u></b>	<b><u>Committee</u></b>	<b><u>Role</u></b>
09/2011 - Present	Altered Curriculum Committee	Member
09/1991 – 08/2010	Predocctoral Curriculum Committee	Chair
09/1994 – 08/2010	Chair's Advisory Committee	Member
09/1993 – 08/2010	Promotions and Tenure Committee	Member
09/2005 – 08/2010	Committee on Preceptor Training	Member
09/1994 – 08/2004	Sports Dentistry Committee	Member
09/1997 – 07/2003	Faculty Development Committee	Member
09/1991 – 08/1995	Research Committee	Member
09/1988 – 08/1989	Committee on Graduate Studies (COGS)	Member

***SCHOOL***

09/2016 - Present	Promotions, Tenure and Appointments Committee Formation Committee	Chair
09/2016 - Present	Dental Laboratory Committee	Member
09/2016 - Present	BIOPSCI Steering Committee	Member



<u>Dates</u>	<u>Committee</u>	<u>Role</u>
09/2016 - Present	Curriculum Committee	Member
09/2013 - Present	Faculty Council	Faculty Representative
09/2013 - Present	Executive Committee, School of Dentistry Faculty Assembly	Member
09/2011 - Present	Instruments and Materials Committee	Member
09/2012 – 08/2016	Academic Performance Committee	Chair
07/2006 – 08/2010	Clinic Information System Task Force	Member
05/2003 – 08/2010	General Practice Administration Committee	Member
05/2003 – 08/2010	Deputy Task Force of the General Practice Administration Committee	Member
09/2000 – 08/2006	Altered Curriculum Committee	Member
09/2000 – 08/2004	Space and Facilities Committee	Chair
09/1998 – 08/2001	Curriculum Development Task Force	Member
09/1998 – 08/2001	Dental School Continuing Education Evaluation Task Force	Member
09/1997 – 08/1999	Ad-Hoc Information Systems Committee	Member
09/1996 – 08/1999	Curriculum Planning Committee	Chair
09/1992 – 08/1996	Curriculum Management Committee	Vice-Chair
09/1988 – 08/1992	Promotions Committee	Chair
09/1988 – 08/1990	Space and Facilities Committee	Chair
09/1987 – 08/1993	Admissions Committee	Member
09/1987 – 08/1988	Promotions Committee	Member

**UNIVERSITY**

09/2016 - Present	Promotion and Tenure Process Review Committee	Member
09/2015 – 08/2016	Promotions, Tenure and Appointments Committee	Member
09/2005 – 08/2008	Infection Policy and Education Committee	Member
09/2003 – 08/2006	Parking and Traffic Safety Committee	Member
09/2000 – 08/2003	Academic Informatics Advisory Committee	Member
09/1996 – 08/1999	Faculty Promotions, Tenure, and Appointments Committee	Member

<u>Dates</u>	<u>Committee</u>	<u>Role</u>
09/1989 – 08/1992	Cancer Coordinating Committee	Member

**COMMITTEES (OTHER):****DEPARTMENT**

09/2013 – Present	Indirect Restoration Working Group	Chair
09/2012 – 08/2013	Working Group on Academic Performance Committee's Standards for Promotion and Graduation of Students in Dental School	Chair
09/2010 – 08/2013	Replacement of Teeth Curriculum Working Group	Chair
09/2011 – 08/2012	Predocutorial Faculty Search Committee	Member
09/2010 – 08/2011	Predocutorial Faculty Search Committee	Chair
09/2004 – 08/2010	Faculty Search Committee, Predocutorial Education Program, University of Texas Health Science Center at San Antonio	Chair
09/2003 – 08/2010	General Practice Administration Committee, The University of Texas Health Science Center at San Antonio, Dental	Member
09/2003 – 08/2010	Deputy Task Force of the General Practice Administration Committee, The University of Texas Health Science Center at San Antonio, Dental	Member
09/2002 – 08/2005	Mu Nu Chapter of Omicron Kappa Upsilon Convocation Arrangements Committee, The University of Texas Health Science Center at San Antonio, Dental, Prosthodontics	Member
09/2002 – 08/2003	Faculty Search Committee, Predocutorial Education Program, The University of Texas Health Science Center at San Antonio, Dental School, Prosthodontics	Chair
09/2002 – Present	Clinical Revenue Task Force, The University of Texas Health Science Center at San Antonio, Dental, The University of Texas Health Science Center at San Antonio	Member
09/2001 – 08/2003	Dental School Health Insurance Portability and Accountability Act (HIPAA) T, University of Texas Health Science Center at San Antonio, Dental	Member
09/1998 – 08/2001	Faculty Search Committee, Predocutorial Education Program, University of Texas Health Science Center at San Antonio	Member
09/1996 – 08/1997	Dental Outpatient Clinic Team Pilot Program, The University of Texas Health Science Center at San Antonio, Dental, Prosthodontics	Consultant
09/1995 – 08/1997	Faculty Search Committee, Director of Maxillofacial Prosthetics Tertiary Ca, The University of Texas Health Science Center at San Antonio, Dental, Prosthodontics	Member
09/1995 – 08/1996	Faculty Search Committee, Director of Departmental Research, The University of Texas Health Science Center at San Antonio, Dental, Prosthodontics	Member

<u>Dates</u>	<u>Committee</u>	<u>Role</u>
09/1995 – 08/1996	Part-Time Faculty Search Committee, Predoctoral Education Program, Chair, The University of Texas Health Science Center at San Antonio, Dental, Prosthodontics	Chair
09/1995 – 08/1996	Part-Time Faculty Search Committee, Predoctoral Education Program, Chair, The University of Texas Health Science Center at San Antonio, Dental, Prosthodontics	Chair
09/1994 – 08/1995	Faculty Search Committee, Predoctoral Education Program, The University of Texas Health Science Center at San Antonio, Dental, Prosthodontics	Member
09/1993 – 08/1994	Search Committee for Chair of Department of Prosthodontics, The University of Texas Health Science Center at San Antonio, Dental, Prosthodontics	Member
09/1988 – 08/1989	Course Review Committee, The University of Texas Health Science Center at San Antonio, Dental, Prosthodontics	Member

**SCHOOL**

09/2015 – Present	Predoctoral Clinical Calendar Work Group	Member
09/2006 – 08/2009	Clinic Information System Task Force, The University of Texas Health Science Center at San Antonio	Member
09/2005 – 08/2007	Mu Nu Chapter of Omicron Kappa Upsilon Convocation Arrangements Committee, The University of Texas Health Science Center at San Antonio	Chair
09/2004 – Present	General Practice Administration Committee, The University of Texas Health Science Center at San Antonio, Dental, Prosthodontics	Member
09/2004 – Present	Deputy Task Force of the General Practice Administration Committee, The University of Texas Health Science Center at San Antonio	Member
09/2003 – 08/2004	General Practice Groups Steering Committee, University of Texas Health Science Center at San Antonio	Member
09/2002 – 08/2005	Omicron Kappa Upsilon Convocation Arrangement Committee, University of Texas Health Science Center at San Antonio	Member
09/2002 – Present	Clinical Revenue Task Force, University of Texas Health Science Center at San Antonio	Member
09/2000 – 08/2003	Second Floor Clinic Renovations Ad Hoc Committee, University of Texas Health Science Center at San Antonio	Member
09/2000 – 08/2001	Honors Program Subcommittee of the Altered Curricula Committee, University of Texas Health Science Center at San Antonio	Chair
09/2000 – 08/2001	Basic Sciences Working Group of the Curriculum Development Task Force, University of Texas Health Science Center at San Antonio	Member



<u>Dates</u>	<u>Committee</u>	<u>Role</u>
09/1999 – 08/2001	Department of Oral and Maxillofacial Surgery Promotion/Tenure Committee, University of Texas Health Science Center at San Antonio	Member
09/1999 – 08/2000	Curriculum Management Committee Subcommittee for Dental Auxiliary Utilization Restructuring, University of Texas Health Science Center at San Antonio	Member
09/1999 – 08/2000	Patient Admissions Task Force, University of Texas Health Science Center at San Antonio	Member
09/1999 – 08/2000	Strategic Planning Committee Subcommittee on Outcomes Assessment, University of Texas Health Science Center at San Antonio	Member
09/1998 – 08/1999	Clinical Affairs Committee, Subcommittee on Clinic/Cubicle Operational Procedures, University of Texas Health Science Center at San Antonio	Member
09/1998 – 08/1999	Curriculum Management Committee, Subcommittee for Altered Curriculum Task Force on Honors Bay Student Selection, University of Texas Health Science Center at San Antonio	Member
09/1998 – 08/1999	Curriculum Management Committee Subcommittee for Student Personal Leave, University of Texas Health Science Center at San Antonio	Member
09/1997 – 08/2001	Clinical Renovations Task Force, University of Texas Health Science Center at San Antonio	Member
09/1997 – 08/1999	Task Force for Information Technology and General System Design, University of Texas Health Science Center at San Antonio	Member
09/1997 – 08/1999	Information Systems Committee, University of Texas Health Science Center at San Antonio	Member
09/1996 – 08/1997	Accreditation Committee on Educational Support Services, The University of Texas Health Science Center at San Antonio, Dental, Prosthodontics	Member
09/1995 – 08/1996	Dental School Faculty Assembly Elections Committee, The University of Texas Health Science Center at San Antonio, Dental, Prosthodontics	Member
09/1995 – 08/1996	Strategic Planning Committee Ad-Hoc Committee on South Texas, The University of Texas Health Science Center at San Antonio	Member
09/1993 – 08/1996	Task Force on Predoctoral Implantology, The University of Texas Health Science Center at San Antonio	Member
09/1993 – 08/1995	Clinical Affairs Committee Subcommittee on Clinical Materials and Devices, The University of Texas Health Science Center at San Antonio	Member
09/1992 – 08/2000	Clinical Affairs Committee Subcommittee of Junior Clinical Course Directors, University of Texas Health Science Center at San Antonio	Member
09/1992 – 08/1998	Continuing Dental Education Committee Subcommittee on Documentation, The University of Texas Health Science Center at San Antonio	Member
09/1992 – 08/1993	Department of Restorative Dentistry, Division of Fixed Prosthodontics Faculty Search Committee, The University of Texas Health Science	Member



<u>Dates</u>	<u>Committee</u>	<u>Role</u>
09/2012 – 08/2013	Search Committee for Associate Registrar, University of Texas Health Science Center at San Antonio	Member
09/2002 – 08/2003	Search Committee for the Director of Academic Support, University of Texas Health Science Center at San Antonio	Member
09/2000 – 08/2003	Departmental Liaison, Office of University Relations, University of Texas Health Science Center at San Antonio	Member
09/2000 – 08/2002	Educational Resources and Instrumentation Advisory Committee, University of Texas Health Science Center at San Antonio	Member
09/2000 – 08/2001	Search Committee for the Chair of the Department of Dental Diagnostic Sciences, University of Texas Health Science Center at San Antonio	Member
09/1993 – 08/1996	Educational Resources Committee, The University of Texas Health Science Center at San Antonio	Member
09/1991 – 08/1993	Faculty Advisory Council, The University of Texas System Board of Regents	Member
09/1987 – 08/1988	Search Committee for the Chair of the Department of Restorative Dentistry, The University of Texas Health Science Center at San Antonio	Member
01/1985 – 12/1986	Faculty Senate, University of Oklahoma Health Sciences Center	Member
01/1985 – 12/1986	Faculty Senate Committee on By Laws, University of Oklahoma Health Sciences Center	Member

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It is requested that the Board of Trustees approve the amendment to Coach Cliff Godwin's employment agreement, which is submitted with the Board materials.

The items identified in the proposed amendment to Cliff Godwin's employment agreement will be provided by ECU's exclusive equipment and sportswear provider, adidas, to replace gear and financial payments that Coach Godwin has been allowed until now to earn through external activities for pay under an agreement with another company, The Game. With full approval and knowledge of ECU through the external activities for pay process, Coach Godwin's agreement with The Game was in place when the adidas agreement was executed. The agreement with The Game expires December 31, 2017. The items described in this amendment are the items adidas will be providing for use by Coach Godwin and/or his camps as a replacement for The Game's payments and gear beginning January 1, 2018.

**STATE OF NORTH CAROLINA  
COUNTY OF PITT**

**AMENDMENT TO FIRST AMENDED HEAD BASEBALL COACH EMPLOYMENT AGREEMENT**

This AMENDMENT TO FIRST AMENDED HEAD BASEBALL COACH EMPLOYMENT AGREEMENT (hereinafter, this "AMENDMENT") is made and entered into this the \_\_\_\_ day of November, 2017, by and between **East Carolina University**, an institution of higher education, a constituent institution of the University of North Carolina and a political subdivision of the State of North Carolina, hereinafter referred to as "UNIVERSITY" or "ECU", and **CLIFFORD MCKINLEY GODWIN**, hereinafter referred to as COACH. The Chancellor of UNIVERSITY, or his designee, has executed this AMENDMENT on behalf of the UNIVERSITY and shall represent UNIVERSITY in all matters referred to in this AMENDMENT.

**WITNESSETH:**

**WHEREAS**, UNIVERSITY and COACH executed that certain First Amended Head Baseball Coach Employment Agreement ("CONTRACT"), dated July 29, 2016, setting out the terms and conditions for COACH'S employment by ECU; and

**WHEREAS**, subject to any approvals required by applicable policy, UNIVERSITY and the COACH desire to amend the CONTRACT with the replacement and addition of the provisions provided herein;

**NOW THEREFORE**, in consideration of the promises and mutual covenants hereinafter set forth, the parties mutually agree as follows:

I. Section VI of the Employment Agreement, "Sports Camps and Clinics," is deleted in its entirety and replaced with the following terms and conditions:

**VI. SPORTS CAMPS AND CLINICS**

a. The COACH may conduct up to four weeks of baseball camp (or clinics) on the campus of UNIVERSITY each year during the term of this CONTRACT. The COACH may not solicit sponsorships for said camps without the express approval of the Director of Athletics. Said camps and camp sponsorship solicitations must comply with all applicable laws and the policies, regulations and rules of UNIVERSITY, the NCAA, and Conference. UNIVERSITY may charge reasonable fees for the use of on-campus lodging, dining, and playing facilities by camp participants, which charges shall not exceed the least amount charged by UNIVERSITY for comparable facilities used by other camps, clinics, or seminars organized by UNIVERSITY or members of its athletics coaching staff. All tuition, fees, and other charges to campers and all expenditures related to any camps must be approved in advance by UNIVERSITY, such approval not to be unreasonably withheld. Benefits under this paragraph will in no way reduce

the salary to be paid to the COACH in accordance with Part IV of this CONTRACT. Nothing herein shall prohibit COACH from conducting additional baseball camps so long as such activities are approved in advance by the Director of Athletics and comply with all applicable UNIVERSITY, Conference and NCAA guidelines and policies, including without limitation the UNIVERSITY’s policy on “External Activities for Pay.”

b. Contingent upon availability from the exclusive footwear, apparel and equipment provider for the UNIVERSITY Department of Athletics and subject to annual approval by the Director of Athletics (which approval shall not be unreasonably withheld), UNIVERSITY shall provide to COACH the following for his personal/camp and clinics use, which shall be treated as non-salary compensation from UNIVERSITY to COACH:

Up to 272 hats; and \$5,000.00 Value Promo Asset Card from the exclusive footwear, apparel and equipment provider for the Department of Athletics.

Without limiting the discretion of the Director of Athletics as set forth above, the parties acknowledge that if any condition arises, including but not limited to amendment of UNIVERSITY contract with its exclusive footwear, apparel and equipment provider, that imposes any direct or indirect cost upon UNIVERSITY for acquisition of the non-salary compensation items identified above, the Director may cease all provision of any of such non-salary compensation to COACH under the CONTRACT and UNIVERSITY shall have no obligation to replace the loss of such non-salary compensation to COACH.

**IN TESTIMONY WHEREOF**, the signatures of the parties are affixed hereto on the dates indicated below to be effective upon the later of either the date of approval of the terms of this AMENDMENT by the Board of Trustees of East Carolina University or the last date of execution of the AMENDMENT among the Chancellor, Director of Athletics, and COACH, as such dates are indicated herein below.

**EAST CAROLINA UNIVERSITY**

By: \_\_\_\_\_ Date signed \_\_\_\_\_  
Cecil P. Staton, Chancellor

APPROVED AS TO FORM AND CONTENT:

By: \_\_\_\_\_ Date signed \_\_\_\_\_  
Jeffrey Compher, Director of Athletics

**HEAD BASEBALL COACH**

By: \_\_\_\_\_ Date signed \_\_\_\_\_  
Clifford McKinley Godwin



\*\*\*\*\*

**The officers named below sign only to certify that, as required under UNC Policy Manual Section 1100.3, all terms and conditions of the foregoing agreement (the AMENDMENT) have been approved as of the \_\_\_\_\_ day of November, 2017, by the Board of Trustees of East Carolina University.**

By: \_\_\_\_\_  
Kieran Shanahan  
Chairman, Board of Trustees of East Carolina University

\_\_\_\_\_ Date signed

Attested to:

By: \_\_\_\_\_  
Megan Ayers, or Designee, Assistant Secretary to  
the Board of Trustees of East Carolina University

\_\_\_\_\_ Date signed

**NAMING PROPOSAL TO EAST CAROLINA UNIVERSITY  
BOARD OF TRUSTEES**

DR. GLEN G. GILBERT, PROFESSOR AND DEAN

Name of Originator

COLLEGE OF HEA. & HUMAN

Department/Division

252-328-0038

Phone

gilbertg@ecu.edu

Email

Proposed Name(s) to Honor: DR. EDWARD MEL MARKOWSKI

313 KING GEORGE ROAD, GREENVILLE, NC

Address: City

State

27858

Zip

Telephone: 252-355-5018

Home

CELL: 252-341-9518

Business

Relationship to the University: PROFESSOR EMERITUS, MARRIAGE & FAMILY THERAPY  
COLLEGE OF HEALTH AND HUMAN PERFORMANCE (RETIREMENT YR. 2008)

Proposed Object for Naming: CLASSROOM # 102 REDDITT BLDG., 610E. 10TH ST. (SIZE: APPROX.  
17' X 19')  
THE MEDICAL FAMILY THERAPY PROGRAM IS  
HEADQUARTERED IN THIS BLDG.

Purpose for recommendation:

Honorary (Attach background materials as appropriate to justify the recommendation)

**SEE ATTACHED MATERIALS**

Gift (Attach background materials as appropriate to justify the recommendation and complete the section below)

**EXPENDABLE AS PROVIDED BY FUND GUIDELINES.**

Purpose of Gift:  Annual  Capital  Endowment

Date of Original Commitment: 4/12/17

Amount of the Total Commitment: \$51,000.<sup>00</sup>

Amount Paid: 31,000.<sup>00</sup>

Current Pledge Balance: 20,000.<sup>00</sup>

Status of Payments: SIGNED PLEDGE FORM

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: **SEE ATTACHED MATERIALS**

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.

Glen G. Gilbert

Signature of Originator

7/31/2017

Date

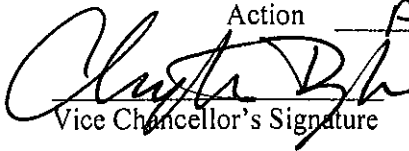
PROPOSAL TO EAST CAROLINA UNIVERSITY BOARD OF TRUSTEES  
TO NAME A FACILITY OR ACTIVITY

ROUTING SHEET

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

Received July 2017

Action Approved / 10.25.2017  
Date

  
Vice Chancellor's Signature

Forwarded or returned 10.25.2017  
Date

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

**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 \_\_\_\_\_  
\_\_\_\_\_

**DR. EDWARD MEL MARKOWSKI** was a highly respected, beloved legendary professor at East Carolina University from 1973 until 2008. He now holds the title of Professor Emeritus in the Marriage and Family Therapy Program in the College of Health and Human Performance (HHP). In the meantime, he continues to stay active in his field by doing consulting work and other specialized presentations. He is an internationally recognized expert in his field, and was the founder of the Marriage and Family Therapy Master's Program, and was collaborator on the Medical Family Therapy Doctoral Program at ECU. He is revered by former students and colleagues alike. He is highly and widely published, and his wide range of professional activities has brought much credit to East Carolina University and his areas of expertise.

He has received a long list of highly prestigious Honors and awards, examples of which are:

- J. William Fullbright Scholar Award, Comenius University, Bratislava, Slovakia
- East Carolina University Board of Governors Award for Excellence in Teaching
- Governor's Award for Distinguished Meritorious Service to the People and the State of NC.
- Representative to the White House Conference on Families
- Artis J. Epps Social Interest Award from the South Carolina Society of Adlerian Psychology

--- and the list goes on.

As this short summary of some of Dr. Markowski's accomplishments does not begin to do justice to our attempt to explain why this naming is so special and well-received by the College of HHP, a copy of his VITA is attached for your perusal.

Dr. Markowski has established a temporarily restricted fund to provide scholarship support to PhD students in the Medical Family Therapy Program in the College of HHP. He has regularly supported this fund over the past 5 years, and has made gifts in the amount of \$31,000 to it. The fund is currently in the \$30,000 range and qualifies for endowment status when and if Dr. Markowski would choose to do so.

In the meantime, Dr. Markowski has offered to make an additional contribution within the next few months to the Medical Family Therapy Priority Fund (No. ET4383) in the amount of \$20,000, if the attached naming proposal is approved.

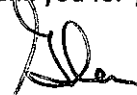
We respectfully request that you consider this comprehensive proposal based on:

- Honoring Dr. Markowski for long outstanding and meritorious service to East Carolina University and the College of HHP;
- His expression of interest and dedication, and his love for and attachment to the Medical Family Therapy Program in the College of HHP, through his very generous continuous financial support over the past few years;
- And his pledge for an additional gift in the amount of \$20,000 to the Medical Family Therapy Priority Fund.



Please be assured that this is a very popular initiative among those connected with the Marriage and Family Therapy Program who are familiar with his long standing contributions and importance to the Program.

Thank you for your consideration of this request!

A handwritten signature in black ink, appearing to read 'Glen G. Gilbert', written in a cursive style.

Dr. Glen G. Gilbert

Professor and Dean

College of Health and Human Performance



DR. EDWARD MEL MARKOWSKI

Name			Class
313 KING GEORGE RD.	GREENVILLE	NC	27858
Street Address	City	State	Zip
252-355-5018		252-341-9518	
Phone (home)	Phone (office)	Phone (cell)	
markowskie@ecu.edu			
E-mail			Fax

ELIZABETH J. MARKOWSKI

Spouse's Name	Class
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**GIFT COMMITMENT**

As an investment in East Carolina University, I/we will commit a gift to the East Carolina University Foundation Inc. in the sum of \$ 20,000.00 to be paid in cash, securities, and/or other property of equivalent value.

**DESIGNATION OF GIFT:**

<u>MEDICAL FAMILY THERAPY PRIORITY FUND (FUND # ET 4383) COLLEGE OF HEALTH AND HUMAN PERFORMANCE</u>

**METHOD OF PAYMENT:**

Check enclosed for the amount of \$ \_\_\_\_\_, made payable to the East Carolina University Foundation Inc. **FOR MEDICAL FAMILY THERAPY PRIORITY FUND (#ET 4383)**

Credit Card:  American Express  Master Card  Visa Amount \$ \_\_\_\_\_

Card Number	Expiration Date	Signature
-------------	-----------------	-----------

I/we intend to request our donor advised fund to make the following payments to the Foundation.  
\*Gifts from donor advised funds cannot be used to satisfy personal pledges (thereby converting this into an intent).

**PAYMENT SCHEDULE:**

Total Commitment	\$ <u>20,000.00</u>	Month _____ Year _____	Amount \$ _____
Amount Paid	\$ <u>-0-</u>	Month _____ Year _____	Amount \$ _____
Balance Due	\$ <u>20,000.00</u>	Month _____ Year _____	Amount \$ _____
		Month _____ Year _____	Amount \$ _____
		Month _____ Year _____	Amount \$ _____

Balance to be paid as follows:

Please send reminders one month before each installment due date. **PAYMENT DUE WHEN ATTACHED ROOM NAMING PROPOSAL IS APPROVED.**

I/we work for the following matching-gift company: \_\_\_\_\_

<u>Edward Mel Markowski</u>	<u>07/19/2017</u>	<u>Doreen Z. Leggett</u>	<u>7/19/17</u>
Donor Signature	Date	Gift Officer Signature	Date

## VITA

Edward Mel Markowski, PhD, LMFT

313 King George Rd

Greenville, NC 27858

Phone: 252 355 5018 Email: markowskie@ecu.edu

**EDUCATION**

Florida State University	PhD	Marriage and Family Therapy
East Tennessee State University	MA	Psychology
St. Stephens College	MA	Philosophy
LaSalle University	BA	Philosophy
University of Georgia	Certificate	Alcohol & Drug Studies

**CURRENT PROFESSIONAL ACTIVITY**

Professor Emeritus, Marriage and Family Therapy Program, College of Health and Human Performance, East Carolina University, Greenville, NC 27858  
 Military and Family Life Counselor (2012 -present)

**MILITARY WORK EXPERIENCE, ROTATIONS AND PRESENTATIONS**

Consultant, Marriage and Family Therapy, Viet Nam Veterans Outreach Center, (1990-2013)  
 MFLC Rotations (2012-present): 82<sup>nd</sup> Airborne, Ft Bragg, 6 months; 101<sup>st</sup> Airborne, FtCampbell 2 months; MCAS Cherry Point MAG 14, 8 months; MCAS Cherry Point MACG 28, 13 months  
 Common Sense Stress Reduction Presentations at the Alder Graduate School, Minneapolis, MN; NC Licensed Professional Counselors Meeting, Raleigh, NC; SC Society of Adlerian Psychology, Myrtle Beach, SC.; Military and Family Life Counseling Program, ECU ROTC Family Readiness Group Meeting

**PAST PROFESSIONAL ACTIVITY**

Faculty and Administration, East Carolina University, 1973-2008  
 Clinical Faculty and Supervisor, Marriage and Family Therapy Program, East Carolina University  
 Adjunct Professor, Department of Family Practice, School of Medicine, East Carolina University.  
 Consultant, J. William Fulbright Commission, Bratislava, Slovakia  
 International Committee of Adlerian Summer Schools and Institutes: Garmisch-Partenkirchen, Germany. Valleta, Malta. Maryville, TN. Cork, Ireland. Potsdam, Germany. Mennenrode, Netherlands. Suoz, Switzerland. Boston, MA. Vilnius, Lithuania. Schladming, Austria. Warwick, England. Ottawa Canada. Limerick Ireland.  
 Consulting Editor, Individual Psychology: The Journal of Adlerian Theorv. Research and Practice  
 Consultant and Supervisor, Marriage & Family Therapy, Mental Health Center Alcohol & Substance Abuse Program, Goldsboro, NC  
 Consultant & Supervisor, Marriage and Family Therapy, Neuse Mental Health Center, New Bern  
 Developed and Taught Family Therapy Sequence at Ft. Bragg Army Base, Fayetteville, NC  
 Consultant and Supervisor, Marriage and Family Therapy, Pitt County Mental Health Center.  
 Associate Editor, Family Relations: Journal of Applied Family and Child Studies  
 Consultant, Marriage and Family Therapy, Cherry Psychiatric State Hospital, Goldsboro, NC  
 Consultant, Psychiatric Associates, Greenville  
 Clinical Psychologist, Mental Health Center, Georgetown, S.C.  
 Psychology Instructor, Virginia Intermont College, Bristol, VA  
 Guidance Counselor, Cambridge, Massachusetts.

**LICENSES and CREDENTIALS**

North Carolina Marriage and Family Therapist, License #003

Approved Supervisor, American Association for Marriage and Family Therapy  
 Fellow, American Association for Marriage and Family Therapy  
 Diplomate, North American Society of Adlerian Psychology

### **ACADEMIC RECORD**

Established with Colleagues a Ph.D. Program in Medical Family Therapy  
 Associate Dean, Graduate Studies, College of Human Ecology  
 Director, Graduate Studies, Child Development and Family Relations.  
 Professor, Marriage and Family Therapy Program, East Carolina University  
 Developed Marriage and Family Therapy MS program at East Carolina University;  
 Chair, Department of Child Development and Family Relations  
 Interim Dean, College of Human Ecology.  
 Assistant to Dean, College of Human Ecology

### **STATE BOARDS**

Chair, North Carolina Marriage and Family Therapy Licensure Board, 1992-1998  
 Vice Chair, North Carolina Marital and Family Therapy Licensure Board 1990-1991  
 Member, North Carolina Marital and Family Therapy Licensure Board 1980-1987

### **PAST AND PRESENT PROFESSIONAL ORGANIZATIONS**

American Psychological Association

Avanta: The Virginia Satir Network

North American Society of Adlerian Psychology

(President, 2006-2008; First Vice-President, 1992-94; Delegate Assembly Member, 1988-94;  
 Chair, Publications Committee, 1989-91; Chair, Convention Committee, 1992-94.

American Association for Marriage and Family Therapy

(Fellow, 1986; Finance Committee Member, 1983-85; Divisional Development Council Member,  
 1981-82; Approved Supervisor, 1978; Clinical Member, 1973; Associate Member, 1970

Collaborative Family Healthcare Association

North Carolina Association for Marriage and Family Therapy

Member, Continuing Education Committee, 1992-1998, Chair, Legislative Committee, 1989-91;  
 Chair, Professional Issues Committee, 1988-89; Honors Committee, 1986; Executive Director of  
 Search Committee, 1985; Bylaws Review Committee, 1984; President, 1981-82; Annual  
 Meeting Chairperson, 1981; Screening Interviewer, Eastern Region AAMFT Applicants, 1976-80;  
 Chairperson, 1976; Continuing Education Chairperson, 1977-80; Executive Committee Member,  
 1977-79; Annual Meeting Chairperson, 1976

National Council on Family Relations

Southeastern Regional Representative, 1978-80

North Carolina Family Life Council

President, 1979-80; Nominating Committee Chair, 1981; Annual Meeting Chairperson, 1984

### **HONORS AND AWARDS**

Arlis J. Epps Social Interest Award from the South Carolina Society of Adlerian Psychology  
 J. William Fulbright Scholar Award, Comenius University, Bratislava, Slovakia  
 East Carolina University Board of Governors Award for Excellence in Teaching  
 East Carolina University Board of Governors Award for Excellence in Teaching Finalist  
 North Carolina Academic Achievement for Marriage and Family Therapy Award  
 David and Vera Mace Award for Outstanding Contributions to the Field of Marriage and Family Therapy,  
 Ronald McDonald House Volunteer Award  
 Governor's Award for Distinguished Meritorious Service to the People and the State of North Carolina  
 Representative to the White House Conference on Families  
 East Carolina University Robert and Lina Mays Teaching Excellence Award  
 Outstanding Instructor, East Carolina University Instructional Survey  
 Member, President's Council on Youth, Georgetown, S C  
 Special Merit Award, Georgetown-Horry Mental Health Board, Georgetown, S C



## PUBLICATIONS

- Cain, H.A., Harkness, J.L., Smith, A.L., & Markowski, E.M. (2003). Protecting persons in family therapy research: An overview of ethical and regulatory standards. Journal of Marital and Family Therapy, 29, 47-57.
- Dosser, D.A., Smith, A.L., Markowski, E.M., & Cain, H.I. (2001). Including families' spiritual beliefs and their faith communities in systems of care. In D.A. Dosser, D. Handron, S. McCammon, & J.Y. Powell (Eds.). Child mental health: Exploring systems of care in the new millennium (pp 63- 78). New York: Haworth.
- Dosser, D.A, Smith, A.L., Markowski, E.M., & Cain, H.I. (2001). Including families' spiritual beliefs and their faith communities in systems of care. Journal of Family Social Work, 5, 63-78.
- Prouty, A., Markowski, E.M., & Barnes, H. (2000). Using the Dyadic Adjustment Scale in marital therapy: An exploratory study. The Family Journal: Counseling and Therapy for Couples and Families, 8, 250-257.
- Markowski, E.M. (1998). First date recollections. In L.L Hecker & S. Deacon, (eds.). The Therapist's Notebook, New York: Haworth .
- Markowski, E.M. (1998). Primary perceptual modalities In couples therapy. In L.L. Hecker, & S. Deacon, (eds.). The Therapist's Notebook, New York: Haworth .
- Eakes, G., Walsh, S., Markowski, M. Cain, H. & Swanson, M. (1997). Family centered brief solution focused therapy with chronic schizophrenia: A pilot study. Journal of Family Therapy, 19, 145-157.
- Markowski, E.M., Cain, H.I., & Cascio, M. (1993). The use of a consultation team to network families with other helping systems. Contemporary Family Therapy, 15, 317-326.
- Cain, H.I., & Markowski, E.M. (1993). The flip chart as Greek Chorus. Journal of Systemic Therapies, 12(3), 46-51.
- Markowski, E.M. (1992). What the world needs now: Adler, Aristotle, and love. Individual Psychology: The Journal of Adlerian Theory, Research and Practice, 48, 378. (Abstract)
- Markowski, E.M. (1991). Primary sense modalities and Adler's life tasks. Individual Psychology: The Journal of Adlerian Theory, Research and practice, 47, 415. (Abstract)
- Markowski, E.M., & Sauls, N. (1990). Social interest as a factor in burnout prevention. Individual Psychology: The Journal of Adlerian Theory, Research and Practice, 46, 386. (Abstract)
- Cain, H.I., & Markowski, E.M. (1989). A private practice supervisory evaluation format. The Clinical Supervisor, 7(4), 93-99.
- Markowski, E.M. (1988). Use of first date recollections in marital therapy. Individual Psychology: The Journal of Adlerian Theory, Research and Practice, 44, 394-395. (Abstract)
- Markowski, E.M. (1988). Social interest and mothers of exceptional children. Individual Psychology: The Journal of Adlerian Theory, Research, and Practice, 44, 35-40.
- Markowski, E.M. (1985). Use of early recollection in marital therapy. Individual Psychology: The Journal of Adlerian Theory, Research and Practice, 41, 426. (Abstract)
- Markowski, E.M. (1984). Social Interest and the law of the low doorway in marital adjustment. Individual Psychology: The Journal of Adlerian Theory, Research and Practice, 40(3), 350. (Abstract)
- Markowski, E.M. & Greenwood, P.O. (1984). Marital adjustment as a correlate of social interest. Individual Psychology: The Journal of Adlerian Theory, Research and Practice, 40 (3), 300-308.
- Markowski, E.M. & Cain, H.I. (1984). Marital and family therapy certification and licensing examinations: One model. Journal of Marriage and Family Therapy, 10(3), 289-296.
- Markowski, E.M. & Cain, H.I. (1983). Live marital and family therapy supervision: A model for community mental health centers. The Clinical Supervisor, 1(3), 37-46.
- Markowski, E.M. & Cain, H.I. (1983). Marital and family therapy training and supervision: A Regional model for rural mental health. The Clinical Supervisor, 1(1), 65-75.
- Markowski, E.M. & Cain, H.I. (1983). A study manual for the North Carolina marital and family therapy certification examination. The North Carolina Marital and Family Therapy Board of Examiners. Bowman Gray School of Medicine, Winston Salem.
- Markowski, E.M. & Cain, H.I. (1982). The North Carolina marital and family therapy certification examination. The North Carolina Marital and Family Therapy Board of Examiners. Bowman Gray School of Medicine, Winston Salem.
- Markowski, E.M. (1981). The white house conference on families: Another beginning. The

Council Record, 17(1), 4-9.

- Markowski, E.M. & Johnson, M.J. (1980). Behavior, temperament, perceived temperament and idealization of cohabiting couples who married. International Journal of Sociology of the Family, 10(1), 115-125.
- Markowski, E.M. (1980). The white house conference on families: A national and state endeavor. The Council Record, 16(1), 3-9.
- Markowski, E.M. (1979). A comparison of parental marriage types and social interest among college females in North Carolina. The Council Record, 15, 12. (Abstract)
- Markowski, E.M., Croake, J.W. & Keller, J.F. (1978). Sexual history and present sexual behavior of cohabiting and married couples. The Journal of Sex Research, 14(1).
- Croake, J.W., Keller, J.F. & Markowski, E.M. (1976). A comparison of sociocultural characteristics and personality traits of cohabiting and legally married. International Journal of Sociology of the Family, 6(1), 87-98.
- Keller, J.F., Croake, J.W. & Markowski, E.M. (1975). Church attendance: Living together and married couples. Journal of Humanics, (2), 19-22.
- Markowski, E.M., (1961). Reginald of Orlean. The New Catholic Encyclopedia. Vol.12. McGraw-Hill, 203-204.

#### **INTERNATIONAL PAPERS AND PRESENTATIONS**

- Adler and Parenting, International Congress of Adlerian Summer Schools and Institutes, Malta, 2005.
- Adler's Law of the Low Doorway, International Congress of Adlerian Summer Schools and Institutes, University of Cork, Ireland, 2004.
- Applications of Adlerian Psychology in the United States, Comenius University Department of Psychology, Bratislava, Slovakia, 2004.
- Creativity in Adlerian Psychotherapy, North American Society of Adlerian Psychology, Vancouver, Canada, 2004
- Parenting Styles in the United States, Slovak Adlerian Society, Bratislava.Slovakia, 2003
- Using Adlerian Psychology in Schools, Comenius university School Counseling Program, Bratislava, Slovakia, 2003
- The Law of the Low Doorway. International Congress of Adlerian Summer Schools and Institutes, Potsdam, Germany, 2002.
- Creativity and Solutions in Adlerian Therapy. International Congress of Adlerian Summer Schools and Institutes, Potsdam, Germany, 2002.
- Mistaken Games Parents, Teachers and Children Play. International Congress of Adlerian Summer Schools and Institutes, Potsdam, Germany, 2002.
- Psychotherapy Practice in the United States. Individual Psychology Conference, Comenius University, Bratislava, Slovakia, 2002.
- Working with Children and Parents. Individual Psychology Conference, Comenius University, Bratislava, Slovakia, 2002.
- Primary Sense Modalities and Individual Life Tasks. International Congress of Adlerian Summer Schools and Institutes, Mennenrode, Netherlands, 2001.
- Belonging, Connection, Community: An Application of Adler's Movement Toward Others. International Congress of Adlerian Summer Schools and Institutes, Mennenrode, Netherlands, 2001.
- First Date Recollections and Fantasies in Intimate Relationships. International Congress of Adlerian Summer Schools and Institutes, Mennenrode, Netherlands, 2001.
- Case Studies in Adlerian Psychotherapy. Comenius University, Bratislava, Slovakia, 2001.
- Introduction to Adlerian Theory and Clinical Practice. Comenius University Adlerian Psychology Conference, Modra, Slovakia, 2001.
- What Works In Psychotherapy: Application and Practice of Individual Psychology. Alfred Adler Institute, Zurich, Switzerland, 2001.
- Aristotle, Adler, and Love: Concepts for Understanding Dynamics of Relationships. Alfred Adler Institute, Zurich Switzerland, 2001.
- Introduction to Adlerian Psychology Theory and Practice. Comenius University School Psychologists Seminar, Bratislava, Slovakia, 2001.
- Mistaken Goals in Action. International Congress of Adlerian Summer Schools and Institutes, Zuoz, Switzerland, 2000.

- Love and Social Interest. International Congress of Adlerian Summer Schools and Institutes, Zuoz, Switzerland, 2000.
- Creating Solutions for Troubled Children and Adults. International Congress of Adlerian Summer Schools and Institutes, Wheaton College, 1999.
- Games Parents and Teachers Play. International Congress of Adlerian Summer Schools and Institutes, Wheaton College, 1999.
- Love and Social Interest. International Congress of Adlerian Summer Schools and Institutes, Wheaton College, 1999.
- Adler's Law of the Low Doorway: Creating Solutions in Counseling and Therapy. International Association of Individual Psychology Meeting, Chicago, 1999
- Creating Solutions for Discouraged Children and Adults. International Congress of Adlerian Summer Schools and Institutes, Vilnius, Lithuania, 1998.
- Games Parents and Children Play. International Congress of Adlerian Summer Schools and Institutes, Vilnius, Lithuania, 1998.
- Adlerian Models for Understanding Relationship Dynamics. International Congress of Adlerian Summer Schools and Institutes, Schladming, Austria, 1997.
- Private Logic, Goals, and Games. International Congress of Adlerian Summer Schools and Institutes, Schladming, Austria, 1997.
- The Law of the Low Doorway: Parsimony and Creativity in Adlerian theory and Practice. International Congress of Adlerian Summer Schools and Institutes, University of Warwick, Coventry, England, 1996.
- Primary Sense Modalities and Adler's Life Tasks. International Congress of Adlerian Summer Schools and Institutes, University of Warwick, Coventry, England, 1996.
- Family Function and Dysfunction. International Congress of Adlerian Summer Schools and Institutes, Carleton University, Ottawa, Canada, 1994.
- First Date Recollections and Fantasies of Married Couples. International Congress of Adlerian Summer Schools and Institutes, Carleton University, Ottawa, Canada, 1994.
- Adler: The Man and His Work, International Congress of Adlerian Summer Schools and Institutes, Clonmell, Ireland, 1992.
- Aristotle, Adler and Love. International Congress of Adlerian Summer Schools and Institutes, University of Limerick, Ireland, 1991.
- Social interest and the law of the low doorway in marital adjustment. NASAP Annual Meeting, Toronto, Canada. 1984.

#### **NATIONAL, STATE, AND LOCAL PAPERS AND PRESENTATIONS**

- Military and Family Life Counseling Program, Family Readiness Group, ECU Army ROTC, Greenville, NC 2017
- Common Sense Short Term Stress Reduction and Problem Solving, AHEC, Greenville, NC, 2017.
- Common Sense No-nonsense Short Term Stress Reduction with Service Members and Others, North American Society of Adlerian Psychology, Minneapolis, MN, 2016.
- Seeing Symptoms as Solutions, South Carolina Society of Adlerian Psychology, Myrtle Beach, SC. 2016.
- Common Sense No-Nonsense Short Term Stress Reduction with the Military, NC Licensed Professional Counselors Association, Raleigh, NC 2015.
- Using Primary Perceptual Modalities in Therapy, South Carolina Society of Adlerian Psychology, Myrtle Beach, SC 2014
- Preventing Burnout in Family Therapy, North Carolina Association for Marriage and Family Therapy, Raleigh, 2006
- Effective Discipline practices for Homes and Schools, South Carolina society of Adlerian Psychology, Myrtle Beach, 2005
- Burnout and the Life Tasks, South Carolina Society of Adlerian Psychology, Myrtle Beach, 2005
- Using Experiential Models in Family Therapy, North Carolina Association for Marriage and Family Therapy, Cary, NC. 2004
- Developing a Doctoral Program in Medical Family Therapy, Collaborative Family Healthcare Association, Minnesota, 2004
- Creating Solutions in Counseling and Therapy, South Carolina Society of Adlerian Psychology,

- Myrtle Beach, 2003
- Mistaken Games Teachers, Parents and Caregivers Play, South Carolina Society of Adlerian Psychology, Myrtle Beach, 2003
- Protecting Persons in Evidence-Based Therapy Research. American Association for Marriage and Family Therapy, Cincinnati, Ohio, 2002.
- Burnout and the Life Tasks. South Carolina Society of Adlerian Psychology, Myrtle Beach, 2002.
- Creating Solutions in Counseling and Therapy. South Carolina Society of Adlerian Psychology, Myrtle Beach, 2002
- Spontaneity, Creativity, and Solutions in Family Therapy. North Carolina Association for Marriage and Family Therapy, Charlotte, 2002
- Non-sexual Touch and Relationship Adjustment. North Carolina Association for Marriage and Family Therapy, Charlotte, 2002.
- Use of First Date Recollections in Marriage Therapy. North Carolina Association for Marriage and Family Therapy, Region IV, Fayetteville, 2001.
- Protecting Persons in Evidence-Based Therapy Research. American Association for Marriage and Family Therapy, Nashville, Tennessee, 2001.
- Mistaken Games Parents and teachers Play. South Carolina Society of Adlerian Psychology, Myrtle Beach, 2001
- Creating Solutions in Counseling & Therapy. South Carolina Society of Adlerian Psychology, 2001
- Virginia Satir's Contribution to Understanding Families. Eastern District North Carolina Public Health Association Annual Conference, Atlantic Beach, NC, 2000.
- Adler's Law of the Low Doorway: Creating Solutions in Counseling and Therapy. North American Society of Adlerian Psychology Annual Meeting, St. Paul, MN, 2000.
- Solution Focused Conversation in Collaborative Health Care. Collaborative Family Healthcare Coalition Conference, Bethesda, 2000.
- Primary Sense Modalities and Individual Life Tasks. South Carolina Conference of Adlerian Psychology, Myrtle Beach, 1999.
- Games, Goals, and Effective Discipline: Practices for Homes and Schools. South Carolina Conference of Adlerian Psychology, Myrtle Beach, 1999.
- Intimacy Differences of Spouses in Alcohol Treatment. AAMFT Annual Meeting, Dallas, 1998.
- Faith Based Solution Focused Therapy: Miracles or Exceptions. AAMFT Annual Meeting, Dallas, 1998.
- Primary Sense Modalities and Individual Life Tasks. South Carolina Conference of Adlerian Psychology, Myrtle Beach, 1998.
- Creating Solutions in Counseling and Therapy. South Carolina Conference of Adlerian Psychology, Myrtle Beach, 1998.
- Parsimony and Creativity in Adlerian Theory and Practice. NASAP Annual Meeting, Dallas, Texas, 1998.
- Metaphors, Memories, and Dreams in Creative Psychotherapy. South Carolina Society of Adlerian Psychology, Myrtle Beach, 1997.
- Games, Teachers, Parents, and Children Play. South Carolina Society of Adlerian Psychology, Myrtle Beach, 1997.
- Family Therapy Training for Rural School Systems. AAMFT Annual Meeting, Atlanta, 1997.
- Temperament Differences of Couples In Marriage Therapy. AAMFT Annual Meeting, Atlanta, 1997.
- Solution Focused Collaboration with Chronic Schizophrenia. Second Annual Collaborative Family Healthcare Coalition Conference, National Institutes of Health, Bethesda, 1997
- Evaluating Solution Based Therapy in an Applied Setting. AAMFT Annual Meeting, Toronto, 1996.
- Client Evaluation of Family Therapy with a Training Team. AAMFT Annual Meeting, Toronto, 1996.
- A Collaborative Team Approach in a Mental Health Setting: A Solution Focused Model, 4th Annual North Carolina Conference on Innovative Approaches in Psychiatric Rehabilitation, John Umstead Hospital, Butner, NC, 1996.
- Metaphors, Memories, and Dreams in Creative Psychotherapy. South Carolina Society of Adlerian Psychology, Myrtle Beach, 1996.
- The Therapeutic Power of Early Memories. South Carolina Society of Adlerian Psychology, Myrtle Beach, 1996.



- Creative Use of Client Generated Memories. North American Society of Adlerian Psychology Annual Meeting, Baltimore, 1996.
- Introduction to Adlerian Psychology. North American Society of Adlerian Psychology Annual Meeting, Baltimore, 1996.
- Client Perceptions of Family Therapy with a Training Team. NCAMFT Annual Meeting, High Point, 1996.
- What Makes Couples Therapy Work: A Study of the Curative Factors. NCAMFT Annual Meeting, High Point, 1996.
- Temperament Differences in Enrichment Couples. NCAMFT Annual Meeting, High Point, 1996.
- Brief Solution Focused Family Therapy with Chronic Schizophrenia. AAMFT Annual Meeting, Baltimore, 1995.
- Starting Solution-Based Therapy in a Mental Health Setting. AAMFT Annual Meeting, Baltimore, 1995.
- Metaphors, Memories, and Dreams in Creative Psychotherapy, South Carolina Society of Adlerian Psychology, Myrtle Beach, 1995.
- The Therapeutic Power of Early Memories, South Carolina Society of Adlerian Psychology, Myrtle Beach, 1995.
- Using Solution Focused Intervention with the Individual-Family-Hel per Network. 3rd Annual North Carolina Conference on Innovative Approaches in Psychiatric Rehabilitation, John Umstead Hospital, Butner, NC, 1995.
- Establishing a Collaborative Network Against the Problem Illness: A Brief Family Therapy Model. 1st National Collaborative Family Health Care Coalition Conference, Washington, DC., 1995.
- Dyadic Adjustment Scales of Married Couples in Therapy. AAMFT Annual Meeting, Chicago, IL, 1994.
- How to be a Therapist and Survive. South Carolina Society of Adlerian Psychology, Myrtle Beach, SC, 1994.
- Family Dynamics: Models for Understanding and Intervention. South Carolina Society of Adlerian Psychology, Myrtle Beach, SC, 1994.
- Using, Forming , & Surviving the Therapeutic System. Focus on Families VI, Appalachian State University, Boone, NC, 1994.
- Forming and Using the Therapeutic System without Burning Out. North American Society of Adlerian Psychology Region III Annual Meeting, Orlando, FL, 1994.
- Temperament of Physician Couples in Marital Therapy. AAMFT Annual Meeting, Anaheim, CA, 1993.
- Adlerian Approaches for Working with ADHD Children and Families. South Carolina Society of Adlerian Psychology, Myrtle Beach, SC. 1993.
- Family Dynamics: Structured Models for Understanding and Intervention. South Carolina Society of Adlerian Psychology, Myrtle Beach, SC. 1993.
- Forming and Using the Therapeutic System. Focus on Families V. Appalachian State University, Boone, NC, 1993.
- What Makes Couple Therapy Work: The Curative Factors. AAMFT Annual Meeting, Miami Beach, 1992.
- Early Recollections: A Therapeutic Tool for Working with Children and Families. South Carolina Society of Adlerian Psychology, Myrtle Beach, SC, 1992.
- Adler's Concept of Love: A Model for Working with Children and Families. South Carolina Society of Adlerian Psychology, Myrtle Beach, SC, 1992.
- What the World Needs Now: Aristotle, Adler, and Love, North American Society of Adlerian Psychology Annual Meeting, Chicago, 1992.
- Games Parents, Teachers, and Children Play. North American Society of Adlerian Psychology Region III Annual Meeting. Orlando, FL, 1992.
- Temperament Differences in Enrichment and Therapy Couples, AAMFT Annual Meeting, Dallas, 1991.
- Primary Sense Modalities and Life Tasks. North American Society of Adlerian Psychology Annual Meeting, Tucson, AZ. 1991.
- Use of first date recollections in marital therapy, North American Society of Adlerian Psychology Region III Annual Meeting, Orlando, FL. 1991.
- Treating families with schizophrenic members, AAMFT Annual Meeting, Washington, DC. 1990.
- Social interest as a factor in burnout prevention. North American Society of Adlerian Psychology Annual Meeting, Philadelphia, PA. 1990.
- Family interactions: An Adlerian Interpretation, North American Society of Adlerian Psychology Region III Annual Meeting, Orlando, FL. 1990.

- Inferiority-Superiority: A structural demonstration. S.C. Conference on Adlerian Psychology, Myrtle Beach, SC. 1988.
- Use of first date recollections in marital therapy. NASAP Annual Meeting, Seattle, WA. 1988.
- Primary sense modalities and Adler's life tasks. S.C. Conference on Adlerian Psychology, Myrtle Beach, SC. 1987.
- A Model Psychoeducational Family Therapy Program for the Chronically Mentally Ill. National Association for Rural Mental Health Annual Conference, Hendersonville, N.C. 1987.
- Family therapy & family medicine. Family Practice, ECU School of Medicine. 1986.
- Structural family therapy with alcoholics. N.C. Dept. of Alcohol and Substance Abuse, Eastern Region 1986.
- Use of early recollections in marital therapy, AAMFT Annual Meeting, Orlando, FL. 1986.
- Use of early recollections with couples, SC Conference on Adlerian Psychology, Myrtle Beach, 1986.
- Systems models for beginning family therapists, AAMFT Annual Meeting, New York, NY. 1985.
- Family interactions: An Adlerian interpretation. SC. Conference on Adlerian Psychology, Myrtle Beach, 1985.
- The use of early childhood recollections in marital therapy. NASAP Annual Meeting, Atlanta, GA. 1985.
- A format for the evaluation of family therapy supervision in private practice. AAFMT Annual Meeting, San Francisco, CA. 1984.
- The use of the Primary Perceptual Modality Inventory in marital therapy. AAFMT Annual Meeting, San Francisco, CA. 1984.
- Family interactions: An Adlerian Interpretation. SC Conference on Adlerian Psychology, Myrtle Beach, SC. 1984.
- Premarital concerns for the family physician. Dept. of Family Practice, ECU School of Medicine, 1984.
- Identification of marital stress by the physician. Family Practice, ECU School of Medicine. 1984.
- The identification of primary perceptual modalities: A strategy for enhancing premarried, married and remarried relationships. Southeastern Council on Family Relations, Atlanta. 1983.
- Structural family therapy. Edgecomb Nash Mental Health Center. 1982.
- Psychological implications of family systems. North Carolina Psychological Association, Eastern Region. Greenville. 1982.
- A systems approach to family therapy. North Carolina Psychological Associates, Raleigh. 1982.
- Transition points, passages and family life cycle in the diagnosis and treatment of family problems. Developmental Evaluation Clinic, ECU. 1982.
- Marital and family therapy licensing and certification examinations: A model from the North Carolina Experience. AAMFT Annual Meeting, Dallas, TX. 1982.
- Family of origin as the root of psychiatric diagnosis. Psychiatry Grand Rounds, ECU School of Medicine. 1981.
- Live marriage and family therapy supervision: A model for community mental health centers. AAMFT Annual Meeting, San Diego, CA. 1981.
- An examination of the concept of primary perceptual modalities and its relationship to marital adjustment. Southeastern Council on Family Relations, Blacksburg, VA. 1981.
- Parents: The first and most natural teachers. N.C. Association for the Emotionally Troubled, Raleigh, NC. 1980.
- Family dynamics and the exceptional child. N.C. Association for the teachers of exceptional Children, Winston Salem, NC. 1980.
- Principles and procedures of systematic training for effective parenting. N.C. Association for the Education of Young Children, Winston Salem, NC. 1979.
- A regional marriage and family therapy training program. AAMFT Annual Meeting, Washington, D.C. 1979.
- Games Parents and Teachers Play, NASAP Annual Meeting, Las Vegas, Nevada. 1979.
- Social interest and family interaction. NASAP Annual Meeting, Washington, DC. 1978.
- A comparison of perceived temperaments and idealization of married couples with and without prior cohabiting experience with their mates. Southeastern Council on Family Relations, Athens, GA. 1978.
- Family dynamics with exceptional children. N.C. Council for Exceptional Children Annual Meeting. Charlotte, NC. 1978.

The Adler-Driekurs parent training model. N.C. Association of Children Under Six Annual Meeting,  
Fayetteville, NC. 1977.  
Sociocultural characteristics and personality traits of married and cohabiting males and females.