

ECU Board of Trustees  
September 7, 2018  
ECHI

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 Maggie Alestad, a Senior Child Life Major from the Wesley Foundation to deliver the invocation. Following the invocation, Mr. Shanahan introduced Cadet Jack McAulay, an Exercise Physiology Major from Mooresville, NC and Cadet Jonathan Billingsley, a Construction Management Major from Boone, NC to lead the Pledge of Allegiance.

**ROLL CALL**

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

**Members Present**

Edwin Clark  
Mark Copeland  
Vern Davenport  
Leigh Fanning  
Deborah Davis  
Max Joyner, Jr.  
Jordan Koonts  
Fielding Miller  
Kel Normann  
Jason Poole  
Kieran Shanahan  
Vince Smith

**Members Absent**

Bob Plybon

**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 July 12<sup>th</sup> and August 17<sup>th</sup> meetings. The motion was moved and seconded without discussion. The motion was approved with no negative votes.

## **PRESENTATION**

Mr. Shanahan introduced Casey Stevens and Kristin Sawyer from the American Red Cross for a special presentation to Chancellor Staton for ECU's commitment to supporting American Red Cross Blood Drives across campus. ECU ranks as the 2<sup>nd</sup> highest number of blood donations of any university in the eastern United States, ranking only behind Penn State University. ECU donated 2,470 pints this year, which equates to 7,430 lives saved.

## **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 BOARD OF GOVERNORS**

Mr. Mike Williford, a member of the UNC Board of Governors, brought remarks on behalf of the BOG. Mr. Williford shared that his job as a liaison is to work with ECU in securing the tools needed for ECU to be successful. He's looking forward to coming to ECU on a regular basis. Mr. Williford is only a phone call away.

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

Student Government Association President, Jordan Koonts gave an update from the students. A full text version of Mr. Koonts remarks are listed as "Attachment B."

## **REPORT FROM THE FACULTY SENATE**

Crystal Chambers, Vice Chair of the Faculty shared remarks on behalf of the faculty. Her full text remarks are listed as “Attachment C.”

## **REPORT FROM THE STAFF SENATE**

Brooks Person, Chair of the Staff Senate provided an update from the staff. Mr. Person’s remarks are listed as “Attachment D.”

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

Ms. Linda Thomas, Chair of the Board of Visitors gave an update from the BOV. A text version of the report is listed in these minutes as “Attachment E.”

## **COMMITTEE REPORTS**

### **ATHLETICS & ADVANCEMENT COMMITTEE**

Committee Chair Edwin Clark gave the report from the Athletics and Advancement Committee. Due to time constraints, the committee did not address any items on their agenda. There were no action items needing approval by the board.

### **AUDIT COMMITTEE**

Mr. Kel Normann gave the report from the Audit Committee. There were not any action items requiring action by the full board. A full committee report is listed as “Attachment F.”

## **FINANCE AND FACILITIES COMMITTEE**

Mr. Max Joyner, Jr. provided the report from the Finance and Facilities Committee. A summary of the report is listed as "Attachment G." There were no action items requiring action by the board.

## **HEALTH SCIENCES COMMITTEE**

Mrs. Deborah Davis shared the report from the Health Sciences Committee. A summary of this report is listed as "Attachment H." There was one item requiring attention by the board.

Mrs. Davis moved that the board approve the non-salary compensation payments to the School of Dental Medicine eligible faculty members as noted in the board materials. These payments are in recognition of the individuals' clinical productivity and faculty practice as stipulated in their employment contracts. These payments cover the period of January 1 through June 30, 2018 and are listed as Attachment I.

Mr. Vern Davenport seconded and the motion was fully approved by the board.

## **UNIVERSITY AFFAIRS COMMITTEE**

Mr. Mark Copeland gave the report for the University Affairs committee. He had two action items requesting approval by the board. A full text version of his report is listed as "Attachment J."

Mr. Copeland moved the board approve the discontinuance of the Institute of Political Science and Policy as a UNC Institute, effective immediately as presented in the board

materials. The motion was seconded and approved without discussion. This item is listed as Attachment K.

Mr. Copeland moved that the board approve renaming the Center for Sustainable Tourism, Natural Resources and Built Environment to the Center for Sustainable Energy and Environmental Engineering as presented in board materials. This item is listed as Attachment L.

The motion was seconded by Deborah Davis and unanimously approved by the board.

#### **CLOSED SESSION**

Mr. Koonts then moved that the board go into closed session to prevent the disclosure of confidential personnel information under N.C.G.S. Statutes 126-122 and 126-30, to consider the qualifications, competence, performance, character, fitness or conditions of appointment of one or more prospective and/or current employees, and to consult with the attorney and to preserve the attorney-client privilege. The motion was seconded and approved unanimously.

#### **RESUMPTION OF OPEN SESSION**

The board resumed open session. There were no items that required board attention. The meeting was adjourned.

**####**

**Respectfully Submitted,**  
Megan Ayers  
Office of the Assistant Secretary to the Board of Trustees



# BOARD OF TRUSTEES

SEPTEMBER 7, 2018

# WELCOME



**DR. ANISA S. ZVONKOVIC**  
DEAN, COLLEGE OF HEALTH AND HUMAN PERFORMANCE







The background of the slide is a dark purple color with a faint, stylized image of a clock tower or building facade. The clock face is visible, showing Roman numerals. The overall aesthetic is professional and academic.

FACULTY AND STUDENT  
**ACHIEVEMENTS**

## JIAHAO (JAY) LI

*EC SCHOLAR, ENGINEERING STUDENT*

- STUDYING THE USE OF 3-D CAMERAS FOR OBJECTIVE EDEMA MEASUREMENT PROJECT.
- FACULTY COLLABORATORS INCLUDE:

**DR. STEPHANIE GEORGE**

COLLEGE OF ENGINEERING AND TECHNOLOGY

**DR. SONYA HARDIN**

COLLEGE OF NURSING

**DR. JASON YAO**

COLLEGE OF ENGINEERING AND TECHNOLOGY



## U.S. ARMY **xTECHSEARCH** COMPETITION

- AWARDED **\$1,000 PRIZE** IN PHASE I OF THE COMPETITION.
- HE WILL COMPETE FOR A \$5,000 PRIZE IN PHASE II OF THE COMPETITION AND **\$250,000** IF HE ADVANCES TO PHASE III.
- FORMED HIS OWN TECHNOLOGY COMPANY, **JAYBIRDENR LLC**, TO PREPARE FOR PHASE II OF THE COMPETITION.



**DR. JASON YAO AND JAY LI**



The background of the slide is a dark blue, semi-transparent image of a clock tower, likely the ECU clock tower. The tower is shown from a low angle, looking up, and features a large clock face with Roman numerals. The overall aesthetic is professional and academic.

RESEARCH AND  
**INNOVATION**



RESEARCH AND INNOVATION

AT ECU



## RESEARCH HIGHLIGHTS

- **INCREASE FOR RESEARCH EXPENDITURES** FOR THE FIRST TIME SINCE 2013 (3.2%).
- SECOND CONSECUTIVE YEAR OF INCREASED RESEARCH PRODUCTIVITY - OVER A **\$1M INCREASE** IN RESEARCH EXPENDITURES.
- **OVER 509 RESEARCH PROPOSALS** IN FISCAL YEAR 2017-2018 AS COMPARED TO 449 THE PRIOR YEAR.
- VALUE OF THE RESEARCH PROPOSALS **EXCEEDED \$200M.**





## RESEARCH HIGHLIGHTS

- FUNDING RATE WITH NSF INCREASED FROM 7% AND 8% IN 2015 AND 2016 TO **26% IN 2017-2018**. THIS IS HIGHER THAN N.C. STATE (20%) AND UNC-CHAPEL HILL (25%).
- NUMBER OF FACULTY WHO WERE PRINCIPAL INVESTIGATORS ON EXTERNALLY FUNDED PROJECTS INCREASED FROM 14% IN 2015 TO **24% IN 2018**.



The background of the slide is a dark purple gradient. In the center, there is a faint, semi-transparent image of a clock tower, likely the Old Chapel at ECU, with a large clock face visible. The text "INTERNATIONALIZATION" is overlaid in large, white, bold, sans-serif capital letters.

# INTERNATIONALIZATION



# STUDY ABROAD INTERNATIONAL SNAPSHOT

	2016-2017	2017-2018	% CHANGE
<b>ECU STUDENTS ABROAD .....</b>	<b>586</b>	<b>702</b>	<b>↑19.8%</b>
<b>INTERNATIONAL STUDENTS.....</b>	<b>187</b>	<b>201</b>	<b>↑7.5%</b>
<b>VIRTUAL EXCHANGE .....</b>	<b>444</b> STUDENTS	<b>45</b> UNIVERSITIES	<b>22</b> COUNTRIES





STUDY ABROAD

TUSCANY, ITALY





**INTERNATIONAL STUDENT APPLICATIONS HAVE INCREASED IN 2018**  
NEW RECRUITING STAFF AND COMPREHENSIVE STRATEGIC PLAN ARE DELIVERING RESULTS

The background of the slide is a dark blue, semi-transparent image of a clock tower. The clock face is visible, showing the time as approximately 10:10. The tower's architectural details, including its windows and stone structure, are faintly visible through the blue overlay.

# STUDENT SUCCESS



# 5-YEAR GRADUATION RATE

2002

49.5%

2017

60%





COMPREHENSIVE  
**CAMPAIGN**

UNIVERSITY ADVANCEMENT

# \$500 MILLION COMBINED CAMPAIGN

## \$192.4 MILLION

TOWARD CAMPAIGN ALREADY  
RAISED, PLEDGED OR COMMITTED

**\$500 MILLION**



**\$192.4 MILLION**



UNIVERSITY ADVANCEMENT

**\$500 MILLION  
COMBINED CAMPAIGN****\$2 MILLION**BOB AND PENNY BARNHILL  
TARBORO, NC**\$500 MILLION****\$192.4 MILLION**

UNIVERSITY ADVANCEMENT

# \$500 MILLION COMBINED CAMPAIGN

## YEAR IN REVIEW

TOTAL GIVING .....	<b>\$43,237,904</b>	
EAST CAMPUS .....	<b>\$20,025,510</b>	(RECORD HIGH)
WEST CAMPUS .....	<b>\$14,933,318</b>	(NEAR RECORD HIGH)
ATHLETICS .....	<b>\$8,182,988</b>	

**\$500 MILLION****\$192 MILLION**

UNIVERSITY ADVANCEMENT

# \$500 MILLION COMBINED CAMPAIGN

## \$2.2 MILLION IN PLANNED GIVING

 FOR AUGUST 2018

**MIKE ARMSTRONG, ORLANDO, FL**

\$1 MILLION FOR COLLEGE OF BUSINESS SCHOLARSHIPS

**HAROLD TROXLER, ELON, NC**

PLAN TO ESTABLISH PROFESSORSHIP IN ECONOMICS

**DR. TOM IRONS, ECU FACULTY**

ESTABLISHING ENDOWMENT FOR HONORS/NURSING PROGRAMS

**CHARLES McGIMSEY, ATLANTA, GA**

CREATING COLLEGE OF BUSINESS SCHOLARSHIP

**MIKE MILLS, ST. PETERSBURG, FL**

ESTATE PLANS FOR ATHLETICS SUPPORT

### \$500 MILLION



### \$192.4 MILLION





At ECU, we are Pirates™ of a different kind,  
in search of a different kind of gold.

A faint, dark blue background image of a clock tower with a large clock face, serving as a backdrop for the title.

# CHALLENGES

# ENROLLMENT CHALLENGES

- DOWN SLIGHTLY THIS FALL WITH:  
FIRST-TIME FULL-TIME FRESHMEN  
TRANSFER STUDENTS  
GRADUATE STUDENTS
- RURAL AND LOW-INCOME STUDENTS
- NC PROMISE
- HIGHLY COMPETITIVE ENVIRONMENT







# BREAKING BARRIERS

ECU PARTNERS WITH COMMUNITY COLLEGES TO IMPROVE TRANSFER STUDENT ACCESS, SUCCESS

BEAUFORT COUNTY COMMUNITY COLLEGE • CARTERET COMMUNITY COLLEGE • COLLEGE OF THE ALBEMARLE • CRAVEN COMMUNITY COLLEGE  
EDGECOMBE COMMUNITY COLLEGE • HALIFAX COMMUNITY COLLEGE • JOHNSTON COMMUNITY COLLEGE • LENOIR COMMUNITY COLLEGE  
MARTIN COMMUNITY COLLEGE • NASH COMMUNITY COLLEGE • PAMLICO COMMUNITY COLLEGE • PITT COMMUNITY COLLEGE  
ROANOKE-CHOWAN COMMUNITY COLLEGE • SAMPSON COMMUNITY COLLEGE • WAYNE COMMUNITY COLLEGE • WILSON COMMUNITY COLLEGE



# GOVERNANCE TOPICS



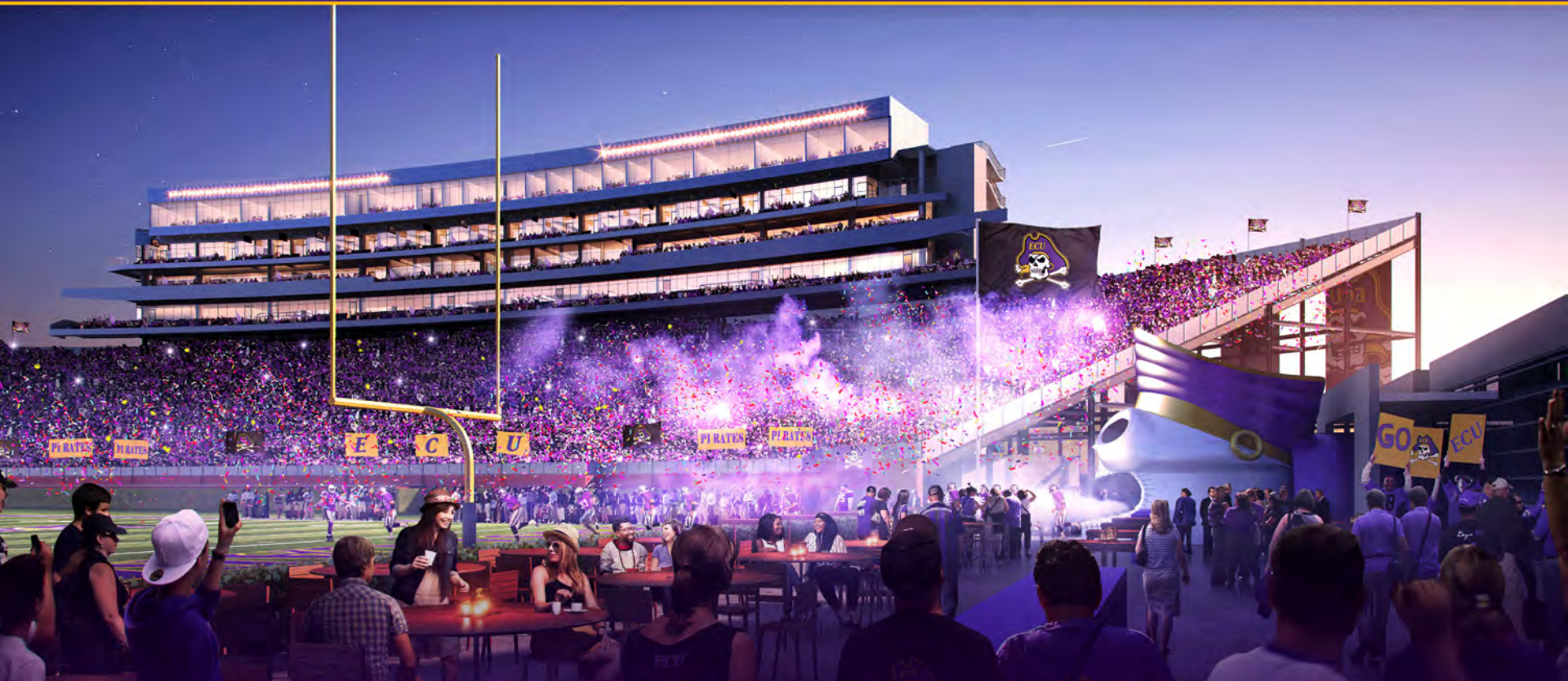
## GOVERNANCE TOPICS

- FACULTY RAISES TOO RARE IN RECENT YEARS
- DO NOT WANT TO INCREASE FINANCIAL BURDEN ON STUDENTS AND FAMILIES
- UNIVERSITY FACES RISING COSTS, AGING INFRASTRUCTURE
- EXPENDITURES OVER \$300K MUST BE APPROVED BY THE UNC BOARD OF GOVERNORS





**NEW \$122 MILLION STUDENT UNION**



**\$60 MILLION SOUTHSIDE STADIUM EXPANSION**





**OCTOBER 2021: NEW \$90 MILLION LIFE SCIENCES BUILDING**



# CHANCELLOR'S TASK FORCE ON GREEK LIFE

COMPOSED OF ALUMNI, FACULTY, COMMUNITY LEADERS AND STUDENTS, THE CHANCELLOR'S TASK FORCE ON GREEK LIFE WILL EXAMINE NATIONAL ISSUES FACING GREEK LIFE ON COLLEGE CAMPUSES AND THE CULTURE OF GREEK LIFE AT ECU.



# NEW STUDENT CENTER OPENING

The background of the slide is a dark blue, semi-transparent image of a clock tower. The clock face is visible, showing Roman numerals and hands. The tower's structure is composed of many rectangular panels, creating a grid-like pattern. The overall tone is professional and academic.

PACE OF  
**CHANGE**



BY THE YEAR 2030 ...

**375** MILLION PEOPLE  
WILL NEED RETRAINING TO GET NEW JOB SKILLS

THAT'S

**14%** OF THE GLOBAL WORKFORCE



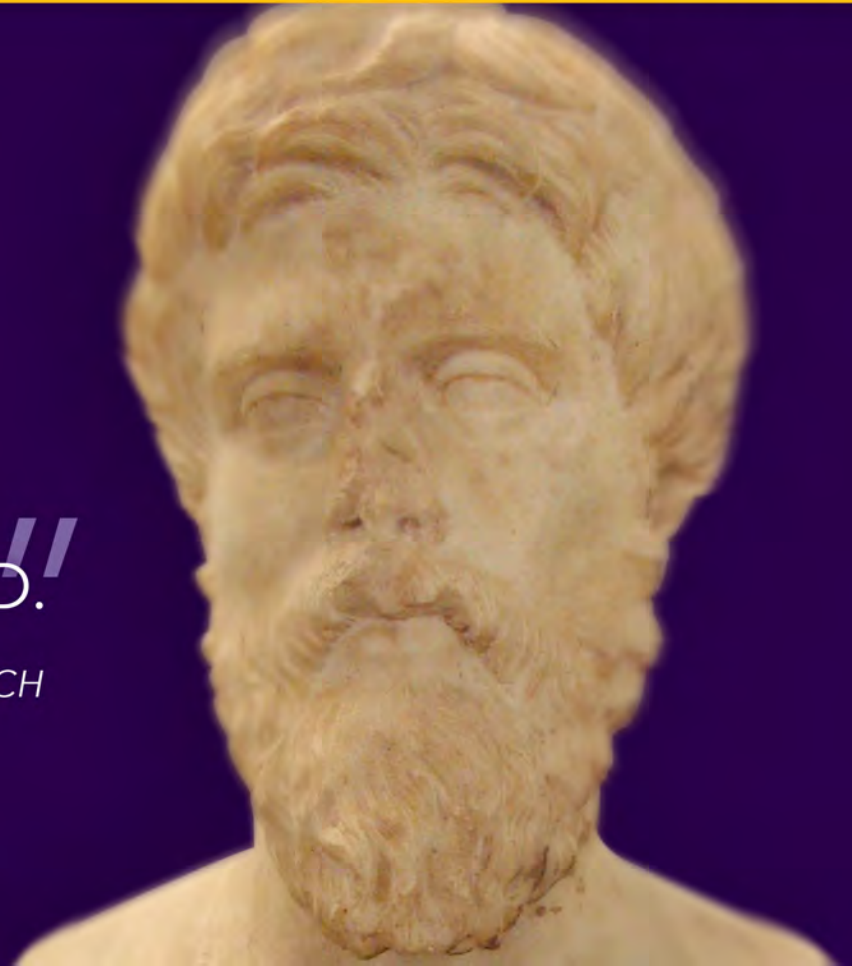
**10,000+** OUT OF 29,000 STUDENTS  
ARE FROM RURAL TIER ONE AND TWO COUNTIES

NEARLY

**40%** ARE FIRST-GENERATION COLLEGE STUDENTS

“THE MIND IS NOT A  
VESSEL TO BE FILLED,  
BUT A FIRE TO BE KINDLED.”

-PLUTARCH







A dark blue background featuring a faint, stylized image of a clock tower with a large clock face. The text "GO PIRATES!" is centered in white, bold, sans-serif font.

# GO PIRATES!

## **Remarks from the Student Government Association**

- SGA getting started for the year and working to follow-through on past projects (such as zero-textbook cost program)
- Events coming to campus such as the Tim Tebow special needs prom in February
- Highlights from Greek Life
- Awards and honors for chapters and members
- ECU being recognized for voter participation nationally



## **Remarks from the Faculty**

Chairman Shanahan, Members of the Board, Chancellor Staton, and Provost Mitchelson. My name is Crystal Chambers. I am an Associate Professor in the Department of Educational Leadership and Vice Chair of the Faculty Senate and I am here before you under the other duties as assigned clause. Our Chair, Jeff Popke had to be away at the System Office for a UNC Faculty Assembly Meeting and I bring you greetings on behalf of the faculty senate in his stead.

There's an old African proverb that states if you want to go fast, go it alone. But if you want to go far go with others. As this saying applies to our campus it takes all of us, faculty, staff, administration and trustees working collaboratively, in concert with each other, to go as far as we can go, to reach the horizon set out before us. To borrow from another African proverb, it takes a village to raise the next great national university. And that village is complex organization with multiple, interconnected ever moving parts. Perhaps Clark Kerr captures this complexity best in his advancement of the concept of the multiversity. He states the multiversity

is not one community but several – the community of the undergraduate and the community of the graduate; the community of the humanist, the community of the social scientist, and the community of the scientist; the communities of professional schools; the community of all the nonacademic personnel; the community of the administrators. Its edges are fuzzy – it reaches out to alumni, legislators, farmers, businessmen, who are all related to one or more of these internal communities. As an institution, it looks far into the past and far into the future, and is often at odds with the present. It serves society almost slavishly – a society it also criticizes, sometimes unmercifully. A community, like the medieval communities of masters and students, should have common interests; in the multiversity, they are quite varied, even conflicting.

Kerr called the multiversity an “inconsistent institution;” yet, nevertheless, regardless of political, social, and economic climates, “the name of the institution stands for a certain standard of performance, a certain degree of respect, a certain historical legacy, a characteristic quality of spirit.”

Note that as Kerr was advancing this notion of the multiversity, John F. Kennedy was in office, the Civil Rights Movement was in full bloom and Martin Luther King was months away from delivering his I have a dream speech. Students from campuses nationwide marched, rallied, rode buses, protested, registered voters and otherwise agitated for what they believed would make for a more perfect union. It was a time not unlike our own in many ways and campuses adapted, grew, and blossomed through that period of change. In fact, we may have it a little better now as Chancellor I have as of yet to hear of any students seizing your office and burning your research files.

We have an opportunity here, similar to the collective campus communities of the 1960s, but it will take all members of our campus village working together. From housekeeping to campus security, from the philosophy faculty to the Chancellor's office, no cog, no person is without significance, that is if it is our plan to go far, not just fast. Efficiency is not a value in and of its own sake but in concert with other principles and values we hold dear: Equity, Excellence, Fairness, Security, Integrity and Service to our region to name but a few. We must make priorities and as we do so collaboration is perhaps the best way to ensure that the paths we take to meet our horizons are based upon a circumspect campus appraisal. This requires taking into account the varied perspectives from the varied vantages of all the members of our village. We as faculty will continue to be available to work with you as our ship continues to sail forward. Go Pirates!

## Remarks from Staff Senate

Hello, good morning, I am Brooks Person, an ECU staff member currently working at our terrific School of Dental Medicine in the Informatics department and the 2018-19 Chair of ECU Staff Senate. I would like to thank you for inviting me to speak this morning.

It is said that good decisions come from experience and experience comes from bad decisions, so I am not sure how wise of a decision it was to take on Chair of Staff Senate -- but I am truly honored to be able to speak on behalf of our wonderful ECU staff and Staff Senate members from across campus. This year, Staff Senate is very motivated and ready as ever to support the University and its missions across campus and throughout the state.

This past year, Staff Senate updated our By-Laws to include a Vice Chair to assist with tasks normally handled by the Chair and Chair-Elect. We also added a Parliamentarian to help advise the officers, committees and members on matters of parliamentary procedure.

I am pleased to introduce our Executive Committee. First is our future chair, current Chair – Elect Michelle Messer, our Secretary Karen Eastwood, Robin Mayo as Treasurer, and newly-appointed Vice-Chair Todd Inman, who previously served as our Treasurer. Our inaugural Parliamentarian is Garrett Killian, a former Chair of ECU Staff Senate and Parliamentarian of UNC Staff Assembly, who we are happy to have help us with all matters of procedure.

Staff Senate will continue our work with Human Resources and the Office of Equity and Diversity to increase exposure of programs and campus events benefitting all employees. We are continuing to look for ways to help provide an exciting employee appreciation opportunities and also find ways to highlight staff to show how valued they are here at ECU. One of the goals we tasked ourselves with... is to improve Staff



Senate visibility across campus to help promote a positive picture of what ECU staff do for the University, as well as in the many communities our staff impact across this great state. Our Rewards and Recognition Committee is putting together the ECU Wellness Walk, formerly known as the Fitness Walk, this October around Lake Laupus. This walk promotes not just staff fitness, but overall wellness and includes campus and local vendors representing the 8 dimensions of wellness. We will also continue to promote both the Gail Jordan and Children of SPA scholarship funds, and recently sent in a nomination for UNC Staff Assembly Erskine Bowles Staff Service Award.

I am positive that our work will represent East Carolina to its fullest potential.

I would like thank Chancellor Staton and the Trustees for your support of the ECU Staff Senate. Thank You!

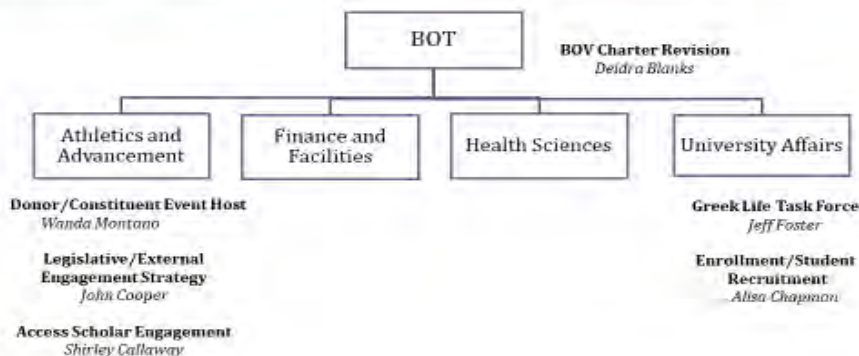
**ECU BOARD OF TRUSTEES  
ECU BOARD OF VISITORS REPORT  
SEPTEMBER 7, 2018**

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- First meeting – August 31, 2018
- New Member Orientation – mentors met with new members prior to meeting
- New format used to increase dialogue, relationship building and member awareness
  - Welcome and Introductions (strategic seating)
    - University Leadership and Mrs. Staton
    - Former BOV Chairs
    - New Members (3)
  - Spotlight on BOV members (2)
  - BOV Member Recognition
    - Michael Aho – ECUSA Chair
    - Jennifer King Congleton – Mid-Atlantic Regional Director, Alpha Kappa Alpha Sorority, Inc.
  - Q&A with Chancellor Staton
  - Athletic Panel – Pirate Armada model
    - Jeff Charles, facilitator
    - Coaches – Baseball, Women and Men’s Basketball
    - Lee Workman
  - BOV Report – Jason Poole
  - 2018 BOV BOT/University Initiative Engagement and Expectations
    - Engage
    - Partner/assist
    - Clarify
    - Follow through
    - Inform/Update the Board
    - Communicate

## 2018-19 BOT/University Initiative Engagement

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**ECU BOARD OF TRUSTEES  
ECU BOARD OF VISITORS REPORT  
SEPTEMBER 7, 2018**

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- Access Scholars
- Advancement Update
- ECU Alumni Association Update
- Tour of Renovated Ward Sports Medicine Complex
- Board Demographics – opportunity to be more reflective of ECU diversity
  - Total – 74
  - NC – 71 (Greenville and Raleigh)      Other States – 3
  - Male – 57      Female – 17
  - Brody Grads
  - Hospital Administrators
  - Construction Project Management
  - Business/Finance
  - Education
  - UNC system

**BOV Meeting Dates**

- Friday, January 11, 2019
- Friday, March 29, 2019

Respectively submitted,

Linda Thomas, Chair



## Report of ECU Board of Trustees Audit, Risk Management, Compliance, and Ethics Committee September 6, 2018

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

1. Approval of the July 12, 2018 meeting minutes.
2. Approval of changes to the committee's charter to reflect its responsibility for oversight of information security and IT security.

### Internal Audit Report – Mr. Wayne Poole

Mr. Poole presented the Internal Audit annual report for the year ended June 30, 2018. The Office of Internal Audit met or exceeded its KPIs for the 2018 fiscal year by completing 86% of the annual audit plan and achieving 75% direct productivity from the auditor staff. Mr. Poole reported no common or systemic internal control weaknesses. Mr. Poole also briefed the committee on Internal Audit's staffing and operating budget for the 2019 fiscal year.

Mr. Poole presented a proposed change to the committee's charter. The change formally reflects the committee's responsibility for oversight of the University's information security and IT security programs, as required by UNC System policy. The committee unanimously approved a motion to accept the revised charter as written.

### Enterprise Risk Management Report – Mr. Tim Wiseman

Mr. Wiseman briefed the committee on the ERM office's recent activities and initiatives. Mr. Wiseman continues to work closely with the UNC System Office to assist in the implementation of an ERM framework across the UNC system. Chancellor Staton specifically thanked Mr. Wiseman for his leadership and representation of ECU across the system.

Mr. Wiseman advised the committee that the top risks identification process has begun for this year. One significant change this year is that the exercise will include students' perspectives on the University's risks, as the Board requested.

### Research Compliance – Ms. Norma Epley

Ms. Epley provided an update on employee annual conflict of interest reporting and changes that have been made to the reporting and tracking process. For the year ended June 30, 2018:

- 100% of all employees listed on a federal grant award completed the required annual disclosure
- 99.74% of all EHRA employees completed the required annual disclosure.

Mr. Chairman, I would like to note that Ms. Epley will be retiring from her position as the Director of the Office of Research Integrity and Compliance, and this was her last meeting with us. The committee appreciates her service and her role in strengthening the University's compliance with research-related laws and regulations.

### Financial Compliance – Ms. Robin Mayo

Ms. Mayo provided an update on the Payment Card Industry Data Security Standards. Ms. Mayo reported that the University has made significant progress in compliance since 2013, and as of July 2018, the University achieved full compliance with the standards. This is a significant milestone and is critical to the University's ability to continue to accept credit card payments, which total approximately \$43 million annually for ECU. Ongoing compliance and vigilance will remain a priority and the standards are continuously evolving.

### Office of Institutional Integrity – Ms. Michelle DeVille

Ms. DeVille provided an update on the activities of the Office of Institutional Integrity. She provided detailed information related to healthcare billing compliance reviews and HIPAA privacy and security compliance. Historically, ECU's healthcare providers have a strong pass rate on billing compliance compared to the national average and other benchmarks.

**Health Sciences Committee  
September 6, 2018**

- Minutes from the July 12, 2018 meeting were approved.
- For the Health Sciences Division update, Dr. Stacy announced that Dean Sylvia Brown from the College of Nursing was selected as a Fellow of the Academy of Nursing Education by the National League for Nursing, Sharon M. Gordon D.D.S., M.P.H., Ph.D. from the School of Dental Medicine has been named the next Dean of the University of Connecticut School of Dental Medicine, and Dr. Sonya Hardin from the College of Nursing has been named dean of the University of Louisville School of Nursing.
- Dr. Stacy 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.
- For the Brody School of Medicine update, Dr. Stacy reviewed the results of the 2018 White Coat Ceremony where they welcomed the most diverse class of medical students in its history. The class consisted of 86 medical students where more than half of this year's students (51%) are non-Caucasian and 33% are from minority groups. This class is also 55% female.

**ECU BOT Health Sciences Committee Action:**

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

Closed Session Minutes from the July 12, 2018 meeting were approved.

*Request - The Health Sciences Committee approve the following motion:*

I move that:

- The board approve the non-salary compensation payments to the School of Dental Medicine eligible faculty members noted in the board materials. These payments are in recognition of the individuals' clinical productivity in faculty practice as stipulated in their employment contracts. These payments cover the period of January 1 – June 30, 2018.

The motions 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)

Leigh Fanning  
Max Joyner  
Fielding Miller  
Kieran Shanahan  
Jordan Koonts  
Vince Smith



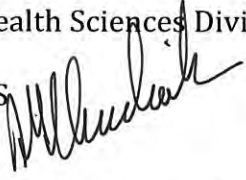
**School of Dental Medicine**  
 Ledyard E. Ross Hall | 1851 MacGregor Downs Road | Mail Stop 701  
 East Carolina University | Greenville, NC 27834-4354  
 252-737-7000 office | 252-737-7049 fax | [www.ecu.edu/dental](http://www.ecu.edu/dental)

## MEMORANDUM

**TO:** Mr. Kieran Shanahan, Chair  
 ECU Board of Trustees

Cecil P. Staton, D.Phil.  
 Chancellor

Mark Stacy, MD  
 Interim Vice Chancellor for Health Sciences Division

**FROM:** D. Gregory Chadwick, DDS, MS  
 Dean 

**SUBJECT:** Request for Approval to pay Faculty Practice Incentive Payments

**DATE:** August 13, 2018

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In accordance with the East Carolina University Policy on Non-Salary and Deferred Compensation for Employees Exempt from the State Personnel Act, the School of Dental Medicine would like to request approval for the attached list of non-salary compensation payments to eligible faculty members. These payments are in recognition of the individuals' clinical productivity in faculty practice as stipulated in their employment contracts. These payments cover the period January 1, 2018 through June 30, 2018.

Attached are the details of this request, as well as a spreadsheet indicating participating faculty member's individual compensation.

Thank you in advance for your consideration of this request.

### Attachments (2)

1. Request to Board of Trustees for Approval to pay Faculty Practice Bonus Payments
2. January 1 – June 30, 2018 Table with Faculty Names and Incentive/Bonus Amounts

c: Ms. Lisa Hudson, Associate Vice Chancellor, Health Sciences Human Resources  
 Ms. Anne Jenkins, Executive Director for Business and Financial Affairs, SoDM  
 Ms. Paula Daughtry



## **Request to Board of Trustees for Approval of Faculty Practice Bonus Payments (Non-Salary and Deferred Compensation Plan in School of Dental Medicine)**

The Board of Trustees is asked to approve payment of Faculty Practice Incentive Bonuses to eligible faculty in the School of Dental Medicine (SoDM). UNC Policy Manual 300.2.14, “Non-Salary and Deferred Compensation”, and ECU Policy on Non-Salary and Deferred Compensation for Employees Exempt from the State Personnel Act authorize the Board of Trustees to approve non-salary compensation for EHRA employees.

### **I. INTRODUCTION**

In accordance with The UNC Policy Manual 300.2.14, “Non-Salary and Deferred Compensation”, this document delineates the SoDM Faculty Practice Incentive Bonus criteria and the process for generating the proposed bonuses to faculty in the ECU School of Dental Medicine.

School of Dental Medicine faculty in Ross Hall are encouraged to develop a Faculty Practice (FP) to hone and maintain their skill set and to further meet the needs of the patient community. The services performed in the FP are exclusively provided by the faculty as opposed to students and residents under the supervision of faculty. These proposed incentives are designed to encourage activity that provides care to more complex patients in our communities as well as patients from the School of Dental Medicine student clinic whose treatment plans require certain procedures too complex for our students or residents to provide. In addition, these incentive bonuses are a critical tool in the recruiting package necessary to attract high quality faculty. Students and patients clearly benefit from instruction by faculty who are experienced and committed to caring for the more complex patients.

As the Faculty Practice is now emerging and gaining significant momentum, conventional wisdom is that we develop an incentive model to encourage faculty to increase clinical productivity in the FP. To incentivize the achievement of these clinical productivity targets, the School of Dental Medicine would like to develop a formal Incentive Bonus Plan. Until this plan is developed and approved, we would like to pay 30% of collected net revenue to all faculty participating in Faculty Practice and thus, we seek the Board of Trustees’ approval to pay the specific bonus amounts proposed.

With the exception of three, they reflect an amount equal to 30% of collected revenue from the patient care each provider directly performed in the FP.

- The School of Dental Medicine proposes an amount equal to 60% of collected revenue from the patient care performed by two periodontists within the school. Drs. Guillone and Martinez-Luna are both periodontists who came to us in mid-2017 as a result of a search for a periodontist that had begun in March, 2016. We were able to attract both spouses with lower base salaries by offering the 60% incentive plan for their first year. This goes to 45% in the second year and 30% thereafter.
- The other exception, Dr. Timothy, proposes payment at 40% of collected revenue for specialized radiology work.

All incentives will be paid from non-state clinical funds generated from the Faculty Practice.

## ECU School of Dental Medicine Incentive Information for BOT

January 1, 2018 - June 30, 2018

Faculty	Incentive Payment Sal Qtr 3 & 4
Dr. Daune Humphrey	\$3,147.41
Dr. Iquebal Hasan	\$2,248.63
Dr. Maggie Pafford	\$4,693.29
Dr. Luis Schlichting	\$2,481.60
Dr. Loren Alves	\$6,773.39
Dr. Alex Gillone *	\$14,482.46
Dr. Alex Kordis	\$8,235.41
Dr. Acela Martinez-Luna *	\$25,218.41
Dr. Van McCarlie	\$13,552.58
Dr. Nikki Tucker	\$7,320.13
Dr. Christopher Cotterill	\$328.05
Dr. Isabel Gay	\$3,537.15
Dr. Robert Keim	\$3,047.32
Dr. Mahmoud Serag	\$23,961.00
Dr. Stevan Thompson	\$6,922.70
Dr. Robert Timothy **	\$9,576.36
Dr. Michael Webb	\$3,365.18
Dr. Alison Yeung	\$1,352.23
Dr. David Paquette	\$2,689.29

\* These were the two specialists with 60% bonus for the first year.

\*\* Radiologist: Incentive is based on 40% of collections for captured and interpreted Cone Beam Computerized Tomography procedures.

## University Affairs Committee - September 6, 2018

### Research, Economic Development and Engagement (REDE) – Jay Golden

- **Jay introduced Mark Wdowik – the new Executive Director of Innovations and New Ventures** and explained the focus of Innovations and New Ventures. Mark comes from Colorado State to ECU and will look to create micro-enterprises throughout the region.
  - Mark shared some of his initial plans for the office and the micro-enterprise program and funds. This is about putting together teams of students and partnering them with our 29 counties to create these enterprises. We hope to create between 25-50 new opportunities each year. Our students are primed to make a difference in the region and help them succeed and grow. This may also help keep our students in the region after graduation too. Mark shared that they are looking to generate some funds (between \$500,000 - \$1 million) to start with small investments and later grow this into a larger financial commitment. There is a great interdisciplinary approach that includes the Miller School of Entrepreneurship as well as already existing relationships and partnerships with other academic schools/departments.
- **De-Establishment of the Institute of Coastal Science and Policy**
  - This is a request from the Centers committee at ECU to de-establish the institute.
    - **MOTION**
- **Name change for Center for Sustainable Tourism, Natural Resources, and Build Environment to Center for Sustainable Energy and Environmental Engineering**
  - **MOTION**

### Student Affairs – Virginia Hardy

- Student Appellate Conduct Process
  - Dr. Hardy shared that the process has now changed and the BOG has removed itself from the appeal of expulsions. At ECU, less than one half of one percent of cases in the last three years have gone to suspensions and expulsions.
  - Leila Faranesh, interim director for the Office of Student Rights and Responsibilities walked through a work flow for how cases are managed through the sanction and appeal process. She shared that if a case has a possible sanction of suspension or expulsion, the case goes to a Conduct Board Hearing. A student can appeal a suspension or expulsion to the Vice Chancellor for Student Affairs. Expulsion cases can then be appealed to the BOT. In the last four years, ECU has had 166 suspensions and 11 expulsions and of those 177 cases, only 29 were appealed.

### Academic Affairs – Ron Mitchelson

- Enrollment Update
  - We had a bit of a drop with fall enrollment this fall. We had a 1.4% reduction for headcount and student credit hour dropped 2.4%. We will likely receive a \$5 million reduction in budget, which means that we will receive that amount less in state appropriations. Our costs won't go down, but we will have less money coming in.
  - Other institutions are coming into the south and seeking out college eligible students and factor in the number of college eligible students nationwide has gone down by more than a million and this has a factor on all enrollment. Not just ECU, but all schools.



The best way to describe this is that the market has been disrupted. We also have other schools that have created a performance agreement with a commitment to rural and low-income students. He shared that a follow up report will come back to the Board in November.

- Dr. Ying Zhou shared some of the data following ECU's Census Day. Total headcount is a final number, but all other numbers are preliminary.
  - Total Headcount for Fall 2018 = 28,718 students at ECU
  - Freshman headcount = 4,175 (-4%)
  - Transfer = 1,854 (-4%)
  - Masters students (-9%)
  - Undergraduate enrollment went down .8%
  - Graduate enrollment went down 3.7%.
  - First-time, First-year student profile
    - GPA increased from 3.73 to 3.83.
    - SAT and ACT scores have held consistent.



Office of the Provost and Senior Vice Chancellor for Academic Affairs  
113 Spilman Building | Mail Stop 102 | East Carolina University | Greenville, NC 27858-4353  
252-328-5419 office | 252-328-6005 fax

To: Jay Golden, Vice Chancellor for Research, Economic Development, and Engagement  
From: David Griffith, Director of the Institute for Coastal Science and Policy *DG*  
Ron Mitchelson, Provost *R.M.*  
Date: May 24, 2018  
Re.: De-establishing the Institute of Coastal Science and Policy

The Institute of Coastal Science and Policy (ICSP) was established in 2001 to integrate social, natural, and engineering sciences for research, teaching, and outreach related to coastal and marine phenomena. The Institute is comprised of university faculty, staff and students dedicated to conducting interdisciplinary research, integrating social, natural, and engineering sciences to investigate and educate people about issues of critical importance to coastal and marine environments in North Carolina and around the world. The Institute houses the Coastal Resource Management PhD Program, and currently has 17 faculty members with expertise in anthropology, biology, ecology, economics, engineering, geography, geology, social psychology, outdoor recreation and tourism. Faculty have worked with coastal stakeholders, managers and scientists around the world to address challenges involving coastal science, policy, and management; and in FY17 Institute faculty generated over \$3 million in extramural grants and contracts, served over 1000 students and life-long learners, and published 39 manuscripts. After 17 years of successful operations, ECU is requesting that ICSP be discontinued as a UNC-institute, effective immediately upon approval by the ECU Board of Trustees.

Two recent events have led to the request to discontinue the Institute. In 2015, ECU became the administrative home for the Coastal Studies Institute (CSI); and in 2018, ECU created a Department of Coastal Studies to advance interdisciplinary coastal research and act as the academic home for the Coastal Resource Management PhD Program. The functions originally performed under ICSP have been distributed between CSI and the new Department, negating the need for ICSP to exist from this point forward. The faculty jointly appointed to ICSP will return to their academic home, from which they can form new alliances with CSI and the new Department.

Thank you for considering this request.

## Request for Name Change

**Current Name:** Center for Sustainable Tourism, Natural Resources, and Built Environment

**Proposed Name:** Center for Sustainable Energy and Environmental Engineering

**Rationale:**

The new name is aligned with the new strategic plan of the center, the college and the university. The center received 4 research awards from EPA and all are related to energy and environment. So, the new name will give clearer view about the center activities. Also, the new name with a focus on energy and environmental engineering will allow more partnerships with the industry.

**ECU Centers and Institutes Committee recommendation:**

\_\_\_\_\_ Approve                      \_\_\_\_\_ Disapprove                      \_\_\_\_\_ Other

\_\_\_\_\_  
Jay Golden, Chair,  
Centers & Institutes Committee

\_\_\_\_\_  
Date

**Chancellor recommendation:**

\_\_\_\_\_ Approve                      \_\_\_\_\_ Disapprove                      \_\_\_\_\_ Other

\_\_\_\_\_  
Cecil Staton, Chancellor

\_\_\_\_\_  
Date

**ECU Board of Trustees recommendation:**

\_\_\_\_\_ Approve                      \_\_\_\_\_ Disapprove                      \_\_\_\_\_ Other

\_\_\_\_\_  
Kieran Shanahan, Chair

\_\_\_\_\_  
Date