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:

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

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

Mr. Shanahan asked for a motion to approve the minutes from the July 12th and August 17th 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 2nd 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. Statues 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
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.
RESEARCH AND INNOVATION
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.
INTERNATIONALIZATION
## STUDY ABROAD

### INTERNATIONAL SNAPSHOT

<table>
<thead>
<tr>
<th></th>
<th>2016-2017</th>
<th>2017-2018</th>
<th>% CHANGE</th>
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<tbody>
<tr>
<td>ECU STUDENTS ABROAD</td>
<td>586</td>
<td>702</td>
<td>↑19.8%</td>
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<tr>
<td>INTERNATIONAL STUDENTS</td>
<td>187</td>
<td>201</td>
<td>↑7.5%</td>
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</table>

### VIRTUAL EXCHANGE

- **Students**: 444
- **Universities**: 45
- **Countries**: 22
STUDY ABROAD
TUSCANY, ITALY
INTERNATIONAL STUDENT APPLICATIONS HAVE INCREASED IN 2018
NEW RECRUITING STAFF AND COMPREHENSIVE STRATEGIC PLAN ARE DELIVERING RESULTS
5-YEAR GRADUATION RATE

2002
49.5%

2017
60%
UNIVERSITY ADVANCEMENT

$500 MILLION COMBINED CAMPAIGN

$500 MILLION

$192.4 MILLION TOWARD CAMPAIGN ALREADY RAISED, PLEDGED OR COMMITTED

$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..... $43,237,904
EAST CAMPUS ..... $20,025,510 (RECORD HIGH)
WEST CAMPUS .... $14,933,318 (NEAR RECORD HIGH)
ATHLETICS .......... $8,182,988
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
At ECU, we are Pirates™ of a different kind, in search of a different kind of gold.
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 • PITTS COMMUNITY COLLEGE
ROANOKE-CHOWAN COMMUNITY COLLEGE • SAMSPON 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 SOUTH SIDE 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.
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
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!
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 – ECUAA 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

[Diagram showing various initiatives and leaders]
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
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.
• 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)                                   Leigh Fanning
Vern Davenport (Committee Vice Chair)                            Max Joyner
Edwin Clark (Committee Member)                                     Fielding Miller
Mark Copeland (Committee Member)                                  Kieran Shanahan
Kel Normann (Committee Member)                                    Jordan Koonts
Jason Poole (Committee Member)                                    Vince Smith
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

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

cc: 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.

1. 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

<table>
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<tr>
<th>Faculty</th>
<th>Incentive Payment Sal Qtr 3 &amp; 4</th>
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<td>$3,147.41</td>
</tr>
<tr>
<td>Dr. Iquebal Hasan</td>
<td>$2,248.63</td>
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<td>Dr. Maggie Pafford</td>
<td>$4,693.29</td>
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<tr>
<td>Dr. Luis Schlichting</td>
<td>$2,481.60</td>
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<td>Dr. Loren Alves</td>
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<tr>
<td>Dr. Alex Gillone *</td>
<td>$14,482.46</td>
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<td>Dr. Alex Kordis</td>
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<td>Dr. Acela Martinez-Luna *</td>
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<td>Dr. Van McCarlie</td>
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<td>Dr. Nikki Tucker</td>
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<td>Dr. Christopher Cotterill</td>
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<td>Dr. Robert Keim</td>
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<td>Dr. Mahmoud Serag</td>
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<td>Dr. Stevan Thompson</td>
<td>$6,922.70</td>
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<td>Dr. Robert Timothy **</td>
<td>$9,576.36</td>
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<td>Dr. Michael Webb</td>
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<td>Dr. Alison Yeung</td>
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<tr>
<td>Dr. David Paquette</td>
<td>$2,689.29</td>
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* 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.
To: Jay Golden, Vice Chancellor for Research, Economic Development, and Engagement

From: David Griffith, Director of the Institute for Coastal Science and Policy
Ron Mitchelson, Provost

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.

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**ECU Centers and Institutes Committee** recommendation:

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<th>Approve</th>
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<th>Other</th>
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Jay Golden, Chair, Centers & Institutes Committee

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**Chancellor** recommendation:

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Cecil Staton, Chancellor

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**ECU Board of Trustees** recommendation:

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<th>Other</th>
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Kieran Shanahan, Chair