



MINUTES

July 10, 2020

Agenda Item:

Approval of Minutes

Responsible Person:

Vern Davenport
Chair

Action Requested:

Approval

Notes:

April 3, 2020

May 12, 2020

May 18, 2020

May 21, 2020

June 18, 2020

June 26, 2020

**ECU Board of Trustees
April 3, 2020
East Carolina University**

The East Carolina Board of Trustees met via teleconference as part of their regularly scheduled meeting on April 3, 2020. Chair Vern Davenport called the meeting to order.

ROLL CALL

Chair Davenport called upon Megan Ayers, Assistant Secretary to the Board of Trustees to call the roll.

Members Present

Vern Davenport
Leigh Fanning
Tom Furr
Max Joyner
Colin Johnson
Fielding Miller
Angela Moss
Bob Plybon
Jason Poole
Jim Segrave
Vince Smith

Members Absent

READING OF THE CONFLICT OF INTEREST STATEMENT

In compliance with the State Government Ethics Act, Mr. Davenport 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. Davenport asked for a motion to approve the minutes from the March 17, 2020 meeting. Mr. Plybon motioned to approve the minutes. Ms. Fanning seconded the motion. The motion was approved.

CAMPUS REPORTS

REPORT FROM THE INTERIM CHANCELLOR

Mr. Davenport called on Interim Chancellor Dr. Ron Mitchelson to provide an update to the board. A full text version of Dr. Mitchelson's remarks are listed as "Attachment A."

REPORT FROM THE BOARD OF GOVERNORS

Mr. Davenport called on Mr. David Powers, UNC Board of Governors Liaison to ECU to provide an update on behalf of the Board of Governors. A full text version is listed as "Attachment B" in materials.

REPORT FROM THE STUDENT GOVERNMENT ASSOCIATION

Mr. Davenport called upon Colin Johnson, Student Government President, to provide remarks on behalf of the students. A full text version is listed as "Attachment C" in materials.

REPORT FROM THE FACULTY

Mr. Davenport called upon Crystal Chambers, Vice Chair of the Faculty, to provide a report on behalf of the faculty. A full text version is listed as "Attachment D" in materials.

REPORT FROM THE STAFF

Mr. Davenport called upon Michelle Bone, Chair of the Staff, to provide a report on behalf of the staff. A full text version is listed as "Attachment E" in materials.

COMMITTEE REPORTS

Committee reports were not read but entered into the minutes as a part of the official record as Attachment F.

There were actions taken as recommended from committees.

RECOMMENDATIONS FROM COMMITTEE

ATHLETICS & ADVANCEMENT

Upon the recommendation of the Athletics & Advancement Committee, Mr. Miller moved that the board approve the Board of Visitors reappointments and new member appointments as presented in board materials. The motion was approved unanimously. A full text version is listed as “Attachment G” in materials.

AUDIT, RISK MANAGEMENT, COMPLIANCE AND ETHICS

Upon the recommendation of the Audit, Risk Management, Compliance and Ethics Committee, Mr. Smith moved that the board approve the changes to the Notice of Nondiscrimination and Affirmative Action Policy as presented in board materials. The motion was approved unanimously. A full text version is listed as “Attachment H” in materials.

UNIVERSITY AFFAIRS

Upon the recommendation of the University Affairs Committee, Ms. Fanning moved that the board approve the removal of UNC Center designation for the Center for Applied Pathophysiology as presented in board materials. The motion was approved unanimously. A full text version is listed as Attachment I” in materials.

Upon the recommendation of the University Affairs Committee, Ms. Fanning moved that the board approve the removal of UNC Center designation for the Pediatric Healthy Weight Research and Treatment Center as presented in board materials. The motion was approved unanimously. A full text version is listed as “Attachment J” in materials.

Upon the recommendation of the University Affairs Committee, Mr. Johnson moved that the candidates for degrees, approved by the Chancellor and the Faculty Senate, be authorized for conferral at the annual Spring Virtual Commencement on Friday, May 8, 2020. The motion was approved unanimously.

FINANCE & FACILITIES

Upon the recommendation of the Finance & Facilities Committee, Mr. Plybon moved that the board approve the renewal of the lease and sublease at 2325 Stantonsburg Road as presented in board materials. The motion was approved unanimously. A full text version is listed as “Attachment K” in materials.

EXECUTIVE SESSION

Mr. Johnson moved that the board go into Executive Session to prevent the disclosure of confidential information under; N.C. General Statute 116-40.7 – UNC Internal Audit information; N.C. General Statute 143-748 – Internal Audit work papers for state agencies; and to prevent the disclosure of confidential information under N.C. General Statutes §126-22 to §126-30 (personnel information) and the federal Family Educational Rights and Privacy Act; and to consider the qualifications, competence, performance, character, fitness, or appointment of prospective and/or current employees and/or to hear or investigate a complaint or grievance by or against one or more

employees; and to consult with an attorney to preserve the attorney-client privilege between the attorney and the Committee.

The motion was approved unanimously, and the board moved into closed session.

RETURN TO OPEN SESSION

The board returned from closed session.

MOTIONS FROM CLOSED SESSION

Upon the return to open session, the board considered recommendations from Executive Session.

UNIVERSITY AFFAIRS

Ms. Fanning moved that the board approve the candidates for permanent tenure from the Academic Affairs Division as recommended in board materials. The motion was approved unanimously. A list of tenure recommendations from the Academic Affairs Division is listed as “Attachment L.”

HEALTH SCIENCES

Mr. Furr moved that the board approve the candidates for permanent tenure from the Health Sciences Division as recommended in board materials. The motion was approved unanimously. A full text version is listed as “Attachment M” in materials.

Mr. Furr moved that the board approve faculty practice incentive payments for faculty in the School of Dental Medicine as recommended in board materials. The motion was approved unanimously. A full text version is listed as “Attachment N” in materials.

Mr. Furr moved that the board approve incentive payments for highly productive faculty in the Brody School of Medicine as recommended in board materials. The motion was approved unanimously. A full text version is listed as “Attachment O” in materials.

UNFINISHED BUSINESS

CHANCELLOR SEARCH

Mr. Davenport provided an update to the board on the status of the ongoing Chancellor search. The original timeline for the search has changed due to COVID-19. Mr. Davenport will work with President Roper to establish a new timeline when appropriate. The current candidate pool is encouraging, and the search remains open for nominations and applications.

NEW BUSINESS

Mr. Furr presented a resolution to the Board of Trustees for their consideration. Ms. Moss moved to adopt the resolution and the motion was seconded and approved. A full text version is listed as “Attachment P” in materials.

ADJOURNMENT

Seeing no other business to come before the board, Mr. Davenport asked for a motion to adjourn. The motion was seconded and approved unanimously.

Respectfully Submitted,

Megan Ayers
Assistant Secretary to the Board of Trustees
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East Carolina University Board of Trustees meeting
Interim Chancellor report
April 3, 2020

I hope you and your loved ones are doing well. Every morning, I check enrollment numbers and the Johns Hopkins website for an update on COVID-19. It was clear this morning that the world has eclipsed over a million cases. Twenty-five percent of those are in the United States, and it's accelerating. Net increase is eighty thousand. This disease that we are coping with is accelerating at a global scale. I report on this at the cabinet meetings, taking place a couple times a week. It's an S-shaped curve and it needs to flatten.

Yesterday, I wrote a letter to the Class of 2020, it will be in our Anchors Away magazine. This is what I said to the class of 2020:

"Well now, I've been in higher education for over twenty years as a teacher, a scholar, and as an administrator. Never in all my days have I witnessed anything like COVID-19 and its wide-ranging impacts. It's certainly not easy for Pirates to stay apart, but that's exactly what this pandemic has forced us to do. I can't express how very proud I am of ECU faculty, staff, and students as we all had to learn online and we all had to telework. I'm especially proud of the class of 2020. They have been brilliant in so many ways. These past few months have revealed just how resilient and gritty this generation of pirates really is. From the bottom of my heart, thank you. We have all missed being together on our beautiful campus these past few months. We have missed our colleagues and friends, we have missed all the wonderful events that make us such an exciting place to learn, to work, and to play. We miss the music, the art, the theater and the dance. We miss being in the jungle and our pirate spring sports. We especially miss our planned in-person commencement ceremonies. We have missed all of these things, but we didn't lose them. These things that we cherish were stolen by a virus that we have little control over. We are all feeling a bit violated by this intruder. Our graduating seniors have been particularly wronged, and the empathy of the entire pirate nation is now focused on the class of 2020. This university will forever remember the class of 2020 as its most adaptive, its most resilient and its most patient. Given my experience in life, these attributes can only spell future success for the members of this outstanding class. I for one will never forget you or the time that we shared."

I'm also proud and grateful for the work of the faculty and the staff in supporting the mission, regardless of these trying circumstances. I'm also thankful for the work of the region, to protect the health of the region. Showing up in many ways. The wi-fi that we have provided publicly, looking at the different ways that dorms can be used to serve overflow situations in the pandemic. We've been helping with devising new approaches to sanitation with the protective shields that are needed. Across the board, we've seen tremendous outreach, not only for our students but for the region.

Our leadership team has had to work individually over the last few weeks. It's not easy to keep a team glued together, but I can tell you - lots of individual work but also a tremendous level of

collaborative work of our team. President Roper has done outstanding work. Governor Powers, I hope if you get a chance, you will share how thankful we are for President Roper's efforts.

We started worrying about this in February, but we didn't start official warnings to the campus until late February. By early March, we extended Spring Break, we moved classes online, we moved students out of the dorms. We worked really hard to maintain public health, flatten the curve and a keen sense for social responsibility. We've had a lot of decision making. We meet as a cabinet three times a week and we've discussed the operational aspects of human resources, difficult discussions around student employment, emergency grading, refunds, the cancellation of in-person commencement, summer school, summer camps. We meet again this afternoon and we will discuss experiential learning. Something we pride ourselves in here at ECU. It's something we want most students to have, and it's something most students want to have. We hope we can get them back out there later this summer. That is to be determined.

The financial impact that this will have on the university is still to be seen. It's something that has been thought about at the national, state and local level. It's estimated to cost the university substantially. The CARES Act could replenish somewhere in the neighborhood of \$20 million. It's to be determined. I applaud the effort of the system and the Governors in making sure we stay glued together as a system. There are many difficult things to cope with.

I want to end my remarks on a high note. We have our first Goldwater Scholar in the history of the university. His name is William Guiler. He's an Honors College Student and it's a tremendous achievement.

I hope you all stay safe, stay apart, and flatten the curve.

East Carolina University Board of Trustees meeting
David Powers, Board of Governors Liaison
April 3, 2020

The Board of Governors have had a challenging few weeks. I'd like to give huge credit to Chancellor Mitchelson and his colleagues across the system for the job they have done, and to President Roper. We have been so fortunate to have the former Head of the CDC at our helm during these challenging times. We are in good hands with President Roper. All of you on campus, the jobs you've done from ocean to mountains in keeping us afloat, keeping delivery of a quality education product and handling those students that couldn't return home - it's impressive. A huge thank you to everyone at East Carolina.

We've been consumed with issues surrounding the COVID-19 pandemic. We have to keep the university running in all other facets. General Administration has managed to keep things moving along. We are having our next scheduled board meeting in a similar fashion as this. We will confirm an appointment to the ECU Board of Trustees at our next meeting. We will also confirm a new Chancellor at UNC-Charlotte. When we do get back to a degree of normalcy, we have to be ready for what's there. As busy as we are with the effects of the virus, we have to keep planning for brighter and "more normal" days.

As you know, there are Chancellor searches at a couple of your sister schools. For UNC-Charlotte, the President has reached out to the person to make an offer and we hope to confirm that at our next meeting. UNC School of the Arts, they are holding their final round of interviews next week and looking at a May confirmation of their new Chancellor. Winston Salem State is moving a bit slower, we anticipate sometime in the fall for them.

The Presidential search is also continuing. We are ready to interview a small group of finalists. We are going to wait a bit to see if we can get an idea of when we might be able to do in-person interviews. If it looks like it will be a couple months till that time, then we will conduct interviews through a video format. We are excited about the list of candidates. We hope to have someone starting by June 30, when President Roper leaves office.

I'm happy to answer any questions.

Remarks from SGA President, Colin Johnson

Thank you, Vern. I want to echo Chancellor Mitchelson's message by saying that these are very challenging times. We are fortunate to have the leadership of Interim Chancellor Mitchelson and a great team of Vice Chancellors who have been working diligently over the past month to protect the safety and welfare of our students. While this certainly is not how I imagined my senior year of college to end, quarantined in my house and delivering an address through a webcam, it is just one of the challenges that we have faced this year. As a Board, as a student body, as an institution, it has been a challenging year.

As many of you know this will be my last regular Board meeting with you all. I would like to leave this position with an air of gratitude. Sincerely, I want to thank all of you for the trust you have placed in me to lead and to serve the students of this university. I have learned so much and experienced such immense personal growth. Over the last 12 months, I haven't had much time to rest, you all have made very certain of that, but since I have been home for the past three weeks, I have had time to reflect and it makes me greatly appreciative of all the experiences that I have had in this role.

The highlight of my time as Student Body President has been working with an incredible team of student leaders who do their service without great recognition. They deserve my focus today and every day. Together, we have secured contracted legal services for our students, provided close to \$200,000 in support for our student organizations on campus, lobbied the local and state board of elections to host a polling site in the main campus student center, we launched a new SGA website, new office and digital marketing presence, saw a multi-year preferred name-change policy to fruition, worked to increase the level of transparency surrounding textbook costs, worked with amazing leaders on campus to improve financial literacy services available to our students, addressed mental health and wellness with YOU@ECU a holistic wellness platform available to all students, and we have partnered with countless campus departments, faculty, and community organizations to serve our students. This is all possible because of an amazing group of talented and impassioned students committed to the mission of our university.

Many of you have commented on the legacy of student leadership at ECU. I agree with you, we are the leadership university and our students reflect that. On the phone with us today is Tucker Robbins, the Student Body President-elect. Next week, he will take the oath of office and begin his tenure and service to the students. Tucker has been a leader on campus and in the Greek life community, and I am confident that he will continue to build on the legacy of Student Government. Thank you Tucker!

Already he is being faced with one of the greatest challenges in the history of the university. In a two-week period, we have moved all of our classes to online delivery and closed campus to students. Our students are being faced with incredible personal difficulty. Many of them have lost their jobs and income, been displaced from their residences, and are still continuing to pursue their education. How we respond to their needs is important. I am thankful to the UNC

Association of Student Governments who will be donating the remainder of their yearly budget to student emergencies funds across the system and I am thankful for the Belk Endowment who has agreed to match their donation. This week I directed our financial advisor to begin exploring options for SGA to contribute financial resources to our students in need. This is a time for compassion, and I am thankful to our faculty who understand this situation and who are working with our students to ensure that student success remains our #1 priority.

Our students are resilient and Pirate culture continues to amaze me. This university hold a special place in my heart. While I had hoped that we would be able to celebrate together in person at commencement, I want to congratulate all of our graduates as we become alumni. And I want to say thank you to ECU for all that you have given me. My only desire is to pay it forward so that more can come to know ECU to be the home that it has been for me. Go Pirates!

East Carolina University BOT

Faculty Senate remarks

April 3, 2020

Theodore “Ted” Hesburgh served as president of the University of Notre Dame from 1952 to 1987. Ted is noted for his role in cultivating Notre Dame’s academic reputation. Reflecting upon the experiences of academic leaders during a time of student unrest, another trying time in higher education history, Dr. Hesburgh remarked as follows:

Perkins got fired because he didn’t call the cops, and Nate Pusey at Harvard got fired because he did call the cops. It seemed like irrational improvisation. There were no rules. But I can tell you it was stressful, and there were many times when I wondered why any intelligent person would want to be a university administrator.

From this backdrop I would like to thank our university leadership as they guide through the COVID-19 crisis. No – no one is calling the cops, nor are we seeking to fire anyone. Our stellar team of interims has done yeomen’s work in protecting students, faculty, and staff, communicating next steps, and in response to voiced faculty concerns have provided support and policy adjustments in an overall effort to be flexible, extend grace while we’re all under fire, and a pathway towards normalcy when whatever the new normal is arrives.

I’d like to share with you some highlights of the work of the Faculty Officers in conjunction with university leadership over the past several weeks.

First, it was Dr. Hardy and the Division of Student Affairs who reached out to Faculty Officers Dr. Popke and myself to give briefings as early as February. You may recall at that time, national leadership was branding COVID 19 as a hoax, but here our leadership was preparing to serve our students here and abroad, as well as those about to embark on travel for Spring Break. There the struggle was to protect ECU students on campus and abroad and following national, UNC system and university guidelines were able to bring our students back from overseas studies and get most back to their homes as we all are staying at home trying to flatten the curve.

Beginning on March 16th, the Faculty Senate Officers begun meeting weekly to develop policy guidance regarding reappointment, promotion, and tenure guidelines, annual evaluations, peer evaluations of teaching, contracts for fixed term faculty, faculty and administrative searches and the list extends on. Rachel Baker was invaluable in helping us ramp up our communications at a distance, including this week's FS meeting. We also express our most sincere gratitude to academic council for agreeing to meet with us weekly beginning this past Monday in addition to their efforts to increase communications with each other as we all are working to serve the faculty, students and staff of this institution. As you may recall, one of the greatest points of challenge identified for us through the Faculty Engagement Survey a couple of years back was communications. And here, it may seem as through this point of crisis, we may emerge more connected, in greater dialogue, and strong communicators.

We'd like to thank individually Drs. Grant Hayes Provost and VC for academic affairs, Mark Stacy VC for Health Sciences, and Michael Van Scott VC for Rede for their work in keeping faculty apprised and being flexible, adapting, and adjusting as issues and concerns arise. We'd like to thank Wendy Sargent and Lisa Hudson for their roles in helping us navigate human resource policies and their general support which allows faculty to focus on their work.

The entire faculty owes a debt of gratitude to Dr. Sarah Williams in the Office of Faculty Excellence, the Faculty Senate Committee – DELT – distance education and learning technologies, the faculty and administration of our libraries as well as Dr. Wendy Creasy, Director of Academic and Strategic Initiatives and her team for helping faculty ramp up online course delivery. And I'd like to take a moment here to pause and note that while COVID-19 did force Rogers' Theory of Technology Diffusion, making all faculty familiar with a subset of tools in order to continue to deliver quality instruction to our students, and indeed may underscore ECU's standing as the UNC System distance education leader, it does not become a moment, an excuse to fundamentally change who we are. We are an access university and families send their young adults to us and the growth we are able to cultivate with them – academically, socially, emotionally – it is not the work that we would do well at a distance. We would cease to be the big school with a small hometown feel. While one should never waste a good crisis, changes based on how well we do adapt short term should not be taken as future strategic

direction. Yes, we can and should expand distance education to reach adult learners and degree completers whether down east, in the military, or elsewhere in rural North Carolina. But we should never change fundamentally who we are.

Faculty Leadership is grateful for the work each of you has done in assisting the university navigate during these turbulent times. As we move forward, we look forward to coordinated leadership approaches as we facilitate the work of teaching and scholarship of faculty in our care.

Thank you.



Report of the Audit, Risk Management, Compliance, and Ethics Committee for April 2, 2020

Operational Metrics Review

The committee reviewed the operational metrics related to Internal Audit, Healthcare Compliance, and Athletics Compliance. Through February 28, all of the measures are meeting or exceeding the expectation for the fiscal year to date, with one exception. The pass rate for healthcare providers on their documentation reviews is 89.7%, with the standard being 90%.

Action Items

Mr. Wayne Poole presented proposed changes to the University's annual audit plan. Two engagements were added and two were removed. The committee approved the proposed changes and that action does not require full Board approval.

Ms. LaKeshia Forbes presented a proposed change to the Notice of Nondiscrimination and Affirmative Action Policy. The committee approved the proposed change and it is provided here for consideration by the full Board.

Motion for full Board: Mr. Chairman, I move that the Board approve the changes to the *Notice of Nondiscrimination and Affirmative Action Policy* as provided in the Board materials and as presented during the Audit Committee meeting.

Informational Items

Office of Internal Audit – Mr. Wayne Poole

Mr. Poole briefed the committee on the ongoing IT General Controls audit that is currently being conducted by the Office of the State Auditor. This is an in-depth review of ECU's IT and cybersecurity controls. It is part of the State Auditor's scheduled audit work and there were no concerns that led to this audit. Mr. Poole explained to the committee that this engagement is different than the annual financial statement audit, and that ECU, like all entities in the state, should expect the State Auditor to make some recommendations regarding our controls.

Mr. Poole briefed the committee on two recently completed internal audits. One was a review of the controls related to *Time and Effort Reporting and Personnel Expenses Charged to Sponsored Programs*. The other was a review of the *Kronos Time and Leave System and Employee Time and Leave Records*. Mr. Poole advised the committee that on both audits, the controls were found to be sufficient overall, but Internal Audit did make some recommendations to University management on both.

Office for Equity and Diversity and Title IX – Ms. LaKeshia Forbes and Ms. Malorie Yeaman

Ms. Forbes and Ms. Yeaman briefed the committee on the University's equity and diversity efforts. The briefing included an overview of the relevant University policies and regulations, ongoing education efforts, and the process for handling complaints that are received by their office. They also briefed the committee on the reports and investigations that were processed during the 2019 calendar year.

ECU Board of Trustees
University Affairs Committee
April 2, 2020
Virtual Meeting

All UA Committee Board Members were in attendance.

Other ECU Leaders in attendance: Chancellor Ron Mitchelson, Mike Van Scott, Grant Hayes and Virginia Hardy

Ms. Fanning opened the meeting at 11:00am by reading the conflict of interest statement as well as the Jurisdiction Review and Conduct Statement for University Affairs.

The minutes from the February 6, 2020 meeting were approved without dissent

- **Academic Affairs Metrics - Grant Hayes**
 - New student application deadline is extended to April 6. We still have a high number of apps coming in despite the trying time. We are connecting with students that haven't completed their materials to try and get them to the finish line. Provost Hayes shared the new System guideline changes and we have adjusted our freshman standards related to the SAT/ACT being canceled and students not having a chance to re-take. We are also reconsidering some students that were on hold to see if these admissions options will help them
 - New freshman enrollment deposits are down so we have extended the deadline from May 1 to June 1. Our counselors are reaching out to high school students and many are just waiting for now, but we are getting some feedback in the last week or so.
 - We have strengthened our outreach and communications plans to keep people engaged.
 - Transfer apps are trending down – we are holding virtual events with feeder schools to try and get the apps up – these include Pitt, Wake Tech, Craven, Wayne and a few others. We are doing a lot of outreach right now in many different platforms
 - New transfer deposits are trending behind last year, but I think they will recover, and we could see what we got last year.
 - Graduate applications are down a bit, but we expect to see them recover as well.

- **Research – Mike Van Scott**
 - We typically see a mid-year flattening of awards coming in – this is not abnormal – we are seeing an increase delay in awards, which is expected.

- **Student Affairs – Virginia Hardy**
 - Housing deposits are declining for the same reasons as admissions. We expect they will go up and recover, but it is not surprising.
 - The Counseling numbers for February shows that students were getting services. In March we transitioned to teletherapy to continue to meet with students and are hosting virtual and online sessions to keep students getting served. While not having the face to face sessions, we continue to serve our community as best we can. v

- **Action Items**

- Mike Van Scott – The Center of Applied Psychophysiology – this will transition to a lab and continue to work, but the center designation will be removed as a name.
 - **MOTION – Colin Johnson made a motion – second from Angie Moss – approved without dissent**
- Mike Van Scott – Pediatric Healthy Weight and Treatment Center – we are moving this into the ECU Obesity and Diabetes Institute and reduce the admin overhead and reduces the external review option – all parties are supportive of removing the center name.
 - **MOTION – Colin Johnson made a motion – second from Vince Smith – approved without dissent**

- **Graduate School Presentation – Paul Gemperline – Heidi Terry – Clint Bailey**

- Paul shared that we have seen some progress in our efforts to grow graduate enrollment. The grad student body comprises 18% of our headcount. ECU has 72 certificates, 71 masters and 18 doctoral programs in 11 colleges. Recruiting and admissions of grad students is largely decentralized. 85% of master's students are in NC and 63% are taking grad courses online.
- One challenge is creating a centralized marketing campaign for a largely decentralized operation of programs. We have expanded our approach for outreach and communication strategies. Paul shared some of the financial and administrative challenges for the Graduate School. We continue to build graduate programs that are meeting the demands of employers as well as the rural needs of our students.
- Clint shared some of the marketing strategies for the Grad School which include online ads which generate more than 50,000 click throughs in the last year. The goal is for people to see our marketing and drive them to a contact form that helps us provide information back to them about the programs they are interested in exploring. We are far more targeted with our approach to reach those interested in ECU grad programs, but also location target in North Carolina. We are really going after urban areas but do also target specific occupations and businesses. We are promoting the diverse ECU portfolio in the grad school and at the same time pushing our ECU Online programs. These two campaigns are highly complementary because so many grad programs are online.
- Heidi shared information about the grad admissions funnel and how we move through the funnel from prospective student to becoming a Pirate. Each step forward in the funnel, we get more targeted and more personalized with our messages to them. The volume of communications also goes up as they move through the funnel. We have more than 900 communications templates for emails and physical mail as well as an increased the number of phone calls and text messaging. In 2021, we will do more virtual engagement with Facebook Live and Zoom to help engage and connect with prospective students.
- Heidi shared some of the data that the Grad School is using to drive decision making. One area is evaluating our current UG students and getting them to complete applications to ECU Grad School before they complete the UG degree. We use data like this to make the best use of our time and staff commitment. We are starting to see positive results from our campaigns including total applications and how many of those applicants enrolled. Spring 2020 we had our largest applicant pool and

selectivity was higher too. This translates to our faculty admitting higher caliber students and that gives us a better chance to retain and graduate them.

- Paul talked about some of the prospect information that comes in via inquiries and how we use that to help distinguish populations and provide better information back to them as well as to the colleges and grad programs. We know some folks have stronger connections to ECU (about 60%) and others don't (about 40%). We match our communications to the stronger and weaker connections. The pipeline for grad students is about two years in length – we will continue to approach a comprehensive model that hits people throughout the pipeline.

- **ACTION ITEM – Conferral of Degrees**

- **MOTION – Colin Johnson made motion for conferral of degrees, seconded by Vince Smith – approved without dissent.**

- **COVID-19 Discussion**

- **Grant Hayes – Academic Affairs –**

- Applauded our faculty for making this transition in short time to alternate delivery.
- We have students with computer and internet issues. We have about 40 laptops that have been checked out to help these students and are working with student requests with internet issues too. Faculty and students are able to create some options for phones where they can use their phone as a hotspot. And many providers are giving this to their customers for free. All these are helping our students.
- We keep identifying with students that haven't been connected academically since Spring Break. We are reaching out to them and explore the case by case options. We have given students a pass/fail option for many courses as a grading accommodation. Students with access issues to their books, instructors are working with them to see what we can do to help either through the book store or library or by adding portions of textbooks into Blackboard. The UNC Proctoring System was canceled so we are still working through this and finding ways that we can reduce the need for proctoring. For those needing this, we have a system that allows us to that without cost to the student.

- **Virginia Hardy – Student Affairs**

- We have 31 students that remained living in the residence halls and they are in Jones Hall – they have dining options in Jones Hall (pick up and leave with already prepared meals).
- Student Health is still seeing students and helping with prescriptions and seeing patients and testing.
- We ran the Call Center for 13 days and fielded more than 2,100 calls from students and families.
- We have about 350-400 students that didn't come back to move out. We mailed their books back to them upon request.
- CRW is doing virtual and online program offerings for health and wellness. SAB is also engaging students online and social media.
- Counseling is doing teletherapy sessions with students.

○ **Mike Van Scott – Research**

- We have been connected with the research institutions across the country to make sure we are prepared for what was coming. We are working with students to make sure they have what they need to graduate. We are also trying to reduce costs for when we have to get back up and running at full speed.
- We have about \$10.4 million at risk but we are working with these sponsors to help us keep going. Only three sponsors, that required face to face, have suspended their awards.
- We are following the guidelines for staff and paying staff – we are asking people to provide extra information in their log to ensure compliance. Large institutions are really pushing the federal government to get reimbursed for our expenses.
- The outreach and support for our health professionals has been amazing. From local and regional businesses working with us to help us push through and solve problems.

Meeting Adjourned at 12:09 pm

Minutes
Athletics & Advancement Committee
April 2, 2020

The Athletics and Advancement Committee met via video conference on April 2, 2020.

The meeting was opened with the reading of the Conflict of Interest Statement.

A motion was made by Mr. Seagrave to approve the minutes from the February meeting. After a second and no discussion the minutes were approved.

Athletic Highlights

Mr. Jon Gilbert opened his presentation by reporting that February and YTD Pirate Club fundraising figures are down. In normal times March/April/May are more productive. Due to the current state we are in he anticipates that things will remain in the red. General fundraising (non-annual fund) is in the green and he anticipates staying in the green for the entire year.

Year-to-date football ticket sales are 2,994 of the 16,000 goal. March's goal was 1,500 with a total sale of 720. Sales are usually higher in April and May.

Athletic expenses compared to budget is tracking in the green and anticipated to remain green. Monthly athletic receipts are tracking red and will remain red for remainder of the year. He reported that there are significant savings since we are not playing any spring sports; however, there is also a loss of revenue.

Three are currently 96 student athletes still in the area and three of them are residing in campus housing.

Mr. Gilbert shared that the deadline for football season tickets has been extended; however, a specific date has not yet been determined. Athletics is still working with donors and fans to allow for payment plans for the purchase of their season tickets. There have been some season ticket holders who have stopped their payment plan with hopes to resume them later.

Mr. Gilbert reported that the NCAA extended eligibility waivers for spring sports (baseball, softball, men's and women's tennis, men's and women's golf, men's and women's track and field and lacrosse). The baseball roster has increased for one year to accommodate 35 student athletes with 27 on scholarship. This is a one-year accommodation that will revert in 2022. Returning seniors won't count against the scholarship limit however this increase could have the potential to cost an additional \$350,000 in scholarship disbursements.

Anticipated shortfalls in sponsorship is expected due to the cancellation or spring sports and the current state of the economy.

Advancement Highlights

Mr. Chris Dyba reported that fundraising figures for March are not as good as February since fundraisers will be pulled off the road and the cancellation of Pirate Nation Gives all due to Covid-19. He is working with his teams on developing new strategies for engaging with our constituents.

Board of Visitors

Mr. John Cooper thanked the board for approving the new BOV bylaws. He introduced Henry Taylor who presented the slate of 7 members for reappointment and 8 new members. The total number of voting members is 51 and 72 with emeriti.

A motion was made by Mr. Seagrave to approve the new slate of members, a second was made and the motion passed with no discussion.

He shared that the April 24th meeting has been cancelled with the plan to hold a face-to-face or video meeting in June.

Mr. Dyba noted that the pandemic is having a dramatic effect on the economy and that the markets are down. The ECU endowments participate in the markets and therefore, we need to prepare for sharp declines in our endowments. Commitments for next year's funds will be disbursed but there are real implications that will affect scholarships, departmental funds, faculty support, etc. if the market does not recover. Dyba presented hypothetical numbers based on a 20% decline but stressed that the numbers are not set. We will capture the fund's value on June 30, 2020 but need to expect and prepare for the loss in value.

With no further business the meeting concluded.

###

Respectfully submitted,

Maha Banning
University Advancement



**East Carolina University | Board of Trustees
Finance & Facilities | Main Campus Student Center | April 03, 2020
Highlights**

Finance and Facilities Committee met on April 02, 2020.

I. MINUTES

- A. The Committee approved the minutes from the February 06, 2020 meeting.

II. REVIEW OF OPERATIONAL METRICS

III. ACTION ITEMS

- A. Sara Thorndike, VC for Administration & Finance, requested approval of the Renewal of Lease and Sublease at 2325 Stantonsburg Road.

B. INFORMATION ITEMS

- A. Sara Thorndike, VC for Administration & Finance, provided the Comprehensive Budget Report.
- B. Sara Thorndike, VC for Administration & Finance, provided the Pension Spiking Report.
- C. Sara Thorndike, VC for Administration & Finance, provided the Approved EHRA Employee Salary Adjustments Report, pursuant to September 30, 2016 Expanded Authority.
- D. Sara Thorndike, VC for Administration & Finance, provided the Annual HR Compliance Report for FY18-19.
- E. Sara Thorndike, VC for Administration & Finance, provided the Employment of Related Persons Report for 2019.
- F. Bill Bagnell, Associate VC for Campus Operations, provided information on the Designer Selections since the last Board Meeting.
- G. Bill Bagnell, Associate VC for Campus Operations, updated the Committee on Delegated Capital Projects Approved since the last Board Meeting.
- H. Bill Bagnell, Associate VC for Campus Operations, updated the Committee on Capital Projects.

Meeting adjourned at 2:22pm.

Health Sciences Committee
April 2, 2020

- Dr. Mark Stacy reviewed the Health Sciences Division metrics that were selected for the dashboard. We were budgeted to have a \$6.4M deficit through February. We have a February year to date loss of \$4.5M, resulting in a \$1.9M positive budget variance. Patient revenues are \$2.2M, or 3.0%, better than budget. Some of this is due to some Medicaid retroactive payments for services provided in FY19. In addition, some is due to several departments catching up on billing from FY19. These departments suffered some significant staffing shortages in FY19. We have also seen increases due to higher productivity. wRVU's are entered into the billing system with the patient charges, and the volumes can vary from month to month due to coder turnover, holidays, etc. Still behind on coding. Once we are caught up, we should be ahead of our targets. We generate about 138,000 wRVUs each month. In regards to published manuscripts, no definitive answer for the sudden uptick. As we pull this data every month we'll be able to establish some patterns but since this is our first year of collecting monthly data we don't have much to compare it to.
- Dr. Mark Stacy provided a brief Health Sciences Division update in which he discussed the current state with regard to COVID-19. Currently, there are 1,584 cases in NC, 10 deaths, and 31 cases in Pitt County. Cooperation has been immense. He thanked a host of individuals and units for their remarkable efforts in tackling the issues and coming up with creative ways to address the needs of our community during this time. We are a long way from a vaccine at this time. Next week will be a better predictor on which curve we will follow in the models.
- Dr. Jason Foltz spoke about the work done in reengineering ambulatory space. This began in early March with 3 phases: education/preparation, triage/containment; and, outbreak control. They have created scripting for nurse and patient access scheduling on how to route patients to minimize exposure. Insurance companies have released restrictions on how patients are being seen so many patients are being seen through telehealth (phone/video) and more severe cases are seen face-to-face. The virtual video platform has been up and running for two weeks now along with a central testing site (by physician order only). The video platform has also been expanded to rapid access for employees. Future goals include adding a community line to offer video visits for COVID symptoms, but are currently working through consents and regulations to make that happen since many patients will be seen by ECU Physicians for the first time. They are working collaboratively with the health system during this time and continue to have clinicians available to meet our patients' current needs as much as possible through alternative telehealth visits. Employees that can telework are doing so. Mandatory employees on site are in full operation mode, using PPE, and practicing social distancing when possible. A 2-step approval process is in place for employees who believe they are at risk and need special accommodations made.
- Dr. Mike Waldrum thanked ECU, especially the Health Sciences Division, for their extreme collaboration and response in serving the community well along

**Health Sciences Committee
April 2, 2020**

with their partnership. They have put us in a highly proactive and strong position with issues the community faces. He is confident that we are aware of the issues in relation to COVID-19 and has a robust plan in place. The rapid turnaround in testing has been proactive to preventing a wider spread outbreak. UNC, Duke and a private firm have created models that will be made public tomorrow and will probably be used at the official model from a state perspective. The peak will likely happen towards the end of April, but we could see a resurgence in the fall/winter. Strategy is important in addressing community concerns/issues.



MEMORANDUM

To: ECU Board of Trustees

From: John Cooper
Chair, Board of Visitors

Date: March 31, 2020

Subject: REVISED: Board of Visitors New Member Appointments

On behalf of the ECU Board of Visitors Executive Committee and Nominating Committee, it is my pleasure to recommend the following nominees for appointments and reappointments to the BOV Class of 2024. Nominations were solicited from members of the Board of Trustees, Board of Visitors and the Chancellor's Executive Council.

Recommended for Reappointment to the Class of 2024:

Deidra Blanks	Patrick Sebastian
Preston Mitchell	Henry Taylor
Wanda Montano	Kevin Taylor
Justin Mullarkey	

Recommended for Initial Appointment to the Class of 2024:

Worth Carter	Patrick O'Bryant
Michael Deaton	Alex Paschall
Sharona Johnson	Terrance Powell
Sam Matheny	Kurt Stone

Please see the accompanying documentation for more details about each new member nominee.

The Board of Visitors will bring officer recommendations to the Board of Trustees for consideration at the July meeting. Thank you for considering these nominations, as well as your continued support of the ECU Board of Visitors.



Board of Visitors Nomination Form

Name of Nominee: James Worth Carter

Spouse's name: Dolores

Home Address: 496 Hopewell Rd
Danville, AL 35619

Home Phone: 256-503-9445 Cell Phone: 256-503-9445

Email Address: worthcarter1@gmail.com

Business/Company Name: Missile Defense Agency

Business Address: MDA Redstone Arsenal AL,

Business Phone: 256-450-2171 Alt. Phone:

Profession: National Defense

Title: Deputy Program Manager for Readiness, Ground Based Midcourse Defense

Areas of particular interest in higher education (Example - student recruitment, marketing, academic programs, student scholars, athletics, etc.):

Leadership, Academic Programs, Fundraising, Legislative Support, Honors College,

ECU Alum (Please check one): [X] Yes [] No

If yes, Year: 77/81 Degree(s): BSBA/MBA Major: Business

Nominee has agreed to serve if appointed: [X] Yes [] No

Name of sponsor: Wanda Montano

Please attach resume to this form, if possible.

15724 Ballantyne Country Club Drive
Charlotte, NC 28277
May 30, 2018

Ms. Megan Ayers
ECU Board of Visitors
Office of the Chief of Staff and Assistant to the Board of Trustees
202 Spilman Building
East Carolina University
Greenville, NC 27858-4353

RE: Nomination of Dr. J. Worth Carter to Board of Visitors

Dear Megan and Board of Trustees,

I am writing to nominate Dr. J. Worth Carter to the ECU Board of Visitors. Attached hereto is a completed application, his biographical information, as well as a recommendation letter from Major General (retired) William L. (Dutch) Holland.

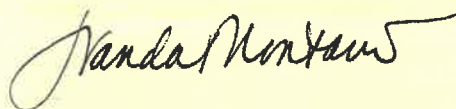
Worth is a distinguished graduate of ECU, and consistently gives back to Pirate Nation through scholarships, service on the Health & Human Performance Advancement Council, as well as being a 35 plus year Pirate Club member, and member of the Military Affairs Committee and the Distinguished Military Service Society.

Worth is a two-time graduate of ECU's College of Business, a graduate of our Air Force ROTC program, and retired as a Colonel from the US Air Force.

He is a dedicated servant to ECU, and would be a wonderful asset to the Board of Visitors.

It is with great pleasure that I recommend him for membership on the Board of Visitors.

Best Regards,



Wanda Montano
Board of Visitors, Class of 2020
Vice Chair, Advancement Council, College of Health and Human Performance
Member, Leo Jenkins Society
ECU Forever Pirate
Vice President, Charlotte Chapter, ECU Pirate Club
2016 Pirate Club All American Award Winner
Advisory Board, Charlotte Chapter, ECU Alumni Association



MISSILE DEFENSE AGENCY

Dr. J. Worth Carter

Deputy Program Manager for Readiness
Ground-Based Midcourse Defense
Joint Program Office



Dr. Carter is the Deputy Program Manager for Readiness, Ground-Based Midcourse Defense (GMD), Missile Defense Agency, Huntsville, Alabama. Dr. Carter directly supports the Readiness Program Manager, and acts in his stead when the Program Manager is unavailable. The Readiness Program Manager is responsible for the operational readiness and sustainability of the GMD system. The organization includes Directorates for Weapon System Sustainment, Cyber Security, Operational Planning and Readiness, and Site Operations, which includes divisions in Alaska, Colorado and California. Dr. Carter works closely with Warfighter organizations to include United States Northern Command, Joint Functional Component Command for Integrated Missile Defense (JFCC-IMD) and the 100th Missile Defense Brigade as well as the Prime Contractor, Boeing, to ensure materiel and personnel support requirements are programmed, planned and available to meet operational requirements.

Prior to his service as the Deputy Program Manager for Readiness, Dr. Carter served as the Lead Support Contractor for the GMD Readiness organization in Huntsville, Alabama.

Dr. Carter served over 26 years in the United States Air Force. Mr Carter retired at the rank of Colonel in November 2005. Colonel Carter's last assignment was as the Air Education and Training Command's Inspector General. Colonel Carter was commissioned as a distinguished graduate of the East Carolina University Air Force ROTC program in May of 1978. He had a wide-ranging career as a pilot of KC-135 and KC-10 tanker aircraft. Colonel Carter commanded at the squadron, group and wing level. He served as a flight examiner, Chief of Wing Inspections, and Director of Operations. Other assignments include Deputy Director of the Command Action Group at HQ SAC, J-9 Future Concepts Branch Chief at United States Atlantic Command, Commander of the 2nd Air Refueling Squadron, Commander of the 325 Support Group and Commander of the Air

Force Inspection Agency. Colonel Carter is a command pilot with over 3,800 flying hours.

Dr. Carter graduated from East Carolina University with a BS in business Administration in 1977 and completed his MBA at East Carolina University in 1981. Dr. Carter also completed a Master's Degree in National Security Studies from the Naval War College in 1993, received a Master's Degree in International Relations at Creighton University in 1994 and received a Doctoral Degree (EdD) in Interdisciplinary Leadership from Creighton University in 2015. Dr. Carter's awards include the Legion of Merit with two oak leaf clusters, the Defense Meritorious Service Medal, the Meritorious Service Medal with three oak leaf clusters and the Air Medal. Dr. Carter is a member of the East Carolina University Distinguished Military Service Society.

Current as of March 2018

WILLIAM HOLLAND
Sumter, SC
wldutchholland@gmail.com
910-973-3223

March 22, 2018

Board of Visitors Selection Committee
East Carolina University
Greenville, NC 27834

Dear Members:

This letter provides my unqualified recommendation and support for Dr. J. Worth Carter to serve as a member of the Board of Visitors at East Carolina University. Worth is an outstanding and talented individual and leader with tremendous passion for East Carolina University. For decades Worth has given his time, effort and money to our great university. He has been a Pirate Club member for over 35 years, a lifetime member of the Alumni Association, and was inducted as a member of ECU's Distinguished Military Service Society (DMSS). In addition, he has been a frequent guest lecturer in the College of Business, the College of Engineering and Technology and the College of Health and Human Performance (specifically Air Force ROTC). He personally funded and established an endowed scholarship for Air Force ROTC and as a DMSS scholarship committee of one has been the catalyst for additional endowed scholarships and annually funded scholarships. Worth has served for over eight years and continues to serve as a member of the Military Programs Committee and recently was selected to serve on the Health and Human Performance College Advisory Council.

Dr. Carter earned his doctorate in interdisciplinary leadership from Creighton University in 2015. Worth's dissertation is titled "Exploring the Potential for a Centralized Leadership Center at East Carolina University.

It is with great pleasure that I highly recommend Dr. J. Worth Carter for a position on ECU's Board of Visitors. Please contact me with any questions at the email or phone numbers above.

Go Pirates,

William Holland
Major General (Retired) USAF



NOMINATION FORM

Name of Nominee: Michael Deaton

Preferred Address: 6817 Falls of Neuse Rd, Ste. 106
Raleigh, NC 27615

Preferred Number: 919.740.0490 Preferred Email: Michael@deaton.com

Business / Company Name: Deaton Real Estate

Business Address: 6817 Falls of Neuse Rd., Ste. 106
Raleigh, NC 27615

Profession / Title: Commercial Real Estate broker / Partner

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

Student engagement & fundraising

ECU Alum? No Yes Year/Degree/Major 2014/BSBA/Business Management

Name of Nominator: James Morgan

Other ECU involvement areas (current or previous):

COB - Emerging Leaders

SUBMIT NOMINATIONS BY: March 13, 2020 to:

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

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

Michael P. Deaton
4508 Revere Dr Raleigh, NC 27609
(919)740-0490
Michael@Deaton.com

Education

May 2014

East Carolina University, Greenville, NC
Bachelor of Science in Business Administration, Management

- Concentrated in Business Management and Small Business Management/Entrepreneurship

GPA: 3.3/4.0

Experience

August 2015-
Present

Deaton Investment Real Estate, Raleigh, NC
Multifamily Advisor

- 2017 Top 5 Sales Firm in CoStar in the Raleigh/Durham Market
- 2018 Top 5 Sales Broker in CoStar in the Raleigh/Durham Market
- Active speaker for Apartment Association

May 2014-
August 2015

Phoenix Commercial Properties, Raleigh, NC
Associate

- Brokerage
- Small Business Specialist
- Specialize in Tenant Representation

Boards

Emerging Leaders Board at COB ECU

- Co-Chair of the Board
- Building out ECU COB network

Gifts

ECU Chancellor Scholars Program
With Purpose International
Wounded Warriors

Honors / Activities

Started ECU vs NC State Food Drive Competition, ECU Mentor Program, Dean's List at ECU, Honor Roll at ECU, Intramural Sport Participant (Football), Intramural Sports Captain (Basketball, Football, Volleyball), Camp Caleb Missions Trip (2009, 2010), Assistant Basketball Coach (2008-2010), Harvest Feast Volunteer, Ronald McDonald House Volunteer, Interfaith Food Shuttle Volunteer, Salvation Army Volunteer, Food Bank Volunteer



NOMINATION FORM

Name of Nominee: Sharona Johnson
Preferred Address: 113 planters place Goldsboro NC 27530
Preferred Number: 919-344-5810 Preferred Email: shajohns63@gmail.com
Business / Company Name: Vidant Medical Center
Business Address: 2100 Stantonsburg Road Greenville NC
Profession / Title: Sharona Johnson PhD, FNP-BC
Director of Advanced Clinical Practice

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

Legislative advocacy and student engagement

ECU Alum? No Yes Year/Degree/Major 2017/PhD Nursing

Name of Nominator: Dr. Linda Hofler

Other ECU involvement areas (current or previous): ECU College of Nursing Faculty. Collaborator on the 2.7 million HRSA ANEW grant. I am responsible for preceptor development. Keynote speaker at the ECU CON Black History celebration. Nurse Practitioner at ECU Division of Hypertension and Nephrology provide care to people with kidney disease. Partnered with Dean Stacey and Kendal Campbell to increase community awareness and exposure to leadership at University and Brody School of Medicine.

SUBMIT NOMINATIONS BY: March 13, 2020 to:

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

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



March 9, 2020

To Whom It May Concern:

It is my pleasure to write a letter of support for Dr. Sharona Johnson to be considered for a seat on the ECU Board of Visitors. Dr. Johnson is an ECU alumnus. She has remained active with the ECU College of Nursing as an adjunct faculty member and is a collaborator on multiple HRSA grants. The most recent is the \$2.7 million Health Resources and Services Administration (HRSA) Advanced Nursing Education Workforce grant, which aims to increase the presence of Advanced Practice Registered Nurses (APRNs) in rural communities in Eastern North Carolina. Dr. Johnson is the Director of Advanced Clinical Practice at Vidant Medical Center and has been active in advocating for full practice authority for APRNs. She is a member of North Carolina Nurses Association, American Nurses Association, American Nephrology Association, and various other national organizations that focus on the advancement of nursing practice.

Dr. Johnson's responsibility in improving the health and well being in Eastern North Carolina is evident by her continuing to practice as a Nurse Practitioner with ECU Nephrology to provide care to people with end stage renal disease. She has published on this population and spoken at national conferences on the plight of people with kidney disease. She is active in health fairs and works in collaboration with the National Kidney Foundation to hold kidney screenings in our community. She has held interviews on local TV and radio stations to increase kidney disease awareness in our community. Additionally, Dr. Johnson partnered with Dean Mark Stacy to organize and go into the community on a "listening tour" to allow the people in the community to express their concerns and thoughts regarding the University's, especially the medical school's, purpose and contribution to the community.

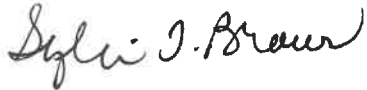
She continues to impact the community as a board member of the Center for Family Violence Prevention to advocate for breaking the cycle of intimate partner violence. Dr. Johnson was instrumental in organizing and supporting the annual domestic violence luncheon last year and has begun planning the luncheon for this year. She is passionate about disrupting the cycle of violence that destroys families and communities.

Lastly, Dr. Johnson continues to show her appreciation and support for the mission of East Carolina University. She supports the College of Nursing with her time, expertise, and financial contributions. She has served as a mentor for others

interested in nursing and encouraged them to pursue their education at ECU College of Nursing. Her recent induction into the ECU College of Nursing Hall of Fame speaks to her character, leadership, and dedication to be a change agent and leave a wonderful legacy.

Dr. Johnson is the type of member you want on the ECU Board of Visitors. I recommend her without reservations. Please feel free to contact me if you have any questions. It is truly an honor to recommend her.

Sincerely,

A handwritten signature in cursive script that reads "Sylvia T. Brown".

Sylvia T. Brown, EdD, RN, CNE, ANEF
Dean & Professor

Sharona Johnson, PhD, RN, FNP-BC
113 Planters Place Goldsboro, NC 27530
Cell: Phone: 919-344-5810
shajohns63@gmail.com

EXECUTIVE SUMMARY

Over 20 years of progressive experience in large not-for-profit academic health care systems. Proven abilities in Advanced Practice Providers (nurse practitioners, physician assistants, certified nurse midwives and certified registered nurse anesthetist) employee engagement, physician relations, patient experience strategies, community engagement, fiscal management/revenue generation, new program development, contract negotiations, quality improvement, safety management, development of care models across the continuum, human resources, regulatory, information systems and interdisciplinary collaboration.

PROFESSIONAL EXPERIENCE

<u>DATE</u>	<u>TITLE</u>	<u>EMPLOYER NAME AND ADDRESS</u>
8/2019-present		Research Assistant Professor East Carolina University College of Nursing Greenville, NC

Responsibilities

- ❖ Preceptor Development Coordinator for a 2.7 million dollar HRSA grant to develop, implement, and evaluate and provide individualized plans for preceptors accepting APRN students in rural communities.

11/2015-present	Director of Advance Clinical Practice	Vidant Medical Center, Greenville, NC
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- ❖ Assumed responsibility for clinical oversight of greater than 300 Advanced Practice Providers at VMC
- ❖ Direct reports include:
 - Assistant Directors
 - Trauma/Urology/ENT/Patient Testing Center/CV services/Neurology/Neuroscience APPs
- ❖ Developed organizational chart for alignment of APPs
- ❖ Realigned APPs with scope of practice based on educational preparation (Family, Acute Care, etc)
- ❖ Worked with recruitment to align APP recruitment with physician recruiters and revamped job descriptions for scope of practice/service
- ❖ Resurrected and served as Chair of the Advanced Practice Advisory Committee (no council since

2010)

- ❖ Created the APP compensation committee which transition to Vidant Medical Group and revamped APP compensation. Worked with Sullivan Cotter consulting firm.
- ❖ Serves as proxy for CNE in Magnet organization for Credentialing of APRNs
- ❖ Collaborated with medical staff and informatics to implement upgrade to OneTeamCare (superuser)
- ❖ Worked in collaboration with stroke program manager to prepare assure neurology teams had appropriate credentials and privileging for comprehensive stroke survey.
- ❖ Collaborated with East Carolina University, College of Nursing to write HRSA grant to increase APRNs in rural areas of eastern NC.
- ❖ Continual alignment with ECU to increase adjunct faculty appointments at the College of Nursing for APPs at VMC.
- ❖ Aligned with East Carolina University leadership in the school of Physician Assistant Studies to increase PA students access to VMC and improve their experience.
- ❖ Partnered with Executive leadership to develop Co-management model for orthopedics and Internal Medicine
- ❖ Worked collaboratively with Hospitalist, Academic Internal Medicine service and Nephrology service on geographic rounding on medicine units, with focus on limiting number of providers on Intermediate Medicine Unit
- ❖ Contract realignment for orthopedics, trauma, urology, ENT. Collaborated with VMC legal counsel and medical staff to determine workforce allocation and percentage allocation. Worked with consultant agencies to conduct time studies to determine contract percentages
- ❖ Worked with Premier Consultants on task force to move APPs towards models suitable for the service line to maximize efficiency and financial return.
- ❖ Worked collaboratively with legal, financial, and medical staff executive leadership to bring APP contracts into compliance. APPs removed off cost report unless administrative.
- ❖ Cardiac realignment and reallocation of resources. Collaboration with Vidant Medical Group to transition APPs to billing model. Aligned provider services and coverage models for CVICU, CVIU, CVOR and CICU.
- ❖ Contract amendments for coverage of cardiac and thoracic outpatient clinics and inpatient services
- ❖ Work with Chiefs of Service across all service lines to review coverage needs for providers and integral in oversight of new programs and providing APP services: Neurology (stroke), Neuroscience, and Ortho-Trauma, and Trauma
- ❖ Oversight of alignment of privileges with APP scope of practice. Reassignment of APPs within scope of practice: Nuclear medicine (stress testing), family medicine, nephrology, first assist roles to decrease redundancy and maximize billing.
- ❖ Collaborating with CV services administrator to created Cardiac APP service to decrease LOS in ED, COU and with cryptogenic stroke patients requiring implantable loop recorders.
- ❖ Responsible for recruitment for APPs to pilot ED blue zone fast track, involved in reviewing contract for this service and APP utilization.

- ❖ Created business plan to change model of care regarding utilization of APP First Assist in operating rooms, proposed integration of RN First Assist related to financial and operational advantages.
- ❖ Working with medical staff to revamp peer review, privileging and Credentialing process for APPs.
- ❖ Alignment with Dean, Brody School of Medicine to increase in community visibility and presence for East Carolina University Brody School of Medicine and Vidant Medical Center.
- ❖ In conjunction with VP Operations, APPs are now serving on every medical staff committee.
- ❖ Created orientation for every new APP entering VMC to meet with Advanced Practice leadership
- ❖ Organized NCMB and NCBON presentations on supervision, opioid crisis (CME requirements) and advanced practice scope of practice to VMC medical staff and team members.
- ❖ Instrumental in adding the first Clinical Pharmacy Practitioner to VMC bylaws as an Advanced Practice Provider
- ❖ Founding member of NC leadership Alliance of Advance Practice Directors in North Carolina

1/2015-11/2015 Practice Manager Vidant Medical Center, Greenville, NC
Advanced Practice Professionals
Adult Medical Services

- ❖ Oversight of APPs in Medicine Service Line
- ❖ Worked with Medicine Service Line Administrator to align APPs in Medicine Intensive Care Unit and vent weaning unit on medicine intermediate unit.
- ❖ Reported to Medicine Service Line Administrator and Director of Advanced practice.

8/2011-1/2015 Advance Practice Professional Vidant Medical Center, Greenville, NC
Team Leader
Adult Medical Services

- ❖ Reported to Director of Advanced Practice
- ❖ Oversight of Medicine Service Line APPs
- ❖ Responsible for performance appraisals and regulatory compliance
- ❖ Maintain full time clinical Schedule as nephrology NP (inpatient/outpatient)

7/2010-present Nurse Practitioner ECU Physicians Division of Nephrology
and Hypertension, Greenville, NC

- ❖ Provided patient care inpatient/outpatient

1/2006-7/2010 Nurse Practitioner Vidant Medical Center, Greenville, NC

- ❖ Provided inpatient care to nephrology/transplant patients

8/1996-12/2005 Staff Nurse Vidant Medical Center, Greenville, NC

- ❖ Provided care for patients in all Intensive units including Pediatrics
- ❖ Served as charge nurse in Neuro/Surgical and Trauma ICU

6/1992-6/1996 Staff Nurse Fairbanks Memorial Hospital, Fairbanks, AK

- ❖ Provided care for patients presenting to Emergency Department
- ❖ Served in charge nurse capacity

**5/1988-3/1992 Flight Nurse Regional Life Flight/Medical Air
Rescue, Rapid City, SD**

- ❖ Provided care for patients over rural areas of South Dakota
- ❖ Provided ground and air support for critically ill patients

**5/1987-3/1992 Staff Nurse Rapid City Regional Hospital, Rapid
City, SD**

- ❖ Provided care for patients presenting to Emergency Department
- ❖ Served in charge nurse capacity

SERVICE

HOSPITAL COMMITTEES:

5/23/2019	GME Research Day -Judge
3/2018-present	Stir Up Respect Committee
1/2018-present	Bylaws Committee
1/2018-present	Clinical Governance Committee
11/2015-prsent	Advanced Practice Advisory Committee
10/2015-present	Utilization Management Committee
10/2015-present	Patient Safety Performance Improvement Committee
8/2015-present	Surgery Service Line Executive Committee
8/2015-present	ECU CON/VMC Advisory Board
5/2015-present	Medical Executive Committee
5/2015-present	Nurse Executive Committee
5/2015-present	Medicine Service Line Executive Committee
5/2014-present	Hospital Patient Safety-Quality Improvement Committee
11/2014-present	Credentialing Committee-Vidant Medical Center
11/2014-present	Credentialing Committee-Vidant Medical Group
2013	Collaborated with ECHI leadership to develop Cardiac Intensive Care Advanced Practice Professional Service
2013	Development and Onboarding of Advanced Practice Professional for Transplant services

2013	Instrumental in establishment of contract for Pediatric Nephrology Advanced Practice Professional
5/2010-8/2012	Catheter Associated Urinary Tract Committee-Chair Hospital-wide staff educational presenter on research and evidence-based practice CAUTI
3/2009-3/2010	Advance Practice Council –Chair
5/2011-12/2012	Resident-Nurse Council
3/2011-current	Medical Directors Committee-Adult Medical Services
3/2019	Experience Champion

SCHOOL OF NURSING COMMITTEES:

2012-current	Adjunct Faculty East Carolina University
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PROFESSIONAL ORGANIZATIONS

2018-current	NC Advance Practice Leadership Alliance
2016-current	Center for Advancing Provider Practice (CAP2)
2015-current	Student Nurse Research Society (SNRS)
2014-current	National Kidney Foundation
2005-current	American Nurses Association
2006-current	American Nephrology Nurses Association
2013-2014	American Nephrology Nurses Association (President Elect) Tar River Chapter
2005-current	American Academy of Nurse Practitioners
2006-current	North Carolina Nurses Association
2014-current	National Kidney Foundation
2006-current	Sigma Theta Tau, Beta Nu Chapter: International Nursing Honor Society
1987-1992	Emergency Nurses Association

COMMUNITY ACTIVITIES

1/2019	Board Member: Center for Family Violence Prevention
3/2018	Radio Station 106.8-Interview: Family Health Matters: Chronic Kidney Disease Awareness
2/2015	Chronic Kidney Disease-Cornerstone Missionary Baptist Church
11/2014	Planning Committee member for Annual NP/PA: Clinical Issues Update
3/2013	Kidney Screening World Kidney Day
2/2012	National Kidney Foundation-Kidney Screening
3/2012	Diabetes Awareness and Screening
3/2011	Kidney Screening World Kidney Day

LICENSURE

<u>STATE</u>	<u>LICENCE NO.</u>	<u>EXPIRATION</u>
RN North Carolina	148721	9/29/2018
RN South Dakota	R022558 (inactive)	
RN Alaska	15144 (inactive)	

CERTIFICATION

Family Nurse Practitioner-Board Certified	2011-2021
CPR	1987-present
ACLS	1987-present
ACLS Instructor	1988-2017
TNCC Instructor	1988-2012
TNCC	1987-1988

EDUCATION

<u>DEGREE</u>	<u>DATE</u>	<u>INSTITUTION</u>	<u>AREA OF STUDY</u>
PhD	2017	East Carolina University	PhD Nursing
MSN	2005	East Carolina University	Family Nurse Practitioner
BSN	1991	South Dakota State University	Nursing
Diploma	1987	Rapid City Regional Hospital	Nursing

Academic

<u>DATE</u>	<u>TITLE</u>	<u>EMPLOYER NAME AND ADDRESS</u>
8/1991-7/1992	Clinical Instructor	University of South Dakota, Vermillion, SD

PUBLICATIONS

Op-Ed

Wilmoth, P., Broome, M, Johnson, S & Aleshire, M. (July 2019) Without Nurses, Who Will Care? Fayetteville Observer.

Refereed Manuscripts

Horne, C., Crane, P, & Johnson, S. (2018). Comparing Comorbidity Measures and Fatigue Post Myocardial Infarction. *Applied Nursing Research*.

Johnson, S., Crane, P., Neil, J., & Christiano, C. (2018). Primary Appraisal of Intradialytic Events and Stress Towards Hemodialysis. *Nephrology, Transplantation, Dialysis (NDT)*, (submitted for publication)

Johnson, S., Crane, P., Neil, J., & Christiano, C. (2019). Stress and coping of Intradialytic Events in

Persons on Hemodialysis. *Nephrology Nursing Journal*.

Johnson, S. (2015). Near-death experience in patients on hemodialysis. *Nephrology Nursing Journal*, 42(4), 331-337. Retrieved from <http://search.proquest.com.jproxy.lib.ecu.edu/docview/1705656185?accountid=10639>

Manuscripts

Johnson, S. (2006). Advanced Level Practitioners. *Perspectives on Patient Care*, 20(3), 12-14.

Dissertation

Johnson, S. (2017). Cognitive Appraisal of Stress and Coping of Intradialytic Events in Persons on Hemodialysis. Dissertation, East Carolina University, Greenville, NC.

SCHOLARLY PRESENTATIONS

Presentation: 2019 Eastern Regional Renal conference
The spectrum of Kidney Disease: closing the Gap (Oct 10, 2019) Eastern AHEC, Greenville NC

Presentation: Primary Appraisal of Intradialytic Events and Stress Towards Hemodialysis.
(2018). 32nd Annual Yash P. Kataria Internal Medicine Research Day.

Presentation: Comparing Three Comorbidity Measures in Predicting Fatigue Post Myocardial Infarction. Southern Nursing Research Society (2017).

Presentation: Comparing Three Comorbidity Measures in Predicting Fatigue Post Myocardial Infarction. Vidant Medical Center, Research Lunch and Learn (2017).

Presentation: Metabolic Complications of Kidney Disease. Infusion Nurse Society. Atlanta, GA (2014)

WEBEX

Vizient (April 25, 2019)–*Advanced Practice Professional-Developing a Compensation Strategy*
Sharona Johnson PhD, FNP-BC and James Manning, MD (Vidant Medical Group)

ABSTRACTS

Sears, S., Burch, A., Christiano, C., & Johnson, S. (2018, August). *Benefit of Wearable Cardioverter Defibrillator in Patients with End Stage Renal Disease*. European Society of Cardiology conference, Munich, Germany

POSTER PRESENTATIONS:

Johnson, S., Crane, P., Neil, J., & Christiano, C. (2018, March). *Stress and Coping of Intradialytic Events in Persons on Hemodialysis*, Southern Nursing Research Society, Atlanta GA.

Johnson, S., Crane, P., Neil, J., & Christiano, C. (2018, March). *Primary Appraisal of Intradialytic Events and Stress Towards Hemodialysis*, Annual Dialysis Conference, Orlando, FL

Johnson, S. (2015, March). *Near Death Experiences in Patients on Hemodialysis*. National Kidney Foundation, Dallas, Texas.

Johnson, S. (2015, March). *Near Death Experiences in Patients on Hemodialysis*. Collaborative Research Day, Greenville, NC.

Hatfield, D., **Johnson, S.**, Butler, S. Christinano, C., Dixon, M. Kinzie, V. & Lockamy, P. (2010, January). *Catheter Associated Urinary Tract Infections: Creating a culture to say Bye Bye UTI*. National Database of Nursing Quality Indicators (NDNQI®). Rhythms in Quality Conference, New Orleans, LA.

Zinn, B., Kuykendall, J., Marshburn, D., & **Johnson, S.** (2009, May). *Retaining Nurses and Enhancing Care: Progression of a New Model*. North Carolina Organization of Nurse Leaders, New Bern, NC.

Zinn, B., Kuykendall, J., Marshburn, D., & **Johnson, S.** (2008, February). *Retaining Nurses and Enhancing Care: Progression of a New Model*. PCMH/ECU Collaborative Research Day, Greenville, NC.

Gerkin, S., Christiano, C., Hames, M., Costa, N., **Johnson, S.** (2007, October). *Kidney Disease Screening in Hospital Employees*. American Society of Nephrology, San Francisco, CA.

Moore, Tiffanie, Fall 2014. MPH Professional Paper. *Uncertainty in Decision Making Regarding Dialysis Initiation in African American Men with Advanced Chronic Kidney Disease*. **Sharona Johnson: Content Advisor**

ADVOCACY/ PANELIST

Black History Month Keynote Speaker	2/2020	ECU College of Nursing
The Power to Heal Documentary		ECU College of Nursing
Medicare and Hospital Desegregation	5/2019	Greenville, NC
Nursing workforce task force NC	4/2019	Op-Ed/ Dean of Duke/UNC

CONTINUING EDUCATION (PRESENTER)

Eastern Area Health Education (EAHEC)	5/2019	O’Berry Center
Chronic Disease update: Heart Failure		Goldsboro, NC

Eastern Area Health Education (EAHEC)	3/2018	Lenoir Memorial Hospital
Chronic Disease update: Heart Failure, Asthma,		Kinston, NC

and COPD

Eastern Area Health Education Center Collaborative Nurse Research Series 2018 Part 1: Giving Voice to the Research Gap: Nurses Leading the Way. “Developing the Purpose Statement”	2/2018	EAHEC Greenville, NC
Eastern Area Health Education Center (EAHEC) Congestive Heart Failure	6/2015	O’Berry Center Goldsboro, NC
Eastern Area Health Education Center (EAHEC) Chronic Kidney Disease	4/2012	Lenoir Memorial Hospital Kinston, NC
Chronic Kidney Disease	10/2012	Wayne Memorial Hospital Goldsboro, NC
Advanced Cardiac Life Support Instructor	10/2012-present	Vidant Medical Center Greenville, NC

HONORS AND AWARDS

2020-East Carolina University College of Nursing Hall of Fame

2019-AAPA Employer of Excellence Award

2018-Physllis Horne Award-East Carolina University College of Nursing

2014-Nominated for APP of Year-Vidant Medical Center

2014-2016 American Nephrology Nurses Association Career Mobility Scholarship

2007-North Carolina Great 100 Nurse



NOMINATION FORM

Name of Nominee: Robert Samuel Matheny, Jr. "Sam"

Preferred Address: 79 Potomac Ave SE, Apt 902
Washington DC 20003

Preferred Number: 919-422-7509 Preferred Email: zpirate24@gmail.com

Business / Company Name: National Association of Broadcasters

Business Address: 1771 N St NW
Washington DC 20036

Profession / Title: Executive Vice President, Technology & Chief Technology Officer

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

- Marketing – positioning the university as a leader regionally, nationally, and globally
- Student engagement – I already host student groups each year at NAB Show and I have guest lectured at many universities (American University, George Washington University, Stanford, UNC-CH, etc.)
- Legislative advocacy, particularly at a federal level, though I suspect state level is in most demand.

ECU Alum? _____ No Yes Year/Degree/Major 1993 / BS / Communications

Name of Nominator: Carl Davis

Other ECU involvement areas (current or previous):

- School of Communications Advisory Board
- 2015 School of Communications Distinguished Alumnus Award Recipient
- Annual host to ECU School of Communications students at NAB Show in Las Vegas
- Contributor to the Benjamin Abbott Memorial Scholarship, College of Business
- ECU Alumni Association, DC Chapter
- Pirate Club Member

SUBMIT NOMINATIONS BY: March 13, 2020 to:

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

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

ROBERT SAMUEL MATHENY, JR. “SAM”

79 Potomac Ave SE Apt 902 Washington, DC 20003 919-422-7509 zpirate24@gmail.com

PROFESSIONAL SUMMARY

Innovative and visionary leader with a talent for applying information technology to deploy next generation services. Excellent communicator with a proven ability to build partnerships and assemble teams that turn ideas into viable businesses. Extensive experience with advanced digital media technologies, and recognized industry pioneer and featured speaker.

CURRENT PROFESSIONAL EXPERIENCE

National Association of Broadcasters

July 2014 - Present

Executive Vice President and Chief Technology Officer

I lead NAB's technology team and our PILOT program in its efforts to promote innovation and propel broadcast technology into the future. I work with our members, standards organizations, and technology companies to advance broadcast innovation and advocate and demonstrate to the federal government how broadcasters, with ever advancing technologies, serve their local communities.

- Lead the technology team within NAB responsible for the development and implementation of the next generation broadcast television standard, ATSC 3.0. This includes building and operating the test station in Cleveland in partnership with the Consumer Technology Association (CTA).
- Led the transformation of NAB Labs into PILOT, a coalition of innovators, educators and advocates dedicated to advancing broadcast technologies and cultivating new media opportunities. This effort expanded membership with key technology companies and thought leaders, including Accenture, Akamai, Amazon, Avis Budget Group, Facebook, Google, IBM, Nielsen, Oath, Verizon Digital Media Services, Xperi, etc.
- Conceived and guided PILOT research and development projects, including a prototype next-generation television home gateway, next-generation television data collection and management system, Software Development Kit (SDK) for enabling Android applications to access FM chips in smartphones, multiple big data research projects, and work with connected car and in-vehicle-infotainment systems.
- Established new educational programming that highlights the opportunities and challenges of digital operations, including the Digital Futures Exchange at NAB Show, online Cyber Security certificate program, and Broadcast Innovations summit to inform legislators and policy makers on developments in broadcast technology.
- Created the Digital Officer Committee to engage stations' digital media personnel in NAB discussions, and the Digital Leadership Award to recognize their efforts in advancing broadcasting.
- Testified multiple times before the United States Senate and House of Representatives on behalf of broadcasters, including requesting one billion dollars (\$1,000,000,000) of additional funding to support television repack efforts following the incentive auction.

Presentations (external to NAB events)

- Planning for the Sea Change: Consumers and the Media World, February 2017, Hollywood Post Alliance Tech Retreat Supersession Opening Keynote
- Roadmap for ATSC 3.0 Rollout in U.S., March 2017, Global UHD Conference - Seoul, Korea

SELECT PROFESSIONAL INFORMATION

- National Wireless Safety Alliance Board of Governors Member
- Member, FEMA National Advisory Council Integrated Public Alert and Warning System
- Startup Company Advisor: Haystack TV, Reveal Mobile, and previously LeEco
- Judge, German Marshall Fund Young Transatlantic Innovation Leadership Initiative
- Inventor, US Patent 20110252450A1 Systems and Methods for Presentation of Digital Media
- Member FCC Communications Security, Reliability and Interoperability Councils IV and V
 - Wireless Emergency Alerts Working Group, Council IV
- Advanced Television Systems Committee (ATSC) Past Board Member
 - Past Chairman – Standards Transition Subcommittee
 - Past Chairman – Specialist Group on next generation of digital TV
- Member, Academy of Digital Television Pioneers
- Member, Institute of Electrical and Electronics Engineers, Broadcast Technology Society
- Member, Society of Motion Picture & Television Engineers

SELECT COMMUNITY/PERSONAL INFORMATION

- 2015 East Carolina University Distinguished Alumnus Award
- Past Advisory Board Member, NC State College of Management
- Past Chairman, Triangle Area Chapter American Red Cross
- American Marshall Memorial Fellow – Spring 2007
- American Marshall Memorial Fellowship Selection Committee – Spring 2009
- Past Ministry Deacon, Zebulon Baptist Church
 - Local, national, and international mission experience
 - Trained in disaster response – North Carolina Baptist Men
- PADI Dive Master (Professional SCUBA Certification)
- Licensed Private Pilot

PRIOR WORK EXPERIENCE

Capitol Broadcasting Company, Inc., Raleigh, NC

March 2012 – July 2013

Vice President, Policy & Innovation

I formulated strategies and policies that drove innovation throughout the company making it a core value and area of competitive advantage. I worked with trade associations, regulators and legislators on issues of importance to CBC.

- Recommended and guided strategic investment decisions in Internet, mobile, gaming, infrastructure and spectrum plays.
- Successfully secured multiple United States patents for geo-location decision engine for distribution of broadcast content via the Internet.
- Designed and executed “2020 Vision”, a company wide IT assessment to set strategic direction for future design of IT systems and processes.

- Engaged North Carolina state emergency officials in developing and demonstrating mobile DTV and M-EAS as an important tool in times of disaster.
- Created CBCView blog and social media strategy to convey CBC opinions and observations on issues facing our industry. Results led to coverage by Fierce Wireless, Fierce Cable, Broadcasting & Cable, ARS Technica, and idea sharing with thousands of industry professionals.
- Board member on companies in which CBC had an investment, including StepLeader, Inc., Philo, Inc., and Relevant Games, LLC.

Presentations

- Blueprints, Bottlenecks, and Strokes of Genius, October 2013, Broadcasting & Cable's News Technology Summit Keynote
- Skeuomorphism, Diconvergence, and the Future of Broadcast, October 2012, IEEE BTS Symposium Keynote

News Over Wireless, Raleigh, NC
A division of Capitol Broadcasting Company (CBC)

March 2005 – February 2012

General Manager

I led a team that designed and built custom local television station news applications for hundreds of TV stations and wireless carriers.

- Conceived, developed and launched the nation's first local news application for mobile phones with Sprint PCS. Added carrier relationships with Verizon and AT&T.
- Implemented partnerships with several major television station groups to build a mobile news network reaching over 90M US TVHH. Groups included CBS, Fox, Scripps, Gannett, Meredith, Raycom, Lin Media, Allbritton, Fisher, Dispatch, Newport TV, Bonten, and others.
- Deployed the nation's first local TV mobile video channels with Sprint and Verizon.
- Deployed the nation's first iPhone application and Smart TV application for local TV.
- Rebranded and spun the company out of CBC in 2012 and served on the board.
- Advised CBC senior management on issues such as wireless spectrum and participated in the analysis and sale of 700 MHz spectrum previously acquired at federal auction.

Microspace Communications, Raleigh, NC
A division of Capitol Broadcasting Company (CBC)

January 2002 – March 2005

Manager, Digital Cinema Development

Responsible for developing digital cinema (the release of theatre grade movies in digital format rather than traditional celluloid physical media) as viable market for Microspace satellite services.

- Formed strategic relationships with movie studios, exhibitors, server and projection vendors, and film mastering companies.
- Partnered with DreamWorks for commercial delivery of multiple movies via satellite, including box office hits *Shrek 2*, *Collateral*, and *Shark Tale*.
- Delivered *Alien The Director's Cut* with Twentieth Century Fox for the digital cinema screening series.

- Represented Microspace with standards organizations including Digital Cinema Initiatives (DCI), Society of Motion Picture and Television Engineers (SMPTE), and European Digital Cinema Forum (EDCF).

DTV Plus, Raleigh, NC
A division of Capitol Broadcasting Company (CBC)

June 1999 – December 2004

Vice President & General Manager

An integral member of the CBC digital television management team with a focus on developing digital television and advanced communications applications.

- Developed and launched nation's first DTV datacasting service. This included software development and hardware integration for head-end and client systems.
- Implemented nation's first hybrid satellite and DTV datacasting network working with Intel's Center for Datacasting Innovation.
- Founded datacast working group (DWG) consisting of 11 companies to encourage datacasting standards and adoption.
- Developed business models for 700 MHz wireless broadband systems, including technology evaluation and working with other major spectrum owners.

Capitolnet Marketing Group, Raleigh, NC
A division of Capitol Broadcasting Company (CBC)

December 1995 – June 1999

General Manager

In this role I led CBC's online strategy development and marketing efforts through the creation of an award-winning online multimedia division.

- Negotiated pre-money investment in Audionet (broadcast.com) yielding \$20M+.
- Developed hybrid-marketing strategy that grew online revenue from zero to \$1M+ in a two-year period.
- Launched two profitable online fantasy sports leagues.
- Negotiated Internet streaming media rights with sports leagues, including the NFL, NHL, NASCAR, Atlantic Coast Conference, and others.
- Partnered with VISA for first tests of Secure Electronic Transactions (SET).

Earlier Employment

Video Specialist – Microelectronics Center of North Carolina, Research Triangle Park, NC
April 1993 – December 1995

News producer – WNCT-TV, Greenville, NC September 1992 - April 1993

Weekend Disc Jockey – WETC 540 AM, Zebulon, NC June 1992 – May 1993

EDUCATION

Certificate – Artificial Intelligence: Implications for Business Strategy, Massachusetts Institute of Technology Sloan School of Management, 2019

M.S. in Technology Management, (now the MBA program) North Carolina State University, Raleigh, NC - 1999

B.S. in Broadcast Communications, East Carolina University, Greenville, NC - 1993

Carl W. Davis
3738 Prestwick Place
Greenville, North Carolina 27834

March 10, 2020

Ms. Megan Ayers
Office of the Chancellor
East Carolina University
202 Spilman Building
Greenville, NC 27858-4353

Dear Megan:

Please accept this as my formal nomination of Sam Matheny of Washington, DC for election to the East Carolina University Board of Visitors. In my opinion, Sam would make an outstanding board member in every way.

I have had the pleasure of knowing Sam Matheny for more than 15 years. I met him through his brother Jim, an Emmy award winning reporter and also an ECU alumnus. We share many of the same professional interests in broadcasting technology. I have watched Sam progress through Capitol Broadcasting in Raleigh as the chief technologist to the National Association of Broadcasters in Washington, DC.

For those who are not connected to this industry, Sam Matheny is the chief technologist for the association that represents more than 15,000 radio stations and almost 2,000 television stations in the United States. The net revenue of all US broadcasters totaled more than 168 billion dollars in 2018. Sam leads a team of engineers and technologists to further the goals of this industry and to help plan for the future of broadcasting in the US. A part of his responsibility includes planning and organizing for the annual NAB Show in Las Vegas that was attended by almost 100,000 people from 160 countries.

Sam Matheny cares deeply about East Carolina University. He has taken time from his duties at the annual NAB Show to host ECU students and faculty who are attending. He and his wife, also an ECU graduate, own a second home and spend time in Carteret County. He has been an active supporter of the ECU School of Communication.

In my opinion, Sam would be most helpful to East Carolina as a member of the Board of Visitors working to advocate for our university in Washington, DC. In his current position, one of his duties is to interface with members of Congress and their staffs. He also interfaces with Federal departments like the FTC, FAA and FCC. Sam has been in Washington for more than five years and has many contacts in our Federal government. He would be most willing and able to assist ECU in relations with leaders in government.

I strongly endorse Sam Matheny for election to the ECU Board of Visitors.

Sincerely,

Carl W. Davis
Chairman Emeritus ECU Board of Visitors
Chairman Emeritus ECU Alumni Association Board of Directors



School of Communication
102 Joyner East | Mail Stop 524 | East Carolina University | Greenville, NC 27858-4353
252-328-4227 office | 252-328-1509/0744 fax

March 11, 2020

Members of the selection committee,

I wholeheartedly support the nomination of Sam Matheny to join the ECU Board of Visitors. Sam is an incredible media professional and steadfast ECU alum giving his all to this institution.

Sam is currently the Executive Vice President of the the National Association of Broadcasters. This is an exceptionally large, diverse and powerful organization and we are very proud to have him in a leadership position there. Before joining the NAB, Sam worked for the Capital Broadcast Corporation in Raleigh, NC as Vice President of Policy and Innovation. The work he did there to bring the news to a digital platform we can access on our phone was at the cutting edge of information delivery.

Through all of this, Sam continued to involve the faculty, students and staff of his alma mater. Over a decade ago, when phone applications were still the stuff of R&D, Sam invited me to CBC to see this technology and where it would take the news industry. Allowing me access to that helped me to better understand media trends and where our School of Communication curriculum needed to go. Upon moving to Washington, DC and the NAB, Sam has consistently involved the School of Communication. He has helped financially support students' trips to the annual conference as well as provided them with his time and tours of the convention that were an exceptional learning experience. Last year, Sam helped me to reinvigorate the School of Communication advisory board and has agreed to serve as a member of that board. Because of his dedication and efforts in both the profession and his alma mater, the School of Communication honored Sam Matheny with our Distinguished Alumnus Award in 2015.

Sam Matheny is a hard-working, motivated and trustworthy Pirate and would be a fantastic addition to the Board of Visitors.

Sincerely,

A handwritten signature in black ink that reads "Linda G. Kean".

Linda G. Kean, PhD
Director, School of Communication
East Carolina University



NOMINATION FORM

Name of Nominee: Patrick C. O'Bryant

Preferred Address: PO Box 3276 Southport, NC 28461

Preferred Number: 910-620-7325 Preferred Email: obryantp@outlook.com

Business / Company Name: Johnson and Johnson

Business Address: One Johnson and Johnson Plaza, New Brunswick, NJ 08933

Profession / Title: Senior Account Executive

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

Legislative advocacy, student engagement, recruitment/ future student engagement

ECU Alum? Yes Year/Degree/Major 1994, B.S., Industry & Technology

Name of Nominator: Jonathan Brooks

Other ECU involvement areas (current or previous): East Carolina Educational Foundation, East Carolina Foundation, East Carolina Alumni Association

SUBMIT NOMINATIONS BY: March 13, 2020 to:

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

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

MACON CONSULTING

February 27, 2020

Megan Ayers
Office of the Chancellor
202 Spilman Building
East Carolina University
Greenville, NC 27858

Dear Megan:

It is a distinct pleasure for me to place Patrick O'Bryant's name in nomination for a seat on the ECU Board of Visitors.

I've known Pat well since our time together at ECU in the 1990s, and have closely followed his successful career. Since graduating from the University, he has excelled in the pharmaceutical industry for over two decades. In addition to his demanding career, he has found the time to give back to his community by serving in a variety of capacities, and especially in various leadership positions with Brunswick Community College.

Pat has a passion for our University and for Eastern North Carolina, and he would be a tremendous asset to our Board of Visitors. Thank you, as always, for your service to ECU, and I am available at your convenience if you have any additional questions. Go Pirates!

Best regards,



Jonathan G. Brooks
Principal

PATRICK C. O'BRYANT

P.O. Box 3276, Southport, NC 28461

obryantp@outlook.com • 910-620-7325 • LinkedIn: Pat O'Bryant

Education

WAKE FOREST UNIVERSITY, Winston Salem, NC

M.S.L., Master of Studies of Law; Health Law and Policy, Candidate, May 2022

EAST CAROLINA UNIVERSITY, Greenville, NC

B.S., Industry and Technology; Major in Industrial Distribution/Sales, May 1994
Scholarship Recipient

Expertise

- Program Development
- Strategic Resourcing
- Marketplace Insight
- Contract Negotiation
- Critical Collaboration
- Strategic Partnerships

Employment

JOHNSON & JOHNSON 2002-present

Senior Account Executive

Territory Account Lead

Executive Management Program

Leadership Development Series

Field Training Advisory Board

Field Training Coordinator

National Product Launch Board

Regional Product Launch Board

Division Management Team

GLAXO SMITHKLINE 1997- 2002

ALLERDERM-VIRBAC 1996-1997

SMURFIT STONE CONTAINER CORPORATION, 1994-1996

Community Leadership

Leadership North Carolina Graduate

Board of Commissioners, Town of Belville, NC

Board of Trustees, Brunswick Community College, former Vice-Chair
Executive Committee, Board of Trustees, Brunswick Community College

Board of Directors, Brunswick Community College Foundation

Legislative Liaison, Brunswick Community College

Municipal Liaison, Cape Fear Council of Government

Advisory Council, St. Mark Catholic School, Wilmington, NC

Member/Donor

Christ School Foundation

East Carolina University Alumni Association

East Carolina University Educational Foundation

East Carolina University Foundation

Brunswick Community College Foundation

North Carolina State University Student Aid Foundation



NOMINATION FORM

Name of Nominee: **Alexander Jay Paschall**

Preferred Address: **1907 Buxton Road, Greenville NC 27858**

Preferred Number: **919-306-8065** Preferred Email: **alexander.j.paschall@nccourts.org**

Business / Company Name: **Office of the Public Defender District 3A**

Business Address: **PO Box 8047 Greenville NC 27835**

Profession / Title: **Assistant Public Defender**

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

1. Legislative advocacy; 2. Student Engagement

ECU Alum? **Yes** Year/Degree/Major **2014; BS Criminal Justice**

Name of Nominator: **Dr. Perrin Jones**

Other ECU involvement areas (current or previous): **ECU Club Swim Team (2012-2014)
President ECU Students for concealed carry (2012); Football and Baseball Season
Ticket Holder**

SUBMIT NOMINATIONS BY: March 20, 2020 to:

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

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

BIO LETTER FROM ALEX PASCHALL

I grew up in a middle-class family in North Raleigh. I attended public school K-12 and graduated from Leesville Road High School in 2010. I initially attended Appalachian State University 2010-11 but transferred to East Carolina the following year and obtained a B.S. in Criminal Justice 2014. During my time at East Carolina, I worked for American Campus Communities at University Manor (now "The Davis") as a porter where I picked up garbage and performed basic repairs to apartment units. I was a member of the ECU Club Swim Team (2012-2014) and served as the President for East Carolina Students for Concealed Carry (2012). During my senior year (2013-2014) I was nominated to Homecoming Court.

In the fall of 2013, acting on the advice of my then professor, Jeff Foster, I took the LSAT and applied to law school. I was fortunate to be accepted to Campbell Law School and enrolled in the fall of 2014. During my time at Campbell Law I served on the Student Bar Association as a 2L / 3L representative and chaired the constitution committee. I also performed pro bono services for indigent clients with the Reentry Project (expunging criminal records for indigent clients) and served as President of the Innocence Project, reviewing claims of actual innocence for the North Carolina Innocence Inquiry Commission. I also served as the logistics coordinator for the Federalist Society where we sought to foster civil intellectual debate surrounding modern legal and cultural issues.

After graduating and passing the North Carolina Bar Exam in 2017, I was promoted from law clerk (2015-2017) to associate attorney at Tarlton | Polk PLLC in Raleigh. During my time with Raymond Tarlton and Brad Polk, I was admitted to practice in North Carolina State Courts, the United States District Court for the Eastern District of North Carolina and the United States Court of Appeals for the Fourth Circuit. During my time at Tarlton Polk I worked on a wide variety of state and federal criminal cases ranging from DWI – Capital Murder.

In September of 2018, I accepted a position in Greenville as an Assistant Public Defender. I defend a wide variety of criminal cases for the indigent citizens of Pitt County. I also serve as an assistant swim coach for the Riptides year round swim team at Aquaventure Swim Academy in Winterville.

Since returning to Pitt County I enthusiastically became a season ticket holder for Pirate football in 2019 and recently purchased season tickets for Pirate baseball 2020. I am blessed to have had the opportunity to return to Pirate Nation and look forward to potentially having the opportunity to give back to the university that gave so much to me.

Thanks,
Alex



NOMINATION FORM

Name of Nominee: Terrence A. Powell

Preferred Address: 14805 Dunbeth Drive

Huntersville NC 28078

Preferred Number: 704-877-0235 Preferred Email: tapque1911@gmail.com

Business / Company Name: Wells Fargo Bank

Business Address: Charlotte NC

Profession / Title: Business Systems Consultant Mgr 4 - Director Wholesale Applications Service Desk

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

Student Engagement; advocacy on behalf of students and community; fundraising

ECU Alum? No Yes Year/Degree/Major 1993 BS Business Education / Information Processing

Name of Nominator: Virginia D. Hardy, PhD

Other ECU involvement areas (current or previous):

Pirate Club, Alumni Affairs

SUBMIT NOMINATIONS BY: March 13, 2020 to:

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

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



Office of the Vice Chancellor for Student Affairs
112 Spilman Building | Mail Stop 401 | East Carolina University | Greenville, NC 27858-4353
252-328-6541 office | 252-328-6040 fax

February 23, 2020

To whom it may concern,

It is with great pleasure that I nominate Terrence Powell for consideration for the ECU Board of Visitors. He is a young professional who would serve well in the capacity to advise and support ECU in achieving its mission, commitments and values that define the university.

Terrence obtained his BS in Business Education with a minor in Information Systems from East Carolina University in 1993. He then pursued his MBA with a concentration in management from Strayer University. He furthered his studies by completing the Southeast CIO Institute at the J. Mack Robinson College of Business at Georgia State University and the Black/African American Leaders Program through the UCLA Anderson School of Management.

After graduating from ECU in 1993, Terrence began his career with First Union Bank. Currently, Terrence leads the Wells Fargo Bank Wholesale Application Service Desk as Vice President and Business Systems Consultant Manager.

Being an ECU Pirate is a Powell family tradition. His wife Kimberly, daughter Kirsten, brothers Jerry Powell and Christopher Powell, and sister-in-law Cordi Powell are all proud graduates of ECU. Jerry, Cordi and his brother-in-law, Corwin Rankin, are also graduates of the Brody School of Medicine. Terrence is an engaged alumnus who could encourage members of the Powell family to also maintain their connection to ECU.

Terrence is a member of the Pirate Club and attends local events including the Armada and tailgates; in addition to football games. Terrence and Kim are always invited to events hosted by university leadership, including the chancellor, provost, vice chancellors of advancement and student affairs. You can count on their support.

Terrence's community service efforts are unique and far-reaching. He is an active volunteer with Goodwill Industries of the Southern Piedmont's job skills program, currently serves as Vice President of the North Mecklenburg Athletic Booster Club; mentors young men at Friendship Missionary Baptist Church and participates in activities to uplift others as a member Omega Psi Phi Fraternity, Incorporated.

As an alumnus Terrence has made a difference at our university, exemplified the mission of the university, and has positively impacted the people of our state. His skills, knowledge, willingness to help others, and dedication to our university and the community make him an excellent nominee for the Board of Visitors role.

Sincerely,

A handwritten signature in black ink, appearing to read "Virginia D. Hardy", is written over a light blue circular stamp.

Virginia D. Hardy, PhD

Vice Chancellor for Student Affairs

TERRENCE A. POWELL

**14805 Dunbeth Drive
Huntersville NC28078**

**Home: 704/992-2254
Cell: 704/877-0235
tapque1911@gmail.com**

Proven Technical, Business, & Management Expertise in a Career Spanning 27 Years

Extremely dedicated, result-driven and detail-oriented professional that works well with a team or independently. Self-motivated with ability to generate energy, trust and enthusiasm in a team even when faced with significant challenges. ITIL Foundation certification and HDI Support Center Manager certification. Other strengths include:

- 23 years of experience in planning, developing and implementing processes to build world class business and technical support service desks.
- Adept at consensus building, crisis management, problem-solving and negotiating.
- Excellent Verbal and Written Communication Skills
- Dynamic coach and ability to development team members while leading through change in a continuously transformational environment
- Understanding of how to build effective partnerships to be leveraged across multiple levels of leadership
- Budget for training, travel, salary, etc., ensuring that technology is leveraged to minimize expense
- Lead business application and technical support teams through merger integrations with CoreStates, First Union to Wachovia, AmNet, World Savings, and Wells Fargo
- Able to meet or exceed all Key Performance Indicators and deadlines within or below budget
- Strong working knowledge of call center tools, technology, and processes

PROFESSIONAL EXPERIENCE

Wells Fargo Bank, Charlotte, North Carolina

Business Systems Consultant Mgr 4 – Director / Wholesale Application Service Desk

2016 – Present

- Lead a large and highly specialized Business Systems Consulting service desk staff that assist with implementing and supporting complex and broad business solutions across Wholesale Bank.
- Redefined the incident, problem, and change management processes to support the environment through reconstruction and steady state operations.
- Provide service desk KPIs and metric analyses resulting in direct and significant impact on the organization's strategies and objectives.
- Influence of technical and strategic leadership may be company-wide, with frequent negotiation with executives and broad-scale policymaking influence.
- Participates with other senior management in the development of systems, products, service standards and development efforts.
- Leads the strategic development and design of technological processes, models, and standards that address long-range operational and strategic business requirements. Identifies risks and opportunities associated with redesign and improvement decisions and ensures alignment with long-term business and technology strategies.
- Review proposals for technical integrity, quantification of risk, and strategic direction/alignment.
- Directs a group through other managers or manages a high-functioning staff with significant technical and business expertise to ensure a high level of team member engagement
- Develops and oversees budget for 64 team members across multiple locations
- Continuously delivering for internal Wells Fargo team members, partners, and Wholesale Application Service Desk team members alike.
- Integrate new tools and technologies to drive service desk continual improvement
- Stand up off shore support in India to augment service desk model and provide U.S. after-hours support

Technology Manager III**2012-2016**

- Managed a technology work unit, consisting of 61 team members, with indirect impact to organization-wide objectives
- Managed an Accounting Unit with several mil dollar budget
- Often focused on moderately complex problems where analysis of situations or data requires an evaluation of numerous factors and a global customer base
- Engaged in decisions to achieve goals and results related to reduction of costs, staff review, and mitigation of delays in overall service delivery to customers
- Served as Technology & Operations Group Intern Leader with duties that include onboarding and hosting division interns and associates

Technology Manager II**2003-2012**

- Manage highly motivated full-time employees and contractors who provide technical and business application support for multiple lines of businesses supported by Technology Connection including Mortgage, Retail, and Wholesale & International Service Delivery
- Have managed team members in multiple geographic locations including Jacksonville FL, San Antonio TX, & Charlotte NC.
- Lead the Employee Engagement effort for the Charlotte Technology Connection Participating in workgroups to complete strategic initiatives to complete established MBOs
- Partnered with leadership to integrate support desk from Corporate & Investment Bank (CIB) line of business into Internal Support Team to leverage tools, resources and create structure for 24X7 support
- Create and maintain partnership opportunities with specific business units documenting OLAs and SLAs
- Assisted with hiring and interviewing for project to insource HR Service Center from Hewitt back to Wachovia's Internal Support Team
- Partnered with IST Corporate Governance Team to create a Risk Control Matrix for all of IST
- Actively partnered with Mortgage line of business executives and operations senior leaders to create strategy and execute transition of line of business support from the LOB into the Internal Support team which generated a savings of approximately two million dollars for Wachovia.
- Facilitated and managed project to create a redundant IST-Vertical Application Support unit in Jacksonville, FL for business continuity purposes
- Partnered with IT leaders to implement team consolidation which reduced the number of resources needed to provide 2nd level support to VAS technical analysts by 50%

Vertical Application Support Team Leader (Capital Management Group) 2001-2003

- Lead team of individuals responsible from providing technical and business application support for Wachovia Trust and Investment Services Group (brokerage) employees who used systems such as MVS, Dec/VAX, AS/400, and products.

Automation Support Center Team Leader (Voice Support & Ops tier II) 1999-2001

- Lead the Corporate System Support Voice Team resolving issues related to telephony technology such as PBX, Aspect, Circuits, Switches and the different types of communication lines

EDUCATION:*Strayer University***Master of Business Administration****Concentration:** Management*East Carolina University***Bachelor of Science - Business Education****Minor:** Business Administration**Concentration:** Information Processing



NOMINATION FORM

Name of Nominee: Kurt Stone

Preferred Address: 4345 Lagan Circle
Winterville, NC 28590

Preferred Number: 252-364-7887 Preferred Email: kurtstone2@gmail.com

Business / Company Name: Fresenius Medical Care

Business Address: 920 Winter Street
Waltham, MA 02451

Profession / Title: Senior Director, Market Development and Value Based Care

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

Student Engagement, Fundraising, Recruiting, Networking, Working with State Senate

ECU Alum? No Yes Year/Degree/Major 1994/BSBA/Marketing

Name of Nominator: Justin Mullarkey

Other ECU involvement areas (current or previous):

Pirate Club, School of Business Networking Dinners(3 per year)

SUBMIT NOMINATIONS BY: March 13, 2020 to:

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

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

R. KURT STONE
 4345 LAGAN CIRCLE • Winterville, NC 28590
 Cell 252.364.7887 • kurtstone2@gmail.com

MARKET DEVELOPMENT, SALES & SALES MANAGEMENT PROFILE / EXPERTISE

Top-performing and award-winning Director of Market Development, Medical Device Sales Representative and District Sales Manager with consistent and outstanding Sales and Sales Management results

Product Launch
Strong Analytical Skills
Consultative Sales
Feasibility Modeling

C Suite Experience
Field Staff Training
Market Share Growth
Contract Negotiations

Management Experience
Excellent Relationship Building

PROFESSIONAL EXPERIENCE

FRESENIUS MEDICAL CARE, North Carolina

Feb 2014 -Present

Senior Director, Market Development

- **Development of New Business Opportunities**
- **Leadership/Mentorship of Hospital Patient Service Managers**
- **Value Based Care Champion for East Division**
- **DeNovo Development**
- **Feasibility Modeling**
- **C - Suite Negotiations for Acute Dialysis Programs**
- **Consultative Approach with Nephrology Practices**
- **Implementation of ESCO Models Across North Carolina**
- **Implementation of Joint Ventures**
- **Navigation of the Certificate of Need Process**
- **Awarded President's Club 2015 - #4 of 46 in the Nation**
- **Selected as Member of the 2016 Leadership Advisory Council -**
- **Vice President's Club 2014 - #7 of 46 in the Nation**

MEDTRONIC, Greenville, NC

SEPT. 2007 – Feb 2014

Senior Territory Manager, Greenville NC

- **Earned Rookie of The Year distinction 2008**
- **Earned distinction as Exceptional Achiever in 2008 with #2/200 ranking**
- **Earned distinction as Exceptional Achiever in 2009 with #16/200 ranking**
- **Rep of the Quarter – Q1, Q2, Q3 & Q4 FY09, Q2, Q3 FY10**
- **Led Nation in new prescribers(FY 09) - #1 in NPNP**
- **Awarded NPNP award for 96% growth FY09.**
- **Team Player Award Q2 2008.**
- **Handpicked by management as Field Trainer**
- **Handpicked by management for Manager Training School**
- **Awarded Vision Award 2009**
- **Responsible for coordination of economic reimbursement classes for offices to ensure proper CPT coding**
- **Responsible for developing and coordinating Comprehensive Diabetes Management Programs**
- **Responsible for oversight of pump trainers to ensure trainings are exceeding expectations**

NOVARTIS PHARMACUETICALS

May 00 – Sept 07

District Manager, Knoxville, TN

Jan 05 – Sept 07

- **2007 Ranked at #2 of 12 managers in Raleigh Region.**
- **Launched Tekturna® and Exforge®, two new medications for the treatment of hypertension**
- **2007 Ranked #2 of 12 managers for Tekturna® and #1 for Exforge®**
- **Consistently lead, coached, trained, developed, appraised and promoted a diverse team of 12 Tennessee/SW Virginia primary care and specialty sales representatives**
- **2006 Ranked 6 of 12 managers in Raleigh Region**
- **2006 Coached and led four representatives in attaining President's Club**
- **2007 Four representatives qualified for President's Club**
- **Mentored 2 new District Sales Managers**
- **Proven ability to identify and develop local and regional key opinion leaders**
- **2005 -2006 Served on the Zelnorm Brand Tactical Team**
- **Served on the Tekturna Brand Tactical Team**
- **2005 - Received IMPACT SALES AWARD**

Senior Sales Consultant(Raleigh, NC)

May 00 – Jan 05

Promoted Cardiovascular, Gastrointestinal and Antiviral products to both Specialty and Primary Care Physicians. Responsibilities also include promotion of products to Hospitals within territory. Assigned as team leader and mentor to coordinate call coverage to increase sales and influence prescribing habits.

Achievements Included:

- **Consistently ranked within top of company based on incentive pay out and market share growth**
- **Recognized as Rep of the Month eight different times**
- **Served as NCN coordinator 2004 – 2005**
- **Completed Management Development Process – 2004**

Key Pharmaceuticals(Raleigh, NC)

Jul 98 – May 00

Sales Representative

Sales and marketing of allergy products to Allergists, Pulmonologists and Primary Care Physicians. Organized educational programs, provided in-services and luncheon meetings in targeted areas. Analyzed computer sales data to effectively cover territory and increase sales in high potential areas.

Achievements included:

- **Consistently maintained market share/market growth of Claritin above national average**
- **Maintained market shares in top 20% of company**

District Computer Trainer (7/1999 – 5/2000)

Responsible for training new representatives on using software for targeting purposes as well as facilitated online training with home office to test newer versions of software

NationsBank

Feb 95 – Jul 98

Banking Center Manager

Responsibilities included: creating sales presentations of banking products based on customer's needs, cultivating relationships with key customers, planning public relations strategies, presentations of loan packages to local Realtors to increase sales, organization of internal sales campaigns to boost sales, and cold calling on new businesses to grow customer base. Responsible for growth and development of staff as well as management of all key elements on a daily basis.

Achievements included:

- **Recognized numerous times for loan volume growth**
- **Awarded President's Club Trip in 1997**
- **Awarded Insurance Sales Trip in 1998**
- **Awarded for ServQual Rating**

EDUCATION

EAST CAROLINA UNIVERSITY, GREENVILLE NC
BSBA, Marketing, 1994

Self-financed 100% of tuition and expenses

Served as Student Government President - 1991

...Continued...

March 11, 2020

East Carolina University
Board of Visitors
Selection Committee

To the Selection Committee:

I have been on the Board of Visitors for three years and I am seeking reappointment. I have been working with Jon Cooper, Will Litchfield and other members on the administrative committee to revise the bylaws and work toward finding a united purpose for our members. I believe that East Carolina University has been through many challenges as of late and I believe our best years are yet to come. It is through leadership and influence that ECU will rise to meet the present challenges and it will be through support and advocacy that we will overcome them.

For that reason, I am nominating Mr. Kurt Stone to the Board of Visitors. Kurt is active member of the Pirate Club and he is an influencer among physicians and medical practice groups throughout the state of North Carolina. I believe his loyalty, enthusiasm and advocacy will only be an asset to our University and the mission of its leadership.

Thank you for your thoughtful consideration.

Go Pirates.

Sincerely, I am,

A handwritten signature in black ink, appearing to read "Justin A. Mullarkey". The signature is written in a cursive style with a prominent flourish at the end.

Justin A. Mullarkey

Notice of Nondiscrimination and Affirmative Action Policy

Version 1 (Current Version)

Policy	POL05.25.02
Title	Notice of Nondiscrimination and Affirmative Action Policy
Category	Campus Environment
Sub-category	Non-Discrimination
Authority	Board of Trustees
History	Approved November 20, 2015 to be Effective January 1, 2016.
Contact	Associate Provost for Equity and Diversity Office for Equity and Diversity, Old Cafeteria Building, Suite G-406 (252) 328 - 6804 oed@ecu.edu

Related Policies [ECU Equal Employment Opportunity Plan](#)

[Regulation on Responding to Complaints of Prohibited Discrimination, Harassment and/or Related Retaliation](#)

[Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence](#)

[Policy of the Board of Governors of the University of North Carolina: 300.4.1 Improper Relationships between Students and Employees](#)

[REG06.35.02 Mediation and Grievance Procedure for SPA Employees](#)

[Grievance Procedures for Complaints of Unlawful or Prohibited Harassment, Discrimination or Improper Relationships Brought Against East Carolina University Faculty Members or Administrators Holding Faculty Status \(ECU Faculty Manual, Part XII, Section IV\)](#)

**Additional
References**

[Title VI](#) and [Title VII](#) of the Civil Rights Act of 1964, as amended

[Title IX of the Education Amendments of 1972](#)

[Section 799A and 845 of the Public Health Service Act](#)

[Equal Pay Act of 1963, as amended](#)

[Age Discrimination in Employment Act of 1967, as amended](#)

[Rehabilitation Act of 1973, as amended](#)

[Pregnancy Discrimination Act of 1978](#)

[Civil Rights Restoration Act of 1988](#)

[Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended](#)

[Civil Rights Act of 1991](#)

[Americans with Disabilities Act of 1990, as amended](#)

[Title II of the Genetic Information Non-discrimination Act of 2008](#)

[Executive Order 11246 of 1965, as amended](#)

[N.C. General Statutes Section 126-16, as amended](#)

[N.C. General Statutes Section 116-11\(3a\)](#)

[The Code of the University of North Carolina, Section 103](#)

Other applicable Federal and state laws.

1. Introduction

1.1. East Carolina University ("ECU") is committed to equality of opportunity and prohibits unlawful discrimination based on the following protected classes: race/ethnicity, color, genetic information, national origin, religion, sex (including pregnancy and pregnancy related conditions), sexual orientation, gender identity, age, disability, political affiliation, and veteran status [\(including relationship or association with a protected veteran; or Active Duty or National Guard service\)](#) ("Protected Class").

1.2. This policy also prohibits retaliation, as defined below, against an individual for using applicable policies responsibly. Retaliation interferes with free expression, inhibits openness that is important to the University, and violates University policy.

1.3. Pay Transparency

1.3.1. Consistent with Executive Order 11246, as amended, ECU will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by ECU, or (c) consistent with the ECU's legal duty to furnish information.

1.4. This policy supersedes all other expressions of nondiscrimination provisions pertaining to all University programs and activities and the Office for Equity and Diversity complaint resolution procedures published in any other documents, handbooks, or manuals except those outlined in University regulations (specifically, the Regulation on Responding to Complaints of Prohibited Discrimination, Harassment and/or Related Retaliation and the Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence).

1.5. When an individual is found to have violated this policy, sanctions up to and including termination of employment, expulsion, and/or the issuance of a ban from University property will be imposed in an attempt to ensure that such actions are not repeated by the individual within the University community. In determining whether conduct violates these provisions, all relevant facts and circumstances shall be considered. Care will be exercised in order to preserve freedoms of speech and expression, as articulated in current legal standards.

2. Coverage

2.1. This policy covers admission, readmission, access to, treatment and employment in university programs and activities, including, but not limited to, academic admissions, financial aid, any services, and employment. This policy applies to students, applicants, employees, visitors, volunteers and other third parties under circumstances within the University's control.

2.2. This policy applies to all discrimination and related retaliation that occurs either on ECU property or off ECU property if (1) the misconduct occurred in the context of an ECU program or activity or (2) if the misconduct creates or contributes to, for a member of the University community, a learning or working environment that is hostile, as defined in 4.2.2.

3. Affirmative Action Obligations

3.1. Pursuant to its obligation under applicable federal law, the University will take affirmative action to ensure that applicants are employed and that employees are treated during employment without regard to their race, color, religion, sex, sexual orientation, gender identity, or national origin and to employ and advance in employment qualified employees and applicants who are protected veterans and individuals with disabilities at all levels of employment.

3.2. The University will recruit, hire, train and promote persons in all job titles and ensure that all other personnel matters and any other term, condition, or privilege of employment will continue to be administered in accordance with this policy and without regard to University Protected Classes listed in Section 1.1 above. The University will ensure that all employment decisions are based only on valid job requirements.

3.3. The Chancellor of ECU fully endorses and supports this policy.

3.4. The monitorial and evaluative aspects of the Equal Employment Opportunity Plan, including analysis and reporting, are the responsibilities of the Office for Equity and Diversity. The Chancellor has appointed the Associate Provost for Equity and Diversity to coordinate all aspects of the ECU Equal Employment Opportunity Plan and Program.

4. Definitions

4.1. Discrimination - actions that subject individuals to unfavorable or unequal treatment based on a Protected Class.

4.2. Harassment - a form of discrimination. Harassment is unwelcome conduct based on a Protected Class, as defined in Section 1.1 above, which creates either quid pro quo harassment or a hostile environment, as defined in Section 4.2.1 and Section 4.2.2, below. It also includes Sexual Harassment and Gender-Based Harassment as those terms are defined in University Regulations (specifically, the Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence).

4.2.1. Quid Pro Quo Harassment - submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person's employment, academic standing, or participation in any University programs and/or activities or is used as the basis for University decisions affecting the individual.

4.2.2. Hostile Environment Harassment - A "hostile environment" exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from the University's education or employment programs and/or activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and an objective perspective.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The perceived offensiveness of a single verbal or written expression, standing alone, is typically not sufficient to constitute a hostile environment.

4.3. Retaliation - any act of interference, restraint, penalty, discrimination, coercion, reprisal, intimidation, threats, or harassment against an individual for using applicable policies responsibly (including making a charge of discrimination protected by this policy; testifying, assisting, or participating in a hearing, proceeding, review process or investigation of discrimination; opposing an illegal act; requesting a reasonable disability or religious accommodation; or exercising any other right protected by this policy).

5. Obligation to Provide Reasonable Accommodations

5.1. Disability Accommodations

5.1.1. In compliance with Section 503 of the Rehabilitation Act of 1973, as amended; Section 504 of the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990, as amended; and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA), accommodations for individuals with disabilities extend to student programs, employment practices, elimination of physical barriers, and special assistance to students and employees within the university who are individuals with disabilities.

5.1.2. To request disability accommodations, please contact the Department for Disability Support Services, 138 Slay Building Greenville, NC 27858-4353 or phone (252)737-1016 voice/TTY.

5.2. Religious Accommodations

5.2.1. The University accommodates the religious observances and practices of students and employees except where such accommodation causes undue hardship for the University. The extent of the University's obligation is determined initially by considering statutory requirements; and any obligation of accommodation beyond that shall be determined with consideration of business necessity, financial costs and expenses, and resulting personnel and/or academic problems.

5.2.1.1. Accommodations for Students:

5.2.1.1.1. Students shall be allowed a minimum of two excused absences each academic year for religious observances required by the faith of the student.

5.2.1.1.2. Students shall provide written notice to the faculty member for the affected class of their request for an excused absence for a religious observance in a reasonable time prior to the date of the observance. If a faculty member determines a specific minimum period of prior notice to be reasonable with regard to a class for purposes of complying with this requirement, he or she should communicate that to the students in the class.

5.2.1.1.3. Students shall be given the opportunity to make up tests and other work missed due to such an excused absence for a religious observance.

5.2.1.2. Accommodations for Employees:

5.2.1.2.1. Employees shall request religious accommodations from their supervisor in writing at least, if possible, 30 days in advance of the desired accommodation. The employee and supervisor should cooperate to determine whether a reasonable accommodation can be granted. If requested, the employee should provide documentation to support the request.

5.2.1.2.2. Supervisors may contact Human Resources Employee Relations or the Office for Equity and Diversity for assistance with employee requests for religious accommodations.

5.3. Complaints Relative to Accommodations

5.3.1. Members of the University community who have concerns about the adequacy of accommodations or wishing to file a complaint, may follow the resolution procedures outlined in University regulations (specifically, the Regulation on Responding to Complaints of Prohibited Discrimination, Harassment and/or Related Retaliation). Information about filing a complaint may be obtained from the Office for Equity and Diversity.

6. Sex Discrimination Prohibited

6.1. ECU is required by Title IX of the Education Amendments of 1972 not to discriminate on the basis of sex in its education programs and activities.

6.2. Sexual and Gender-Based Harassment, as defined in section 4.2, above, Sexual Violence, including sexual assault and sexual battery, and Sexual Exploitation as those terms are defined in University Regulations (specifically, the Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence) are all forms of sex discrimination.

6.3. Questions regarding Title IX may be addressed to Ms. LaKesha Alston Forbes, Title IX Coordinator, in the Office for Equity and Diversity; the Dean of Students Office; the Office of Student Rights and Responsibilities; the ECU Police Department; and/or to the U.S. Department of Education's Office for Civil Rights.

6.4. The Title IX Coordinator may be reached in the Office for Equity and Diversity, Old Cafeteria Building Suite G-406, phone (252) 328-6804, or email oed@ecu.edu.

6.5. Additional information regarding the University's obligations and procedures for responding to conduct prohibited by Title IX may be found in University regulations (specifically, the Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence).

7. Obligation to Review or Investigate Prohibited Conduct

7.1. If the Office for Equity and Diversity becomes aware of any information or concerns related to prohibited discrimination, harassment, and/or related retaliation, the Office for Equity and Diversity will address with an informal review or formal investigation of those concerns.

8. Office for Equity and Diversity Complaint Resolution Procedures for Formal Complaints of University Prohibited Harassment or Discrimination and/or Related Retaliation

8.1. An individual should follow the complaint/resolution procedures outlined in University regulations (specifically, the Regulation on Responding to Complaints of Prohibited Discrimination, Harassment and/or Related Retaliation) if he or she is alleging discrimination, harassment and/or related retaliation, as defined in this policy, based on any of the following protected classes: race/ethnicity, color, genetic information, national origin, religion, sex (*including* pregnancy and pregnancy related conditions and sexual harassment and sexual violence), gender identity, sexual orientation, age, disability, political affiliation, or veteran status. Additional investigation principles will be applied for complaints of sexual harassment and sexual violence and are outlined in University regulations (specifically, the Regulation on Sexual and Gender-Based Harassment and Other Forms of Interpersonal Violence).

8.2. The Office for Equity and Diversity will consult with and answer questions from individuals about specific procedural matters upon request.

9. East Carolina University Statement of Nondiscrimination

9.1. The following statement should be used in the University's academic catalogues, contracts, and applications for admission and employment:

9.1.1. East Carolina University prohibits unlawful discrimination based on the following protected classes: race/ethnicity, color, genetic information, national origin, religion, sex (including pregnancy and pregnancy related conditions), sexual orientation, gender identity, age, disability, political affiliation, and veteran status.

9.2. Any flyers, brochures, posters, or advertisements concerning a University activity or event that is open to the public must include the following statement:

9.2.1. Individuals requesting accommodation under the Americans with Disabilities Act (ADA) should contact the Department for Disability Support Services at least 48 hours prior to the event at (252) 737-1016 (voice/TTY).



Office of the Vice Chancellor
Division of Research, Economic Development & Engagement
 Uptown 209 | 209 East Fifth Street | Mail Stop 157
 East Carolina University | Greenville, NC 27858-4353
 252-328-9471 office | vanscottmi@ecu.edu

Request to Remove UNC System Center Designation

The **Center for Applied Psychophysiology** in the College of Health and Human Performance has requested that the UNC System Center designation be removed. The request is due to a scope of activity, staffing, and funding that is inconsistent with expectations for a major center and does not justify the costs of maintaining the designation. Activities currently conducted by the Center for Applied Pathophysiology will continue to be conducted in a laboratory run by Dr. Russoniello.

Approvals:

Carmen Russoniello
 Director, CAP

(See attached)

Date: _____

Anisa Zvonkovic
 Dean, Health & Human Performance

(See attached)

Date: _____

Michael R. Van Scott
 Interim Vice Chancellor, REDE

Date: 3/16/2020

Grant Hayes
 Acting Provost

Date: 3/16/20

Ron Mitchelson
 Interim Chancellor

Date: 3/16/2020

Vernon Davenport
 Chair, ECU Board of Trustees

Date: _____

Attachments: CHHP Request



July 30, 2018

Michael Van Scott, Associate Vice Chancellor

Re: Center for Applied Psychophysiology Status

Dr. Anisa Zvonkovic, Dean of the College of Health and Human Performance (CHHP) and Dr. Carmen Russoniello, Director of the Center for Applied Psychophysiology (CAP) are requesting that CAP be removed as a UNC-authorized center. CAP will instead be repositioned in the CHHP.

Respectfully,

A handwritten signature in blue ink that reads "Anisa Zvonkovic".

Dr. Anisa Zvonkovic, Dean HHP

zvonkovica18@ecu.edu

A handwritten signature in blue ink that reads "Carmen V. Russoniello".

Carmen V. Russoniello, Director, CAP

russonielloc@ecu.edu



Office of the Vice Chancellor
 Division of Research, Economic Development & Engagement
 Uptown 209 | 209 East Fifth Street | Mail Stop 157
 East Carolina University* | Greenville, NC 27858-4353
 252-328-9471 office | vanscottmi@ecu.edu

Request to Remove UNC System Center Designation

The **Pediatric Healthy Weight Research and Treatment Center** (PHWRTC) in the Brody School of Medicine requests that the UNC System center designation be removed and that the activities be incorporated into the East Carolina Diabetes and Obesity Institute (ECDOI). The activities of the PHWRTC align with the mission and goals of ECDOI, and a recent external review of ECDOI recommended broadening the scope of activities under the Institute to include outreach programs. This action is expected to provide administrative efficiency and access to resources for PHWRTC while addressing a programing need in ECDOI.

Approvals:

David Collier
 Director, PHWRTC

Date: 3/17/2020

Jason Higginson
 Chair of Pediatrics

Date: 3/16/20

Darrell Neuffer
 Director, ECDOI

Date: 3/17/2020

Mark Stacy
 Dean of Brody School of Medicine
 Vice Chancellor for Health Sciences

Date: 3/16/20

Michael R. Van Scott
 Interim Vice Chancellor, REDE

Date: 3/16/2020

Ron Mitchelson
 Interim Chancellor

Date: 3/16/2020

Vernon Davenport
 Chair, ECU Board of Trustees

Date: _____



MEMORANDUM

TO: Sara Thorndike
 FROM: Kevin Carraway
 DATE: Tuesday, March 3, 2020
 SUBJECT: Request ECU Board of Trustees Approval to Renew the Lease and Sublease at 2325 Stantonsburg Road for use as Vidant Neurosurgery – Greenville

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

1. ECU Physicians request ECU Board of Trustees approval to renew the Lease Agreement between East Carolina Real Estate Foundation, Inc. and ECU Physicians, Brody School of Medicine, East Carolina University entered into December 19, 2008 and which subsequently has been operating on a month to month basis since January 1, 2019 for 19,866 SF clinical/office space currently used as Vidant Neurosurgery – Greenville located at 2325 Stantonsburg Road, Greenville, NC. The term of the new Amendment will be a 2-year lease term effective 1/1/2020 ending 12/31/2021 at an annual rate of \$448,196.69 (\$440,488+\$7,708.54(1.75%)). Additional renewal options if exercised are as follows:
 - Optional 1-year renewal effective 1/1/2022 ending 12/31/2022 at an annual rate of \$457,160.63 (448,196.69+8963.93(2.0%))
 - Optional 2-year renewal effective 1/1/2023 ending 12/31/2023 at an annual rate of \$466,303.84 (457,160.63+9143.21(2.0%))

2. ECU Physicians request ECU Board of Trustees approval to renew the Sublease Agreement between ECU Physicians, Brody School of Medicine, East Carolina University and Vidant Medical Group, LLC entered into October 1, 2014 and amended October 1, 2016 which subsequently has been operating on a month to month basis since January 1, 2019 for sublease of 19,866 SF clinical/office space currently used as Vidant Neurosurgery – Greenville located at 2325 Stantonsburg Road, Greenville, NC. The term of the new Amendment will be a 2-year sublease term effective 1/1/2020 ending 12/31/2021 at an annual rate of \$448,196.69 (\$440,488+\$7,708.54(1.75%)). Additional renewal options for the sublease if exercised are as follows:
 - Optional 1-year renewal effective 1/1/2022 ending 12/31/2022 at an annual rate of \$457,160.63 (448,196.69+8963.93(2.0%))
 - Optional 2-year renewal effective 1/1/2023 ending 12/31/2023 at an annual rate of \$466,303.84 (457,160.63+9143.21(2.0%))

The lease has been approved by the ECU Physicians Property Review Committee and the Dean, Brody School of Medicine.

cc: Brian Jowers



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

Memorandum

TO: Ms. Megan Ayers
 ECU Board of Trustees

FROM: Dr. B. Grant Hayes *B. Grant Hayes*
 Acting Provost and Senior Vice Chancellor for Academic Affairs

Date: March 19, 2020

RE: Request for BOT Action on 2020 Recommendations for Tenure

Ms. Ayers, attached are the 2020 tenure recommendations that need to be submitted to the Board of Trustees for their consideration at the upcoming April 2-3 meeting. These actions have been approved by Interim Chancellor Mitchelson. Formats are attached for the following faculty members:

Harriot College of Arts and Sciences (4)

Beth Bee, Geography, Planning, and Environment
 Michael Brewer, Biology
 Fadi Issa, Biology
 Ariane Peralta, Biology

College of Business (3)

Seung Hyun (Jenna) Lee, School of Hospitality Leadership
 Victor Mbarika, Management Information Systems
 Linda Quick, Accounting

College of Education (4)

Kimberly Anderson, Literacy Studies, English and History Education
 Christy Howard, Literacy Studies, English and History Education
 Melissa Hudson, Special Education, Foundations, and Research
 Christy Rhodes, Interdisciplinary Professions

College of Engineering and Technology (2)

Teresa Ryan, Engineering
 Zhen Zhu, Engineering

Memorandum to: Ms. Megan Ayers
March 19, 2020
Page 2

College of Fine Arts and Communication (1)

Raychl Smith, School of Music

College of Health and Human Performance (8)

Sheresa Blanchard, Human Development and Family Science
Katharine Diderickson, Human Development and Family Science
Matthew Fish, Recreation Sciences
Kate Taylor Harcourt-Medina, Human Development and Family Science
Huang Hu, Kinesiology
Jakob Jensen, Human Development and Family Science
Lei Xu, Health Education and Promotion
Chia Yeh, Human Development and Family Science

Since these recommendations require approval of the Board of Trustees before tenure may be conferred, I am requesting that these actions be placed on the agenda for consideration by the Board at their April 2-3 meeting. Each of the above recommendations has been approved by all appropriate parties, including the Interim Chancellor.

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

Attachments: 22 BOT Tenure Formats


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

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

TO: Ron Mitchelson, PhD
Interim Chancellor

FROM: Mark Stacy, MD
Vice Chancellor for Health Sciences *MS 3/3/20*

DATE: March 3, 2020

SUBJECT: Health Sciences Division Recommendations for Promotion and Permanent Tenure, 2019-2020 Academic Year

Listed below are recommendations regarding promotions and permanent tenure for faculty members in the Division of Health Sciences. Attached are charts that indicate the recommendation from the appropriate departmental committee (Tenure and/or Promotion), department chair, dean, and vice chancellor for each faculty member. For the Brody School of Medicine only, the Brody School of Medicine Promotion and Tenure Advisory Committee recommendation is also included (approved committee in the BSOM Unit Code of Operations).

Individual summaries required by the Board of Trustees are enclosed. If you desire additional information, I will be happy to provide it.

COLLEGE OF ALLIED HEALTH SCIENCES

Stacey Meardon, PhD Department of Physical Therapy	Promotion to Associate Professor with Conferral of Permanent Tenure
Qiang Wu, PhD Department of Biostatistics	Promotion to Professor
Young Kim, PhD Department of Occupational Therapy	Promotion to Associate Professor with Conferral of Permanent Tenure
Jamie Perry, PhD Department of Communication Sciences and Disorders	Promotion to Professor

COLLEGE OF NURSING

Holly Wei, PhD, RN, CPN, NEA-BC Department of Advanced Nursing Practice and Education	Promotion to Associate Professor with Conferral of Permanent Tenure
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Charleen McNeill, PhD, MSN, RN
Department of Nursing Science

Promotion to Associate Professor
with Conferral of Permanent Tenure

SCHOOL OF DENTAL MEDICINE

Brian Muzyka, DMD, MS, MBA
Department of General Dentistry

Promotion to Professor

BRODY SCHOOL OF MEDICINE

Jason Higginson, MD
Department of Pediatrics

Promotion to Professor

Carlos Granadillo Anciano, MD
Department of Cardiovascular Sciences

Promotion to Associate Professor
with Conferral of Permanent Tenure

Marla Hall, PhD
Department of Public Health

Promotion to Associate Professor
with Conferral of Permanent Tenure

Huabin Luo, PhD
Department of Public Health

Promotion to Associate Professor
with Conferral of Permanent Tenure

Kyle Mansfield, PhD
Department of Biochemistry and Molecular Biology

Promotion to Associate Professor
with Conferral of Permanent Tenure

Mahvish Muzaffar, MD
Department of Internal Medicine

Promotion to Associate Professor
with Conferral of Permanent Tenure

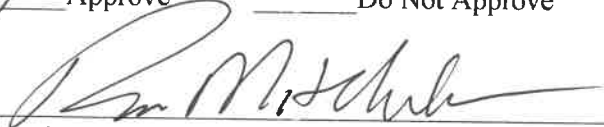
Pheston Shelton, MD
Department of Psychiatry and Behavioral Medicine

Promotion to Associate Professor
with Conferral of Permanent Tenure

William Wooten, MD
Department of Pediatrics

Promotion to Associate Professor
with Conferral of Permanent Tenure

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

Approve Do Not Approve


Ron Mitchelson, PhD
Interim Chancellor

EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Stacey A. Meardon

Department: Physical Therapy

School/College: College of Allied Health Sciences

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

Indicate Type of Action: *(select all that apply)*

Administrative Appointment:

New Faculty Appointment:

Promotion:

Conferral of Tenure:

Other:

(describe)

Distinguished Professorship:

(provide name of professorship)

Effective Date of Action: July 1, 2020

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

Salary: \$ 97,061 Source(s): State Funds: \$ 97,061 *Non-State Funds: \$ 0

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

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

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

Doctor of Philosophy, December 2009, Iowa State University, Kinesiology [Biomechanics and Motor Control]
 Master of Science, December 1996, Washington University of Saint Louis, Physical Therapy
 Bachelor of Arts, May 1994, Wartburg College, Biology with a Minor in Athletic Training

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

2013 - Current	*Assistant Professor, Department of Physical Therapy, East Carolina University, Greenville, NC
2009 - 2013	Assistant Professor, Department of Health Professions, Physical Therapy Program, University of Wisconsin- La Crosse, La Crosse, WI
2008 - 2009	Instructor, Post-Professional Doctor of Physical Therapy Department, Des Moines University, Des Moines, IA
2004 - 2008	Graduate Research/Teaching Assistant, Iowa State University, Ames, IA
2002 - 2008	Physical Therapist, Athletic Trainer, Certified Strength and Conditioning Specialist, Iowa Health Des Moines, Des Moines, IA
1999 - 2002	Physical Therapist, Athletic Trainer, Certified Strength and Conditioning Specialist, Winneshiek County Memorial Hospital, Decorah, IA
1996 - 1999	Physical Therapist, Athletic Trainer, Bloomington Hospital, Bloomington, IN

*First appointment at current institution with rank

3. Scholarly & Creative Activities:

Type	Number
Book	_____
Edited Book	_____
Chapter	_____
Refereed Journal Article	27
Other Journal Article	_____
Juried Performance/Show	_____
Non-Juried Performance/Show	_____
Other: <u>Scientific abstracts/presentations</u>	81
Other: _____	_____
Other: _____	_____

4. Membership in professional organizations:

- American Society of Biomechanics, 2006 - present
- American Physical Therapy Association, 1996 - present
- APTA Section for Research
- APTA Section for Sports Physical Therapy
- APTA Section for Neurology
- North Carolina Physical Therapy Association, 2013 - present

5. Professional service on campus:

Unit:

- 1) ECU Department of Physical Therapy Faculty Search Committee, Member, 2017 - 2018
- 2) ECU Department of Physical Therapy Faculty Search Committee, Member, 2016 - 2017
- 3) ECU Department of Physical Therapy Accreditation Team, Member, 2017- 2019
- 4) ECU Department of Physical Therapy Clinical Assistant Faculty Search Committee, Member, 2014-2015
- 5) ECU Department of Physical Therapy Scholarship Committee, Member, 2013- present
- 6) ECU Department of Physical Therapy Admissions, Member, 2013-present
- 7) ECU Physical Therapy Massage Clinic Supervision, Mentor, 2013-present
- 8) ECU Department of Physical Therapy Tenure-track Faculty Search Committee, Member, 2013-2014
- 9) ECU Department of Physical Therapy HMAL Lab Manager Search Committee, Member, 2013-2014

Division:

- 1) Department of Kinesiology are scheduled for Academic Program Review
- 2) ECU College of Allied Science Research Day Presentation Judge
- 3) ECU College of Allied Health Associate Dean of Academic Affairs Search Committee (College), Member, 2017 - 2018
- 4) ECU Department of Engineering Search Committee – 3 positions (College), Member, 2017 - 2018
- 5) Jean Mills Symposium Committee, Member, 2016 - 2018
- 6) College of Allied Health Sciences Diversity Committee
- 7) Office of Diversity Affairs Advisory Group Member (renamed to Inter-professional Diversity Group in 2017, Member, 2016-Current
- 8) ECU Department of Kinesiology Tenure-track Faculty Search Committee (Mizelle hire), Member, 2014-2015

University:

- 1) Research and Creative Activities Week Judge
- 2) ECU Chancellor's Diversity Leadership Cabinet, Co-chair, 2015-present
- 3) Peer Reviewer, 2015, 2016, 2017, 2018

6. Professional service off campus:**Non-university committees and service**

- 1) ASB mentor, 2017
- 2) American Physical Therapy Association Section on Research Awards Committee (chair, 2018-2019), 2016, 2017, 2018
- 3) Legislative Task Force Chair, Iowa Physical Therapy Association, 2007 - 2009

Manuscript Reviewer

- 1) Gait & Posture
- 2) Clinical Biomechanics
- 3) Journal of Applied Biomechanics
- 4) Medicine Science Sport and Exercise
- 5) Journal of Orthopedic and Sports Physical Therapy
- 6) Journal of Sport Health and Science
- 7) Scandinavian Journal of Sports Medicine
- 8) International Journal of Sports Medicine
- 9) International Journal of Sports Physiology and Performance
- 10) Journal of Sport Rehabilitation
- 11) Journal of Athletic Training
- 12) Journal of Sport Sciences
- 13) European Journal of Sports Science

Grant Reviewer

- 1) The Netherlands Organisation for Health Research and Development (ZonMw) Research Programme Sport and Physical Activity 2018 grant review

Reviewer: national conference abstracts

- 1) ASB Annual Meeting Scientific Review Committee, 2016, 2017, 2018

Community

- 1) AMBUCS Adaptive Bike Fitting, 2018, 2019
- 2) Junior High Health Science Career Fair – EB Aycocock, 2017, 2018
- 3) National Biomechanics Day Lab Tours for area high school students, 2016, 2018, 2019
- 4) Co-Organized Pool Exercise Session for Amputee Support Group members, 2015
- 5) Amputee Support Group, 2014 - 2019
- 6) Ridgewood Elementary School Career Day Presenter, 2013- 2019

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: Young Joo Kim

Department: Occupational Therapy

School/College: College of Allied Health Sciences

Current Rank or Title: Assistant Professor

Proposed Rank or Title: Associate Professor

Indicate Type of Action: *(select all that apply)*

Administrative Appointment:

New Faculty Appointment:

Promotion:

Conferral of Tenure:

Other:

(describe)

Distinguished Professorship:

(provide name of professorship)

Effective Date of Action: July 1, 2020

Contract Period:

Administrative Appointment:

9 mo.

12 mo.

Faculty Appointment:

9 mo.

12 mo.

Salary: \$ 84,209 Source(s): State Funds: \$ 84,209 *Non-State Funds: \$

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

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

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

Section II. To be completed by the faculty member.

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

1999 - 2001 2005 - 2008	Yonsei University, Wonju, South Korea	Bachelor of Science, 2008	Occupational Therapy
2008 - 2009	School of Health and Rehabilitation Sciences University of Pittsburgh, Pittsburgh, PA	Master of Science, 2009	Rehabilitation Science
2009 - 2011	School of Health and Rehabilitation Sciences University of Pittsburgh, Pittsburgh, PA	Doctor of Philosophy, 2011	Rehabilitation Science

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

Academic positions

Years inclusive	Department, name and location of Institution	Rank/Title
2009 - 2011	Department of Occupational Therapy, School of Health and Rehabilitation Sciences, University of Pittsburgh, Pittsburgh, PA	Graduate Student Researcher
2015 - Present	Department of Occupational Therapy, College of Allied Health Sciences, East Carolina University, Greenville, NC	Assistant professor
2019 - Present	Department of Occupational Therapy, College of Allied Health Sciences, East Carolina University, Greenville, NC	Graduate Program Director

Non-academic positions

2002 - 2005 2008	Air University, Republic of Korea Air Force, South Korea Department of Occupational Therapy VA Pittsburgh Health Care System, University Drive Division, Pittsburgh, Pennsylvania	Medical assistant Preceptorship trainee
2009	Centers for Rehab Services, Pain Evaluation & Treatment Institute, Pittsburgh, Pennsylvania	Preceptorship trainee
2012	Aegis Therapies Golden Living Center, Old Bridge, NJ	Occupational therapist
2012 - 2015	Integrated Resources Inc. Merwick Care and Rehabilitation Center, Plainsboro, NJ	Traveling occupational therapist
2014 - 2015	Genesis Rehab Services	Per diem occupational therapist
2015 - 2017	Aegis Therapies Golden Living Center, Greenville, NC	Per diem occupational therapist
2017 - present	SavaSeniorCare, Greenville, NC	Per diem occupational therapist

3. Scholarly & Creative Activities:

Type	Number
Book	0
Edited Book	0
Chapter	0
Refereed Journal Article	9
Other Journal Article	0
Juried Performance/Show	0
Non-Juried Performance/Show	0
Other: Abstracts in Refereed Journal_	3
Other: Internet Column in Journal	12
Other: _____	

4. Membership in professional organizations:

American Occupational Therapy Association	2010 - Present
North Carolina Occupational Therapy Association	2015 - Present

5. Professional service on campus:

Unit	Role on committee	Dates of service	Responsibilities
Chair Search Committee	Member	2018 - 2019	Actively participate in meetings, organizing interviews, interviews, and decision-making process.
Personnel Committee	Chair	2018 - present	Manage and facilitate departmental and individual personnel tasks and report to the Chair for the results
Faculty Search Committee	Chair	2016 - present	Have demonstrated efficient and well-managed faculty search for four positions. Facilitate search, organize meetings, complete required documentation with HR, and convey committee decisions in faculty meetings.
Curriculum Committee	Member	2016 - present	Develop new OTD curriculum and revise current MSOT curriculum; Actively participate in meetings and complete assigned duties in timely manner
Personnel Committee	Member	2016 - 2018	Actively participate in meetings and complete

Advancement Council	Member	2016 - present	assigned duties in timely manner Actively participate in meetings and complete assigned duties in timely manner
Student Occupational Therapy Association	Advisor	2015 - 2016	Received positive feedback from the former association student president (unsolicited and solicited). Provided advisement to SOTA officers and members on election, constitution, and complaints.

Division			
Committee	Role on committee	Dates of service	Responsibilities
Graduate Affairs and Curriculum Committee	Member	2018 - present	Actively participate in meetings and complete assigned duties in timely manner
Diversity Committee	Member Secretary	2015 - 2016 2016 - 2018	Assist the chair in reforming and restructuring the function of Diversity Committee and preparing the Jean Mills Annual Health Symposium, actively participate in email communication among the committee members, and attend periodical meetings.

University-wide			
Committee	Role on committee	Dates of service	Responsibilities
Information Resources Coordinating Council	Representative of College of Allied Health Sciences	2018 - present	Attend monthly meetings to be updated on current issues related to university-wide information resources and relay any college issues to the council for quick resolution
Teaching Grants Committee	Ex-officio	2017 - present	Communicate with Vice-Chancellor of Health Sciences Division for funding availability and actively participate in reviewing proposals, meetings, and decision-making process

Korean Faculty Interest Group	Co-coordinator Member	2017 - 2019 2015 - 2017 2019 - Present	Organize and implement interdisciplinary dialogue and fellowship around teaching and scholarship issues through monthly sessions as well as periodical meetings.
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6. Professional service off campus:

Local

Service	Date of service
2019 Summer Science Adventure Day (Chair of Organizing Committee)	August, 2019
2018 Summer Science Adventure Day (Chair of Organizing Committee)	August, 2018
Fall screening and assessment for community-dwelling older adults, Greenville, NC	July, 2018
Pitt Community College Occupational Therapy Assistant Program Curriculum Advisory Committee, Greenville, NC	April, 2018
Fall screening and assessment for community-dwelling older adults, Greenville, NC	July, 2017
Pitt Community College Occupational Therapy Assistant Program Curriculum Advisory Committee, Greenville, NC	April, 2017
Fall screening and assessment for community-dwelling older adults, Greenville, NC	June, 2016
Fall screening and assessment for community-dwelling older adults, Greenville, NC	July, 2015
Duke AHEC Pathways to Health Careers Summer Camp, Greenville, NC	June, 2015

International

Service	Date of service
International Director, Korean Society for Geriatric Occupational Therapy	2019-2021

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: Qiang Wu

Department: Biostatistics

School/College: College of Allied Health Sciences

Current Rank or Title: *(if applicable)*

Associate Professor

Proposed Rank or Title: Full Professor

Indicate Type of Action: *(select all that apply)*

Administrative Appointment:

New Faculty Appointment:

Promotion:

Conferral of Tenure:

Other:

(describe)

Distinguished Professorship:

(provide name of professorship)

Effective Date of Action: _____

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

Salary: \$ 99,687.00 Source(s): State Funds: \$ 99,687.00 *Non-State Funds: \$ _____

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

Prior Recommendations/Personnel Actions:

(please check appropriate responses)

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

Section II. To be completed by the faculty member.

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

PhD in statistics	2007	University of Pittsburgh	Completed
MA in statistics	2007	University of Pittsburgh	Completed
BS in finance	2002	University of Science and Technology of China	Completed

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

ECU Department of Biostatistics	Associate Professor	Jul. 2014 – present
ECU Department of Biostatistics	Assistant Professor	Sep. 2007 – Jun. 2014
University of Pittsburgh	GSR (Statistician)	Sep. 2003 – Aug. 2007
University of Pittsburgh	Teaching fellow	Jun. 2006 – Aug. 2006
University of Pittsburgh	Teaching assistant	Sep. 2002 – May 2007

3. Scholarly & Creative Activities:

Type	Number
Book	0
Edited Book	0
Chapter	2
Refereed Journal Article	55
Other Journal Article	0
Juried Performance/Show	0
Non-Juried Performance/Show	0
Other: Presentation	13
Other: Abstract Submission	38
Other: Awarded Grant	9

4. Membership in professional organizations:

American Statistical Association; Institute of Mathematical Statistics

5. Professional service on campus:

Providing statistical support to researchers at ECU

2007 – present

- Delivered an average 160 hours per year of statistical support to researchers at ECU, especially those in College of Allied Health Sciences, College of Nursing and Brody School of Medicine.
- The services have resulted in numerous joint journal publications, funded grants, and abstract submissions.

Graduate student's thesis and dissertation committee

- Juliette Lucia Leonardo, Thesis, Occupational Therapy 2019-2021
- Melissa Rae Dale, Thesis, Occupational Therapy 2019-2021
- Sarah Burkholder, Thesis, Nutrition Science 2018-2019
- Sharon Smith, Dissertation, Biology 2011-2017
- Steven Weber, Dissertation, Education 2012-2016
- Joshwa Thigen, Thesis, Biology 2014-2016

- Fuliang Xie, Dissertation, Biology 2012-2014
- Kylie Gearhart, Nutrition Science 2012-2013
- Matthew Butler, Biology 2011-2013
- Jonnie Corinne Seay, Rehabilitation Studies 2011
- William Leigh Atherton, Rehabilitation Studies 2011
- Skye Lewis, Communication Sciences and Disorders 2010
- Helen Houston, Occupational Therapy 2010
- Kristal Mills, thesis, Communication Sciences and Disorders 2009
- John Mohan, thesis, Biology 2008
- Doctoral competency exam Kristal Mills, Communication Sciences and Disorders 2009 – 2010
- Doctoral competency exam Christina Figueroa, Communication Sciences and Disorders 2008 – 2009
- Doctoral competency exam Janel Cosby, Communication Sciences and Disorders 2008 – 2009

Workshops at ECU Center for Faculty Excellence, Department of Biostatistics and others

- Statistical Comparisons of Groups of Data 2019
- SAS Intro 2019
- Measurement and descriptive statistics 2018
- Regression and correlation 2018
- Introduction to SPSS 2018
- Poisson and negative binomial regression 2017
- Regression and correlation 2017
- Introduction to SAS 2017
- Bivariate Analysis 2016
- Bayesian Analysis 2016
- Factor, Cluster, and Discriminant Analysis 2015
- Introduction to SAS 2015, 2016
- Sampling Distributions and Inference 2014
- Modeling and Advanced Topic in R 2014
- Using Excel 2013
- Introduction to JMP 2013
- Sampling Distributions and Inference 2013
- Logistic and ordinal regression 2012
- Bootstrap and resampling 2012
- Working with missing data 2010, 2011
- Statistical inference using SAS 2010, 2011, 2012
- Nonparametric tests 2009, 2010
- Linear and logistic regression 2009
- Exploring data and making comparisons in SAS 2009
- A SAS workshop series of Department of Biostatistics 2009
- Pathology Grand Rounds at Department of Pathology and Laboratory Medicine 2009

Institutional committee member

- University and Medical Center IRB alternate member 2019 – present
- Faculty council member in College of Allied Health Sciences 2010 – 2013
- Diversity Committee in College of Allied Health Sciences 2008 – 2010, 2015 - present
- Alternate hearing and appeal committee in College of Allied Health Sciences 2009

6. Professional service off campus:

- A guest reviewer for Communications in Statistics 2019
- A guest reviewer for Electronic Journal of Statistics 2017
- A guest reviewer for BMC Public Health 2016
- A guest reviewer for BMC Pediatrics 2016
- A guest reviewer for Dependence Modeling 2015
- A guest reviewer for Journal of Immigrant and Minority Health 2015
- A guest reviewer for a text by WHFreeman 2015
- A guest reviewer for a text by Macmillan – the Practice of Statistics in the Life Sciences 2017
- A guest reviewer for Entropy 2014
- A guest reviewer for the American Statistician 2012, 2013, 2014
- A guest reviewer for the R journal 2010
- An editorial board member for the Journal of Occupational Therapy in Health Care 2010 – present

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

EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Jamie L. Perry

Department: Communication Sciences & Disorders

School/College: College of Allied Health Sci

Rank or Title: *(if applicable)*

Associate Professor X

Proposed Rank or Title: Professor

Indicate Type of Action: *(select all that apply)*

Administrative Appointment:

New Faculty Appointment:

Promotion:

Conferral of Tenure:

Other:
(describe)

Distinguished Professorship:
(provide name of professorship)

Effective Date of Action: 7/1/2020

Contract Period: Administrative Appointment:

9 mo.

12 mo.

Faculty Appointment:

9 mo.

12 mo.

Salary: \$ \$112,810 Source(s): State Funds: \$ \$67,686 *Non-State Funds: \$ \$45,124

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

Prior Recommendations/Personnel Actions:

(please check appropriate responses)

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

Section II. To be completed by the faculty member.

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

Degree	Date Conferred	Institution	Status
PhD	2007	University of Illinois, Urbana-Champaign	Completed
MS	2003	Northern Illinois University	Completed
BS	2001	University of Illinois, Urbana-Champaign	Completed

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

Position	Rank	Dates of Appointment
Department of Communication Sciences and Disorders, East Carolina University, Greenville, NC	Associate Professor	2015-present
Department Chair, Department of Communication Sciences and Disorders, East Carolina University, Greenville, NC	Department Chair	2016-present
Interim Department Chair, Department of Communication Sciences and Disorders, East Carolina University, Greenville, NC	Interim Dept. Chair	2015-2016
Department of Communication Sciences and Disorders, East Carolina University, Greenville, NC	Assistant Professor	2011-2015
Department of Communication Sciences and Disorders, Illinois State University, Normal, IL	Assistant Professor	2007-2011
Beckman Institute for Advanced Science and Technology, University of Illinois, Urbana-Champaign, IL	Research Scientist	2007-2011
Department of Communication Sciences and Disorders, Illinois State University, Normal, IL	Visiting Instructor	2006-2007

3. Scholarly & Creative Activities:

Type	Number Since last promotion	Cummulative Number Since joining ECU
Book	0	0
Edited Book	0	0
Chapter	3	2
Refereed Journal Article	40	56
Other Journal Article	7	7
Juried Performance/Show	0	0
Non-Juried Performance/Show	0	0
Other: <u>patent pending</u>	1	1
Other: <u>abstracts</u>	12	15
Other: <u>funded grants</u>	7	11

4. Membership in professional organizations:

2012-present North Carolina Speech-Language Hearing Association

2004-present American Cleft Palate Craniofacial Association
 2004-present American Speech-Language-Hearing Association (ASHA) Special Interest
 Division 5: Speech Science and Orofacial Disorders
 2005-2006 American Speech-Language-Hearing Association Special Interest Division 10:
 Issues in Higher Education
 2004-2011 Illinois Speech-Language-Hearing Association
 2001-present American Speech-Language-Hearing Association

5. Professional service on campus:

2015-present Department Chair, Department of Communication Sciences and Disorders, East Carolina University
 2015-present Administrative Council, College of Allied Health Sciences, East Carolina University
 2016-2017 Member, Personnel Committee for Department of Occupational Therapy, East Carolina University
 2016-2017 Search Committee Member, Chair of Physical Therapy, East Carolina University
 2015-2016 Search Committee Member, Dean, College of Allied Health Sciences, East Carolina University
 2015-2016 Interim Department Chair, Department of Communication Sciences and Disorders, East Carolina University
 2014-2017 Director Doctoral Program, Department of Communication Sciences and Disorders, East Carolina University
 2013-2015 University Writing College Liaison, College of Allied Health Sciences, East Carolina University
 2013-2015 Search Committee Chair, Chair, Department of Communication Sciences and Disorders, College of Allied Health Sciences (ECU)
 2013-2015 Personnel committee (ECU)
 2013-2014 Search Committee Member, Associate Dean for Research, College of Allied Health Sciences (ECU)
 2012-2015 Search Committee Member, Faculty Positions (ECU)
 2012-2013 Faculty Welfare Committee, East Carolina University
 2011-2017 Undergraduate Curriculum Committee Member and Undergraduate Student-Advisor, Department of Communication Sciences and Disorders, East Carolina University.
 2010-2011 Grant-Writing Mentorship Program. Award given to faculty member who demonstrates success in grant writing and is to serve as a mentor to a new faculty member to the institution.
 2010-2011 Department Institutional Review Board (IRB) Representative, Illinois State University, Normal
 2010 Department SLP KASA Project Review Committee, Department of Communication Science and Disorders, Illinois State University, Normal
 2010 Chair, Department Space and Equipment Committee, Department of Communication Science and Disorders, Illinois State University, Normal
 2010 Department Status Faculty Committee member, Department of Communication Sciences and Disorders, Illinois State University.
 2010 College Curriculum Committee, College of Arts and Sciences, Illinois State University, Normal
 2009-2010 Faculty Coordinator, Cleft Club, Illinois State University, Normal
 2009-2010 Grant-Writing Mentorship Program. Award given to faculty member who demonstrates success in grant writing and is to serve as a mentor to a new faculty member to the institution.
 2009-2010 Department Research Seminar Committee, Department of Communication Science and Disorders, Illinois State University, Normal
 2008-2010 Imaging Technology Support Staff, Beckman Institute for Advanced Science and Technology, University of Illinois, Urbana-Champaign

- 2009 Grant Writing Research Panel Member, Research and Sponsored Programs, Illinois State University, Normal
- 2007-2009 Department Strategic Planning Committee, Department of Communication Science and Disorders, Illinois State University, Normal
- 2007 Visualization Media and Imaging Laboratory search committee, Beckman Institute for Advanced Science and Technology, University of Illinois, Urbana, IL
- 2005 National Science Olympiad, University of Illinois at-Urbana Champaign; hosted a booth for students to learn about issues related to speech and hearing sciences

6. Professional service off campus:

Service-State

- 2012-present Cleft Palate Team, New Hannover Medical Center, Wilmington, NC
- Performed evaluations and student training on cleft palate care
- 2009-2011 Eckelmann-Taylor Speech and Hearing Clinic Supervisor, Normal, IL
- Performed evaluations, trained students on evaluation and treatment methods, supervised graduate students in the clinic
- 2003-2012 Cleft Palate Team, Carle Hospital, Urbana, IL
- Performed evaluations and team care for individuals with craniofacial anomalies
- 2007-2011 Illinois State University, Normal; Department of Communication Sciences and Disorders
- Trained and supervised graduate students in the on-campus clinic
 - Performed and provided training for students in evaluation and therapy
- 2003-2007 University of Illinois, Urbana-Champaign; Department of Speech and Hearing Science
- Trained and supervised graduate students in the on-campus clinic
 - Performed and provided training for students in evaluation and therapy
 - Provided training in patient counseling
 - Participated in clinical faculty meetings
- 2003-2004 Franklin Middle School, Champaign, IL; Lead Speech-Language Pathologist.
- 2001-2003 Cleft Palate Team, Rockford Memorial Hospital, Rockford, IL

Service-National

- 2019-present Editor in Chief, Cleft Palate Craniofacial Journal
- 2019-2020 Section Editor, Cleft Palate Craniofacial Journal
- 2018 NIH Small Business Application in Orthopedic, Skeletal Muscle and Oral Sciences review panel member (ZRG1 MOSS D10) (February)
- 2016-2017 American Speech Language Hearing Association Practice Portal subject matter expert and reviewer, Cleft Lip and Palate Portal
- 2016-present Chair Education Committee, American Cleft Palate Craniofacial Association
- 2015 NIH NIDCD Study Section Reviewer for July review cycle
- 2015 NIH NIDCD Study Section Reviewer for October review cycle
- 2015-2017 Outcomes Research Evaluation Task Force Member, American Cleft Palate Craniofacial Association
- 2014-2017 Cleft Palate Foundation Grants Chair, Cleft Palate Foundation
- 2014-2015 Nominations Committee Chair, American Cleft Palate Craniofacial Association
- 2014-2017 Professional Development Manager, Special Interest Group 5, American Speech Language Hearing Association
- 2013-2014 Challenge Team Task Force Chair, American Cleft Palate Craniofacial Association. Task force for reorganizing the association structure
- 2012-2013 American Cleft Palate Craniofacial Association (ACPA) annual meeting program committee member
- 2012-2014 Continuing Education Committee Member, Special Interest Group 5, American Speech Language Hearing Association

- 2013 ASHA Topic Committee Chair, Voice, Resonance, and Alaryngeal Speech; Cleft Palate Craniofacial Subgroup
- 2012 ASHA Topic Committee Chair, Voice, Resonance, and Alaryngeal Speech; Cleft Palate Craniofacial Subgroup
- 2007-present Journal Reviewer: Journal of Speech-Language-Hearing Research; Cleft Palate Craniofacial Journal; Speech, Hearing, Language Journal; European Radiology;
- 2009-2012 Chair, Electronic Communication Committee for Special Interest Division 5 (Speech Science and Orofacial Disorders), American Speech-Language-Hearing Association (ASHA)
- 2007-2008 American Speech-Language-Hearing Association (ASHA) 2008 Discipline Wide Research Topic Conference Coordinator and Reviewer

Service-International

- 2017-present International Global Organization Planning Committee, committee member representing ACPA in the creation of international guidelines for cleft care
- 2017 Health Education English (HEE), National Institute for Health Research (NIHR), Integrated Clinical Academic (ICA) Program Senior Clinical Leadership, guest review panel member
- 2012 InterSpeech 2012; Special Session 5 Program Review Committee Member
- 2012 12th International Congress on Cleft Lip/Palate and Related Craniofacial Anomalies Program Review Committee Member
- 2012 Cleft Palate Medical Mission Trip, Villahermosa, Mexico
- 2009 Cleft Palate Medical Mission Trip, Trinidad, Port of Spain
- Performed speech and orofacial diagnostics for 65 patients
 - Provided training for local hospital workers in the area of speech diagnosis/treatment
 - Performed post-surgical follow up assessments and created treatment plans for patients
 - Trained SLP-doctoral student during trip

Attachment 2.

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: Charleen C. McNeill, PhD, MSN, RN

Department: Department of Nursing Science School/College: College of Nursing

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

Indicate Type of Action: *(select all that apply)*

Administrative Appointment:

New Faculty Appointment:

Promotion:

Conferral of Tenure:

Other:

(describe)

Distinguished Professorship:

(provide name of professorship)

Effective Date of Action: July 1, 2020

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

Salary: \$ 98,000 Source(s): _____ State Funds: \$ _____ *Non-State Funds: \$ _____

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

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

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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provost/Vice Chancellor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Chancellor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section II. To be completed by the faculty member.

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

- 2014 Doctor of Philosophy in Nursing – University of Texas – Tyler, Tyler, TX
 2011 Master of Science in Nursing – Nursing Systems Management – University of Texas – El Paso, El Paso, TX
 2011 Graduate Certificate – Healthcare Leadership Management – University of Texas – El Paso, El Paso, TX
 2007 Bachelor of Science in Nursing – University of Arkansas, Fayetteville, AR
 2005 Associate of Science in Nursing – Coastal Georgia Community College, Brunswick, GA

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

Academic Experience:

East Carolina University – College of Nursing, Greenville, NC

- Assistant Director, Department of Nursing Science July 2019 to Present
- Assistant Professor July 2018 to Present

Fayetteville State University – School of Nursing, Fayetteville, NC

- Assistant Professor August 2017 to June 2018

University of Arkansas – Eleanor Mann School of Nursing, Fayetteville, AR

- Assistant Professor August 2014 to August 2017

Midwestern State University – Wilson School of Nursing, Wichita Falls, TX

- Assistant Professor Jan 2014–August 2014

University of Maryland University College – Asia, Distance Education

- Adjunct Assistant Professor Aug 2011–Aug 2014

Other Professional Experience:

Southern Nursing Research Society

- Editor—Southern Connections Newsletter September 2017 to Present

Del Sol Medical Center, El Paso, TX

- Director – Ortho/Surgical Unit Mar–Oct 2010

El Paso County Sheriff's Department – Prison Health Services, El Paso, TX

- Director – Nursing Jul 2008–Mar 2010

Northwest Medical Center, Springdale, AR

- Charge Nurse | Staff Registered Nurse – Surgical and Post-Operative Floor Jul 2006–Jun 2008

Wayne Memorial Hospital, Jesup, GA

- Staff Registered Nurse – Medical Floor Jul 2005–Jun 2006

US Army – 14J Military Occupational Specialty, Various Locations in the US and Korea

- Instructor | Writer | Assistant Operations Sergeant Feb 1989–Dec 2002

3. Scholarly & Creative Activities:

Type	Number
Book	
Edited Book	
Chapter	
Refereed Journal Article	18
Other Journal Article	
Juried Performance/Show	
Non-Juried Performance/Show	
Other: External Grant Funding	3
Other: Funded University Grants	2
Other: Presentations (International/National/Regional/State/Local)	29

4. Membership in professional organizations:

- Council for the Advancement of Nursing Science 2016 – present
- Southern Nursing Research Society 2014 – present
- Sigma Theta Tau International Honor Society of Nursing 2009 – present
- Society for the Advancement of Disaster Nursing 2016 – present
- American Red Cross-North Carolina 2019 to present
- American Red Cross-Northwest Arkansas 2014 – 2017
- American Association for Public Opinion Research 2016 – 2017
- Phi Kappa Phi International Honor Society 2005 – 2011
- Phi Theta Kappa International Honor Society 2005 – 2011

5. Professional service on campus:

- Unit Code Screening Committee, member – July 2019 -- present
- North Carolina Agromedicine Institute, East Carolina University, NC State University, North Carolina A & T University, member, 2019 - 2021
- Website Committee, chair, October 2018 – July 2019
- Psych/Mental Health Faculty Search Committee, chair, December 2019 – July 2019
- Community Health Faculty Search Committee, member, December 2019 – July 2019
- ABSN Faculty Search Committee, member, December 2019 – July 2019

6. Professional service off campus:

- American Red Cross Disaster Action Team for Washington County, Arkansas
- American Red Cross Disaster Action Team for Pitt County, North Carolina
- American Red Cross Preparedness Workgroup leader – External Relations for Preparedness for the OK/AR Region

Faculty Senate Resolution #07-01, March 2007

Faculty Senate Resolution #08-27, May 2008

ECU FACULTY MANUAL, PART X, SECTION I, Attachment 2.

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: Holly Wei

Department: Advanced Nursing Practice & Education School/College: College of Nursing

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

Indicate Type of Action: (select all that apply)

Administrative Appointment:
 New Faculty Appointment:
 Promotion:
 Conferral of Tenure:
 Other:
 (describe) _____
 Distinguished Professorship:
 (provide name of professorship) _____

Effective Date of Action: _____

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

Salary: \$ 92,600 Source(s): State Funds: \$ 92,600 *Non-State Funds: \$ _____

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

Prior Recommendations/Personnel Actions:

(please check appropriate responses)

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

Section II. To be completed by the faculty member.

Section II. To be completed by the faculty member.

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

Degree/Study	Major	Institution	Place	Years
Post-Doctoral Scholar	Nursing	Watson Caring Science Institute Dr. Jean Watson	Boulder, CO	July 2018
Ph.D.	Nursing	University of North Carolina School of Nursing at Chapel Hill	Chapel Hill, NC	Dec 2015
MSN Courses	Nursing	University of North Carolina School of Nursing at Chapel Hill	Chapel Hill, NC	May 2009
BSN	Nursing	North Carolina Central University	Durham, NC	May 2001
Diploma	Nursing	Qingdao University School of Nursing	Qingdao, China	Aug 1982 – July 1985

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)*

Dates	Rank/Title	Institution	First appointment with rank
August 15, 2016 – present (Sep 2019)	Assistant Professor	College of Nursing at East Carolina University, Greenville, NC	August 16, 2016 Assistant Professor
January – December 2015	Guest lecturer	University of North Carolina School of Nursing, Chapel Hill, NC	NA
May 2000 – July 2016	RN and Nurse Researcher	University of North Carolina Hospital – Chapel Hill, NC	NA
Nov 1995 – May 2000	Director of Nursing Staff Development	LaSale Nursing Rehabilitation Center, Durham, NC	NA
Sep 1992 – Sep 1995	Registered Nurse	Fujairah Hospital United Arab Emirates	NA
July 1985 – Sep 1992	Registered Nurse, Clinical Instructor	Qingdao University Affiliated Hospital	NA

3. Scholarly & Creative Activities:

Type	Number
Book	
Edited Book	
Chapter	
Refereed Journal Articles (16 published and 3 accepted)	19
Other Journal Article	
Juried Performance/Show	
Non-Juried Performance/Show	
Other: Refereed Journal Article submitted/under review	8
Other: Referred creative writing poem	1
Other: _____	

4. Membership in professional organizations:

Professional Organizations	Members	Years
American Heart Association	Member	2018 – Present
American Nurses Association	Member	2008 – Present
Certified Pediatric Nurse	Member	2012 – Present
International Association for Human Caring	Member	2018 – Present
North Carolina Nurses Association	Member	2014 – Present
Sigma Theta Tau	Member	2017 – Present
Southern Nursing Research Society	Member	2009 – Present
American Pacific Islander Nurses Association	Member	2015 – 2019
American Association of Critical-Care Nurses	Member	2007 – 2019

5. Professional service on campus:

<u>University Level</u>		
Committee/Taskforce	Action	Years
Faculty Senate	Selected as a faculty senator for the College of Nursing	2019 - 2021
University Budget Committee	Secretary of the University Budget Committee	2018 - 2021
Distance Education and Technology Committee	Ex-Officio appointed by the Vice Chancellor of the Health Sciences Division	2018 - 2019

<u>College Level</u>		
Action	Committee/Taskforce	Years
Member	Global Health Committee	2019 - 2021
Member	Research and Creative Activity Committee	2016 - 2019
Grant Reviewer	Seed Grant Reviewer	2016 - 2019
Grant Reviewer	The Versant Center for Advancement of Nursing	2016 - 2017
Reviewer and Judge	Undergraduate students' research activities	2016 - 2019

6. Professional service off campus:

<u>International Level</u>			
Involvement	Institution	Accomplishments	Years
Invited Honorary Research Consultant	Qingdao Women and Children's Hospital	<ol style="list-style-type: none"> Helped to develop and implement a nursing care model based on my CARE Model, which was awarded the top ten most influential projects in the city in 2019 Conducted an evidence-based practice (EBP) on promoting NICU babies' breast-feeding rates, which was significantly improved after the project The manuscript of the EBP was submitted and under review by <i>the Journal of Clinical Nursing</i> Currently guiding a translation of <i>the Child & Youth Resilience Measure</i> into Chinese 	Nov 2018 – present
Invited Honorary Research	Weifang University Nursing School	<ol style="list-style-type: none"> Mentored faculty and students for research and publications 	Nov 2018 – Present

Consultant		<ol style="list-style-type: none"> 2. Conducted a randomized controlled trial on the effects of simulation-based deliberate practice on nursing students' communication, empathy, and self-efficacy 3. The manuscript of the research was accepted for publication by the <i>Journal of Nursing Education</i>. 	
Invited Honorary Research Consultant	Qingdao University Affiliated Hospital	<ol style="list-style-type: none"> 1. Mentored nurses for research and publication 2. Conducted research studies on patients' complaints, leadership development, and nurse resilience 3. The manuscripts of selected studies were: <ul style="list-style-type: none"> • Published (3): <i>Advance In Nursing Sciences (ANS)</i>; <i>Journal of International Nursing Sciences</i>; <i>Journal of Qilu Nursing</i> • Accepted for publication (1): <i>The Journal of Continuing Education in Nursing</i> • Under review (1): <i>International Journal for Human Caring</i> 	May 2018 – Present
Invited Honorary Professor	Qingdao University School of Nursing	Mentored faculty and students for research and publications	May 2018 – Present

National Level

Involvement	Agency	Time
Journal Reviewer	PLOS ONE	2019 -
Journal Reviewer	SAGE Open Nursing	2018 -
Journal Reviewer	Critical Care Nurse	2018 -
Journal Reviewer	Journal of Nursing Management	2018 -
Journal Reviewer	Journal of Hospital Management and Health Policy	2018 -
Journal Reviewer	Issues in Mental Health Nursing	2018 -
Journal Reviewer	Heart & Lung: The Journal of Acute and Critical Care	2016 -

Regional

Involvement	Agency	Time
Abstract Reviewer	Southern Nursing Research Society	2016 -

State Level

Action	Committee/Taskforce	Years
Chair	Research and Scholarship Committee North Carolina Nurses Association Triangle Region, NC	2017 – 2019
Advisory Board	North Carolina Nurses Association Triangle Region, NC	2017 – 2019
NC Nurses Political Action Committee	NC Nurses Political Action Committee Contributor	2017 -
Grant Reviewer	Annual Grant and Scholarship Award review: NCNA Triangle Region, NC	2017 – 2019
Council Member	North Carolina Nurses on Boards 2020, NC	2016 -
Taskforce Member	NC Nurses' Action Coalition for Institute of Medicine: Future of Nursing, NC	2016 – 2019
Taskforce Member	Hospital Nursing Staffing Forum: Staffing Strategies and Solutions, NC	2016 – 2019

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: Brian Muzyka, DMD, MS, MBA

Department: General Dentistry/Hospital Dentistry School/College: School of Dental Medicine

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

Indicate Type of Action: (select all that apply)

Administrative Appointment:

New Faculty Appointment:

Promotion:

Conferral of Tenure:

Other:

(describe)

Distinguished Professorship: _____

(provide name of professorship) _____

Effective Date of Action: 07/01/2020

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

Salary: \$ 166,748 Source(s): State Funds: \$ _____ Non-State Funds*: \$ 166,748

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

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

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

Section II. To be completed by the faculty member.

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

DMD-Temple University 1990
 Certificate in Oral Medicine, University of Pennsylvania 1995
 Master of Science, University of New Orleans, 2000
 Masters of Business Administration, University of New Orleans, 2003

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)*

Temple University School of Dentistry Assistant Professor 1990-1993
 Louisiana University School of Dentistry Assistant Professor 1995-2000 (probationary)
 Louisiana University School of Dentistry Associate Professor with tenure 2000-2006
 Louisiana University School of Graduate Studies with tenure 2000-2006
 Brody School of Medicine Associate Professor 2006-2010 (probationary)
 Brody School of Medicine Associate Professor with tenure 2010-2011
 ECU School of Dental Medicine Associate Professor with tenure 2011-present

3. Scholarly & Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	<u>1</u>
<i>Edited Book</i>	<u>5</u>
<i>Chapter</i>	<u>13</u>
<i>Refereed Journal Article</i>	<u>28</u>
<i>Other Journal Article</i>	<u>28</u>
<i>Juried Performance/Show</i>	<u>0</u>
<i>Non-Juried Performance/Show</i>	<u>0</u>
<i>Other: Abstracts</i>	<u>22</u>
<i>Other: Monographs</i>	<u>6</u>
<i>Other:</i>	<u> </u>

4. Membership in professional organizations:

American Board of Oral Medicine
 American Academy of Oral Medicine
 Multinational Association of Supportive Care in Cancer (MASCC)
 American Dental Education Association (ADEA)

5. Professional service on campus:

Faculty Welfare Committee
 Grievance Board Appellate Committee (Chair)
 Unit Code Screening Committee
 Personnel Committee SoDM (Chair)
 Tenure Committee SoDM (Chair)
 Search Committees SoDM (Chair 14, Member 13)
 Promotions Committee SoDM
 Personnel Committee BSoM Family Medicine

6. Professional service off campus:

Vidant Medical Center Medical Directors Committee
 American Academy of Oral Medicine
 Executive Committee, Publications Committee, Ad Hoc Committee Parameters of Care, Program Directors Committee (co-chair), Scientific Programs Committee (co-chair)

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: Jason Higginson, MD, MA

Department: Pediatrics

School/College: Brody School of Medicine/ECU

Current Rank or Title: (if applicable) Associate Professor

Proposed Rank or Title: Professor

Indicate Type of Action: (select all that apply)

Administrative Appointment:

New Faculty Appointment:

Promotion:

Conferral of Tenure:

Other:

(describe)

Distinguished Professorship:

(provide name of professorship) Maynard Distinguished Professor of Pediatrics

Effective Date of Action: July 1, 2020

Contract Period:

Administrative Appointment:

9 mo.

12 mo.

Faculty Appointment:

9 mo.

12 mo.

Salary: \$439,370

Source(s): State Funds: \$337,260

*Non-State Funds: \$102,110 – ECUP Funds

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

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

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

Section II. To be completed by the faculty member.

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

Education	
1991-1995	Bachelor of Science, General Biology, University of California Los Angeles
1995-1999	Doctor of Medicine, Geffen School of Medicine, University of California Los Angeles
2007- 2009	Master of Arts, Bioethics and Health Care Policy, Loyola University, Chicago

Professional Training	
1999-2000	Internship Pediatrics, Children's Hospital Oakland, Oakland CA
2000-2002	Residency Pediatrics, Children's Hospital Oakland, Oakland CA
2004-2007	Fellowship Neonatal-Perinatal Medicine, National Capital Consortium, Bethesda MD

Additional Professional Education	
2013-2016	Naval Command and Staff Diploma, Awarded with Distinction, Joint Professional Military Education Certification, Phase I, U.S. Naval War College, Newport, RI
2017	Program for Chairs of Clinical Services, Harvard University T.H. Chan School of Public Health, Boston MA.

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)*

2006-2012	Assistant Professor of Pediatrics Uniformed Services University of the Health Sciences, Bethesda, MD
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2011- 2012	Assistant Chief, Graduate Medical Education Walter Reed National Military Medical Center, Bethesda, MD
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2008-2011	Associate Program Director, Neonatal-Perinatal Medicine Fellowship National Capital Consortium, Bethesda, Maryland
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2007-2008	Associate Program Director, Transitional Internship Program National Capital Consortium, Bethesda, Maryland
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3. Scholarly & Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	_____
<i>Edited Book</i>	_____
<i>Chapter</i>	_____
<i>Refereed Journal Article</i>	1
<i>Other Journal Article</i>	15
<i>Juried Performance/Show</i>	_____
<i>Non-Juried Performance/Show</i>	_____
<i>Other: _____ Scientific Meeting poster/presentations _____</i>	32
<i>Other: _____</i>	_____
<i>Other: _____</i>	_____

4. Membership in professional organizations:
- 2016-present Association of Medical School Pediatric Department Chairs
 - 2016-present Association of Pediatric Program Directors
 - 2013-present ECU Institutional Representative, Southern Society for Pediatric Research
 - 2008-present Fellow American Academy of Pediatrics
 - Member North Carolina Pediatric Society
 - Member Section on Neonatal-Perinatal Medicine
 - Member Section on Bioethics
 - Member Council on Quality Improvement and Patient Safety

5. Professional service on campus:
- 2019-present Chair, ECU Physicians Finance Committee
 - 2019-present LCME Academic Environment Subcommittee
 - 2018-present Clinical Faculty Workgroup: Faculty Salary Compression Study
 - 2018-present Senator, East Carolina University Faculty Senate
 - 2018-present Physician Leadership Development advisory group
 - 2016-present ECU Physicians Board of Directors
 - 2016-present Brody SOM Council
 - 2016-present M-4 Student Review & Promotion Committee
 - 2015-present Department of Pediatrics Executive Leadership Team
 - 2012-present Pediatric Resident Education Committee

6. Professional service off campus:

National

- 2018-present AAP representative to the Health Resources and Services Administration (HRSA) Infant Mortality Collaborative Improvement and Innovation Network (IM CoIIN)

State

- 2018-present North Carolina Medical Care Advisory Committee (MCAC)- Quality Subcommittee
- 2016-present North Carolina Perinatal Quality Collaborative- Leadership Committee

Local

- 2019-present Professional Practice and Privileging Evaluation work group
- 2017-present East Carolina Injury Prevention Program- Advisory Board
- 2016-present Vidant Quality Executive Committee (Chair 2019-present)
- 2015-present Vidant Hospital Patient Safety/ Quality Improvement Committee
- 2012-present Critical Care Matrix
- 2012-present Children's Hospital Executive Committee (Chair 2016-present)
- 2012-present Ethics Committee (Chairman Pediatric Ethics Sub-Committee 2015-2019)
- 8/12-present Medical Directors Committee
- 2017-2019 Vidant/ECU Transplant Governance Council
- 2017-2018 VECU Medical Group, Inc. Transition Team
- 2017-2018 VECU Medical Group, Inc. Co-chair Compensation sub-committee
- 2012-2016 Utilization Management Committee
- 2014-2016 Chair, Children's Hospital Quality Group
- 2012-2016 Chair, Neonatal Executive Committee

Volunteer/Community Activities

2018-present	Trustee, The Oakwood School Member, Committee on Trustees
2012-2018	Founder, Executive Board Member and Race Director, Skedaddle for the Small Fries 5K Vidant Medical Center Foundation
2013-2017	Board of Directors Eastern North Carolina Family Support Network
2013-2015	Board of Directors Ronald McDonald House of Eastern North Carolina

EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Carlos Anciano

Department: Cardiovascular Sciences School/College: Brody School of Medicine

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

Indicate Type of Action: *(select all that apply)*

Administrative Appointment:

New Faculty Appointment:

Promotion:

Conferral of Tenure:

Other:

(describe)

Distinguished Professorship:

(provide name of professorship)

Effective Date of Action: July 1, 2020

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

Salary: \$419,407 Source(s): State Funds: \$25,794 *Non-State Funds: \$393,613 ECUP

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

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

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

Section II. To be completed by the faculty member.

1. Education Background: *(indicate degree, date earned and institution, note additional study & training)*
 - Undergraduate Education: 09/1993-06/1995
Lester B. Pearson United World College of the Pacific, British Columbia, Canada
Degree: International Baccalaureate
 - Medical School Education: 09/1995-12/2001
Universidad Central de Venezuela, Escuela J.M Vargas, Caracas, Venezuela
Degree: Doctor of Medicine (Medico Cirujano)
 - General Surgery Residency: 07/2005-06/2006
Mayo Clinic Graduate School of Medicine, Rochester, MN
General Surgery Internship
 - General Surgery Residency: 07/2007-06/2010
Morristown Medical Center / Mount Sinai School of Medicine, Morristown, NJ
General Surgery Categorical Residency
 - Cardiothoracic Surgery Residency: 07/2010-06/2012
University of Pittsburgh Medical Center, Pittsburgh, PA
 - Cardiothoracic Surgery Residency Elective 02/2011-05/2011
Memorial Sloan Kettering Cancer Center, New York, NY
 - Minimally Invasive Thoracic & Foregut Surgery Fellowship 07/2012-06/2013
University of Pittsburgh Medical Center, Pittsburgh, PA
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)*
 - Clinical Instructor in Thoracic Surgery, Departement of Cardiothoracic Surgery, University of Pittsburgh Medical Center - 07/2012-06/2013
 - Assistant Professor Thoracic & Foregut Surgery, Department of Cardiovasculas Sciences, Brody School of Medicine - January 2014 to Present
 - Adjunct Clinical Faculty, Department of Internal Medicine, Pulmonary/Critical Care and Sleep Medicine, Brody School of Medicine, July 2017 to Present
 - Adjunct Clinical Faculty, Department of General Surgery, Brody School of Medicine, Jun 2017 to Present

3. Scholarly & Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	
<i>Edited Book</i>	
<i>Chapter</i>	4
<i>Refereed Journal Article</i>	17
<i>Other Journal Article</i>	
<i>Juried Performance/Show</i>	27
<i>Non-Juried Performance/Show</i>	8
<i>Manuscripts submitted</i>	2
<i>Other: 3D Organ Printing pre-surgical planning Project</i>	2
<i>Other: Multi-Institution Interspecies min invasive surgery initiative</i>	1

4. Membership in professional organizations:

- College of Physicians of Miranda State, Venezuela. 2002 - Present
- Lifetime Member of Venezuela's Kaplan Honor Society. 2005 – Present
- Member of Southern Thoracic Surgery Association. 2015 - Present
- Member Eastern Cardiothoracic Surgical Society. 2015 – Present
- Member Of International Society of Minimally Invasive Cardiothoracic Surgery. 2016 – Present
- Member of the Society of Thoracic Surgeons. 2016 - Present
- Fellow of American College of Surgeons (Pending Induction Ceremony) 2019 on

5. Professional service on campus:

- CVS Dept. Division of Thoracic & Foregut Surgery Interim Chief – Feb 2014 – Dec 2014
- ECHI at Vidant Medical Center Thoracic Surgery Operative Room Task Force – January 2015 – Present
- CVS Dept. Director of Minimally Invasive Thoracic & Foregut Surgery – 2015 – Present
- Credentialing Committee at Vidant Medical Center – January 2015 – Present
- ECHI at Vidant Medical Center Operating Room Leadership Team – October 2016 – Present
- ECHI at ECU and VMC Readmission Task Force – January 2017 – Present

6. Professional service off campus:

- Recurrent Speaker at Greenville Annual Lung Cancer Symposium. 2015 – Present
- Community Helpers Program. St Peter's Catholic School, Greenville, NC. 2018 – Present

7. Resident & Medical Student Mentorship

- Per curriculum: 5 Residents & 15 Medical students yearly aprox: >80 total 2014 – Present
- Residents mentored into CardioThoracic Surgery Career: 4 2014 – Present
- Residents mentored into published literature: 11 2014 – Present
- Residents mentored into national meeting presentations: 16 2014 – Present

EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Marla B. Hall

Department: Public Health School/College: Brody School of Medicine

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

Indicate Type of Action: *(select all that apply)*

Administrative Appointment:

New Faculty Appointment:

Promotion:

Conferral of Tenure:

Other:

(describe)

Distinguished Professorship:

(provide name of professorship)

Effective Date of Action: July 1, 2020

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

Salary: \$ 96,716 Source(s): State Funds: \$ 96,716 *Non-State Funds: \$ _____

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

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

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

Section II. To be completed by the faculty member.

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

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)*

3. Scholarly & Creative Activities:

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

4. Membership in professional organizations:

5. Professional service on campus:

6. Professional service off campus:

EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: Huabin Luo

Department: Public Health School/College: BSOM

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

Indicate Type of Action: (select all that apply)

Administrative Appointment:

New Faculty Appointment:

Promotion:

Conferral of Tenure:

Other:

(describe) _____

Distinguished Professorship:

(provide name of professorship) _____

Effective Date of Action: July 1, 2020

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

Salary: \$ 96,107 Source(s): State Funds: \$ 96,107 *Non-State Funds: \$

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

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

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

Section II. To be completed by the faculty member.

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

Ph.D. in Administration-Health Services, August, 2005, University of Alabama at Birmingham (UAB),
School of Health Professions and School of Business

Master of Law, Sept 1999, Central China Normal University, Wuhan, China

Bachelor of Arts, Sept 1996, Central China Normal University, Wuhan, China

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

July 2013–

Assistant Professor, Department of Public Health, Brody School of Medicine, East Carolina University

August 2010 – June 2013

Associate Professor, Health Care Management Program, Mount Olive College

Jan 2006-July 2010

Assistant Professor, Mount Olive College

Jan 2011- 2014

CDC ORISE Fellow, Office for State, Tribal, Local and Territorial Support, CDC, Atlanta, GA

Jan 2006 - April 2010

Assistant Professor, Program Designer, Health Care Management Program, Mount Olive College.

Sept 2001- July 2005

Graduate Assistant, Teaching Assistant, University of Alabama at Birmingham (UAB), School of Health Professions, School of Public Health, and School of Nursing..

June 1986 - September 2001

Program Officer/Deputy Director, General Office, Health Department of Hubei Province, Wuhan, China. Supervising and coordinating work in the Department; officiating as a Member of the Strategic Planning Committee.

3. Scholarly & Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	_____
<i>Edited Book</i>	_____
<i>Chapter</i>	_____
<i>Refereed Journal Article</i>	36
<i>Other Journal Article</i>	_____
<i>Juried Performance/Show</i>	_____
<i>Non-Juried Performance/Show</i>	_____
<i>Other:</i> _____	_____
<i>Other:</i> _____	_____
<i>Other:</i> _____	_____

4. Membership in professional organizations:

Member of American Association of Public Health Dentistry
Member of NCPHA
Member of APHA

5. Professional service on campus:

Service to the Department

Summer 2013 – present. Curriculum Committee
Fall 2013 – present. DrPH Committee
Fall 2013–present. Personal Committee
Fall 2017-- present. Admission Committee
Fall 2017-present. Research Committee
2018-2019. Chair, Finance Faculty Search Committee
Jan 2019— Coordinator, MPH Health Administration Concentration

Service to the University

Fall 2014 Assessment Committee
2017- 2018 Graduate Council
2017- 2018 Copyright Committee

Other institutional Service Activities

2018-2019 Epi Faculty Search Committee, School of Dental Medicine

6. Professional service off campus:

Grant reviewer

2014-2015: NIHMD-National Institute of Minority Health and Health Disparity. System-Level Health Services and Policy Research on Health Disparities (R01) Apr 20-21. NIH

Editorial board member

2017--present
Editorial board member: Associate editor, AIMS Public Health

2018--present
Editorial board member: Associate editor, BMC Health services Research

Reviewer for journals

I have served as a reviewer for the following 12 journals:

American Journal of Preventive Medicine
American Journal of Public Health
Journal of Public Health Management & Practice
Research on Aging
Journal of Geriatrics
Journal of American Geriatrics Society
Journal of Gerontology
American Journal of Alzheimer's and Other Dementia
Scientific Reports

Frontier in PHSSR
Frontiers in Public Health
BMC Health Service Research

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: Kyle D. Mansfield

Department: Biochemistry and Molecular Biology School/College: Brody School of Medicine

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

Indicate Type of Action: *(select all that apply)*

Administrative Appointment:

New Faculty Appointment:

Promotion:

Conferral of Tenure:

Other:

(describe) _____

Distinguished Professorship:

(provide name of professorship) _____

Effective Date of Action: _____

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

Salary: \$ 88,822 Source(s): State Funds: \$ 66,616 *Non-State Funds: \$ 11,206

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

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

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

Section II. To be completed by the faculty member.**1. Education Background:** *(indicate degree, date earned and institution, note additional study & training)*

- 1994 B.S. (Biology w/Chemistry minor) Ursinus College, Collegeville, PA
- 2005 Ph.D. (Cell and Molecular Biology) University of Pennsylvania, Philadelphia, PA

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)*

- 1994-1995 Research Associate, TSAR/SynGene Unit
Cytogen Corporation, Princeton, NJ.
- 1995-2000 Research Specialist, Biochemistry Department
School of Dental Medicine, University of Pennsylvania, Philadelphia, PA.
- 2005-2012 Post-Doctoral Fellow, Molecular Genetics and Microbiology Department
Duke University Medical Center, Durham, NC
- 2012-Present Assistant Professor, Department of Biochemistry and Molecular Biology
Brody School of Medicine, East Carolina University, Greenville, NC.

3. Scholarly & Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	_____
<i>Edited Book</i>	_____
<i>Chapter</i>	_____
<i>Refereed Journal Article</i>	4 from ECU, +1 under review, 25 prior to ECU
<i>Other Journal Article</i>	_____
<i>Juried Performance/Show</i>	_____
<i>Non-Juried Performance/Show</i>	_____
<i>Other: Abstracts</i>	9
<i>Other: Presentations</i>	11
<i>Other: _____</i>	_____

4. Membership in professional organizations:

2017-	RNA Society
2014-2017	American Heart Association
2013-2017	Sigma Xi, The Scientific Research Society

5. Professional service on campus:

- 2012-Present Graduate Student Committee, Department of Biochemistry and Molecular Biology; Role: Member
- 2013-Present Graduate Appeals Review Panel, Brody School of Medicine; Role: Member
- 2013-2016 Summer Biomedical Research Program, BSOM; Role: Research Mentor
- 2013 Summer Scholars Research Program, BSOM; Role: Research Mentor
- 2014 Set Sail to Graduate School Panel, ECU; Role: Panel Member/Departmental Representative
- 2016 BSOM faculty discussion group, Dental School Foundational Sciences;
Role: Member of group that met with two faculty search candidates
- 2016 Brody Medical Student Second Look Breakfast; BSOM; Role: Faculty Participant/Panel Member
- 2016 Summer Scholars Research Program, BSOM; Role: Research Mentor
- 2016-2018 Research Distinction Track, BSOM; Role: Research Mentor
- 2018 Department Chair Search Committee, Department of Biochemistry and Molecular Biology;
Role: Member
- 2019 Summer Biomedical Research Program Admissions Committee, BSOM; Role: Member

6. Professional service off campus:

- | | |
|--------------|--|
| 2012-Present | Ad-hoc Peer Reviewer (Journal of Biological Chemistry, Nucleic Acids Research, Oncogene, Oncogenesis, Nature Communications, PLOS One, Molecular Cancer) |
| 2014 | Ad-hoc Grant Reviewer, Research Program for College Researchers of the Fonds de recherche du Québec – Nature et technologies |
| 2015-2017 | Sigma Xi. New Membership Review Board (Professional) |

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: Mahvish Muzaffar, MD

Department: Internal Medicine – Hematology/Oncology

School/College: ECU School of Medicine

Current Rank or Title: *(if applicable)*

Assistant Professor

Proposed Rank or Title: Associate Professor

Indicate Type of Action: *(select all that apply)*

Administrative Appointment:

New Faculty Appointment:

Promotion:

Conferral of Tenure:

Other:

(describe)

Distinguished Professorship:

(provide name of professorship)

Effective Date of Action: _____

Contract Period:

Administrative Appointment:

9 mo.

12 mo.

Faculty Appointment:

9 mo.

12 mo.

Salary: \$251,500

Source(s): State Funds: \$31,710

*Non-State Funds: \$219,790

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

Section II. To be completed by the faculty member.

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

2011- 2013	Medical Oncology Fellowship University of Toledo Medical Center, Toledo, Ohio
2008-2011	Internal Medicine Residency University of Toledo Medical Center, Toledo, Ohio
2001- 2004	Radiation Oncology Residency Sheri Kashmir Institute of Medical Sciences, Srinagar, India,
1992-1998	Doctor of Medicine (MD) Kazakh National Medical University,Almaty,Kazakhstan
1989-1991	Bachelorette of science Part I/II Government Women's College, Srinagar, India

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

2013-	Assistant Professor of Internal Medicine Division of Hematology Oncology Department of Internal Medicine, Brody School of Medicine,East Carolina University, Greenville,NC
2016- 2018	Associate Program Director Hematology Oncology Fellowship Program East Carolina University/Vidant Medical Center
2018-	Program Director Hematology Oncology Fellowship Program East Carolina University/Vidant Medical Center
2016-	Director of Medical Oncology Education
2017-	Director of Gastrointestinal Malignancies Tumor Board

3. Scholarly & Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	
<i>Edited Book</i>	
<i>Chapter</i>	
<i>Refereed Journal Article (senior and or first author)</i>	15(9)
<i>Other Journal Article/Reply to Letter to Editor</i>	3
<i>Juried Performance/Show</i>	
<i>Non-Juried Performance/Show</i>	
<i>Proceeding Publication/Abstract:</i>	
	32
<i>National Presentation as first or senior author</i>	
	12
<i>National Presentation as co-author</i>	
	2
<i>ECU Principal Investigator for Clinical trial (Allaince/SWOG/Industry)</i>	
	28
<i>ECU Co- Investigator for Clinical trials</i>	
	11
<i>Grants Extramural as PI(funded)</i>	
	2
<i>Grants Extramural as CoPI/Co Investigator(funded)</i>	
	1
<i>Grants Intramural as CoPI/Co Investigator(funded)</i>	
	3
<i>Other: Manuscripts under review for publication</i>	
	3

4. Membership in professional organizations:

- American Society of Clinical Oncology 2011-
- Americal College of Physicians 2008-
- North Carolina Oncology Association 2019-
- Americal College of Physicians-North Carolina Chapter 2013-

5. Professional service on campus:

Brody School of Medicine

2013-	Member, Brody Women Faculty Committee
2014-2018	Member, Research Committee, Brody School of Medicine
2016-2018	Member, Program Evaluation Committee/Division of Hematology Oncology
2018-	Chair, Program Evaluation Committee/Division of Hematology Oncology
2016-	Member, Clinical Competency Committee
2018-	Member, Program Education Council, GME
2018-2019	Search Committee for Chief of Hematology Oncology
2019-	Program Director, ASCO 2019 Hematology Oncology Review Conference, Sep 27 th , 2019, AHEC, 2019

Vidant Medical Center

2013-	Member, Cancer Committee, Vidant Medical Center
2013-	Breast Cancer Multidisciplinary Group, Cancer Center (Lead Medical Oncologist)
2013-	GI Cancer Multidisciplinary Group, Cancer Center (Lead Medical Oncologist since 2016)
2015-	Colorectal cancer 80 by 18/Screening Early Detection initiative task force
2015-	Quality Specialty Team, Cancer Center: Member
2016-	Clinical Trials Charter Workgroup, Member 2016- Present
2016-2017-	VCC Clinical Integration Committee - Breast Team
2017-	GI Malignancies Service leader -Oncology Clinical Operation Team.
2017-2018	Mortality Review Committee
2019	Patient Experience Discovery Charter Implementation Committee

6. Professional service off campus:

National

- American Society of Clinical Oncology Content Review Panel 2018-
- American Society of Clinical Oncology Item Writing Panel Member 2019-

State

- North Carolina Oncology Association -Executive Board Member 2018-

Reviewer

Asia-Pacific Journal of Clinical Oncology: 2013-
Drug, Healthcare and Patient Safety

International Journal of Breast Cancer (invited review)

Graduate Women in Science (GWIS) National Fellowship Program 2018-

EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: William Wooten, MD

Department: Pediatrics School/College: Brody School of Medicine/ECU

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

Indicate Type of Action: (select all that apply)

Administrative Appointment:

New Faculty Appointment:

Promotion:

Conferral of Tenure:

Other:

(describe)

Distinguished Professorship:

(provide name of professorship)

Effective Date of Action: 7/1/2020

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

Salary: \$176,057 _ Source(s): State Funds: \$49,668 *Non-State Funds: \$124,848 ECUP \$1,541 Grant
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):

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

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

Section II. To be completed by the faculty member.

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

- University of North Carolina at Chapel Hill, Bachelor of Science in Biology, May 2002.
- Brody School of Medicine at East Carolina University, Doctorate of Medicine, May 2006.
- Children's Hospital of The King's Daughters, Norfolk, Virginia, Internship in Pediatrics, June 2007.
- Children's Hospital of The King's Daughters, Norfolk, Virginia, Residency in Pediatrics, June 2009.
- University of North Carolina at Chapel Hill, Fellowship in Pediatric Pulmonary Medicine, June 2012.
- University of North Carolina at Chapel Hill, Fellowship in Sleep Medicine, June 2013.
- Pediatric Flexible Bronchoscopy Postgraduate Course, Cincinnati, Ohio, September 2009.
- "Brief Interventions to Improve Adherence: Motivational Interviewing and Problem Solving," North American Cystic Fibrosis Conference Postgraduate Course, October 2009.
- Sleep Physical Examination Postgraduate Course, Associated Professional Sleep Societies Meeting, June 2011.
- "Difficult to Treat Infections – What Do I Do Now?," North American Cystic Fibrosis Conference Postgraduate Course, October 2014.
- "Advanced Drug Therapy for Cystic Fibrosis," North American Cystic Fibrosis Conference Postgraduate Course, October 2015.
- "Patient Centered Communication Strategies to Enhance Partnerships," North American Cystic Fibrosis Conference Postgraduate Course, October 2016.
- "Treatment Advancements for Sleep-Disordered Breathing," Post-Graduate Course, Associated Professional Sleep Societies Meeting, June 2017.
- "The Perils of CF Pharmacotherapy: A Practical Approach to Inhaled & Systemic Drugs," North American Cystic Fibrosis Conference Postgraduate Course, November 2017.
- "Optimization of Antibiotics in Emerging Pathogens," North American Cystic Fibrosis Conference Postgraduate Course, October 2018.

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

- Assistant Professor of Pediatrics, Pediatric Pulmonology Section, Brody School of Medicine at East Carolina University, July 2013 - Present

3. Scholarly & Creative Activities:

<i>Type</i>	<i>Number</i>
<i>Book</i>	<u>N/A</u>
<i>Edited Book</i>	<u>N/A</u>
<i>Chapter</i>	<u>N/A</u>
<i>Refereed Journal Article</i>	<u>8</u>
<i>Other Journal Article</i>	<u>N/A</u>
<i>Juried Performance/Show</i>	<u>N/A</u>
<i>Non-Juried Performance/Show</i>	<u>N/A</u>
<i>Other: Scientific Poster Presentations</i>	<u>2</u>
<i>Other: Case Abstracts</i>	<u>3</u>
<i>Other: CME Presentations</i>	<u>12</u>

4. Membership in professional organizations:

- American Academy of Pediatrics
- American Academy of Sleep Medicine
- American Thoracic Society

5. Professional service on campus:

- Director of Cystic Fibrosis Services, Brody School of Medicine, July 2013 - Present
- Section Head, Pediatric Pulmonology Division, July 2015 – Present
- Rotation Director, Pediatric Pulmonology Medical Student Elective, July 2015 – Present
- Small Group Clinical Leader, M1 Foundations of Medicine Class, Brody School of Medicine, July 2017- June 2018
- "Pediatric Airway Abnormalities." Third-year medical student lecture given during each cohort, July 2015 – Present
- "Introduction to Pediatric Pulmonology." Pediatric Lecture Series, Physician Assistant Program, July 2014 – Present
- Faculty Preceptor, undergraduate student medical shadowing internship in pediatric pulmonology (BIOL 4993 Internship, ECU Department of Biology)
- Faculty Preceptor, Master of Public Health Program Field Placement, 2017-2018.

6. Professional service off campus:

- Cystic Fibrosis Program Director, Vidant Medical Center July 2013 – Present
- Pediatric Pulmonology Medical Director, Vidant Medical Center, July 2015 – Present
- Rotation Director, Pediatric Pulmonology Resident Elective, Vidant Medical Center July 2015 – Present
- "Airway Abnormalities and Pulmonary Diagnostics." Annual board review lecture for pediatric residency program, Vidant Medical Center, July 2015- Present
- Pitt County Sports Medicine Advisory Committee. Advisor for pediatric asthma and policies related to sports participation, 2015-16.
- Manuscript Reviewer, Pediatric Pulmonology Journal, 3 articles reviewed.
- Manuscript Reviewer, Journal of Cystic Fibrosis, 1 article reviewed.
- Television interview as medical expert for segment "NC schools now required to keep EpiPens" WCTI-12, 2014.
- Television interview as medical expert for segment "Children's Sleep Back to School" WITN-7, 2015.
- Television interview as medical expert for segment "Getting Your Kids Back on a Sleep Schedule" WNCT-9, 2017.

Pheston Gray Shelton IV, M.D.

Attachment M

Brody School of Medicine at East Carolina University
Department of Psychiatry and Behavioral Medicine
600 Moyer Blvd., MS #635
Greenville, NC 27834

Email: sheltonpi@ecu.edu
Office: (252) 744-3772
Fax: (252) 744-3815

Part XII. PERSONNEL ACTION DOSSIER Attachment 2.

*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: Pheston Gray Shelton IV, M.D.

Department: Psychiatry and Behavioral Medicine School/College: Brody School of Medicine

Current Rank or Title: (if applicable) Assistant Professor

Proposed Rank or Title: Associate Professor

Indicate Type of Action: (select all that apply)

Administrative Appointment:

New Faculty Appointment:

Promotion:

Conferral of Tenure:

Other:

(describe)

Distinguished Professorship:

(provide name of professorship)

Effective Date of Action: 7/1/2020

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

Salary: \$ \$170,368 Source(s): State Funds: \$ \$85,184 *Non-State Funds:
\$ \$85,184

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

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

Pheston Gray Shelton IV, M.D.

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Source	Recommended	Not Recommended	Not Applicable
Appropriate Unit Personnel Committee	X		
Chair/Unit Head	X		
Director			X
Dean	X		
Provost/Vice Chancellor	X		
Chancellor			
Board of Trustees			

Pheston Gray Shelton IV, M.D.

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Section II. To be completed by the faculty member.

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

Degree	Date Conferred	Institution
M. D.	05/2005	Brody School of Medicine, East Carolina University
B. S., Biology Concentration in Anatomy and Physiology Magna Cum Laude University and General Honors	12/1999	East Carolina University
Credential in Medical Education	N/A	In process, 2 of 3 graduate classes completed
Description	Dates	Institution
Child and Adolescent Psychiatry Fellowship	12/2008 – 11/2010	Brody School of Medicine at East Carolina University
General Psychiatry Residency	07/2006 – 11/2008	Brody School of Medicine at East Carolina University
Internal Medicine and Psychiatry Combined Residency	07/2005 – 06/2006	Brody School of Medicine at East Carolina University
Certifications:		
Description	Date Conferred	License Number
American Board of Psychiatry and Neurology in Child and Adolescent Psychiatry	11/2012	7801
American Board of Psychiatry and Neurology in Psychiatry	04/2011	62322

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

July 2012 – Present

Assistant Professor, ECU, BSOM Department of Psychiatry and Behavioral Medicine, Division of Child and Adolescent Psychiatry

Provide clinical care to children, adolescents, adults and their families with mental health concerns in the ECU outpatient psychiatry clinic and Washington, NC Vidant outpatient clinic. I provide supervision of the PGY III child and adolescent psychiatry clinic on Wednesday afternoons. I also provide backup coverage for the Child and Adolescent Psychiatry Consultation and Liaison Service at Vidant Medical Center. I supervise and teach fellows, residents, medical and psychiatric nurse practitioner students in numerous clinical settings.

Provide weekly individual supervision to one to two general psychiatry resident and one child and adolescent psychiatry fellow. Facilitate seminars for medical students, general psychiatry residents and child and adolescent psychiatry fellows.

Pheston Gray Shelton IV, M.D.

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Primary Instructor: PGY III Child and Adolescent Psychopathology (2013 - present).
Co-Facilitator: Systems Based Practice (2013 - present); Evaluation and Case Conference (2013 - present); Child and Adolescent Psychiatry Psychopathology and Pharmacology classes (2013- present); M3 Psychiatry Clerkship - Mental Status Exam class (2014 - present); yearly lectures on the Child Interview, ADHD, ODD, Conduct Disorder, Tourette's and Tic Disorders for the M2 Psychiatry course (2014 - present).

Shelton, P. (2018). *Raising Children with Growth and other Chronic Health Problems: A Parent and Physician's Perspective.* Grand Rounds, Brody School of Medicine at East Carolina University, Greenville, NC.

Shelton, P. (2018). *Raising Children with Growth and other Chronic Health Problems: A Parent and Physician's Perspective.* Annual MAGIC Conference, Lombard, Ill.
<https://www.magicfoundation.org/convention>

Shelton P. (2018) *Anxiety Disorders in Youth.* John Tinglestad Pediatric Regional Conference, Greenville NC.

Johnson, T.L., Corral, I., Kyle, B.N., John, N.J., **Shelton, P.G.**, Lang, M., and Saeed, S.A. (2017). *Creating a Psychiatry Education Writing Group to Boost Faculty Scholarship in a Small Department.* Annual Meeting of the Association for Academic Psychiatry, Denver, CO.

Shelton P. (2015). *Connections between Physical and Mental Health, Integrating Care for the Body and the Mind.* North Carolina Eastern Area Health Education Center Presentation, Greenville, NC.

Shelton, P. (2015). *Psychiatry in New Zealand.* Grand Rounds, Brody School of Medicine at East Carolina University, Greenville, NC.

Bailey, S., Charach, A., Shaw, B., **Shelton, P.**, Zuber, N. (2012). *Cross Cultural issues in the use of Psychotropic Medications in Children.* American Psychiatric Association, Philadelphia, PA.

Shelton, P. (2012). Psychopharmacotherapy in Children and Adolescents. Regional Pharmacist Meeting Palmerston North, New Zealand.

Shelton, P. (2010). *ADHD and Environmental Exposure.* Grand Rounds, Brody School of Medicine at East Carolina University, Greenville, NC.

Shelton, P. (2010). *Binge Eating Disorder, A Review.* Grand Rounds, Brody School of Medicine at East Carolina University, Greenville, NC.

Phleston Gray Shelton IV, M.D.

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June 2011 – June 2012

Clinical Assistant Professor, Carillon Clinic and Virginia Tech School of Medicine, Department of Psychiatry and Behavioral Medicine, Division of Child and Adolescent Psychiatry

Provide clinical care to children, adolescents, adults and their families with mental health concerns in both outpatient and inpatient settings. There I was approximately 70% involve in outpatient care in the Carillon Clinic, a local private agency, and Hollins University. At the university I saw women ages 18 and older in both undergraduate and graduate settings. I also worked as a consultant at a youth sexual offenders residential home. 30% of my time was spent helping to cover a child and adolescent inpatient unit. I assisted almost weekly with the educational program there with the Child and Adolescent Psychiatry program and the general psychiatry residents.

January 2010 – April 2011

Senior Medical Officer, Whanganui District Health Board, Wanganui, New Zealand

I was the only full-time child and adolescent psychiatrist in a region of about 80,000 individuals. I helped lead a Child and Adolescent Mental Health Service consisting of 2 psychologists, 2 PhD level child psychotherapists, and about 10 other psychiatric nurses and social workers. While this position was mostly outpatient in nature, we did cover consults at the hospital and local schools in the community. I also was part of a Health, Education, and Disability Forum on a biweekly basis where extremely complicated child mental health cases were discussed. This was a novel team even within New Zealand. Finally, I helped to provide inpatient services to clients, ages 18-20 on the adult psychiatric inpatient unit and weekend coverage to an onsite psychiatric forensic unit.

3. Scholarly & Creative Activities:

Type	Number
Book	
Edited Book	
Chapter	2
Refereed Journal Article	5
Other Journal Article	
Juried Performance/Show	
Non-Juried Performance/Show	
Other: <u>Peer Reviewed News Letter</u>	1
Other: <u>Peer Reviewed Online Forum</u>	
Other: <u>Peer Reviewed Website</u>	2

- a) Glass O, Johnson TL, Shelton PG. Psychiatry Resident Training in Cultural Competence: An Educator's Toolkit. Psychiatr. Q. [Internet]. Psychiatric Quarterly; 2016; Available from: <http://dx.doi.org/10.1007/s11126-016-9472-92>.
- b) John NJ, Shelton PG, Lang MC, Ingersoll J. Training Psychiatry Residents in Professionalism in the Digital World. Psychiatr. Q. [Internet]. Psychiatric Quarterly; 2016; Available from: <http://dx.doi.org/10.1007/s11126-016-9473-83>.
- c) John N, Iv PS, Diamond J. Disruptive Behavior Disorders and ADHD : A Problem-Based Learning Activity for Psychiatry Clerkship Students. 2016;1-5. 4. http://dx.doi.org/10.15766/mep_2374-8265.10474.
- d) Johnson T, John NJ, Lang M, Shelton PG. Accrediting Graduate Medical Education in Psychiatry : Past , Present , and Future. Psychiatr. Q. [Internet]. Psychiatric Quarterly; 2016; Available from:

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<http://dx.doi.org/10.1007/s11126-016-9475-65>.

- e) Kyle BN, Corral I, John NJ, Shelton PG. Educational Scholarship and Technology : Resources for a Changing Undergraduate Medical Education Curriculum. *Psychiatr. Q.* [Internet]. *Psychiatric Quarterly*; 2016; Available from: <http://dx.doi.org/10.1007/s11126-016-9474-76>.
- f) Shelton PG, Corral I, Kyle B. Advancements in Undergraduate Medical Education : Meeting the Challenges of an Evolving World of Education , Healthcare , and Technology. *Psychiatr. Q.* [Internet]. *Psychiatric Quarterly*; 2016; Available from: <http://dx.doi.org/10.1007/s11126-016-9471-x7>.
- g) Shelton PG. School Refusal. In: Kilgus, Mark D.; Rhea WS, editor. *Essent. Psychopathol. Caseb.* 1st ed. New York: W. W. Norton & Company; 2014. p. 291–322.
- h) Shelton, PG. Neurocognitive Effects of Adolescent Cannabis Use. In: NCPA Newsletter June 2015.
- i) Shelton, P. (2017). Neurocognitive Effects of Adolescent Cannabis Use. In North Carolina Psychiatric Association (Ed.), *Cannabis Use and Mental Health: A Critical Review of Risks and Benefits*. X Libris, Philadelphia [E].
- j) Heerain Shah, M.D., Whitney Dennison, Nadyah John, PG Shelton, Evan Silvi (2007). Resident Guide AACAP Systems-Based Practice Tool Kit; Available from: https://www.aacap.org/App_Themes/AACAP/docs/resources_for_primary_care/training_toolkit_for_systems_based_practice/training_toolkit_for_systems_based_practice_resident_guide.pdf

4. Membership in professional organizations:

2014 - present	Association of Directors of Medical Student Education in Psychiatry
2008 - present	American Academy of Child and Adolescent Psychiatry / North Carolina Child and Adolescent Psychiatry
2004 - present	American Psychiatric Association / North Carolina Psychiatric Association
1998 - 2003	North Carolina Association of Rescue and EMS

5. Professional service on campus:

2018	<i>Member, Psychiatry Clerkship M2 Course Review</i>
2018	<i>Member, Psychiatry M2 Course Review</i>
2018 - 2019	<i>Member, School Wide, Mock USMLE Step 2 Clinical Skills Exam Note Reviewer</i>
2016 - present	<i>Member, Department of Psychiatry and Behavioral Medicine Search Committee Child and Adolescent Psychiatrist Position.</i>
2016 - present	<i>Member, Psychiatry PGY 3 Clinical Competence Committee, Department of Psychiatry and Behavioral Medicine</i>
2016 - 2019	<i>Member, Brody Scholarship Interview/Selection Committee</i>
2016	<i>Member, Psychiatry Clerkship Review</i>
2016	<i>Member, Family Medicine Clerkship Review</i>
2015	<i>Chair, Pediatric Clerkship Review</i>
2014 - present	<i>Member, M3/M4 Promotion and Review Committee</i>
2014 - present	<i>Member, M3/M4 Curriculum Committee</i>
2014 - present	<i>Chair, Psychiatry Medical Student Education Committee, Department of Psychiatry and Behavioral Medicine</i>
2014 - present	<i>Member, Child and Adolescent Psychiatry Evaluation and Review Subcommittee, Department of Psychiatry and Behavioral Medicine</i>
2013 - present, & 2009 - 2010	<i>Member, Child and Adolescent Psychiatry Residency Training Committee, Department of Psychiatry and Behavioral Medicine</i>

Phleston Gray Shelton IV, M.D.

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2013 - present, & 2009 - 2010
2010 *Member, Child and Adolescent Psychiatry Evaluation and Review Subcommittee, Department of Psychiatry and Behavioral Medicine*
Member, Psychiatry Medical Student Education Committee, Department of Psychiatry and Behavioral Medicine

6. Professional service off campus:

Regional Service:

2016 - present North Carolina Psychiatric Association Executive Committee - Eastern Regional Representative
2015 - present North Carolina Medicaid Drug Utilization Review Committee
2008 - 2010 North Carolina Council of Child and Adolescent Psychiatry, MIT Member

National Service or Other:

2011 - 2012 Wellington, New Zealand Regional Peer Review Group

Approved: **Faculty Senate Resolution #07-01**
 March 1, 2007
 East Carolina University Chancellor

Amendments: **Faculty Senate Resolution #08-27, May 2008**

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

The Board of Trustees is asked to approve Faculty Practice Incentive Payments 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.

In accordance with The UNC Policy Manual 300.2.14, “Non-Salary and Deferred Compensation”, this document delineates the SoDM Faculty Practice Incentive Payment criteria and the process for generating the proposed payments 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 payments 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 emerging Faculty Practice gains 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 is developing a formal Incentive Payment 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 make the specific payments proposed.

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

- One exception is for Dr. Buschman, an oral and maxillofacial surgeon. Dr. Buschman came to us in mid-2018 as the result of a search that began in August, 2017. We were able to attract Dr. Buschman by offering a 40% incentive plan for his first and second years and 30% thereafter. This is his second year.
- The other exception is for Dr. Flores. His base salary is below the median for a new academic dentist at ECU, and we offered him a 50% incentive in the first year (FY 2019), 40% in his second (FY 2020) and 30% thereafter. This additional incentive enabled us to attract him from a small pool of academic Oral and Maxillofacial Pathologists nationwide. He is tasked with growing the SoDM Oral and Maxillofacial Pathology Biopsy Service which will provide support to practicing dentists across the state.

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

**ECU School of Dental Medicine
Incentive Information for BOT
July 1, 2019 - December 31, 2019**

Faculty	Incentive Payment Sal Qtr 1 & 2
Dr. Maged Abdelaal	\$869.78
Dr. Loren Alves	\$11,640.70
Dr. Jason Buschman	\$10,607.80
Dr. Christopher Cotterill	\$10,209.90
Dr. Benjamin Dyer, Jr.	\$770.01
Dr. Hanan Elgendy	\$3,501.74
Dr. Andres Flores	\$1,109.61
Dr. Isabel Gay	\$2,633.46
Dr. Alex Gillone	\$9,282.99
Dr. Amna Hasan	\$3,129.48
Dr. Iqebal Hasan	\$3,736.38
Dr. Daune Humphrey	\$2,010.41
Dr. Alex Kordis	\$9,854.29
Dr. David MacPherson	\$538.43
Dr. Acela Martinez-Luna	\$17,858.29
Dr. Van McCarlie	\$18,683.97
Dr. Mark Moss	\$1,141.98
Dr. Maggie Pafford	\$3,096.39
Dr. David Paquette	\$4,032.57
Dr. Mahmoud Serag	\$19,608.17
Dr. Stevan Thompson	\$11,686.08
Dr. Nikki Tucker	\$13,771.87
Dr. Michael Webb	\$2,460.86
Dr. Alison Yeung	\$848.60

**Summary
High Producers for FY19**

Dept	Name	# Eligible Incentive Periods	Incentive Amount
CVS			
	Yamaguchi, Dean	2	\$ 16,000
	Morris, Lynn	2	\$ 16,000
	Powell, Steve	2	\$ 16,000
Surgery			
	Goettler	2	\$ 16,000
	Zeri	2	\$ 16,000
	Walsh	2	\$ 16,000
	Toschlog	2	\$ 16,000
IM			
	Powell	2	\$ 16,000
	Coore	2	\$ 16,000
	Badwan	2	\$ 16,000
	Hames	2	\$ 16,000
	Menon	2	\$ 16,000
	Frere	2	\$ 16,000
Rad Onc			
	JU, ANDREW	2	\$ 16,000
	ARASTU, HYDER	2	\$ 16,000
Fam Med			
	Ferderber	1	\$ 8,000
	Edwards	1	\$ 8,000
	Lutz	1	\$ 8,000
	Levine	1	\$ 8,000
	Jackson	1	\$ 8,000
	Philpot	1	\$ 8,000
	Prado	1	\$ 8,000
	Whitman	1	\$ 8,000
EM			
	PRICE, WILLIAM L	1	\$ 8,000
	BRADBY, CASSANDRA	1	\$ 8,000
	RATHBUN, KIMBERLY	1	\$ 8,000
	SLOAN, RUBEN TREY	1	\$ 8,000
	DALY, CLAUDIA H	1	\$ 8,000

GOUGH, JOHN E	1	\$	8,000
BENNETT, JENNIFER	1	\$	8,000
SCHILLER, ALLISON	1	\$	8,000
PORTELA, ROBERTO	1	\$	8,000
ADAMS, JOANNA	1	\$	8,000
BRYANT, KAT	1	\$	8,000
STAIR, RICHARD	1	\$	8,000
			<hr/>
35	50	\$	400,000
			<hr/> <hr/>

Amount of Pool \$400,000

Amount per Eligible \$8,000



A Resolution of the Board of Trustees

WHEREAS, the ECU Board of Trustees (“Board”) recognizes the role that ECU plays in the education, health and well-being of eastern North Carolina and the state; and

WHEREAS, the Board acknowledges and celebrates the pure Pirate Spirit of the students, faculty and staff of East Carolina University; and

WHEREAS, the Board thanks the faculty for their incredible commitment to student success by transitioning to distance and online learning platforms in less than two weeks, and doing so with positivity and high morale, and

WHEREAS, the Board recognizes the faculty and staff of the Division of Health Sciences for their commitment to develop learners and community leaders to fulfill the healthcare workforce needs of the state and for their tireless efforts to provide healthcare services to the people of eastern North Carolina especially during this public health crisis, and

WHEREAS, Leo Jenkins’ vision for the Brody School of Medicine has never paid more dividends than today in the midst of this pandemic; and

WHEREAS, in two weeks, ECU Physicians transformed the existing health care delivery system to a new system of virtual care platforms including telephone visits, telehealth visits, new triage algorithms, testing and PPE protocols, central testing locations and many others, all in the midst of looming manpower challenges due to childcare issues and personal health concerns.

WHEREAS, the School of Dental Medicine continues to operate emergency dental clinics in Greenville and all over the state in its Community Service Learning Centers in an effort to conserve Emergency Department resources, and

WHEREAS, ECU and Vidant are partnering to design and implement a seamless and nimble system of care to respond to the everchanging and unpredictable healthcare landscape resulting from this pandemic, and

WHEREAS, the Board expresses its immense gratitude to Pirate Health Care Professionals around the world who are on the frontlines of the fight against this pandemic.

NOW, THEREFORE BE IT RESOLVED, the Board of Trustees commends the faculty, staff, students and alumni of East Carolina University for their immeasurable resiliency and demonstrated leadership, and the Brody School of Medicine and School of Dental Medicine's for their unwavering commitment to the people of the State of North Carolina during the COVID-19 pandemic.

Adopted this the 3rd day of April, 2020.

**ECU Board of Trustees
May 12, 2020**

MINUTES

The ECU Board of Trustees met via teleconference on May 12, 2020 for a special called session, originating from Spilman 105 on the campus of East Carolina University in Greenville, NC. Chairman Vern Davenport called the meeting to order.

READING OF ETHICS STATEMENT

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

OATHS OF OFFICE

Mr. Davenport called on Kimberly Nicholson, Office of University Counsel, to administer the oaths of office to three new members of the board: Mr. Van Isley, Mr. Tucker Robbins, and Mr. Scott Shook.

ROLL CALL

Mr. Davenport called on Megan Ayers, Assistant Secretary to the Board of Trustees, to call the roll. A quorum was established.

PRESENT:

Vern Davenport
Leigh Fanning
Thomas Furr
Van Isley
Max Joyner, Jr.
Fielding Miller
Angela Moss
Bob Plybon
Jason Poole
Jim Segrave
Tucker Robbins
Scott Shook
Vince Smith

ABSENT:

TUITION & FEES

Mr. Davenport called on Sara Thorndike, Vice Chancellor for Administration & Finance to present an item on tuition and fees.

After the presentation, Mr. Robbins moved that the board accept the administration's recommendation to revise the parking, dining, housing and One Card fees to reflect a zero percent increase. Mr. Plybon seconded the motion and the board voted unanimously to approve the motion.

ATHLETICS UPDATE

Mr. Davenport called on Interim Chancellor Mitchelson to provide an update to the board regarding athletics.

Interim Chancellor Mitchelson informed the board of a fiscal sustainability report presented by ECU's Athletics Fiscal Sustainability Working Group. The report will be provided to the Board of Trustees and the general public.

ADJOURNMENT

Hearing no further business coming from the board, Mr. Davenport asked for a motion to adjourn. Mr. Plybon motioned to adjourn. The motion was seconded.

###

Respectfully Submitted,

Megan Ayers

Assistant Secretary to the Board of Trustees

**ECU Board of Trustees
May 18, 2020
Special Called Session**

MINUTES

The ECU Board of Trustees met via teleconference for a special called session on May 18, 2020. The meeting originated from Spilman 105 on the campus of East Carolina University in Greenville, NC. Chairman Vern Davenport called the meeting to order.

ROLL CALL

Mr. Davenport called on Megan Ayers, Assistant Secretary to the Board of Trustees, to call the roll. A quorum was established.

PRESENT:

Vern Davenport
Leigh Fanning
Thomas Furr
Van Isley
Max Joyner, Jr.
Fielding Miller
Angela Moss
Bob Plybon
Jason Poole
Tucker Robbins
Scott Shook
Vince Smith

ABSENT:

Jim Segrave

READING OF ETHICS STATEMENT

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

REVIEW OF REPORT

Mr. Davenport called on Interim Chancellor Mitchelson and Director of Athletics Jon Gilbert to provide an update on the Athletics Fiscal Sustainability Working Group report. The report detailed the current budget situation ECU Athletics is experiencing, and suggested modifications that could potentially improve the budget over time.

Mr. Gilbert shared the department is making conscious decisions every day to reduce the athletics budget and expenditures. All operating units, as well as sports programs, will take budget cuts between ten and twenty percent. The athletic department has vacant personnel positions that will remain vacant and they will look at other savings options to get the budget balanced over time. Interim Chancellor noted the report will become public at the conclusion of the meeting.

ADJOURNMENT

Hearing no other business to come before the board, Mr. Davenport asked for a motion to adjourn.

The motion was seconded and the meeting adjourned.

###

Respectfully Submitted,

Megan Ayers
Assistant Secretary to the Board of Trustees

**ECU Board of Trustees
May 21, 2020
Special Called Session**

MINUTES

The ECU Board of Trustees met via teleconference for a special called session on May 21, 2020. The meeting originated from Spilman 105 on the campus of East Carolina University in Greenville, NC. Chairman Vern Davenport called the meeting to order.

ROLL CALL

Mr. Davenport called on Megan Ayers, Assistant Secretary to the Board of Trustees, to call the roll. A quorum was established.

PRESENT:

Vern Davenport
Leigh Fanning
Thomas Furr
Van Isley
Max Joyner, Jr.
Fielding Miller
Angela Moss
Bob Plybon
Jason Poole
Tucker Robbins
Scott Shook
Vince Smith

ABSENT:

Jim Segrave

READING OF ETHICS STATEMENT

In compliance with the State Government Ethics Act, Mr. Davenport read the conflict of interest statement and asked if anyone had a conflict to disclose.

No conflicts were identified.

CLOSED SESSION

Mr. Davenport asked for a motion to move into closed session.

Mr. Shook motioned the board move into closed session to: to prevent the disclosure of confidential information under N.C. General Statutes §126-22 to §126-30 (personnel information); and the federal Family Educational Rights and Privacy Act; to consider the qualifications, competence, performance, character, fitness, or conditions of appointment of one or more prospective and/or current employees and/or to hear or investigate a complaint, charge, or grievance by or against one or more employees; to consult with an attorney to preserve the attorney-client privilege.

The motion was seconded by Mr. Robbins.

ROLL CALL VOTE:

Vern Davenport - yes

Thomas Furr - yes

Van Isley - yes

Max Joyner, Jr. - yes

Fielding Miller - yes

Angela Moss - yes

Bob Plybon - yes

Jason Poole - yes

Tucker Robbins - yes

Scott Shook - yes

Vince Smith – yes

RETURN TO OPEN SESSION

Hearing no other business to come before the board, Mr. Davenport asked for a motion to adjourn the meeting. The motion was made, seconded and approved unanimously.

The meeting was adjourned.

###

Respectfully Submitted,

Megan Ayers

Assistant Secretary to the Board of Trustees

**ECU Board of Trustees
June 18, 2020
Special Called Session**

MINUTES

The ECU Board of Trustees met via teleconference for a special called session on June 18, 2020. The meeting originated from Spilman 105 on the campus of East Carolina University in Greenville, NC. Chairman Vern Davenport called the meeting to order.

ROLL CALL

Mr. Davenport called on Megan Ayers, Assistant Secretary to the Board of Trustees, to call the roll. A quorum was established.

PRESENT:

Vern Davenport
Leigh Fanning
Van Isley
Max Joyner, Jr.
Bob Plybon
Jason Poole
Tucker Robbins
Jim Segrave
Scott Shook
Vince Smith

ABSENT:

Thomas Furr
Fielding Miller
Angela Moss

READING OF ETHICS STATEMENT

In compliance with the State Government Ethics Act, Mr. Davenport read the conflict of interest statement and asked if anyone had a conflict to disclose.

Mr. Joyner identified a potential conflict and abstained from discussion and voting.

MILLENNIAL CAMPUS ITEM

Mr. Davenport called upon Vice Chancellor of Administration and Finance, Sara Thorndike, to present an item on Millennial Campus.

Following the overview of the ground lease request, Mr. Poole moved that the board approve the request for a twenty five year ground lease with two, twenty five, and one twenty four year optional renewals of up to 2.5 acres of University owned property in Zone One on the East Carolina University Millennial Campus Warehouse District to Elliot Sidewalk to support the Historic Building Renovation on the Millennial Campus.

The motion was seconded by Ms. Fanning. There was no discussion on the motion.

A roll call vote was taken.

ROLL CALL VOTE:

Vern Davenport – Yes
Leigh Fanning - Yes
Thomas Furr - Absent
Van Isley - Yes
Max Joyner, Jr. – Abstain
Fielding Miller - Absent
Angela Moss - Absent
Bob Plybon - Yes
Jason Poole - Yes
Tucker Robbins - Yes
Jim Segrave - Yes
Scott Shook – Yes
Vince Smith – Yes

ADJOURNMENT

Hearing no other business to come before the board, Mr. Davenport asked for a motion to adjourn the meeting. The motion was made and seconded. The meeting was adjourned.

###

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



MEMORANDUM

TO: Sara Thorndike

FROM: 
Kevin Carraway

DATE: June 16, 2020

SUBJECT: Request ECU Board of Trustees Approval to Ground Lease Property to Elliot Sidewalk to Support the Historic Building Renovation on the Millennial Campus of East Carolina University

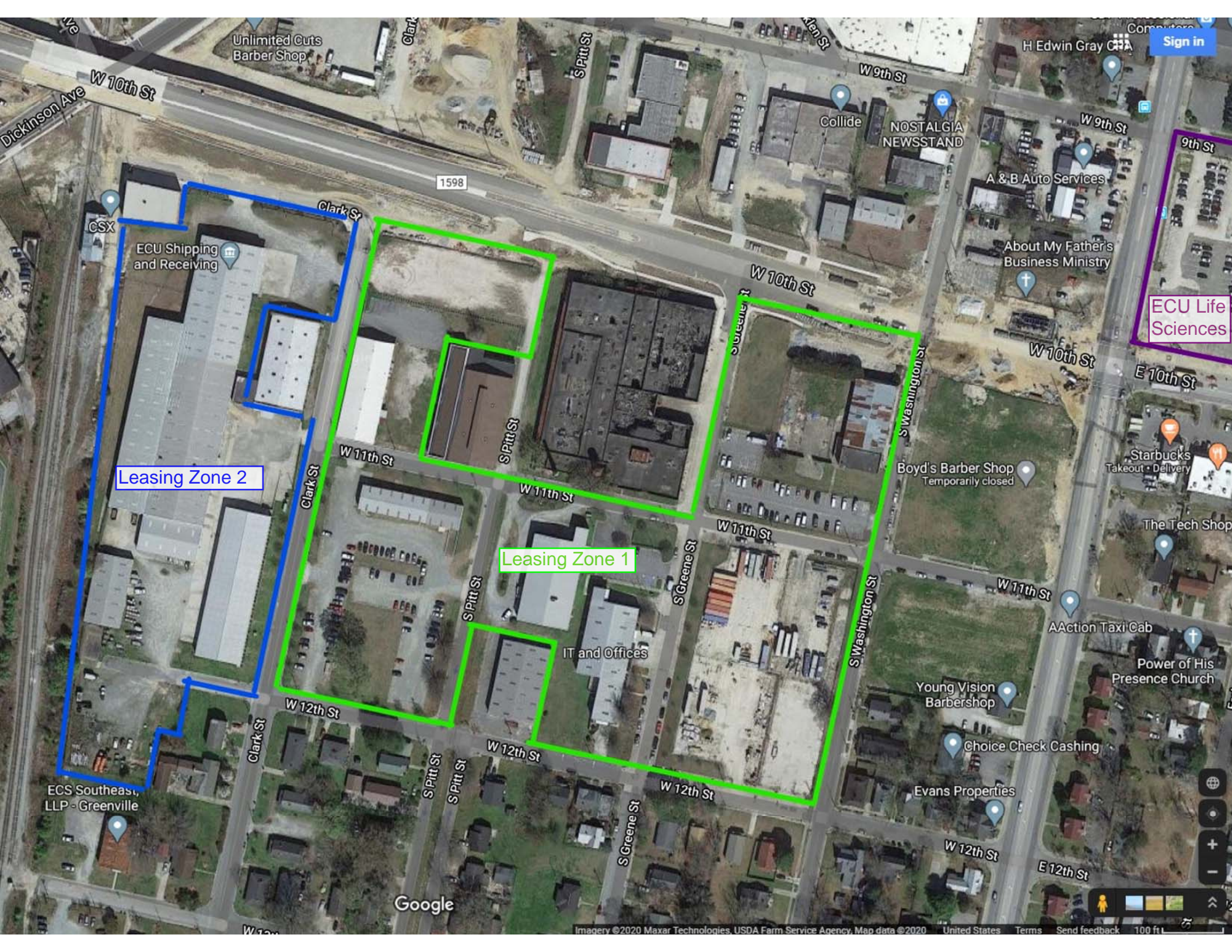
Request ECU Board of Trustees approval to grant a twenty five (25) year ground lease with two (2), twenty five, and one (1) twenty four (24) year optional renewals of up to two and one half (2.5) acres of University owned property in Zone One (1) on the East Carolina University Millennial Campus Warehouse District to support the Historic Building Renovation on the Millennial Campus.

The annual lease shall be paid in annual installments. Lease rates will be set using the attached per acre schedule. Funds to be deposited into the Millennial Campus Fund.

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

Attachments (3) Zone Map
 Parcel Valuation
 Leasing Schedule

cc: B. Bagnell
C. Carter
T. Walton



Sign in

ECU Life Sciences

Leasing Zone 2

Leasing Zone 1

ECU Shipping and Receiving

IT and Offices

ECS Southeast, LLP - Greenville

NOSTALGIA NEWSSTAND

A & B Auto Services

About My Father's Business Ministry

Boyd's Barber Shop
Temporarily closed

Starbucks
Takeout • Delivery

The Tech Shop

AAction Taxi Cab

Power of His Presence Church

Young Vision Barbershop

Choice Check Cashing

Evans Properties

Unlimited Cuts Barber Shop

Collide

H Edwin Gray

1598

Google

Parcel Numbers	Addresses	Zone	Acres	Appraised Valuations		Initial Offers		Revised Offer
				Andy Piner	Coastal	ECU	ESC	ECU
18883, 82507, 82508	Greene St	1	1.64	1,207,000	1,315,000	1,315,000	1,173,000	1,244,000
23713	1101 Clark St	1	2.31	1,142,000	2,170,000	2,170,000	1,652,000	1,911,000
06869 & 07809	1100 S Washington St	1	2.37	1,172,000	1,914,000	1,914,000	1,718,000	1,816,000
03737	223 W 10th St	1	1.91	1,414,000	1,686,000	1,686,000	1,576,000	1,631,000
01872	1003 Clark St	1	1.58	693,000	1,781,000	1,781,000	1,200,000	1,490,500
09098, 13099	Clark St	2	6.39	2,852,000	2,200,000	2,852,000	2,500,000	2,676,000
			16.20	8,480,000	11,066,000	11,718,000	9,819,000	10,768,500

									Revised ECU Offer
									MV per Acre
ZONE	1	9.81	5,628,000	8,866,000	8,866,000	7,319,000	8,092,500	824,924	
ZONE	2	6.39	2,852,000	2,200,000	2,852,000	2,500,000	2,676,000	418,779	
		16.20	8,480,000	11,066,000	11,718,000	9,819,000	10,768,500	664,722	

Terms:

99 years, unless shorter length requested by ESC

4.75% cap rate

1.5% inflation rate to begin 5 years from date first ground lease signed

East Carolina University

Warehouse District Parcels
 Illustrative Ground Lease Payment Schedule Worksheet

	Zone 1					Zone 2
Tax Parcels	18883, 82507, 82508	23713	06869 & 07809	03737	01872 (excl. Prichard Hughes)	Totals
Address	Greene St	1101 Clark St	1100 S Washington St	223 W 10th St	1003 Clark St	Clark St
Acreage	1.64	2.31	2.37	1.91	1.58	9.81
Per Acre Valuation						\$824,924
						418,779

Assumptions	
Lease Start Date	2/1/2021
Ground Lease Cap Rate	4.75%
Inflation Rate	1.50%
Inflation Begins After Year	5
Zone 1 - Total Acreage	9.81
Zone 2 - Total Acreage	6.39
Valuation Per Acre - Zone 1	824,924
Valuation Per Acre - Zone 2	418,779

Weighted Average Acreage Sandbox	
Lease Year	2025
Day Count	365
Actual Acreage - Day 1	
Additional Parcel 1 - Acreage	
Additional Parcel 1 - Date	2/1/2024
Additional Parcel 2 - Acreage	
Additional Parcel 2 - Date	2/1/2024
Weight. Avg. Acreage	-

Year Number	Lease Year Ending January 31	Zone 1 - Ground Lease Payment Calculations			Zone 2 - Ground Lease Payment Calculations			Total Lease Payment
		Weight. Avg. Acreage	Per Acre Valuation Basis	Ground Lease Payment	Weight. Avg. Acreage	Per Acre Valuation Basis	Ground Lease Payment	
1	2022	1.00	824,924	39,184	1.00	418,779	19,892	59,076
2	2023	1.00	824,924	39,184	1.00	418,779	19,892	59,076
3	2024	1.00	824,924	39,184	1.00	418,779	19,892	59,076
4	2025	1.00	824,924	39,184	1.00	418,779	19,892	59,076
5	2026	1.00	824,924	39,184	1.00	418,779	19,892	59,076
6	2027	1.00	837,297	39,772	1.00	425,061	20,190	59,962
7	2028	1.00	849,857	40,368	1.00	431,437	20,493	60,861
8	2029	1.00	862,605	40,974	1.00	437,908	20,811	61,774
9	2030	1.00	875,544	41,588	1.00	444,477	21,113	62,701
10	2031	9.81	888,677	414,101	6.39	451,144	136,934	551,035
11	2032	9.81	902,007	420,313	6.39	457,911	138,988	559,300
12	2033	9.81	915,537	426,617	6.39	464,780	141,072	567,690
13	2034	9.81	929,270	433,017	6.39	471,752	143,188	576,205
14	2035	9.81	943,209	439,512	6.39	478,828	145,336	584,848
15	2036	9.81	957,357	446,105	6.39	486,011	147,516	593,621
16	2037	9.81	971,718	452,796	6.39	493,301	149,729	602,525
17	2038	9.81	986,294	459,588	6.39	500,700	151,975	611,563
18	2039	9.81	1,001,088	466,482	6.39	508,211	154,255	620,737
19	2040	9.81	1,016,104	473,479	6.39	515,834	156,568	630,048
20	2041	9.81	1,031,346	480,581	6.39	523,571	158,917	639,498
21	2042	9.81	1,046,816	487,790	6.39	531,425	161,301	649,091
22	2043	9.81	1,062,518	495,107	6.39	539,396	163,720	658,827
23	2044	9.81	1,078,456	502,534	6.39	547,487	166,176	668,710
24	2045	9.81	1,094,633	510,072	6.39	555,700	168,669	678,740
25	2046	9.81	1,111,052	517,723	6.39	564,035	171,199	688,921
26	2047	9.81	1,127,718	525,488	6.39	572,496	173,767	699,255
27	2048	9.81	1,144,634	533,371	6.39	581,083	176,373	709,744
28	2049	9.81	1,161,803	541,371	6.39	589,799	179,019	720,390
29	2050	9.81	1,179,231	549,492	6.39	598,646	181,704	731,196
30	2051	9.81	1,196,919	557,734	6.39	607,626	184,430	742,164
31	2052	9.81	1,214,873	566,100	6.39	616,740	187,196	753,296
32	2053	9.81	1,233,096	574,592	6.39	625,991	190,004	764,596
33	2054	9.81	1,251,592	583,211	6.39	635,381	192,854	776,065
34	2055	9.81	1,270,366	591,959	6.39	644,912	195,747	787,706
35	2056	9.81	1,289,422	600,838	6.39	654,586	198,683	799,521

East Carolina University

Warehouse District Parcels
Illustrative Ground Lease Payment Schedule Worksheet

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Per Acre Valuation						\$824,924
						418,779

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Ground Lease Cap Rate	4.75%
Inflation Rate	1.50%
Inflation Begins After Year	5
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Weighted Average Acreage Sandbox	
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Day Count	365
Actual Acreage - Day 1	
Additional Parcel 1 - Acreage	
Additional Parcel 1 - Date	2/1/2024
Additional Parcel 2 - Acreage	
Additional Parcel 2 - Date	2/1/2024
Weight. Avg. Acreage	-

Year Number	Lease Year Ending January 31	Zone 1 - Ground Lease Payment Calculations			Zone 2 - Ground Lease Payment Calculations			Total Lease Payment
		Weight. Avg. Acreage	Per Acre Valuation Basis	Ground Lease Payment	Weight. Avg. Acreage	Per Acre Valuation Basis	Ground Lease Payment	
36	2057	9.81	1,308,763	609,851	6.39	664,404	201,663	811,514
37	2058	9.81	1,328,394	618,999	6.39	674,371	204,688	823,687
38	2059	9.81	1,348,320	628,284	6.39	684,486	207,759	836,042
39	2060	9.81	1,368,545	637,708	6.39	694,753	210,875	848,583
40	2061	9.81	1,389,073	647,273	6.39	705,175	214,038	861,312
41	2062	9.81	1,409,909	656,983	6.39	715,752	217,249	874,231
42	2063	9.81	1,431,058	666,837	6.39	726,489	220,507	887,345
43	2064	9.81	1,452,524	676,840	6.39	737,386	223,815	900,655
44	2065	9.81	1,474,312	686,992	6.39	748,447	227,172	914,165
45	2066	9.81	1,496,427	697,297	6.39	759,673	230,580	927,877
46	2067	9.81	1,518,873	707,757	6.39	771,069	234,039	941,795
47	2068	9.81	1,541,656	718,373	6.39	782,635	237,549	955,922
48	2069	9.81	1,564,781	729,149	6.39	794,374	241,112	970,261
49	2070	9.81	1,588,253	740,086	6.39	806,290	244,729	984,815
50	2071	9.81	1,612,076	751,187	6.39	818,384	248,400	999,587
51	2072	9.81	1,636,257	762,455	6.39	830,660	252,126	1,014,581
52	2073	9.81	1,660,801	773,892	6.39	843,120	255,908	1,029,800
53	2074	9.81	1,685,713	785,500	6.39	855,766	259,747	1,045,247
54	2075	9.81	1,710,999	797,283	6.39	868,603	263,643	1,060,926
55	2076	9.81	1,736,664	809,242	6.39	881,632	267,597	1,076,839
56	2077	9.81	1,762,714	821,381	6.39	894,857	271,611	1,092,992
57	2078	9.81	1,789,155	833,701	6.39	908,279	275,685	1,109,387
58	2079	9.81	1,815,992	846,207	6.39	921,904	279,821	1,126,028
59	2080	9.81	1,843,232	858,900	6.39	935,732	284,018	1,142,918
60	2081	9.81	1,870,880	871,783	6.39	949,768	288,278	1,160,062
61	2082	9.81	1,898,944	884,860	6.39	964,015	292,603	1,177,463
62	2083	9.81	1,927,428	898,133	6.39	978,475	296,992	1,195,125
63	2084	9.81	1,956,339	911,605	6.39	993,152	301,446	1,213,052
64	2085	9.81	1,985,684	925,279	6.39	1,008,049	305,968	1,231,247
65	2086	9.81	2,015,470	939,158	6.39	1,023,170	310,558	1,249,716
66	2087	9.81	2,045,702	953,246	6.39	1,038,518	315,216	1,268,462
67	2088	9.81	2,076,387	967,544	6.39	1,054,095	319,944	1,287,489
68	2089	9.81	2,107,533	982,058	6.39	1,069,907	324,743	1,306,801
69	2090	9.81	2,139,146	996,789	6.39	1,085,955	329,615	1,326,403
70	2091	9.81	2,171,233	1,011,740	6.39	1,102,245	334,559	1,346,299

East Carolina University

Warehouse District Parcels
Illustrative Ground Lease Payment Schedule Worksheet

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Additional Parcel 2 - Date	2/1/2024
Weight. Avg. Acreage	-

Year Number	Lease Year Ending January 31	Zone 1 - Ground Lease Payment Calculations			Zone 2 - Ground Lease Payment Calculations			Total Lease Payment
		Weight. Avg. Acreage	Per Acre Valuation Basis	Ground Lease Payment	Weight. Avg. Acreage	Per Acre Valuation Basis	Ground Lease Payment	
71	2092	9.81	2,203,802	1,026,916	6.39	1,118,778	339,577	1,366,494
72	2093	9.81	2,236,859	1,042,320	6.39	1,135,560	344,671	1,386,991
73	2094	9.81	2,270,411	1,057,955	6.39	1,152,593	349,841	1,407,796
74	2095	9.81	2,304,468	1,073,824	6.39	1,169,882	355,089	1,428,913
75	2096	9.81	2,339,035	1,089,932	6.39	1,187,431	360,415	1,450,347
76	2097	9.81	2,374,120	1,106,281	6.39	1,205,242	365,821	1,472,102
77	2098	9.81	2,409,732	1,122,875	6.39	1,223,321	371,308	1,494,183
78	2099	9.81	2,445,878	1,139,718	6.39	1,241,670	376,878	1,516,596
79	2100	9.81	2,482,566	1,156,814	6.39	1,260,295	382,531	1,539,345
80	2101	9.81	2,519,805	1,174,166	6.39	1,279,200	388,269	1,562,435
81	2102	9.81	2,557,602	1,191,778	6.39	1,298,388	394,093	1,585,872
82	2103	9.81	2,595,966	1,209,655	6.39	1,317,864	400,005	1,609,660
83	2104	9.81	2,634,905	1,227,800	6.39	1,337,632	406,005	1,633,805
84	2105	9.81	2,674,429	1,246,217	6.39	1,357,696	412,095	1,658,312
85	2106	9.81	2,714,545	1,264,910	6.39	1,378,062	418,276	1,683,186
86	2107	9.81	2,755,263	1,283,884	6.39	1,398,733	424,550	1,708,434
87	2108	9.81	2,796,592	1,303,142	6.39	1,419,714	430,919	1,734,061
88	2109	9.81	2,838,541	1,322,689	6.39	1,441,009	437,382	1,760,072
89	2110	9.81	2,881,119	1,342,530	6.39	1,462,624	443,943	1,786,473
90	2111	9.81	2,924,336	1,362,668	6.39	1,484,564	450,602	1,813,270
91	2112	9.81	2,968,201	1,383,108	6.39	1,506,832	457,361	1,840,469
92	2113	9.81	3,012,724	1,403,854	6.39	1,529,435	464,222	1,868,076
93	2114	9.81	3,057,915	1,424,912	6.39	1,552,376	471,185	1,896,097
94	2115	9.81	3,103,784	1,446,286	6.39	1,575,662	478,253	1,924,538
95	2116	9.81	3,150,341	1,467,980	6.39	1,599,297	485,427	1,953,406
96	2117	9.81	3,197,596	1,490,000	6.39	1,623,286	492,708	1,982,708
97	2118	9.81	3,245,560	1,512,350	6.39	1,647,635	500,099	2,012,448
98	2119	9.81	3,294,243	1,535,035	6.39	1,672,350	507,600	2,042,635
99	2120	9.81	3,343,657	1,558,060	6.39	1,697,435	515,214	2,073,274
100	2121	9.81	3,393,811	1,581,431	6.39	1,722,897	522,942	2,104,374
101	2122	9.81	3,444,719	1,605,153	6.39	1,748,740	530,786	2,135,939
102	2123	9.81	3,496,389	1,629,230	6.39	1,774,971	538,748	2,167,978
103	2124	9.81	3,548,835	1,653,669	6.39	1,801,596	546,829	2,200,498
104	2125	9.81	3,602,068	1,678,474	6.39	1,828,620	555,032	2,233,505
105	2126	9.81	3,656,099	1,703,651	6.39	1,856,049	563,357	2,267,008

East Carolina University

Warehouse District Parcels
 Illustrative Ground Lease Payment Schedule Worksheet

	Zone 1					Zone 2
Tax Parcels	18883, 82507, 82508	23713	06869 & 07809	03737	01872 (excl. Prichard Hughes)	Totals
Address	Greene St	1101 Clark St	1100 S Washington St	223 W 10th St	1003 Clark St	Clark St
Acreage	1.64	2.31	2.37	1.91	1.58	9.81
Per Acre Valuation						\$824,924
						418,779

Assumptions	
Lease Start Date	2/1/2021
Ground Lease Cap Rate	4.75%
Inflation Rate	1.50%
Inflation Begins After Year	5
Zone 1 - Total Acreage	9.81
Zone 2 - Total Acreage	6.39
Valuation Per Acre - Zone 1	824,924
Valuation Per Acre - Zone 2	418,779

Weighted Average Acreage Sandbox	
Lease Year	2025
Day Count	365
Actual Acreage - Day 1	
Additional Parcel 1 - Acreage	
Additional Parcel 1 - Date	2/1/2024
Additional Parcel 2 - Acreage	
Additional Parcel 2 - Date	2/1/2024
Weight. Avg. Acreage	-

Year Number	Lease Year Ending January 31	Zone 1 - Ground Lease Payment Calculations			Zone 2 - Ground Lease Payment Calculations			Total Lease Payment
		Weight. Avg. Acreage	Per Acre Valuation Basis	Ground Lease Payment	Weight. Avg. Acreage	Per Acre Valuation Basis	Ground Lease Payment	
106	2127	9.81	3,710,940	1,729,205	6.39	1,883,890	571,808	2,301,013
107	2128	9.81	3,766,604	1,755,143	6.39	1,912,148	580,385	2,335,528
108	2129	9.81	3,823,103	1,781,471	6.39	1,940,830	589,091	2,370,561
109	2130	9.81	3,880,450	1,808,193	6.39	1,969,943	597,927	2,406,120
110	2131	9.81	3,938,657	1,835,316	6.39	1,999,492	606,896	2,442,211
111	2132	9.81	3,997,737	1,862,845	6.39	2,029,484	615,999	2,478,845
112	2133	9.81	4,057,703	1,890,788	6.39	2,059,927	625,239	2,516,027
113	2134	9.81	4,118,568	1,919,150	6.39	2,090,826	634,618	2,553,768
114	2135	9.81	4,180,347	1,947,937	6.39	2,122,188	644,137	2,592,074
115	2136	9.81	4,243,052	1,977,156	6.39	2,154,021	653,799	2,630,955
116	2137	9.81	4,306,698	2,006,813	6.39	2,186,331	663,606	2,670,420
117	2138	9.81	4,371,298	2,036,916	6.39	2,219,126	673,560	2,710,476
118	2139	9.81	4,436,868	2,067,469	6.39	2,252,413	683,664	2,751,133
119	2140	9.81	4,503,421	2,098,481	6.39	2,286,199	693,919	2,792,400
120	2141	9.81	4,570,972	2,129,959	6.39	2,320,492	704,327	2,834,286

**ECU Board of Trustees
June 26, 2020
Special Called Session**

MINUTES

The ECU Board of Trustees met via teleconference for a special called session on June 26, 2020. The meeting originated from Spilman 105 on the campus of East Carolina University in Greenville, NC. Chairman Vern Davenport called the meeting to order.

ROLL CALL

Mr. Davenport called on Megan Ayers, Assistant Secretary to the Board of Trustees, to call the roll. A quorum was established.

PRESENT:

Vern Davenport
Thomas Furr
Van Isley
Max Joyner, Jr.
Angela Moss
Bob Plybon
Jason Poole
Tucker Robbins
Scott Shook
Vince Smith

ABSENT:

Leigh Fanning
Fielding Miller
Jim Segrave

READING OF ETHICS STATEMENT

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

CLOSED SESSION

Mr. Davenport asked for a motion to move into closed session.

Mr. Robbins motioned the board move into closed session: to prevent the disclosure of confidential information under N.C. General Statutes §126-22 to §126-30 (personnel information); and the federal Family Educational Rights and Privacy Act; to consider the qualifications, competence, performance, character, fitness, or conditions of appointment of one or more prospective and/or current employees and/or to hear or investigate a complaint, charge, or grievance by or against one or more employees; to consult with an attorney to preserve the attorney-client privilege.

The motion was seconded by Mr. Poole.

ROLL CALL VOTE:

Vern Davenport - Yes
Leigh Fanning - Absent
Thomas Furr - Yes
Van Isley - Yes
Max Joyner, Jr. - Yes
Fielding Miller - Absent
Angela Moss - Yes
Bob Plybon - Yes
Jason Poole - Yes
Tucker Robbins – Yes
Jim Segrave - Absent
Scott Shook - Yes
Vince Smith – Yes

RETURN TO OPEN SESSION

Upon resumption of open session, the board considered a motion from closed session.

Mr. Robbins moved that the board approve the appointment of Mr. Adler Augustin as the Head Coach of Women's Volleyball program for a term beginning July 1, 2020 and ending on February 28, 2022 at a twelve-month salary rate of \$92,000, as presented in board materials.

Mr. Poole seconded the motion, there was no discussion. Mr. Davenport called for a roll call vote on the motion.

ROLL CALL VOTE:

Vern Davenport - Yes
Leigh Fanning - Absent
Thomas Furr - Yes
Van Isley - Yes
Max Joyner, Jr. - Yes
Fielding Miller - Absent
Angela Moss - Yes
Bob Plybon - Yes
Jason Poole - Yes
Tucker Robbins – Yes
Jim Segrave - Absent
Scott Shook - Yes
Vince Smith – Yes

The motion was approved with no negative votes. This item is listed as “Attachment A.”

MEETING ADJOURNMENT

Hearing no other business to come before the board, Mr. Davenport asked for a motion to adjourn the meeting. The motion was made and seconded.

The meeting was adjourned.

###

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



ATHLETICS

June 24, 2020

Adler Augustin
3920 Water Oak Street
Nacogdoches, TX 75965

Dear Adler:

Based upon the recommendation of Senior Associate Athletics Director/Administration & SWA Caroline Bevellard ("Sport Administrator"), I am pleased to offer you the position of Head Coach (the "Position") in the East Carolina University ("University" or "ECU") Department of Athletics Volleyball program for a term beginning July 1, 2020 and ending February 28, 2022 (the "Term"). You will be paid at the annual twelve-month salary rate of \$92,000 payable in semi-monthly installments. This salary is predicated on full-time service. You will receive your first installment on July 15, 2020, provided the paperwork is completed in time for that payroll. Completion of the appropriate paperwork also includes your signing and returning this contract letter ("Contract") as soon as possible and in no event later than ten (10) days after your receipt of this letter.

Your compensation may be subject to periodic review and to policies originally adopted and periodically revised by the University of North Carolina (hereinafter "UNC") Board of Governors or the East Carolina University ECU Board of Trustees. Salary rates for subsequent years of appointment, if any, are subject to revision by the North Carolina General Assembly and subject to compensation policies of UNC and ECU.

Your service to the University as Head Coach in the ECU Athletics Department includes those duties listed in this Contract and the enclosed official position description. You may be assigned additional and/or different duties by the Sport Administrator or Director of Athletics ("Director").

You will foster educational values, maintain a program of integrity, and ensure compliance with ECU's policy on the recruitment and retention of qualified student athletes. You will endeavor to support the progression of student athletes under your supervision toward a degree in a defined academic program and appropriately support the academic progress of said student athletes.

Since your appointment is for a stated definite term, this Contract also serves as your notice of ECU's intent not to renew this Contract. Your employment will automatically terminate at the expiration of this Contract without further notice to you. Your appointment may be renewed by a new letter of appointment solely at the discretion of the University.

Your appointment is governed by ECU's *Policy for Employees Exempt from the State Human Resources Act* (formerly entitled *ECU's Policy for Employees Exempt from the State Personnel Act*), which was approved by the ECU Board of Trustees and which is subject to periodic review and revision. This non-faculty appointment is defined as *Instructional* under Section 1.1.1.2. and Section 2.2.6 ("IRIT Positions") in the aforementioned policy. A copy of this policy is enclosed and can also be accessed at the following link: <https://ecu.edu/prr/06/25/01>.

254 Ward Sports Medicine Bldg. 1 Ficklen Drive Mail Stop 158 ECU Greenville, NC 27858-4353

Phone: 252-737-2531 lowera@ecu.edu www.ecupirates.com

ECU is a constituent institution of the University of North Carolina and is an equal opportunity/affirmative action university.



You hereby represent and warrant that, prior to the date of your signature below, you have disclosed to ECU all of the following relating to any past employment at another NCAA member institution: (a) any known material breach or alleged material breach by you of your duties or your employment agreement or other agreement; (b) any known material violation or alleged material violation by you, or, if applicable, any athletic program under your direction, including, but not limited to, a member of the Volleyball coaching staff, a player, or any other person affiliated with the Volleyball program who reported directly or indirectly to you, of any policies, rules or regulations of the NCAA or any other association, conference or like organization associated with another NCAA member institution, state or federal laws, rules or regulations, or any rules or policies of another NCAA member institution; and (c) any other known material misconduct or alleged misconduct by you, including without limitation fraud, dishonesty, acts of violence, or other conduct that is contrary to the mission of another NCAA member institution or an educational institution. The term "alleged" means a claim or assertion of which you are aware.

You hereby represent and warrant that, prior to the date of your signature below, you have disclosed to ECU all of the following relating to your conduct at any time: (a) all convictions, guilty pleas and Alford pleas to (i) a felony; or (ii) a criminal offense which constitutes fraud, dishonesty or moral turpitude.

In the performance of your duties, you shall comply with all applicable laws and all rules, regulations, and policies of the University of North Carolina, ECU, National Collegiate Athletic Association ("NCAA") and the applicable Conference. You shall cooperate fully with the NCAA in the NCAA infractions process, including the investigation and adjudication of a case. If applicable, you shall ensure that all members of the coaching staff, employees, volunteers, and players under your supervision comply with such laws, rules, regulations and policies. Your material, serious, intentional, or negligent violation or, if applicable, the material, serious, intentional, or negligent violation by any member of the coaching staff or other employee, volunteer, or player under your supervision or within the Volleyball program, of any such laws, rules, regulations or policies will be grounds for disciplinary action, up to and including, but not limited to, suspension without pay or termination for cause.

Only upon receipt of prior written approval from the Chancellor and Director, and in compliance with any other applicable policy or rule, you may enter into outside agreements for media appearances and other personal appearances and accept remuneration for commercial endorsements that fall within the guidelines of the NCAA and that do not conflict with sponsorship agreements entered into by the University, subject to the University's policies. You must obtain prior written approval from the Chancellor, through the Director, for all athletically related income and benefits from sources outside the University and must report all such income annually, through the Director, to the Chancellor. You must comply with the policies of ECU and UNC regarding external activities for pay for any outside income that is not athletically related.

As the Head Coach you may conduct sports camps related to your sport, 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" and the *ECU Department of Athletics PRIVATE CAMP/CLINIC MANUAL* and all Attachments.

You are also eligible to receive certain non-salary and other compensation as specified in Appendix A of this letter at the discretion of the Director of Athletics (which is incorporated herein by reference).

If you accept other full-time employment at any time during the Term, this Contract will terminate, effective immediately.

Termination by ECU Without Cause:

In the event that ECU terminates your employment on or before February 28, 2022, ECU's sole obligation to you will be to pay you, as liquidated damages, an amount equal to the remaining and unpaid amount of the base salary that would have been due and payable to you had you remained employed by ECU for the remaining term of the Contract, payable in equal semi-monthly installments, and ending on February 28, 2022 or until you receive other employment (in which case you will receive only the remaining and unpaid amount of your base salary that would have been due and payable to you had you remained employed by ECU through when you receive other employment), whichever comes first. By signing below you acknowledge your obligation to minimize the payments due to you under this section "Termination by ECU Without Cause" and agree to make every reasonable effort to obtain other employment as long as ECU has the obligation to make payments under this section.

Discharge for Cause:

You may be terminated for cause for any violation of this Contract or any duty, warranty or obligation imposed hereunder. In the event that ECU terminates your employment with cause in accordance with ECU's *Policy for Employees Exempt from the State Human Resources Act*, ECU's sole obligation will be to pay your base salary earned prior to the effective date of termination. By signing below, you agree to waive your rights under any other UNC and/or ECU policy that may provide for salary continuation during the pendency of your discharge for cause.

Federal law requires proper documentation of identity and employability (I-9) at the time of employment. If you have not already done so, you are required to complete the Employment Eligibility Verification (I-9) process on or before your first day of employment. A list of the original documents (not photocopies) you may use to complete this certification can be accessed at the following link: <https://www.uscis.gov/i-9-central/acceptable-documents>. Please report to the Office of Human Resources, located at 201 E. First Street, as soon as possible, or no later than your first day of employment, to complete the I-9 verification. Completion of the I-9 certification within the federally required period is a condition of your employment and as such, payroll will not be activated until certification is complete. **Foreign National employees must contact the Payroll Office at 252-328-5461 or 252-328-6955 to address their tax status.**

Your appointment is contingent upon legal authorization to work in the United States. This letter formally notifies you that failure to maintain legal authorization to work in the United States is grounds for immediate dismissal under applicable University policies.

This appointment is contingent upon our receipt of an original official transcript showing conferral of your highest degree within 30 days of receipt of this Contract.

North Carolina law requires notice to every applicant for State employment that willfully providing false or misleading information or failing to disclose relevant information shall be grounds for rejection of an application or later disciplinary action or criminal prosecution. Dismissal from employment shall be mandatory in any case in which a false or misleading representation is made in order to meet position qualifications. The employer is required by law to verify an applicant's representations about credentials or other qualifications relevant to employment. By executing this letter of appointment you (1) authorize the release to UNC and ECU of any document or information within the possession of a third party, such as an educational institution or licensure board, that may serve to verify any representations made by you in your application for employment; and (2) acknowledge that, from the time this Contract is executed and throughout your employment at ECU, you are under an ongoing and continuing obligation to notify

the Director of Athletics of any material changes or additions to the information you provided relative to your application for employment at ECU.

Please note the requirements of ECU's Regulation on Conflicts of Interest, Commitment, and External Professional Activities for Pay contained in the University Policy Manual and complete these items, according to University policy, online at <https://ccu.myresearchonline.org/air/>. Completion and submission of this information is a condition of your employment. A copy of the complete Regulation on Conflicts of Interest, Commitment, and External Professional Activities for Pay is available online for your reference at: <http://www.ecu.edu/prr/01/15/03>.

East Carolina University requires that a criminal background check be conducted on all employees prior to employment. This policy can be located at the following link: http://www.ecu.edu/cs-admin/HumanResources/upload/Criminal_Background_Check_Policy_for_SPA_CSS_and_SAAO_Non-faculty_EPA2013-2.pdf. The purpose of this report is to ensure that the ECU community is a safe place for our faculty, staff, and students to work and study. Employment at East Carolina University is contingent upon receipt of a criminal background report which the University deems satisfactory.

All employees must abide by the ECU patent procedures policy which is located in the University Policy Manual at the following link: <http://www.ecu.edu/PRR/10/40/01>. Please review this policy carefully before signing the enclosed East Carolina University Patent Agreement and Assignment ("Agreement") form. ***Your employment is contingent upon receipt of this signed Agreement.***

You are eligible for fringe benefits in accordance with the State of North Carolina employees' program. You may visit http://www.ecu.edu/cs-admin/HumanResources/benefits_about_us.cfm for information about benefits. Athletics Human Resources will contact you to attend New Employee Orientation at the next available session. Please feel free to contact one of the benefits counselors in the Office of Human Resources if you have questions. The University reserves the right to periodically revise its fringe benefit programs. The University will timely notify you of such revisions and of their effective date.

East Carolina University is committed to ensuring compliance with federal and state reporting requirements, including but not limited to the U.S. Department of Labor, the N.C. Office of State Human Resources, and the U.S. Department of Education (IPEDS). When you begin employment with ECU, please login to your ECU PiratePort account at <https://pirateport.ecu.edu/connect> to access your employee profile through My Information and verify your sex, race, ethnicity, disability, and veteran status. Please be advised that your participation in the verification of this demographic data is voluntary, and declining to provide this information will not subject you to any adverse treatment. While employees are not required to submit this information, the information requested in this Employee Profile will be used to assist the University in its compliance with federal and state record keeping and reporting requirements. Instructions on how to update the displayed information are available on the Employee Profile link in PiratePort. East Carolina University is an equal opportunity employer and prohibits discrimination based upon race/ethnicity, sex, disability or veteran status. (Additional information may be found in the University's EEO Plan, available at www.ecu.edu/oecd.) Responses will be kept confidential, except as specifically provided by law, and used in a manner consistent with law.

All materials or articles of information, including without limitation, personnel records, recruiting records, team information, films, statistics, or any other material or data, furnished to you by the University, or developed by you on behalf of the University or at the University's direction or for University use, or otherwise in connection with your employment hereunder are and shall remain the sole and confidential property of the University. Within five (5) days of the expiration of the term of this Contract or its earlier termination as provided herein, you shall cause any and all such materials in your possession or control to

be delivered to the University. Nothing in this paragraph shall require release of your personal records not related to your employment.

No waiver by the parties hereto of any default or breach of any covenant, term, or condition of this Contract shall be deemed to be a waiver of any other default or breach of the same or any other covenant, term, or condition contained herein.

It is mutually agreed and understood that you shall not incur any indebtedness for or on behalf of the University without first securing the approval of the Director of Athletics.

It is expressly agreed and understood between the parties that the University is an agency of the State of North Carolina and that nothing contained herein shall be construed to constitute a waiver or relinquishment by the University of its right to claim such exemptions, privileges, and immunities as may be provided by law.

Your appointment is contingent upon the continuing availability to the ECU Department of Athletics of funds appropriate for the payment of your salary from sources other than continuing state-appropriated budget funds or permanent trust funds. Notwithstanding any other provision of this agreement, if at any time during the Term these funds are unavailable to the Department of Athletics for any reason, as reasonably determined by the Director of Athletics and the Chancellor in their sole discretion, your appointment will be terminated by ECU immediately and ECU has no obligation to make any further payment to you. For the purpose of clarity, in the event your contract is terminated pursuant to this provision, ECU has no obligation to pay you liquidated damages as specified under the provision entitled, "Termination by ECU without Cause."

In the event one or more clauses of this Contract are declared illegal, void or unenforceable, that shall not affect the validity of the remaining portions of said Contract.

This Contract is a public record subject to disclosure pursuant to North Carolina's Public Records Law.

This Contract is entered in the County of Pitt, State of North Carolina, and is governed and construed in accordance with the laws of North Carolina except that each party to the Contract will be viewed as an equal participant and there will be no presumption against the drafting party.

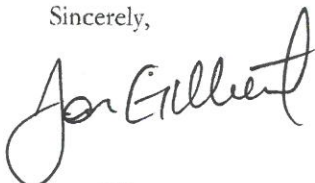
The parties agree that this Contract is the sole and complete contract between the parties with regard to the subject matter contained herein. Except as expressly noted herein, any and all prior contracts and agreements, oral or written, between the parties are hereby terminated and voided.

If you accept this offer, the effective date of this Contract shall be July 1, 2020 the date by which you shall report to ECU to assume your duties as Head Coach in the Volleyball program of the Athletics Department. Failure to report to work on July 1, 2020 shall result in the formal withdrawal of this letter and offer of employment.

Please sign the original and copy of this Contract and return the original to the Athletics Human Resources Office as soon as possible. Please note it will be necessary to have your acceptance within ten days of receipt of this letter in order to make arrangements to cover your proposed responsibilities should you decline our offer.

We look forward to a favorable reply.

Sincerely,



Jon Gilbert
Director of Athletics

/al

cc: Caroline Bevallard, Senior Associate Athletics Director/Administration & SWA
Kitty Wetherington, Associate Vice Chancellor for Human Resources
Personnel File

Enclosures: Position Description
ECU Policy for Employees Exempt from the State Human Resources Act
ECU Patent Agreement and Assignment Form

I accept this appointment as Head Coach in the ECU Department of Athletics Volleyball program according to the terms and conditions stated in this Contract dated June 24, 2020. I fully understand that my employment is subject to all applicable Conference, NCAA, Federal, State, UNC and ECU policies, rules and regulations and all other conditions and contingencies herein. In addition, I understand that this appointment is for the term specified above and that my employment automatically ends at the expiration of this term without further notice to me.



Adler Augustin

6.24.2020

Date

APPENDIX A

BENEFITS AND OTHER NON-SALARY COMPENSATION

SPECIAL PROVISIONS REGARDING NON-SALARY COMPENSATION: Some or all of the non-salary compensation benefits described herein are considered salary for tax purposes and are subject to all applicable State and federal taxes. In addition, payment of all non-salary compensation must be in accordance with applicable ECU, UNC, and State policies and procedures, and is contingent upon approvals as required by applicable ECU and UNC policies.

- (i) You are allowed up to \$10,000 for reasonable moving/relocation expenses including temporary housing (temporary housing cannot exceed 30 nights). Expenses must be documented and reasonably incurred within twelve months of the effective date of this Contract and in accordance with standard procedures and applicable policies of the University.
- (ii) Cell Phone: You may receive a cell phone allowance in accordance with university policy.
- (iii) Automobile: ECU may make arrangements for and provide one (1) courtesy or leased vehicle for you to use, contingent upon and while performing your duties under this Contract and upon the availability of funding for such vehicle. If provided, ECU shall be responsible for maintaining collision and comprehensive liability insurance on the vehicle. You shall be responsible for providing maintenance on any provided vehicle. If a courtesy car or leased vehicle cannot be provided, ECU may, if funds are available and at the sole discretion of the Director of Athletics, provide an annual or one-time automobile allowance, which may be adjusted annually consistent with University policy.

Potential Non-Salary Bonus Compensation. Payment of all non-salary bonus compensation is contingent upon the availability, as determined at the discretion of the Director of Athletics, of non-State appropriated funds, the varsity Volleyball program being in compliance with all NCAA, Conference, UNC and ECU policies, regulations, bylaws, and constitutional provisions including, but not limited to, those relating to academic matters and achieving all minimum Academic Progress Rate ("APR") standards; your being actively employed in the Position, and there being no pending or active NCAA, Conference, UNC or ECU investigations of violations relating to the Volleyball program, or relating to academic matters or conduct of any person who is a part of the varsity Volleyball program. The amount of such bonuses, if any, shall be recommended by the Director of Athletics after consultation with the Sport Administrator. If the above-referenced contingencies are satisfied (including any and all necessary approvals), you may be eligible for non-salary bonus compensation as follows:

(i) **Academic Bonus:** In the event that the team earns a Conference academic award as determined by the Conference office, you may be eligible for an academic bonus of up to 1/12 of your annual salary. Further, in order to receive payment of this bonus, you must be employed by and performing substantial services for ECU on the date the Conference academic award is reported publicly.

(ii) **Academic Progress Rate (APR) Bonus:** With regard to single-year Academic Progress Rate ("APR") for the Team, an APR equal to 985 or greater, you may be eligible for an academic progress rate bonus of \$2,000. Further, in order to receive payment of this bonus, you must be employed by and performing substantial services for ECU on the date the APR is announced publicly. The APR is announced publicly the spring of the following year for the completed current academic year. This bonus will be paid after the NCAA releases 2020-21 APR scores in the spring of 2022.

(iii) Competitive Bonus: In the event that the team wins the Conference Championship or the team is selected for an NCAA (post season) Championship Tournament appearance, you may be eligible for one bonus of up to 1/12 of your annual salary. You must actively participate as a member of the ECU coaching staff in the Conference Championship or NCAA (post season) Championship Tournament appearance to be eligible for the bonus (i.e., you are ineligible for this bonus while reassigned, suspended, or on leave).

The maximum cumulative bonus amount (bonus payments of all types combined) that may be earned in any fiscal year (July-June) shall be less than 25% of your annual salary and shall only be paid in accordance with applicable ECU and UNC policies, procedures and guidelines.

If the most recent available academic period single year APR is at 930 or below, no bonuses will be paid.

The decision to award, rescind or reduce non-salary compensation shall not be based, in whole or part, upon discriminatory factors identified in the University's Notice of Nondiscrimination and Affirmative Action Policy.

To the extent you may be entitled to non-salary bonus compensation payments as specified above, such payments shall be treated by the University as compensation to you in the calendar year in which it is paid and shall be subject to payroll deductions required by state and federal law. The Athletics Human Resources Department will assist you regarding the details of your non-salary compensation package.

Notwithstanding any other provision contained in this Contract, to the degree determined appropriate by the Chancellor, any and all non-salary compensation, including, but not limited to, Academic and/or Competitive Bonuses, shall not be paid in years in which the Volleyball program or any employee, volunteer or student athlete under the supervision of the Head Coach is under investigation, on probation or has been sanctioned by the University, the NCAA or the athletic conference of which the Volleyball program is a member.

If at any time you no longer serve in the Position, any and all non-salary compensation and eligibility to receive potential bonus non-salary compensation will be discontinued immediately. In addition, any cell phone allowance will also be discontinued.

In accordance with the *ECU Policy for Employees Exempt from the State Human Resources Act*, you will earn vacation leave at the rate of 24 days per year and sick leave at the rate of 12 days per year. In addition, you are entitled to the administrative holidays observed by the University. You are required to record your leave and submit your approved leave records. Please consult with the Athletics Human Resources Office regarding questions related to recording this information.

At the time this Contract terminates, you will be paid out for any accrued vacation and/or bonus leave to the extent permissible pursuant to applicable ECU policies. In addition, in accordance with ECU policy and with the appropriate notice, the Director of Athletics reserves the right to reassign you to a position other than the position specified in this Contract for any legally permissible reason with no diminution in salary or benefits.