

**East Carolina University
Board of Trustees
July 9, 2020**

MINUTES

The ECU Board of Trustees met at 3 p.m. via teleconference on July 9, 2020 for their regularly scheduled board meeting. 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

Chairman 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
Jim Segrave
Scott Shook
Vince Smith

ABSENT:

READING OF ETHICS STATEMENT

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

ELECTION OF OFFICERS

Mr. Davenport called on Mr. Plybon, chair of the Nominating Committee, to present a report on the nomination of officers for the 2020 – 2021 fiscal year.

The committee nominated the following individuals for officer roles on the board:

- Chair: Vern Davenport
- Vice Chair: Fielding Miller
- Secretary: Vince Smith

The floor was opened by Ms. Ayers for nominations for each seat.

Hearing none, Ms. Ayers closed the floor for nominations asked for a motion to approve the following slate of officers:

- Chair: Vern Davenport
- Vice Chair: Fielding Miller
- Secretary: Vince Smith

Mr. Plybon motioned to approve the slate of officers and Mr. Robbins seconded the motion. Ms. Ayers proceeded with a roll call vote.

ROLL CALL VOTE

Vern Davenport - YAY

Leigh Fanning - YAY

Thomas Furr - YAY

Van Isley - YAY

Max Joyner, Jr. - YAY

Fielding Miller - YAY

Angela Moss - YAY

Bob Plybon - YAY

Jason Poole - YAY

Tucker Robbins - YAY

Jim Segrave - YAY

Scott Shook - YAY

Vince Smith – YAY

The motion was unanimously approved.

APPROVAL OF MINUTES

Mr. Davenport asked for a motion to approve the minutes from the April 3, 2020 meeting, as well as special called meetings on May 12, May 18, May 21, June 18, and June 26, 2020.

Mr. Shook motioned to approve the minutes and the motion was seconded. Ms. Ayers was called upon for a roll call vote.

ROLL CALL VOTE

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

The motion carried.

CAMPUS REPORTS

REPORT FROM THE INTERIM CHANCELLOR

Mr. Davenport called on Interim Chancellor 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 Leo Daughtry, ECU's Liaison from the Board of Governors, to provide an update on behalf of the Board of Governors. A full text version of Mr. Daughtry's remarks is listed as "Attachment B."

REPORT FROM THE STUDENT GOVERNMENT ASSOCIATION

Mr. Davenport called on Tucker Robbins, President of the Student Government Association, to provide a report on behalf of the student body. A full text version of Mr. Robbins' remarks is listed as "Attachment C."

REPORT FROM THE FACULTY

Mr. Davenport called on Dr. Purificacion Martinez, Chair of the Faculty, for a report on behalf of the faculty. A full text version of Dr. Martinez' remarks is listed as "Attachment D."

REPORT FROM THE STAFF

Mr. Davenport called on Michelle Bone, Chair of the Staff Senate, for a report on behalf of the staff. A full text version of Ms. Bone's remarks is listed as "Attachment E."

REPORT FROM THE BOARD OF VISITORS

Mr. Davenport called on John Cooper, outgoing chair of the Board of Visitors, for a report from the BOV. During his report, Mr. Cooper also provided a legislative report to the trustees. A full text version of Mr. Cooper's remarks is listed as "Attachment F."

RECOMMENDATIONS FROM COMMITTEES

Committee reports were not read during the meeting, but they have been entered into the minutes as part of the official record. Committee reports are listed as “Attachment G.”

EXECUTIVE SESSION

Mr. Robbins motioned for the board to move into Executive Session to prevent the premature disclosure of an honorary degree, scholarship, prize, or similar award; 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 seconded and a roll call vote followed:

ROLL CALL VOTE

Vern Davenport - YAY

Leigh Fanning - YAY

Thomas Furr - YAY

Van Isley - YAY

Max Joyner, Jr. - YAY

Fielding Miller - YAY

Angela Moss - YAY

Bob Plybon - YAY

Jason Poole - YAY

Tucker Robbins - YAY

Jim Segrave – Abstain

Scott Shook - YAY

Vince Smith – YAY

The board moved into Executive Session.

RETURN TO OPEN SESSION

Upon the return to open session, the board had several items coming from committee recommendations.

ATHLETICS AND ADVANCEMENT

Mr. Miller moved that the board approve the Board of Visitors officers as presented:

Chair: Linda Hofler
Vice Chair: Wanda Montana
Secretary: Shirley Carraway

Mr. Furr seconded the motion. Mr. Davenport called on Ms. Ayers for the roll call vote.

ROLL CALL VOTE

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

Mr. Miller moved that the board approve the revised employment agreement for Cliff Godwin, ECU Baseball Coach, as presented in board materials.

Ms. Fanning seconded the motion. With no discussion, Mr. Davenport called on Ms. Ayers for the roll call vote:

ROLL CALL VOTE

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

The motion passed unanimously. A copy of the agreement is listed as “Attachment H.”

HEALTH SCIENCES

Mr. Davenport called on Mr. Furr to present initial appointment with tenure items.

Mr. Furr moved that the board approve initial appointment with tenure for Dr. Thomas

Sporn as presented in board materials.

Mr. Robbins seconded the motion.

With no discussion, Mr. Davenport called on Ms. Ayers for the roll call vote:

ROLL CALL VOTE

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

The motion passed unanimously. A copy of the appointment is listed as “Attachment I.”

Mr. Furr moved that the board approve initial appointment with tenure for Dr. Wenjian Zhang as presented in board materials.

The motion was seconded and without discussion, Mr. Davenport called on Ms. Ayers for the roll call vote:

ROLL CALL VOTE

Vern Davenport - YAY

Leigh Fanning - YAY

Thomas Furr - YAY

Van Isley - YAY

Max Joyner, Jr. - YAY

Fielding Miller - YAY

Angela Moss - YAY

Bob Plybon - YAY

Jason Poole - YAY

Tucker Robbins - YAY

Jim Segrave – YAY

Scott Shook - YAY

Vince Smith – YAY

The motion passed unanimously. A copy of the appointment is listed as “Attachment J.”

FINANCE & FACILITIES

Mr. Davenport called on Mr. Plybon to present a motion on behalf of the Finance & Facilities Committee.

Mr. Plybon moved that the board approve the utility easement to the Greenville Utilities Commission for the Southside renovation project as presented in board materials. A copy of the easement is listed as “Attachment X.”

Mr. Furr seconded the motion.

Following no discussion, Mr. Davenport called on Ms. Ayers for the roll call vote:

ROLL CALL VOTE

Vern Davenport - YAY

Leigh Fanning - YAY

Thomas Furr - YAY

Van Isley - YAY

Max Joyner, Jr. - YAY

Fielding Miller - YAY

Angela Moss - YAY

Bob Plybon - YAY

Jason Poole - YAY

Tucker Robbins - YAY

Jim Segrave – YAY

Scott Shook - YAY

Vince Smith – YAY

UNFINISHED BUSINESS

CHANCELLOR SEARCH UPDATE

Mr. Davenport provided an update on the Chancellor Search Committee.

The meeting originally scheduled for July 10 was postponed due to the inability of the committee to meet in person to review applicant materials. Safety of all participants is the utmost concern.

NEW BUSINESS

RESOLUTION PRESENTATION

Mr. Davenport called on Jason Poole to present a resolution in support of recent Athletics decisions. A copy of the resolution is listed as “Attachment L.”

Mr. Poole motioned to open the floor for discussion on the resolution. Following no discussion, Mr. Davenport called on Ms. Ayers for a roll call vote on the resolution.

ROLL CALL VOTE

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

The motion carried.

2020 – 2021 COMMITTEE ASSIGNMENTS

Mr. Davenport presented 2020 – 2021 committee assignments to the board:

ATHLETICS & ADVANCEMENT COMMITTEE

Fielding Miller, Chair
Jim Segrave, Vice Chair
Leigh Fanning
Bob Plybon
Scott Shook

AUDIT, ENTERPRISE RISK MANAGEMENT, COMPLIANCE AND ETHICS COMMITTEE

Vince Smith, Chair
Jason Poole, Vice Chair
Tom Furr
Van Isley
Tucker Robbins

FINANCE & FACILITIES

Bob Plybon, Chair
Jason Poole, Vice Chair
Van Isley
Max Joyner, Jr.
Angela Moss

HEALTH SCIENCES

Tom Furr, Chair
Fielding Miller, Vice Chair
Angela Moss
Jim Segrave
Scott Shook

UNIVERSITY AFFAIRS

Leigh Fanning, Chair
Vince Smith, Vice Chair
Tom Furr
Max Joyner, Jr.
Tucker Robbins

ADVOCACY (AD-HOC)

Scott Shook, Chair
Angela Moss, Vice Chair
Leigh Fanning
Max Joyner, Jr.
Vince Smith

ECONOMIC DEVELOPMENT (AD-HOC)

Jason Poole, Chair
Van Isley, Vice Chair
Fielding Miller
Bob Plybon
Jim Segrave

ADJOURNMENT

Hearing no further business to come before the board, Mr. Davenport adjourned the meeting.

Respectfully Submitted,

Megan Ayers
Assistant Secretary to the Board of Trustees

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ECU Board of Trustees
Interim Chancellor remarks
July 9, 2020

Thank you, Mr. Chairman. As an East Carolinian I will own personal and academic integrity. I will respect and appreciate the diversity of people, ideas, and opinions. I will be thoughtful and responsible in my words and in my actions. I will engage in purposeful citizenship by serving as a positive role model.

This is an important part of East Carolina's creed. That creed hangs in my office, nicely framed. It's inspirational. I will tell you this: our aspirations will be put to the test when we reopen in August, a short month from now. The challenges will be monumental as we stare into the uncertain face of COVID-19, and the very certain face of racism, misguided hatred and the injustices that they produce. COVID-19 has forced all of us to act much more quickly and decisively than we probably prefer. As my father used to say, we may be outrunning our headlights and hoping for the best.

We've adjusted the academic calendar to be done by Thanksgiving. We've assembled the semesters into eight-week blocks, to afford additional flexibility. We have mandated masks on our campus, we have reduced the capacity of indoor facilities to accommodate appropriate distancing. We have adopted hybrid forms of teaching and learning. We have designed systems of COVID testing and tracing. We have altered cleaning and disinfecting routines. We have encouraged virtual meetings, like this one, and we have done much, much more.

But know this: the real test is about being thoughtful and responsible. The real test is about being purposeful and serving as role models. We must attain the necessary culture of compliance or all of the preparation in the world will not keep COVID-19 at bay and we will be forced to pivot. As pirates, as East Carolinians, COVID-19 will test what we believe, and what we do.

Racism has plagued this land for over 400 years. It is evil. The events of the summer served to remind us that we have much to do to defeat this plague. Thoughtless words, irresponsible actions, and disrespect for people are the antithesis of what our creed says and what we should aspire to.

ECU has some difficult work to do and I am thankful for our Executive Council, a group of senior leaders who stand against racism and hate, who value every individual and who are committed to change. We will listen, we will learn, and we will lead action. I am doing a good bit of listening myself: to students, to faculty, to alumni. The call to action is really quite loud. Here are some things that we have learned and we have already called into action:

- Cupola Conversations - we have hosted two of these so far, with four more already scheduled. Providing dialogue and focus on race, race relations, and injustice.

- We are committed to two climate surveys: one for students and one for employees in fall 2020. That will involve publication of results, discussion of key findings and the design of action plans. We need to be well informed to achieve the best designs.
- We have created a faculty in residence position, housed within the Office of Faculty Excellence to organize and lead professional development opportunities focused on race and racial equity for our classroom teachers.
- We are creating a Pirate Pledge Against Racism and Injustice website. This will involve commitment by individual pirates to take tangible steps toward racial equity.
- ECU's University Council, made of 70 leaders that span the entire university, will participate in a series of in-person and virtual workshops focused on racial equity and conducted by the Racial Equity Institute. They will also engage in a group read of the book entitled White Fragility during the spring semester.
- We have also reformed Health 1000 curriculum requiring all undergraduate students to include racism and racial equity as a public health issue. We will do much more than this, but we will not ignore this issue.

In summary, our return for fall semester will be unlike any other we have had in our 113-year history. We will be challenged deeply as individuals and as an institution. But this is what I know: Pirates will meet the challenges head on. We will be a stronger university because we are willing to do so. We all must listen to this creed, believe those words, and act accordingly. Thank you for your service and thank you for your attention.

ECU Board of Trustees
Board of Governors liaison remarks
July 9, 2020

I'm glad to be here, and I am happy to serve as the Liaison for the Board of Governors for many reasons.

First, I grew up on a farm in Sampson County and I consider myself to be from Eastern North Carolina. Second, my sister went to East Carolina until she got married. Third, and most importantly, East Carolina is the economic engine of our area. The healthier ECU is, the better off our area is.

I have great memories of East Carolina. I was a Wake Forest guy. I was in school at Wake Forest when our football team was not very good and one day East Carolina showed up on our schedule. The guys on campus kept saying "you know, we've been playing these really tough teams, we will have an easy time with East Carolina." We all went down and played East Carolina and got terribly beat. The next day Wake Forest fired their coach and Athletic Director. Because of East Carolina, we got a better coach and better Athletic Director. Secondly, when I got into the General Assembly, we noticed East Carolina and State were not playing football and Dr. Zeno Edwards came to me and said, "Let's run a bill requiring East Carolina and State to play each other home and away, home and away." We got the bill and we were going to file it and someone at N.C. State found out about it and it wasn't long before the two schools were playing each other. I think it wouldn't have happened if we hadn't had that bill and threatened to file it.

I know this board has gone through bumps in recent history, but I have a feeling with this board, you will be fine and move forward in an excellent way. There is no doubt about it, this is going to be a trying school year. We are in uncharted waters and everything remains up in the air. There are many questions about online versus in person education and as the virus changes from day to day, no one is certain about what will happen in the future. One thing is certain, we need to open our schools. We have to coexist with this virus. We don't have any choice. We need to take every precaution that we can possibly take. It is vital that we open and vital that we have a school year in 2020-21.

I think if we talk about East Carolina and the important role it plays in every aspect of our lives it would be imprudent if we don't talk about the Brody School of Medicine and what it brings to Eastern North Carolina. It provides doctors that can live in Eastern North Carolina and make a contribution to the area. We have to tell the story to the general assembly, what it means to us and to our entire state.

I will help you in any way that I can as your liaison and as your advocate. Let me know how I can help you, and I thank you very much.

ECU Board of Trustees
Student Government Association President remarks
July 9, 2020

Fellow Trustees,

I wake up every day and have the privilege of serving as Student Body President of this great university. I've quickly found out that this job is not easy. In fact, it's rarely easy. The decisions that I face, that we face as trustees are high stakes, but it's the student voice that empowers me to speak up and gives me the tenacity to speak out. There is so much to be excited about here at East Carolina. We recently had record setting numbers in freshman applications, we are in the process to bring in the 12th chancellor, we are the only UNC institution with a dental, medical, and engineering school, and let's not forget the news article released just last week ranking East Carolina as one of the most prepared colleges in the nation for our return to campus.

Upon my election this past February, I knew I had my work cut out for me; however, I didn't quite understand the depth of it. From a very short lived transition period into this role, to COVID-19, to the racial unrest, to the return to Pirate Nation; I think it's safe to say that I dove into the depths of serving in this capacity early on.

It's been a busy summer for my administration team to say the least:

- I had the privilege of serving on one of the eight charged task forces by Chancellor Mitchelson to ensure the much needed student input in our return to face to face instruction and the academic calendar.
- I collaborated with N.C. State's Student Body President in constructing a video to address systemic racism on our campuses. This video has since reached over 75,000 views on various platforms, while also gaining recognition across the UNC System.
- Our Student Assembly formed a caucus with the mission of hearing and understanding minority voices to ensure they are being supported on our campus.
- I hosted the first virtual Town Hall with the Chancellor, Vice Chancellor for Student affairs, Provost, and Associate Vice Chancellor for Campus safety to address live concerns and questions regarding our return to campus. This Town hall is still being referenced today and has received over 3,000 views and over 100 questions.

It is now with great enthusiasm to introduce my administrations platform during my term in office. Our platform focuses on accessibility to our campus, transparency of student dollars, and improving relationships with first responders. It's safe to say that parking in Greenville can be troublesome at times, especially around our campus when it comes to

students, faculty, staff, and even visitors. We are committed to working with Greenville & ECU parking and transit to find alternative ways to make our campus more accessible. It's also been noted that in general, ECU students lack the knowledge of where their money is being distributed to. Within SGA, we have direct access to all of the student fees paid by each and every Pirate. My vice president and I are committed to working very closely with our student body treasurer and appropriations committee to ensure the transparency of student dollar spending. The final aspect of our platform is even more prominent today than it was during our campaign in February. Improving relationships between students and first responders will continue to be an utmost priority as we face the challenges across our nation regarding racial unrest and tension between citizens and police officers. We are so thankful for the protection that Greenville and ECU police provide to our community; therefore, we want to continue to show our respect and prosper these relationships beyond their uniform to our students.

My administration within Student Government has made the commitment to serve as the backbone of the student body during such a trying and unprecedented time. Before any of those three initiatives explained above even come into play, we want ensure that our students most basic needs are being met and taken into account. We are currently in the process of collaborating with the ECU counseling center to utilize a portion of our SGA budget to provide complete funding for their after-hours crisis hotline. With the misplacement and uncertainty of COVID-19, we noticed that our counseling center has see a rise in patients, especially in crisis situations after normal business hours. We want to make sure they are well equipped to serve our fellow pirates that need it. We are also taking any concerns from students regarding their course schedules and the migration to block format to ensure they are in the right position to be successful and not overworked during this new transition. I hope that this board will join me in support of these endeavors that student government will be tackling this year.

There is no doubt that this upcoming year will be different; however, with the help of everyone on this board, I know that we will remain undaunted. I can attest that every representative in Student Government is up for this challenge, my hope is that all of you are as well. As Chancellor Mitchelson said in a video released at the end of June, "Pirates don't merely survive, we thrive!". I look forward to serving on this board and all of the great things that we will accomplish as we undergo a very pivotal time at East Carolina.

ECU Board of Trustees
Faculty Senate chair remarks
July 9, 2020

Good afternoon, my name is Purificación, (Puri), Martínez, and I am an Associate Professor of Hispanic Studies in the Department of Foreign Languages and Literatures. Since July 1st, I have the honor to represent the faculty at East Carolina University as its Chair. It is in this capacity that I bring on their behalf wishes of safety and health to you and your loved ones.

I thought you might be interested in knowing a bit about me. I am a native of Spain, where I did my undergraduate studies in Hispanic Literature and Linguistics. A year into my Masters in Hispanic Studies, and with little prospects for a job, I packed two bags and became a PhD student in the Department of Hispanic Languages and Literatures at SUNY Stony Brook.

I knew how to say hello and thank you in English, and I had never taught. It was obvious to me that I was ready for the challenge.

In New York, I married a fellow graduate student in the program and completed my PhD in Spanish Medieval Literature. You probably know that it is very difficult for academic couples to find jobs in the same city, much less in the same university. The difficulty increases when both partners work in the same department.

However, ECU opened its arms to us, and we both were able to secure tenure-track positions and to earn tenure. Except for very short periods of time when I worked at two other universities, I have developed my entire professional career at ECU; a career, I might add, that I have been free to design as I saw fit, with opportunities for professional development in the areas that were most appealing to me. For those of you who are alumni, I know this place gave you the tools to be successful. I learned here what being a professor meant, I became an adult here. ECU is my home.

It is my hope that our future interactions will come from an acknowledgement of two things: first, our mutual love for this institution, and the recognition that ECU holds the key to the prosperity of Eastern North Carolina. Second, that our perspectives on how to make the university successful come from the different points of view that we have and the different responsibilities attached to our respective roles. We all want our students to be well educated and engaged ethical citizens, ready to work in a diverse world. Yours is the eagle's view. Mine is, as we say in Spanish, "a pie de calle," in the trenches.

And let me tell you.

The trenches are abuzz with questions, concerns, anxiety. We, the faculty, are ready and eager to teach. We have compressed into months, sometimes only weeks, what should have been years of training in new pedagogical approaches and technologies. We have demonstrated our

flexibility, adaptability and commitment to students, as acknowledged in the resolution passed by this board. Thank you.

While preparing for a face-to-face experience this fall, we were taken by surprise with the decision to move to two 7.5 week blocks each semester, which was taken without consultation with the faculty. We think we understand that this was related in part to financial challenges, but a complete picture of what those are has not been clearly articulated to us. This move and how it came about are still sitting undigested in our stomachs and our minds.

However, while we pondered the whys and hows, we knew there was a lot of work to do. Rolling up our sleeves, the Faculty Senate formed a Task Force that created the hybrid model that is now the basis for ECU's schedule. Just two days ago, the Senate passed new academic calendars, new final exams schedules, new meeting dates for Faculty Senate. Another Faculty Senate Task Force has produced recommendations ranging from topics such as specific language for syllabi related to Covid-19, to how to have secure field trips. Besides these activities, faculty are busy at home redesigning all the courses they will be teaching next year to adapt to a format that is new for the majority of us.

Many will share the fear of losing their jobs already present among some of the staff, because they have very limited employment security. Full time fixed term and part time faculty will be overwhelmed by the sheer amount of teaching and preparing they will have to do for little money. Tenured and tenure-track faculty will see their research productivity reduced, their grants proposals maybe unfinished.

But we will be ready for August 10th, because it is our job and we are professionals. So, I beg you please, if somebody tells you that faculty are asking about masks, social spacing, signs, moving to DE, because they don't want to teach, be proud and sure in your answer: "I am a member of ECU's Board of Trustees and I know for a fact that what you are saying is not correct." We are asking because we want to teach well and safely, and there is a lot of uncertainty. We have been trained to examine the world critically. Nobody can expect that we will not be critical when reading the Reopen Pirate Nation documents or listening to the Interim Chancellor who, by the way, knows and expects this; he is a Professor. It is who we are, the State pays us to question and teach others to question as well.

If dealing with this pandemic at a personal and professional level was not enough, the terrible death of George Floyd and the antiracist demonstrations that followed also landed in our laps as educators. As the overwhelming majority of Americans did, it became urgent for us to confront once and for all the ugliness of systemic racism. Faculty in every college are working on initiatives to engage students, staff and fellow faculty in difficult conversations. For my small part, as chair of Faculty, I have asked Professor Crystal Chambers and Professor Amanda Klein to lead efforts in the establishment of the Faculty Senate Committee on Equity and Diversity. I know that Interim Chancellor Mitchelson and his leadership team are supportive of these initiatives. On this one we are all on the same page, only together will we overcome.

When informing you about the activities of the Faculty Senate, the first person singular pronoun appears way too often. But I am not alone. Standing with me are a new group of officers: Vice-Chair Jean Luc Scemama from the Department of Biology, Secretary Marlina Rose from Laupus Library and Parliamentarian Anne Ticknor from the Department of Literacy Studies, plus 57 senators and more than 200 faculty members serving in Faculty Senate Committees.

We are all aware that in the incoming months, you will have difficult decisions to make. The most important, the selection of a new chancellor for ECU. I know I speak not only for those faculty directly involved in shared governance, but for the 2074 faculty members who work here. If the pool is not sufficiently diverse or the candidates are only just OK, put the search on hold, dig deeper. You will have our support.

I started these remarks talking about ECU being my home. You do not invite just anyone to lead the place you love. You make absolutely certain that they are exactly the right person. This can only be done if the expertise of the different constituencies on campus is taken into consideration. When the time for finalists comes and those visits to campus are scheduled, the faculty will be ready to give honest and thoughtful feedback. We know confidentiality is important, we will keep it, that is my commitment to you today. But the candidates need to meet and interact with a healthy number of faculty so we can contribute meaningfully to the selection process.

But first things first, look at the pool and see if the right person is in there to lead a diverse, vibrant community into its future.

Thank you for listening. I hope that very soon, with appropriate social distancing of course, the other Faculty Senate officers and I will get to meet and talk to each and every one of you in formal and informal venues. If you have any question for me now, I will try my best to answer. Otherwise, I will finish the same way that Chancellor Mitchelson does: you can always reach me at martinezp@ecu.edu.

ECU Board of Trustees
Staff Senate chair remarks
July 9, 2020

I know a lot of hard work and planning went into meeting in person for Friday's meeting but I want to thank you Chair Davenport for considering the safety of all of us and moving this meeting virtually.

During my last meeting with you I said my goodbyes as I thought my term was over and it was going to be my last time seeing you - well surprise, I'm still here!

When COVID19 hit the Senate took a vote to extend everyone's current term until the end of the summer and to hold off on Executive Committee elections until then. - So I promise by next Trustees meeting you will get to see a new face.

Actually, the Senate is meeting right now and I'm going to pop over once I finish here. Today we are taking a vote on some ByLaws changes to allow the person in the Chair position to run multiple years - Luckily for me this change won't go into effect until after my term - thankfully no pressure for me.

[On a serious note I would like to talk to you about the racial injustice that is occurring in our country and how this is impacting us as a higher education institution.](#)

Staff Senate and East Carolina University are committed to access and diversity as two of its fundamental core values. As staff senators, we are representatives of those values and we must cultivate diversity into our culture. The need to equip ourselves with knowledge, tools, and resources available is more vital than ever. The senate is recommending that every staff member receive diversity training annually or at least make training available and accessible during this critical time. We are hoping to partner with Human Resources and the office of Equity and Diversity to get these trainings created. We have also created a page on the staff senate website where we welcome comments from all University Staff about anything that may be concerning them. Sometimes it's as simple as people wanting to be heard and we hope we are helping them to feel like they have a voice. [Lastly our Diversity committee is currently planning an online forum for staff to get together to talk and discuss what's going on around campus, in our](#)

[community, and across our country.](#) Talking to one another will help others learn and understand feelings which will help us all understand a little more - Knowledge and Understanding is definitely what we need a lot of right now.

I want to conclude with a quote from Maya Angelou that says – “Do the best you can until you know better. Then when you know better, do better” - I think this perfectly sums up the feelings of staff senate and I hope the rest of the East Carolina Community. - Know better, then do better is all we ask.

Thank you for your time today - I hope you all stay safe and healthy - and as always go Pirates!

ECU Board of Trustees
Board of Visitors chair remarks
July 9, 2020

Thank you, Vern. Thank you for all you've done for me and the Board of Visitors. This will be my last report as the official chair of the Board of Visitors. Our Board of Visitors has gotten more active this year, in my opinion.

We've set up an administrative committee and they were very successful. Will Litchfield and Linda Hofler did a great job on the committee, they came through very well. One thing we wanted to do this year is to secure the scholarships for the Access Scholars and we've done that and the money is in the bank, the members contributed accordingly.

We have new members coming on board this year, I'm excited about that. Our nominating committee was chaired by Henry Taylor, he did an outstanding job and I hope he will be around in the future to serve ECU. Jonathan Brooks, James Morgan and Steve Brown also worked hard with Henry to do the things he did on that committee. We have recommended Linda Hofler for Chair, Wanda Montano as Vice Chair and Shirley Carraway as Secretary. These are three members that will do a great job, I am impressed in their judgement and I look forward to them leading the Board into the future. I hope the Board of Trustees will be active with the Board of Visitors as we move forward. I give my gratitude to Vern and Ron Mitchelson for the hard work they have done this year, it's been a difficult year for all of us.

For a legislative update, the general assembly came in this week and stayed a few days. They tried to override five vetoes from the governor, and that did not happen. The majority stayed on party lines, there weren't enough to override the veto. I am very disappointed in the last year with the budget. I thought we may have had the money to build a new Brody School of Medicine building and it wasn't acted on.

The general assembly will meet July 11, a skeleton meeting to meet the resolution of their adjournment. They will go back to session September 2 and they will work for a few days on COVID-19 CARES act for additional funding.

Again, I thank you for allowing me to speak at these meetings and I look forward to working with all of you in whatever capacity you need me in the coming years. Thank you.



**Minutes from the Audit, Risk Management, Compliance, and Ethics Committee
July 9, 2020 – ONLINE and PHONE MEETING**

The Audit, Risk Management, Compliance, and Ethics Committee of the ECU Board of Trustees met online and via phone on July 9, 2020.

Committee members present: Vince Smith (Chair), Jason Poole (Vice Chair), Bob Plybon, Leigh Fanning, Jim Segrave, Max Joyner, and Tom Furr.

Other board members present: BOT Chair Vern Davenport, BOT Vice Chair Fielding Miller, Angela Moss, Van Isley, Scott Shook, and Tucker Robbins

Vince Smith, Chair of the Committee, convened the meeting at 8:30 AM. Following introductory comments by BOT Chair Vern Davenport, Mr. Smith read the conflict of interest provisions as required by the State Government Ethics Act. Mr. Smith asked if anyone would like to declare or report an actual or perceived conflict of interest. None were reported.

Mr. Smith asked for the approval of the minutes of the April 2, 2020 committee meeting.

Action Item: The minutes of the April 2, 2020 committee meeting were approved with no changes.

Review of Operational Metrics

The committee reviewed the operational metrics related to Internal Audit, Healthcare Compliance, and Athletics Compliance. Through June 30, Internal Audit exceeded its KPIs by completing over 90% of the annual audit plan and achieving a 76.5% auditor productivity rate. For the 2020 fiscal year, University management completed 94.6% of the audit recommendations that were followed up on by Internal Audit. Trustee Poole asked if Internal Audit will be following back up on those areas that did not timely resolve their audit recommendations. Wayne Poole stated that yes, Internal Audit remains engaged with these areas, and will submit follow-up reports to the Audit Committee.

Athletics Compliance exceeded the standard for rules education sessions. Healthcare compliance exceeded the expectations in the number of education sessions and the number of provider documentation reviews that were conducted. For the year, the healthcare providers achieved a 90.7% pass rate on documentation reviews, surpassing the goal of 90%.

Research Compliance reported that 100% of the required employees submitted their annual conflict of interest disclosures.

Action Items

Mr. Wayne Poole presented the University's annual audit plan for the fiscal year 2021. Mr. Poole stated that this plan was developed in consultation with the various compliance offices and University management and was approved by Chancellor Mitchelson. The plan is flexible and will change during the year, especially as the continuing impacts of the pandemic are more fully understood.

Action Item: Trustee Jason Poole moved that the proposed annual audit plan be approved as presented in the Board materials. Trustee Bob Plybon seconded the motion. The committee approved the proposed plan via roll call vote, and that action did not require full Board approval.



**Minutes from the Audit, Risk Management, Compliance, and Ethics Committee
July 9, 2020 – ONLINE and PHONE MEETING**

Informational Items

Office of Internal Audit – Mr. Wayne Poole

Mr. Poole provided the annual certifications addressing the compliance of the Internal Audit function and the Audit Committee with the requirements of the UNC System. Mr. Poole stated that all requirements for the 2020 fiscal year were met, and he will submit the documents after receiving my signature.

Mr. Poole briefed the committee on the status of the annual financial statement audit, and the audit of IT controls that is being conducted by the Office of the State Auditor.

Enterprise Risk Management – Dr. Sara Thorndike

Dr. Thorndike briefed the committee on the status of the University's ERM program and shared the current top risks list. Dr. Thorndike advised that the ERM Committee is currently working through the bi-annual risk identification and assessment process and intends to provide the University's new top risks list to the Board this fall. The process has changed significantly with this cycle, and the process now incorporates the input of more subject matter experts and allows for deeper discussion of the University's risks.

Mr. Poole briefed the committee on the results of the recent ERM Maturity Assessment that was completed by Internal Audit. Mr. Poole told us that the University's ERM function clearly complies with the requirements outlined in UNC System policy, and that the program exhibits the characteristics of a program that is classified as "defined".

Other Business

There being no further business, the Committee meeting was adjourned at 8:56 AM.

Respectfully submitted,
Wayne Poole
ECU Office of Internal Audit and Management Advisory Services

Athletics & Advancement Committee Highlights July 9, 2020

Mr. Jon Gilbert reported that May and June were strong months. The initial goal for season ticket sales was 16,000 but due to Covid-19 the goal was reduced to 10,000 and happy to report that total sales are at 10,600. At this time the plan is to not sell single game tickets which will help with the reduced capacity anticipated due to Covid-19.

Mr. Dyba shared that he is very pleased with East campus fundraising figures for FY 2020. Over \$23M was raised. The \$5M that was discussed earlier did not come to fruition but it remains on the table. West campus did not hit their goals. Mr. Dyba is meeting with leadership to discuss the unfreezing of the president position for the Medical and Health Sciences Foundation.

Mr. Dyba shared that Mary Ann Best will now chair the Investment Committee on the ECU Foundation Board, replacing Kel Normann.

Pirate Nation Gives was a very successful day that celebrated giving to the university with marketing energy and focus on what's transpiring in our world right now.

The ECU Board of Visitors presented a slate of new officers: Linda Hofler, Chair; Wanda Montano, Vice Chair and Shirley Carraway, Treasurer.

Mr. Gilbert reported that 270 individuals have been tested for Covid-19 and 16 have returned positive.

Athletic finances had a projection of a \$7.5M deficit this year and next year an anticipated \$5.5M deficit. In March the deficit increased to \$11-12M for this year; however, Pirate Nation answered the call and a decrease from the NCAA and the AAC athletics may get us closer to the \$7.5M deficit opposed to the \$11-12M. Next year's projection is still \$11M - all of which is contingent on multiple factors this fall.

Athletics instituted many efforts that helped in the reduction of expenses this year which include the reduction of 4 sports, eliminating summer school except for those students that need it for eligibility or sequencing, eliminated vacant positions, reduction in his salary and furloughed the entire staff for five days. These efforts equal nearly \$4.6M.

In the coming year there is an anticipated reduction of \$4.7M in revenue from decreased student fees, football, pirate club, NCAA, AAC, sports marketing and concessions. This is all contingent on fans in the stands.

Expenses for next year include:

- ESPN contract \$5M
- Spring sports extra year of eligibility 290K
- Positions for ESPN streaming \$165K
- Fully funding of lacrosse scholarships \$120K
- Covid sanitation \$100K

Mr. Gilbert shared that the Pirate Club finished strong, they were \$1M shy of their goal but all things considered he was pleased.

Scholarship support for our student athletes is \$8.4M, the Pirate Club contributes \$4.9M and the remaining \$3.5M from the institution and athletic fundraising. He emphasized the need for institutional support.

Mr. Gilbert addressed stadium capacity for the fall and said we are still waiting for directive; 50% capacity will allow 24,577 people in the stadium and 25% will allow 12,289.

Closed Session

Two separate motions were made and passed unanimously to approve the naming opportunities for recommendation to the full board later today with the agreement to remain confidential so that proper recognition and celebration can be done later.

A motion was made and passed unanimously to approve the athletic personnel matter for recommendation to the full board later today.

University Affairs Meeting – Board of Trustees
July 9, 2020
Virtual Meeting

BOT Members Attending: Leigh Fanning (interim chair), Max Joyner, Vince Smith and Tucker Robbins

Meeting started at 10:15am.

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.

Meeting from the April 2020 UA meeting were approved without dissent

■ **Metrics**

■ **Academic Affairs – Grant Hayes**

- Projecting the enrollment numbers for the fall was harder due to COVID. We, like all other schools, saw delays in the student's next steps will fall in enrollment. We are on point right now to welcome a very healthy freshman class. We had the most freshman applications in ECU history with more the 22,500 applications. We have had fewer numbers of transfer applications and admits during this time as we just couldn't recruit at community colleges. We are only down about 60 transfer enrollment deposits, which we hope will improve. Fall 2020 enrollment in the colleges are all on target with the exception of just a few high demand programs. Our total enrollment is trending toward being up about 6% at this point.

■ **Research – Mike Van Scott**

- COVID is impacting our June/July numbers because we aren't see our normal expenditures as usual. We think we will be trending ok but expect a tail off by the end of the summer.

■ **Student Affairs – Virginia Hardy**

- We feel pretty good with our housing contract commitments, but we do expect to lose some students due to cancellations. These folks are believing that they are doing this because their classes are all online. We hope that they will be back on campus in the spring. As of July 6th, we have 5,579 folks with paid contracts which would put us at capacity.
- For Counseling, we are seeing higher than normal numbers especially with our counselors are doing teletherapy sessions. Students in summer sessions can still get their counseling sessions, but folks not enrolled in the summer can still get some services, but they have to pay \$100 to continue to get services. SGA and SA are working together to see if we can do more to help them.

■ **Return to Campus Highlights**

■ Academic Affairs – Grant Hayes

- Fall semester begins on August 10th to lower the risk to the community. We are eliminating Fall Break and ending the semester the day before Thanksgiving. We are trying to eliminate too much travel to and from campus. Spring 2021 will start in mid-January and Spring Break is cancelled again to reduce risks for travel. We are doing two 7.5-week blocks for the fall and spring to give us more flexibility to adjust our academic delivery depending on the pandemic impacts. The Office of Faculty Excellence continues to help faculty with course design and online delivery enhancements. Classroom capacities are being adjusted based on social distancing standards in place. Courses with attendance over 50 students will be moved online to meet the standards. Attendance records will be kept and assigned seating will be utilized.

■ Student Affairs – Virginia Hardy

- We will be a bit different in the residence halls such as with the move-in process. We will do this in two waves starting July 22 and run for two weeks. We are having students come in, move in and set up their room, get their keys and then they will leave campus. Each student will get a specific date to return to the hall to start the semester. There will not have visitation in the halls this fall and will not have in-person programming in the halls for the fall.
- For students that test positive or are exposed we have an RFP out to be able to move them off campus to receive the necessary services and health treatments. They will still be able to participate in classes online. The dining halls will be reduced to about 25-50% capacity with social distancing in place. Self-serving areas will be removed, and all items will be given to students from Aramark staff. We will close a few retail spaces to help with management. We will have an app where students can order food in advance and then pick it up at two locations. Seating in the student center will be less so we are providing more space in one of the ballrooms for people to sit. For those students moved off-campus due to illness we provide them with food from Aramark too.
- The Rec Center will open if the governor permits. If not, we will have alternative options to offer programs. Student Activities will have some programs of less than 50 people, but most of the programs will be virtual. The same goes for Greek Life too.
- Transit will have a different look this fall. They will have a one-way entrance and one way exit from each bus. Some routes will be longer which will reduce the number of routes we are offering. Many Pirate Express routes will not run in the fall due to safety and limited drivers. All people on the buses will be required to wear masks.

■ Research – Mike Van Scott

- As we review our processes for students going out to do research, we have seen that these environments are pretty controlled, and we are taking special safety precautions and adding responsibility to all involved to be safe. We have committees and planning groups working on plans to stand up the research options again. Part of that is to evaluate when we may need to cease or alter plans

for students. There are multiple phases of review and approval at ECU depending on the level of impact to COVID exposure or persons exposed/positive. All programs will be monitored and logged into our inventory. This will help us track each site and helps us keep a tab on who is where and what they are doing and can help us identify hot spots should they arise. There is also a whistleblower option as well for those wanting to report improper actions or activities.

■ Questions from Board

- How will we handle refunds if we have to go online? Right now we don't have a definitive decision made at this point and we will get guidance from the UNC System to ensure that decision is system-wide.
- For those living on campus and have all classes online, can those students move off campus for the fall? Yes, that is an option for students fully online and we have cancelled those contracts.

Meeting Adjourned at 11:07 am



**East Carolina University | Board of Trustees
Finance & Facilities | Virtual/Main Campus Student Center | July 9, 2020
Highlights**

Finance and Facilities Committee met on July 9, 2020.

I. MINUTES

- A. The Committee approved the minutes from the April 2, 2020 meeting.

II. REVIEW OF OPERATIONAL METRICS

III. ACTION ITEMS

- A. Sara Thorndike, VC for Administration & Finance, requested approval of the Utility Easement to Greenville Utilities Commission.

IV. INFORMATION ITEMS

- A. Sara Thorndike, VC for Administration & Finance, provided the Comprehensive Budget Report.
- B. Sara Thorndike, VC for Administration & Finance, provided the Approved Report of EHRA Employee Salary Adjustments.
- C. Sara Thorndike, VC for Administration & Finance, provided the Pension Report.
- D. Bill Bagnell, Associate VC for Campus Operations, provided information on the Designer Selections since the last Board Meeting.
- E. Bill Bagnell, Associate VC for Campus Operations, updated the Committee on Capital Projects.
- F. Jon Barnwell, Chief of Police, provided the Campus Safety Update.

V. OTHER

Meeting adjourned at 12:10 pm.

Health Sciences Committee
July 9, 2020

- Minutes from the April 2, 2020 meeting were approved.
- Dr. Mark Stacy reviewed the Health Sciences Division metrics that were selected for the dashboard. For ECU Physicians' financial performance to budget, we were on track for a very good year however decreased charges March through May will result in significant revenue hits in the August – October time period. Although this fiscal year ended in good financial standing, we will see challenges in the first two quarters of FY21. For total wRVUs, across the practice wRVUs are ahead of last year through Feb and were on track to get close to a very aggressive annual productivity goal. In Jan & Feb wRVUs were significantly impacted by the loss of a dermatologist and decreased trauma surgery volume. March began the COVID disruption with many issues being experienced nationally. Although face to face volumes are picking up, it may take a couple of months to reach/exceed pre-COVID levels. A percentage of patients are still using telephone and video for their visits. Patient experience continues to be above 90% despite the difficult environment. This speaks volumes about our staff who essentially redesigned patient flow and care delivery in a matter of weeks if not less while maintaining a patient-centered and patient friendly environment. We've seen a significant jump in the number of published manuscripts since the beginning of the calendar year. We've contracted for 25% time of a scientific writer to assist faculty in their publishing efforts.
- Dr. Mark Stacy provided a brief Health Sciences Division update in which he discussed the current state with regard to COVID-19. In looking at a 29-County Region Report Card for NC, it would be the 40th most populous state with NC being the 14th largest and ENC being the 39th largest in cumulative cases. Students are beginning to return to campus and to re-enter the clinical environment. We are working diligently with our clinical agencies for fall semester and most are accommodating our requests for students to return in the fall. We are being careful to ensure that our learners are in a safe environment that requires appropriate PPE and adheres to other guidelines that promote safety. Lost revenues and additional expenditures due to COVID have totaled \$12,817,000 through May 31st. We have received some federal assistance and we are in the process of applying for additional funds.
- Dr. Paul Bolin and Dr. Paul Cook of the Department of Internal Medicine of the Brody School of Medicine presented a front line's perspective of COVID-19. Physicians from East Carolina University's Brody School of Medicine and Vidant Health are performing a clinical procedure that uses antibodies from people who have recovered from COVID-19 to treat patients suffering from the novel coronavirus. Additional studies for COVID treatment are also in process. We have been assertive in responding to opportunities to participate in these trials and in several cases are the most active site in the country.
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**Health Sciences Committee
July 9, 2020**

ECU BOT Health Sciences Committee Action:

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

Request – The Board approve the following motions:

I move that:

- The Board approve the initial appointment with tenure for Dr. Thomas A. Sporn in the Brody School of Medicine as presented in board materials and recommend this item to the full board for approval.
- The Board approve the initial appointment with tenure for Dr. Wenjian Zhang in the School of Dental Medicine as presented in board materials and recommend this item to the full board for approval.

**STATE OF NORTH CAROLINA
COUNTY OF PITT**

**THIRD AMENDED AND RESTATED HEAD BASEBALL COACH
EMPLOYMENT AGREEMENT**

This Third Amended and Restated Head Baseball Coach Employment Agreement (hereinafter, the “CONTRACT”) is made and entered into this the _____ day of July, 2020, by and between **East Carolina University**, an institution of higher education, a constituent institution of the University of North Carolina, and a political subdivision of the State of North Carolina, (hereinafter, the “UNIVERSITY”), and **CLIFFORD MCKINLEY GODWIN**, (hereinafter, the “COACH”). The Chancellor of the UNIVERSITY, or his designee, has executed this CONTRACT on behalf of the UNIVERSITY and shall represent the UNIVERSITY in all matters referred to in this CONTRACT.

WITNESSETH:

WHEREAS, the UNIVERSITY desires to compete in intercollegiate athletics with outstanding athletic programs in the National Collegiate Athletic Association (hereinafter, sometimes “NCAA”);

WHEREAS, the COACH is experienced as a coach in the field of athletics and desires to perform duties as Head Baseball Coach;

WHEREAS, the parties acknowledge that, although this CONTRACT is sports-related, the primary mission of the UNIVERSITY is education and, accordingly, the primary purpose of all of the UNIVERSITY’s legal arrangements, including this CONTRACT, is the furtherance of the UNIVERSITY’s educational mission; and

WHEREAS, the COACH and the UNIVERSITY have previously executed an agreement dated June 26, 2014 entitled HEAD BASEBALL COACH EMPLOYMENT AGREEMENT, and such agreement was terminated and replaced in its entirety by the FIRST AMENDED HEAD BASEBALL COACH EMPLOYMENT AGREEMENT dated July 29, 2016, as amended by the AMENDMENT TO FIRST AMENDED HEAD BASEBALL COACH EMPLOYMENT AGREEMENT dated November 21, 2017, and such agreement was terminated and replaced in its entirety by the SECOND AMENDED AND RESTATED HEAD BASEBALL COACH EMPLOYMENT AGREEMENT dated July 12, 2018 (the “Previous Agreement”); and

WHEREAS, the COACH and the UNIVERSITY wish to terminate and replace such Previous Agreement in its entirety with this CONTRACT; and

WHEREAS, subject to any approvals required by applicable policy, the UNIVERSITY and the COACH have agreed to the following terms and conditions of employment of COACH by UNIVERSITY.

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

I. APPLICABLE LAWS

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.

II. ENTIRE AGREEMENT

The UNIVERSITY and the COACH agree that this CONTRACT is the sole and complete CONTRACT between the parties. Any and all prior contracts and agreements, oral or written, between the parties are hereby terminated and voided.

III. TERM OF AGREEMENT

- A. The UNIVERSITY hereby employs the COACH as Head Baseball Coach and the COACH hereby accepts such employment.
- B. The term of this CONTRACT shall begin on July 1, 2019, and run through and including June 30, 2025.

IV. SALARY AND BENEFITS

- A. For services rendered by the COACH as Head Baseball Coach under this CONTRACT, the UNIVERSITY shall pay to the COACH an annual base salary (“Base Salary”) as follows:

From July 1, 2019 through June 30, 2020, an annual Base Salary of \$385,000 per contract year;

From July 1, 2020 through June 30, 2021, an annual Base Salary of \$395,000 per contract year;

From July 1, 2021 through June 30, 2022, an annual Base Salary of \$405,000 per contract year;

From July 1, 2022 through June 30, 2023, an annual Base Salary of \$415,000 per contract year; and

From July 1, 2023 through June 30, 2024, an annual Base Salary of \$425,000 per contract year; and

From July 1, 2024 through June 30, 2025, an annual Base Salary of \$425,000 per contract year;

Base Salary shall accrue and be payable in equal semi-monthly installments, with the first payment for each contract year to be made on July 15 or as soon thereafter as possible under constraints of University's payroll system. As used in this part and throughout this CONTRACT, a "contract year" shall refer to the twelve-month period beginning on July 1 and ending on June 30 of the immediately following calendar year.

- B. The position of Head Baseball Coach is classified as an EHRA Non-Faculty position at UNIVERSITY. As an EHRA Non-Faculty Employee, COACH shall be entitled to receive all employee-related benefits that are normally available to other twelve-month EHRA Non-Faculty Employees. COACH's employment is subject to the East Carolina University "Policy for Employees Exempt from the State Personnel Act" as adopted by the Board of Trustees and as revised from time to time (the "Policy"). A copy of the current Policy is attached hereto and incorporated herein by reference. COACH acknowledges that benefits or classifications provided by UNIVERSITY are subject to change from time to time by the North Carolina General Assembly, the University of North Carolina, or UNIVERSITY.
- C. The UNIVERSITY will reimburse the COACH for all expenses reasonably incurred by him for the purpose of and in connection with the performance of his duties under this CONTRACT, subject to approval of the Director of Athletics or his designee. Such reimbursement shall be made in accordance with standard procedures and policies of the UNIVERSITY upon presentation to the UNIVERSITY of vouchers or other statements itemizing such expenses in reasonable detail and as approved by the Director of Athletics or his designee, such approval not to be unreasonably withheld.
- D. The UNIVERSITY will provide a vehicle on a loan basis for the COACH to use while performing his duties under this CONTRACT. The UNIVERSITY further agrees to provide appropriate liability and comprehensive automobile insurance to cover the COACH in the use and operation of said vehicle while the COACH is performing his duties under this CONTRACT. Alternatively, UNIVERSITY may provide an automobile allowance in compliance with UNIVERSITY policy.
- E. From July 1, 2019 through the termination of this CONTRACT and subject to contingencies stated in Part IV(J) of this CONTRACT, COACH will be eligible to receive performance incentive bonuses as follows:
 - 1. For post-season play and professional achievements:
 - a. Winning the Conference Regular Season Championship or Tournament - \$15,000 (as used in this CONTRACT, the word

“Conference” is defined as the American Athletic Conference, or any other association, conference or like organization with which the UNIVERSITY is or may become affiliated);

- b. Participating in the NCAA Regional - \$10,000; and in the same year, for participating in the NCAA Super Regional – an additional \$10,000;
- c. ECU hosting the NCAA Regional - additional \$20,000;
- d. ECU hosting the NCAA Super Regional – additional \$25,000;
- e. Participating in the College World Series (NCAA National Championship) - \$75,000;
- f. Winning the College World Series (NCAA National Championship) - \$100,000;
- g. Being designated by the Conference as the Conference Coach of the Year - \$25,000;
- h. Being designated by the American Baseball Coaches Association (“ABCA”) as the ABCA Regional Coach of the Year - \$5,000; and
- i. For each appearance in the NCAA Regional, COACH shall be entitled to an extension of the term of this CONTRACT of one year, at the same level of Base Salary, Marketing Payments and bonuses for the final year of the term of this CONTRACT prior to the extension.

2. The bonuses under Subpart E(1) are cumulative, meaning COACH can earn multiple bonuses. Each incentive bonus to which the COACH is entitled under this Subpart E(1) will be paid by ECU within thirty (30) days following the final tournament game in which the Baseball Team plays that correlates with his eligibility for that incentive bonus.

3. For annual team academic performance, as follows:

- a. With regard to the multi-year Academic Performance Rate (“APR”) for the Baseball team, calculated according to NCAA requirements, and as reported in the Spring Semester of 2019 and in the Spring Semester of each year thereafter:
 - (i) An APR of 950-984 will entitle COACH to \$5,000; or
 - (ii) An APR equal to 985 or greater will entitle COACH to \$15,000 (the two potential incentive bonuses in this Part IV, Subparts E(3)(a)(i) and E(3)(a)(ii) are not cumulative); and;
- b. With regard to the Grade Point Average (“GPA”) for the Baseball team, calculated according to ECU guidelines, as reported following the Spring Semester of 2019 (Academic Year) and following the Spring Semester of each Academic Year thereafter:
 - (i) a GPA of 3.00-3.24 will entitle COACH to receive \$2,500;
 - (ii) a GPA of 3.25-3.49 will entitle COACH to receive \$5,000; or

(iii) a GPA of 3.50 or above will entitle COACH to receive \$10,000 (the three potential incentive bonuses in this Part IV, Subpart E(3)(b)(i), E(3)(b)(ii) and E(3)(b)(iii) are not cumulative).

4. The bonuses under Subparts E(3)(a) and E(3)(b) are cumulative, meaning COACH can earn both the APR and GPA bonuses in one year. Each incentive bonus to which the COACH is entitled under these Subparts E(3)(a) and E(3)(b) will be paid by ECU within thirty (30) days following the official calculations of APR and GPA, respectively.

5. For achieving ticket sales benchmarks:

- a. If all-season ticket sales result in collected revenue of \$325,000.00 or higher - \$5,000.00; or
- b. If total ticket sales, including regular season single games and all-season tickets, result in collected revenue higher than \$415,000.00 - \$10,000.00.
- c. The higher of the two preceding amounts will be paid, if earned. They will not be combined.

F. All compensation paid pursuant to Part IV of this CONTRACT shall be subject to payroll deductions required by State and federal law, and UNIVERSITY regulations which include State and federal taxes and FICA withholding.

G. For the duration of this CONTRACT, as additional compensation (“Marketing Payments”) for the active and cooperative participation by COACH in marketing and fundraising efforts as reasonably directed by the Director of Athletics on behalf of ECU Athletics, including but not limited to activities involving the East Carolina University Educational Foundation, Inc. (hereinafter, the “Pirate Club”), UNIVERSITY will pay COACH as follows:

\$50,000.00 per contract year for the period of July 1, 2019 through June 30, 2020;
 \$60,000.00 per contract year for the period of July 1, 2020 through June 30, 2021;
 \$60,000.00 per contract year for the period of July 1, 2021 through June 30, 2022;
 \$65,000.00 per contract year for the period of July 1, 2022 through June 30, 2023; and
 \$65,000.00 per contract year for the period of July 1, 2023 through June 30, 2024.
 \$65,000.00 per contract year for the period of July 1, 2024 through June 30, 2025.

This compensation for cooperative participation by COACH in marketing and fundraising efforts will accrue and be payable to COACH through equal

semi-monthly installments, with the first installment paid by July 15 of the relevant contract year to the extent possible under the UNIVERSITY's payment system.

- H. To the extent allowed by applicable law and the policies of UNIVERSITY and the University of North Carolina and subject to the approval of such entities as may be required by law and any of said policies, UNIVERSITY and COACH agree that retention bonuses will be available for COACH and his coaching staff (two full-time assistant coaches and a Director of operations), as follows, subject to the limitations, contingencies and requirements stated here below:
- a. On October 15, 2019 and on October 15 of each calendar year thereafter for the duration of this CONTRACT, (hereinafter, the "Retention Date") COACH, if he is employed as Head Coach of Baseball continuously by East Carolina University during the immediately preceding twelve months, shall be eligible to receive a one-time retention bonus of up to one-twelfth (1/12) of his Base Salary in effect on the immediately preceding June 15 in such amount as the Director of Athletics will establish prior to the Retention Date after consultation with COACH. The factors to be considered by the Director of Athletics in making this determination will include competitive performance and team achievement consistent with the goals of UNIVERSITY's Department of Athletics.
 - b. On October 15, 2019 and on October 15 of each calendar year thereafter for the duration of this CONTRACT, two full-time assistant coaches and the Director of Player Development for the Baseball Program, if employed continuously by East Carolina University during the immediately preceding twelve months, shall be eligible to receive a one-time retention bonus of up to one-twelfth (1/12) of the individual recipient's annual base salary in effect on the immediately preceding June 15 in such amount as the Director of Athletics will establish prior to the Retention Date after consultation with COACH. The factors to be considered by the Director of Athletics in making this determination will include competitive performance and team achievement consistent with the goals of UNIVERSITY's Department of Athletics.
 - c. COACH agrees that UNIVERSITY may fulfill its responsibilities under this Part IV, Subpart H, if UNIVERSITY provides a substantially equivalent bonus opportunity under a separate agreement, set of agreements, or policy. Payment to COACH and to members of the coaching staff other than COACH of any and all bonuses under this Part IV, Subpart H, shall be contingent upon (i) the availability of non-State appropriated funds for payment of said bonuses; (ii) UNIVERSITY's varsity Baseball program being in compliance with all NCAA, Conference, and ECU policies, regulations, bylaws, and constitutional provisions; and (iii) there being no

pending or active NCAA, Conference, or UNIVERSITY investigations of significant, intentional, or repetitive violations and conduct of which the COACH knew or should have known, and should (and could) have prevented with reasonable diligence. Any bonus will be treated by the UNIVERSITY as compensation to the person receiving it in the year that payment for said bonus is made. Notwithstanding anything to the contrary that may appear in this CONTRACT, this Part IV, Subpart H, of the CONTRACT is enforceable only by UNIVERSITY and COACH and conveys no right or remedy in any other person, it being the intention of the parties that there be no third party beneficiary under the CONTRACT.

I. Available Compensation and Benefits for Staff:

1. So long as COACH remains employed by ECU, the following salary pool amounts will be available for distribution annually among the Baseball team's two Assistant Coaches and one Director of Player Development (collectively "staff members") with distribution to occur only after consultation with and approval by the Director of Athletics and in compliance with applicable ECU policy:
 - a. for 2019-20, an additional \$10,000 over and above the 2018-19 salary pool;
 - and
 - b. for each contract year thereafter, \$10,000 over and above the salary pool for the immediately preceding fiscal year.

2. The three staff members shall be eligible for additional incentive bonuses, as follows, subject to contingencies stated in Part IV Subpart J of this CONTRACT, with all such compensation to be treated as taxable income by the three staff members:
 - a. Winning the Conference or Regular Season Championship or Tournament - \$2,500 for each staff member;
 - b. Participating in the NCAA Regional - \$2,500 for each staff member;
 - c. Participating in the NCAA Super Regional – \$5,000 for each staff member;
 - d. Participating in the College World Series (NCAA National Championship) - \$10,000 for each staff member; and
 - e. Winning the College World Series (NCAA National Championship) - \$10,000 for each staff member.

3. The bonuses under Subpart I(2) are cumulative, meaning each staff member can earn multiple bonuses. Each incentive bonus to which each staff member is entitled under Subpart I(2) will be paid by ECU within thirty (30) days following the final tournament game in which the Baseball

Team plays that correlates with the staff members' eligibility for that incentive.

4. Notwithstanding anything to the contrary that may appear in this CONTRACT, this Part IV, Subpart I, of this CONTRACT and any similar provision in any related MOU, are enforceable only by ECU and COACH and convey no right or remedy in any other person, it being the intention of the parties that there be no third party beneficiary under this CONTRACT and any related MOU.

J. Payment to COACH and to each staff member of bonuses for which they may be eligible pursuant to Part IV, Subpart E and I shall be contingent upon (i) the availability of non-State appropriated funds for payment of the relevant bonus, however, if non-State appropriated funds are not available to cover all of only COACH's bonuses (but not those of other members of the coaching staff), after 30 days written notice to the UNIVERSITY, if the UNIVERSITY fails to cure the breach, COACH's buyout obligation to UNIVERSITY will be null and void and COACH will not owe UNIVERSITY any liquidated damages, as described in Part XV of this CONTRACT, or any other amounts; (ii) UNIVERSITY's varsity Baseball program being in compliance with all NCAA, Conference, and ECU policies, regulations, bylaws and constitutional provisions; and (iii) there being no pending or active NCAA, Conference or UNIVERSITY investigations of significant, intentional, or repetitive violations of any NCAA, Conference or UNIVERSITY policies, regulations, bylaws or constitutional provisions and where such conduct is the type of which the COACH (or with regard to payment to any staff member, that said staff member) knew or should have known and should (and could) have prevented with reasonable diligence. In the event any such investigation is ultimately resolved favorably for COACH, or the applicable staff member, as the case may be, all bonuses earned under this CONTRACT but not yet paid due to the pending or active investigation shall be paid to COACH and to each staff member within thirty (30) days of such favorable resolution of the investigation. Each bonus payment will be treated by the UNIVERSITY as taxable compensation to the person receiving it in the year payment for said bonus is made.

V. OTHER PUBLIC APPEARANCES

In conformance with applicable UNIVERSITY, Conference, and NCAA guidelines and policies, including without limitation UNIVERSITY's policy on "External Activities for Pay," but only with the prior written approval of the Chancellor and the Director of Athletics, the COACH may enter into outside agreements for media appearances and any other personal appearances, lectures and speaking engagements other than UNIVERSITY activities and receive any benefits for which he contracts; provided, that such contracts or agreements are at no expense to the UNIVERSITY or its Department of Athletics, nor

obligate in any way the UNIVERSITY or its Department of Athletics; and the COACH shall notify the UNIVERSITY in writing at least ten (10) days prior to the time he is required to perform under such contracts, including all information that is required to be reported under the UNIVERSITY's policy on External Activities for Pay; and provided further that the UNIVERSITY reserves the right to prohibit the COACH'S performance of any contract which it deems to conflict with the COACH'S responsibilities to the UNIVERSITY or which it deems to involve an unreasonable time commitment or that may reflect unfavorably upon the UNIVERSITY. The COACH'S public appearances as described in this paragraph are independent of his UNIVERSITY employment, and the UNIVERSITY shall have no responsibility or liability for any claims arising therefrom.

VI. SPORTS CAMPS AND CLINICS

a. The COACH may conduct up to four weeks of baseball camp (or clinics) on the campus of UNIVERSITY each year during the term of this CONTRACT. The COACH may not solicit sponsorships for said camps without the express approval of the Director of Athletics. Said camps and camp sponsorship solicitations must comply with all applicable laws and the policies, regulations and rules of UNIVERSITY, the NCAA, and Conference. UNIVERSITY may charge reasonable fees for the use of on-campus lodging, dining, and playing facilities by camp participants, which charges shall not exceed the least amount charged by UNIVERSITY for comparable facilities used by other camps, clinics, or seminars organized by UNIVERSITY or members of its athletics coaching staff. All tuition, fees, and other charges to campers and all expenditures related to any camps must be approved in advance by UNIVERSITY, such approval not to be unreasonably withheld. Benefits under this paragraph will in no way reduce the salary to be paid to the COACH in accordance with Part IV of this CONTRACT. Nothing herein shall prohibit COACH from conducting additional baseball camps so long as such activities are approved in advance by the Director of Athletics and comply with all applicable UNIVERSITY, Conference and NCAA guidelines and policies, including without limitation the UNIVERSITY's policy on "External Activities for Pay."

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

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

Without limiting the discretion of the Director of Athletics as set forth above, the parties acknowledge that if any condition arises, including but not limited to amendment of UNIVERSITY's contract with its exclusive footwear, apparel and equipment provider, that imposes any direct or indirect cost upon UNIVERSITY for acquisition of the non-salary compensation items identified above, the Director may cease all provision of any of such

non-salary compensation to COACH under the CONTRACT and UNIVERSITY shall have no obligation to replace the loss of such non-salary compensation to COACH.

VII. COMMERCIAL ENDORSEMENTS

- A. Only with prior written approval of the Chancellor and the Director of Athletics, the COACH will be allowed to accept remuneration for commercial endorsements that fall within the guidelines of the NCAA, provided such endorsements do not conflict with sponsorship agreements entered into by the UNIVERSITY and are of such a nature that they will not reflect unfavorably upon the UNIVERSITY.
- B. If the COACH makes commercial endorsements, he may identify himself as the Baseball coach of East Carolina University but shall not otherwise associate the UNIVERSITY'S name, logos or marks with the endorsement, without the prior written approval of the Director of Athletics and the Chancellor or his designee. The COACH shall not use any UNIVERSITY students in any endorsement of private products or services and shall not film any commercials or be photographed endorsing private products or services on UNIVERSITY property, without the prior written approval of the Director of Athletics and the Chancellor or his designee.
- C. The COACH'S commercial endorsements are independent of his UNIVERSITY employment and the UNIVERSITY will have no responsibility or liability for any claims arising therefrom.
- D. Notwithstanding any other provision in this CONTRACT, the COACH agrees that he shall not establish an Internet website or weblog or Internet program or presence in any form, including any social networking site, that in any way relates to the UNIVERSITY baseball program or his position as COACH at the UNIVERSITY without the express written consent of the Director of Athletics.

VIII. SHOE, APPAREL, AND EQUIPMENT CONTRACTS

For the duration of this CONTRACT, the COACH shall not enter into or be a party to any shoe, apparel, or equipment agreement, including any agreement that obligates the COACH to wear, promote, endorse, or consult with a manufacturer or seller concerning the design and/or marketing of shoes, apparel, or equipment, unless and except such agreement is specifically approved in writing by the Director of Athletics and COACH meets all other requirements of UNIVERSITY policy with regard to the contractual relationship. This notwithstanding, the UNIVERSITY may require the COACH to comply with the terms of any shoe, apparel, and equipment agreement entered into by the UNIVERSITY, including but not limited to, requiring the COACH to wear or use a particular brand of shoe, apparel or equipment while performing his duties as the Head Baseball Coach. The UNIVERSITY is entitled to all revenue and/or proceeds derived from

any shoe, apparel, or equipment contract entered into by the UNIVERSITY. COACH agrees to make reasonable efforts to accommodate requests for appearances pursuant to this Part VIII based upon his other outstanding commitments. However, in no event shall COACH be required to appear at events pursuant to this Part VIII on more than four (4) days per contract year or on occasions which would unreasonably detract from his primary duties as Head Baseball Coach.

IX. DISCLOSURE OF OUTSIDE INCOME

The COACH must obtain prior written approval from the Chancellor (or his designee) for all athletically related income and benefits from sources outside the UNIVERSITY and outside the scope of this CONTRACT including, but not limited to, income from annuities, television and radio programs, country club memberships, housing benefits, and endorsement or consultation contracts. The COACH understands and specifically agrees that UNIVERSITY rules governing External Activities for Pay approved by the Board of Governors and set forth in UNIVERSITY'S REG01.15.03, *Regulation on Conflicts of Interest, Commitment, and External Activities for Pay*, and any subsequent amendments to this Regulation shall apply to the COACH'S employment at the UNIVERSITY. The COACH shall report annually to the Athletic Director on or before November 30 all athletically related income and benefits from approved outside sources in the immediately preceding twelve months.

X. DUTIES

- A. The COACH shall devote his full time, attention, and energies to the duties of Head Baseball Coach for the UNIVERSITY with the exceptions as set out in this CONTRACT. The COACH shall report to the Director of Athletics and be subject to his supervision in the performance of duties as Head Baseball Coach.
- B. The COACH shall interview, screen (consistent with applicable University policy), and recommend to the Director of Athletics for employment all assistant coaches. The COACH shall recommend to the Director of Athletics the salaries of the assistant coaches and shall provide written annual evaluations of their performances to him. The COACH shall recommend to the Athletic Director that an assistant coach be terminated if the assistant's services are not satisfactory to the COACH.
- C. The COACH shall use his best efforts to foster academic values, maintain program integrity, and encourage and contribute to the academic progress of all team members under his supervision. In conjunction with the faculty and the UNIVERSITY, the COACH shall comply with UNIVERSITY'S policy on the recruitment and retention of qualified student athletes and ensure compliance of the program under his supervision with said policy. COACH will use his best efforts to support the progression of each student athlete under his supervision towards a degree in a defined academic program. The COACH further agrees and understands that he shall support and encourage educational

values and the educational pursuits of his student athletes. COACH shall use his best efforts to materially contribute to the improvement of the varsity baseball team's overall Grade Point Average (GPA) and Academic Progress Rate (APR) and the overall academic success of student athletes on the baseball team. COACH shall endeavor to cooperate with the Director of Athletics, the Faculty Athletic Representative, and the Student Development Office to support improvement of the varsity baseball team's academic success. Further, COACH and staff under his supervision shall use their best efforts to monitor class attendance of players on the varsity baseball team and establish and enforce team rules requiring players on the team to participate in tutoring and study halls on a schedule established by the COACH in consultation with the ECU Student Development Office.

The parties agree that the policies regarding the athletic program at the UNIVERSITY shall be determined by the UNIVERSITY; however, the implementation of the daily routine and administration as they pertain to the baseball program shall be the primary responsibility of the COACH in compliance with all policies, rules, and regulations of the NCAA, Conference, the UNIVERSITY, and the Board of Governors of The University of North Carolina. The Director of Athletics shall use his best efforts through normal departmental communications, such as head coach meetings, to ensure COACH is made aware of avenues through which COACH can learn and stay aware of applicable policies.

- D. The COACH shall make appearances and/or speeches as requested at fundraising socials and events sponsored by the Pirate Club. The UNIVERSITY shall notify the COACH of its request for him to make a speech or appearance under this paragraph at least ten (10) days prior to such appearance. COACH agrees to make reasonable efforts to accommodate any such requests based upon his other outstanding commitments. Absent such notice, the COACH will not have an obligation to appear or speak. Notwithstanding the foregoing, COACH shall not attempt to raise money to support the baseball budget without the prior written approval of the Director of Athletics. All requests of financial support from the Pirate Club for the baseball program will be channeled through the Director of Athletics to the Executive Committee of the Pirate Club.
- E. COACH shall not instruct or knowingly permit his assistants to do anything that this CONTRACT prohibits him from doing.
- F. In addition to COACH's normal daily interaction with the Athletics Department administration, COACH and the Director of Athletics will have a January pre-season meeting and June post-season meeting annually to discuss big picture issues impacting the baseball program. These discussions will include, but will not be limited to, strategies employed by competitors with similar financial and other resources that can help keep the varsity baseball program competitive at

the highest and most effective level possible. COACH should provide the Director of Athletics with an agenda as well as supporting documentation for possible action items to be discussed in the meetings. The topics for discussion should typically include, but will not be limited to, budget development for the program; staffing needs (assistant coaching and administrative) for the program; proposed schedule of games; and the effectiveness and adequacy of support personnel and resources for the needs of the varsity baseball program.

XI. RULES AND REGULATIONS

- A. COACH shall perform all duties specified herein in compliance with the constitution, by-laws, rules, and regulations of the National Collegiate Athletic Association (NCAA), and the rules of the Conference, including recruiting rules as now constituted or as any of the same may be amended during the term hereof.
- B. COACH shall perform the duties specified herein in a manner which is in accordance with UNIVERSITY policies and regulations, East Carolina University Athletics Department Policy, NCAA constitution, bylaws, policies, rules and regulations, Conference rules, the policies, rules and regulations of the Board of Governors of The University of North Carolina, and any applicable State or federal law, rule or regulation. The athletic program under the direction of the COACH must comply with all policies, rules, and regulations of the UNIVERSITY and the constitutions, bylaws, policies, rules and regulations of the NCAA and Conference. "Athletic program" as used throughout this CONTRACT shall include, but is not limited to, all assistant baseball coaches and other UNIVERSITY employees, contractors, and volunteers under the supervisory responsibility, both direct and indirect, of COACH, as well as all functions and responsibilities assigned to persons in those positions.
- C. COACH shall be responsible for instructing, supervising, and monitoring the conduct of each of the assistant baseball coaches and others assisting in the operation of the UNIVERSITY's intercollegiate varsity baseball program with the goal of assuring full compliance with the constitution, by-laws, rules, and regulations of the National Collegiate Athletic Association (NCAA) and specifically all NCAA rules and regulations relating to the conduct and administration of the varsity baseball program including, but not limited to, recruiting rules, as now constituted or as any of the same may be amended during the term hereof. COACH shall use his best efforts to promote and encourage compliance with these rules. In the event the Coach becomes aware of or has reasonable cause to believe that violations of such constitution, bylaws, rules or regulations may have taken place, he shall report the same promptly to the Athletic Director of the UNIVERSITY. COACH shall make all reasonable efforts to promote and encourage sportsmanship in his coaches, players, and fans in attendance at intercollegiate varsity baseball contests.

- D. If COACH or the athletic program under the direction of COACH commits a violation of the constitution, bylaws, rules, or regulations of the NCAA, COACH will be subject to disciplinary or corrective action as set forth in the NCAA Enforcement Procedure. COACH may be suspended for a period of time, with or without pay, in the sole discretion of the UNIVERSITY, or the employment of COACH may be terminated as provided in Part XIII hereof, if COACH or the athletic program under the direction of the COACH is found to have been involved in violation of the constitution or any bylaw, rule or regulation of the NCAA or any UNIVERSITY policy, rule or regulation. COACH will be entitled to a pre-termination hearing in accordance with Part XIV.

XII. PUBLIC ANNOUNCEMENTS

The parties mutually agree that major public announcements (e.g. suspension of players from the team, schedule modifications) made through any medium concerning the varsity baseball program at the UNIVERSITY will be discussed with the Director of Athletics (or his designee) and COACH, prior to said announcements being made public. Both parties agree to give full and faithful allegiance to the other as concerns the athletic program.

XIII. TERMINATION

It is understood and agreed that this CONTRACT may be terminated as follows:

- A. Termination by the UNIVERSITY upon written notice and without cause, which shall require payment to COACH of liquidated damages as described herein below.

This CONTRACT may be terminated upon written notice to COACH by the Chancellor at any time when it is determined that such termination would be in the best interest of the UNIVERSITY. In such event, the UNIVERSITY shall pay COACH any bonuses, other compensation under Part IV above and Marketing Payments already earned, accrued and owing, but not yet paid, in the year immediately preceding the effective date of termination in accordance with the terms of this CONTRACT. Furthermore, UNIVERSITY shall pay to COACH liquidated damages in lieu of any and all other legal remedies or equitable relief in the amount equal to only the Base Salary that would have been due under Subpart IV(A) of the CONTRACT for the remaining term of the CONTRACT had COACH remained employed by UNIVERSITY. Payment of the total amount of liquidated damages determined pursuant to the previous sentence will occur over the period that would have comprised the remaining term of the CONTRACT had it not been terminated before its natural expiration date as stated in Part III(B) above (hereinafter the "Natural Expiration Date"), payable in equal semi-monthly installments until all amounts due under this Subpart XIII(A) of the CONTRACT have been paid in full; provided, however, UNIVERSITY's obligation, if any, to make such

payments shall terminate sixty (60) days after UNIVERSITY provides written notice to COACH specifically describing documented evidence UNIVERSITY has that would have been grounds to terminate the employment of COACH with cause had he been employed by UNIVERSITY under this CONTRACT at the time the written notice is delivered to COACH.

It is agreed that the UNIVERSITY will not be obligated to pay the COACH for the production and marketing of television, radio, and Internet programs that do not feature the COACH and are produced following termination of this CONTRACT under any circumstance. Except as specifically provided above in this Subpart XIII(A), UNIVERSITY will not be liable to COACH for any collateral business opportunities or other benefits, including but not limited to Marketing Payments, expense reimbursement, vehicle allowance, and other fringe benefits, associated with the position as Head Baseball Coach. The CONTRACT is a contract for personal services. The parties recognize that a termination of the CONTRACT by UNIVERSITY without cause prior to its natural expiration could cause COACH to lose certain benefits, supplemental compensation or outside compensation relating to his employment at UNIVERSITY, which damages are difficult to determine with certainty. Therefore, the parties have agreed upon this liquidated damages provision.

Notwithstanding the above provisions, upon termination of COACH'S employment under Part XIII(A), COACH agrees to mitigate UNIVERSITY'S obligation to pay liquidated damages pursuant to this Part. If the COACH obtains new employment that takes place after the termination of the CONTRACT and before its Natural Expiration Date, UNIVERSITY'S financial obligations under this liquidated damages provision shall be to pay COACH the difference between what COACH would have received as Base Salary under Subpart IV(A) as Head Baseball Coach at UNIVERSITY for the remaining term of this CONTRACT had it not been terminated before its Natural Expiration Date and the total of all compensation paid to him in the new employment prior to the Natural Expiration Date. However, this paragraph shall not be construed to reduce the amount of the liquidated damages owed to the COACH under Subpart IV(A) as stated above, by income derived from the COACH personally, and on his own account, trading in stocks, bonds, securities, real estate, commodities or other forms of investment in or for his own benefit.

In the event COACH'S salary in the new employment exceeds that which COACH would have been paid at UNIVERSITY, then UNIVERSITY'S financial obligations under the liquidated damages provision shall cease and UNIVERSITY shall have no liability or obligation to COACH under any provision of this CONTRACT.

The measure of salary paid to COACH in the new employment will be determined by the UNIVERSITY from signed individual income tax returns of

COACH covering any and all parts of the remainder of the term of the CONTRACT as submitted by COACH to the United States Internal Revenue Service (IRS). COACH hereby agrees to provide the UNIVERSITY with certified copies of said tax returns at the same time they are filed with the IRS, and failure to do so within a reasonable period of time (not to exceed thirty days absent written consent of the UNIVERSITY) shall relieve the UNIVERSITY of all further obligation under this CONTRACT. In the event that the UNIVERSITY pays COACH salary or liquidated damages under this Part that it determines exceed the amount owed to COACH because he received income from other employment that mitigates UNIVERSITY's payment obligations under this Part, the COACH agrees to pay back to the UNIVERSITY any overpayment by the UNIVERSITY upon written notice to the COACH of the overpayment. The obligation of COACH to refund any overpayment and the obligation to provide tax returns to the UNIVERSITY shall extend beyond the ending date of the CONTRACT then in force.

- B. Without notice at the expiration of the term as set forth herein.
- C. For cause at any time as determined by the Chancellor on behalf of the UNIVERSITY. Cause for termination of this CONTRACT by the UNIVERSITY shall include, but is not limited to, the occurrence of any of the following:
 - 1. Violation by COACH of any policy or regulation of the UNIVERSITY or the Board of Governors of the University of North Carolina or of the constitution, or any bylaw, rule or regulation of the NCAA, or the Conference, to the extent such violation is deemed in the sole discretion of the UNIVERSITY to be grounds for termination of the CONTRACT for cause. The UNIVERSITY will deem a violation to be grounds for termination under this Part XIII(C)(1) if it is serious or intentional or negligently committed. With regard to NCAA provisions, any major or serious violation (e.g., repeated violations or any violation that the University determines could reasonably be expected (after taking into consideration mitigating circumstances and any other relevant evidence that COACH chooses to present) to result in sanctions such as forfeiture of athletic contests, loss of one or more scholarships, or prohibitions against Conference or championship appearances). If COACH is terminated with cause pursuant to the preceding sentence, and prior to a final determination by the NCAA, then, if the NCAA subsequently renders a final determination establishing facts that cause for termination did not exist, COACH's termination shall be treated as a termination without cause under Part XIII(A). This provision shall survive termination of the CONTRACT.
 - 2. Violation of any policy or regulation of the UNIVERSITY or the Board of Governors of the University of North Carolina or of the constitution, or any bylaw, rule, or regulation of the NCAA, or the Conference, that is committed by anyone within the athletic program under the direction of the COACH,

including any member of the baseball coaching staff, a player, or any other person affiliated with the baseball program. The UNIVERSITY will deem a violation to be grounds for termination under this Part XIII(C)(2) if it is serious or intentional or negligently committed. With regard to NCAA provisions, any major or serious violation (e.g., repeated violations or any violation that the University determines could reasonably be expected (after taking into consideration mitigating circumstances and any other relevant evidence that COACH chooses to present) to result in sanctions such as forfeiture of athletic contests, loss of one or more scholarships, or prohibitions against Conference or championship appearances) and if COACH either (a) knew or should have known of the likelihood that such violation was going to occur and failed to take reasonable steps to prevent such violation, including appropriate supervision, monitoring and instruction, or (b) failed to immediately report the violation to the Director of Athletics, the Associate Director of Athletics for Compliance, or such other staff as may be provided in ECU Policy. If COACH is terminated with cause pursuant to the preceding sentence, and prior to a final determination by the NCAA, then, if the NCAA subsequently renders a final determination establishing facts that cause for termination did not exist, COACH's termination shall be treated as a termination without cause under Part XIII(A). This provision shall survive termination of the CONTRACT.

3. Violation by COACH or the athletic program under the direction of the COACH of State or federal laws, rules or regulations.

4. Material violation by COACH of any of the terms or provisions of this CONTRACT.

5. A finding by the Director of Athletics and the Chancellor of serious or intentional misconduct, including but not limited to, conviction of COACH for any felony or crime that involves dishonesty, or any behavior by COACH that, in the sole judgment of the Director of Athletics and the Chancellor and consistent with prior reasonably similar circumstances, displays a continual or serious disrespect for the integrity and ethics of the UNIVERSITY.

6. Refusal of COACH to carry out reasonable directives from the Director of Athletics or the Chancellor.

7. Financial exigencies of the UNIVERSITY that result in termination of the baseball program.

8. Upon direction of the Board of Governors of The University of North Carolina or an appropriate state legislative or executive body which requires reduction in employees and which results in elimination of the baseball program.

9. Misappropriation or misuse of UNIVERSITY funds, facilities or property by COACH.

10. The parties agree that cause for termination as set forth herein and in the Policy for Employees Exempt from the State Personnel Act shall not be interpreted to include the team's competitive record.

In the event of termination for cause, the UNIVERSITY will give COACH written notice at least thirty (30) days prior to the effective date of such termination and COACH shall be entitled to payment of only the compensation as set forth in Part IV of this CONTRACT that is earned, accrued and owing through the effective date of such termination and no more. The UNIVERSITY shall not be liable to COACH for any collateral business opportunities, outside activities, or other non-UNIVERSITY matters that may be related to or associated with COACH's position as Head Baseball Coach.

- D. Upon death or permanent disability of COACH during the term of this CONTRACT, whereupon the COACH'S estate or COACH shall be entitled to the amount of only his Base Salary due and owing and any bonus and other compensation, if any, under Part IV above that has been earned, accrued and is owing as of the effective date of termination. "Permanent disability" shall mean physical or mental incapacity of a nature which prevents COACH in the sole judgment of the UNIVERSITY, from performing the duties as the COACH under this CONTRACT for a period of four (4) consecutive months. In the event of COACH'S death, the personal representative of COACH'S estate or other designated beneficiary, if any, shall be paid all such death benefits, if any, as provided in the COACH'S benefit plan. In the event COACH becomes permanently disabled, COACH shall be entitled to receive payments pursuant to and as provided by any disability benefits plan in which he may be enrolled.
- E. Upon the written consent of both parties hereto upon mutually satisfactory terms and conditions.

XIV. SUSPENSION, DETERMINATION OF CAUSE AND COACH'S RIGHT TO UNIVERSITY HEARING

- A. COACH acknowledges that UNIVERSITY is obligated to investigate allegations of misconduct or improper failure to act on the part of its employees, including without limitation information it receives that alleges or tends to show there have been violations of NCAA rules, applicable UNIVERSITY policy, or state or federal law, whether intentional or unintentional. Consequently, COACH agrees and acknowledges that the Chancellor of the UNIVERSITY may suspend the employment of COACH at any time, with full pay and benefits, and continue the suspension pending any or all of the following: (a) UNIVERSITY's investigation of any report or information it receives indicating or alleging that COACH may have engaged in misconduct or allowed

misconduct to occur within the athletic program under his supervision, whether intentional or unintentional, including without limitation violation of any NCAA rule, policy, or bylaw, applicable UNIVERSITY policy, or state or federal law; (b) failure on the part of COACH to perform any duty reasonably assigned to him under this CONTRACT; and/or (c) determination by the Chancellor of any action, including termination, that UNIVERSITY will take regarding COACH's employment based on the information obtained from or in relation to the investigation. COACH acknowledges and agrees that during any period of suspension, the Chancellor of the UNIVERSITY may name an Interim Head Baseball Coach to perform any and all duties of head coach of the varsity baseball program.

- B. Any process to terminate COACH for cause or to impose any lesser sanction that UNIVERSITY may determine to be appropriate for failure of COACH to comply with the terms of the CONTRACT, including but not limited to suspension without pay, shall be conducted in compliance with all relevant UNIVERSITY policies. Provided, however, if the UNIVERSITY provides notice to COACH of intention to discharge him for cause or impose a lesser disciplinary sanction that pursuant to UNIVERSITY policy would be eligible for review or appeal at the request of COACH, then COACH shall be given no less than three business days in which to decide whether he desires to waive his right, if any, to access to the review or appeal process available to him under UNIVERSITY policy and, instead, to seek review of the proposed sanction or discharge by the Chancellor as follows:
- i. The Chancellor shall determine whether disciplinary action should be imposed or if employment of COACH should be terminated for cause pursuant to XIII(C) at a pre-termination hearing held for such purpose after five (5) days prior written notice to COACH of the hearing date, which notice shall include a statement of charges against COACH. This hearing shall consist of an explanation of the UNIVERSITY'S evidence and an opportunity for the COACH to present his explanation of the situation and why he believes the proposed action violates applicable law or policy or reflects a misinterpretation of facts and shall include the right to have an attorney present to advise the COACH. The decision of the Chancellor at such a hearing shall be the UNIVERSITY'S final decision and, more specifically, there shall be no review by UNIVERSITY's Board of Trustees. The Chancellor may delegate any responsibility he or she has under this Part XIV(B), to another UNIVERSITY employee other than the Director of Athletics if the Chancellor deems appropriate, in the best interest of the UNIVERSITY for a reason that he or she articulates to COACH upon his request.

XV. OTHER EMPLOYMENT

COACH agrees that the promise to work for UNIVERSITY for the entire term of the CONTRACT is essential to UNIVERSITY. The parties agree that COACH has special, exceptional, and unique knowledge, skill and ability as a baseball coach which, in addition to the continuing acquisition of coaching experience at UNIVERSITY, as well as UNIVERSITY'S special need for continuity in its baseball program, render the services of COACH unique. Therefore, for the duration of this CONTRACT or any extension thereof, COACH agrees and hereby specifically promises that he will not actively seek, negotiate for, or accept other employment in either intercollegiate or professional athletics, without the prior written permission of the Director of Athletics and the Chancellor of the UNIVERSITY, which approval shall not be unreasonably withheld; however, this shall not be construed to prevent COACH from personally, and for his own account, trading in stocks, bonds, securities, real estate, commodities or other forms of investment for his own benefit. It is agreed that the loss of the services of COACH to the UNIVERSITY, without UNIVERSITY approval and release, prior to the expiration of the term of this CONTRACT or any extension thereof, will cause a loss to the UNIVERSITY. If COACH accepts or engages at any time during the term of this CONTRACT in such other employment in intercollegiate or professional athletics or other full-time employment of any kind, such action by COACH shall immediately terminate UNIVERSITY's employment of COACH unless an express, written agreement to the contrary, is signed by UNIVERSITY's Chancellor referencing expressly and specifically the other employment so accepted by COACH.

Except as otherwise provided by this CONTRACT, including, without limitation, Part IV(J), if COACH voluntarily terminates his employment with UNIVERSITY or accepts or engages in other employment prior to the expiration of the total term of employment as set forth in this CONTRACT either in violation of this CONTRACT or without a written waiver executed by the Chancellor expressly waiving the obligation of COACH to pay liquidated damages as provided in this paragraph, then COACH will be considered to have terminated his employment with UNIVERSITY and he shall pay to the UNIVERSITY in liquidated damages an amount determined as follows:

If he accepts or engages in other employment at any time during the period from July 1, 2019 through and including June 30, 2020, COACH shall pay \$300,000;

If he accepts or engages in other employment at any time during the period from July 1, 2020 through and including June 30, 2021, COACH shall pay \$250,000;

If he accepts or engages in other employment at any time during the period from July 1, 2021 through and including June 30, 2022, COACH shall pay \$150,000;

If he accepts or engages in other employment at any time during the period from July 1, 2022 through and including June 30, 2023, COACH shall pay \$100,000;

If he accepts or engages in other employment at any time during the period from July 1, 2023 through and including June 30, 2024, COACH shall pay \$100,000; or

If he accepts or engages in other employment at any time during the period from July 1, 2024 through and including the date of the last game of the 2024-2025 competitive season, including but not limited to any post-season tournament in which the varsity baseball team may play, COACH shall pay \$100,000.

The total amount of any sum to be paid by COACH in liquidated damages determined pursuant to this Part XV shall be paid as follows: (i) Within thirty (30) days of termination of COACH's employment with the UNIVERSITY, COACH shall pay UNIVERSITY an amount equal to \$100,000.00 or the total amount of liquidated damages owed to UNIVERSITY under this Part XV, whichever is less; and (ii) COACH shall pay UNIVERSITY the remainder of the full amount, if any, due under this Part XV within 365 days immediately following the effective date of termination of COACH's employment with UNIVERSITY.

In the event of a payment of liquidated damages pursuant to this Part XV, such payment shall be the UNIVERSITY'S sole and exclusive remedy for the violation. This is a CONTRACT for personal services. The parties recognize that a termination of this CONTRACT by COACH prior to its natural expiration could cause UNIVERSITY to lose the valuable investment of COACH'S continued employment at UNIVERSITY, which damages are difficult to determine with certainty. Therefore, the parties have agreed upon this liquidated damages provision. Upon notice of termination by COACH or COACH's employment by an employer other than ECU in violation of this CONTRACT, UNIVERSITY shall be relieved from all future obligations under this CONTRACT and COACH agrees not to contact current ECU baseball recruits for one year.

XVI. UNIVERSITY'S EDUCATIONAL PURPOSE

The parties agree that although this CONTRACT is sports related, the primary purpose of the UNIVERSITY and, accordingly, all of its legal arrangements, including this CONTRACT, are educational. Thus, the educational purposes of the UNIVERSITY shall have priority in the various provisions of this CONTRACT. It is recognized by the parties that a student athlete may be declared not eligible for competition for academic reasons, because the UNIVERSITY believes he would not be an appropriate representative of the UNIVERSITY, as a disciplinary sanction under the University Student Code, or because the UNIVERSITY believes that he is not eligible according to the rules for athletic competition, as specified by the NCAA, or for similar reasons. In no event shall such an action by the UNIVERSITY be considered a breach of this CONTRACT.

XVII. UNIVERSITY RETAINS ALL MATERIAL AND RECORDS

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 the COACH by the UNIVERSITY, or developed by the COACH on behalf of the UNIVERSITY or at the UNIVERSITY'S direction or for the UNIVERSITY'S use, or otherwise in connection with the COACH'S 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, the COACH shall cause any and all such materials in his possession or control to be delivered to the UNIVERSITY. Nothing in this paragraph shall require release of the COACH'S personal records not related to his UNIVERSITY employment as Head Coach. Further, COACH shall be entitled to retain a copy of practice schedules.

XVIII. COMPENSATION CONDITIONAL

The payment of all forms of compensation set forth in this CONTRACT is subject to the approval of the annual operating budget by the UNIVERSITY and The University of North Carolina Board of Governors, and the sufficiency of appropriations or the availability of sufficient funds within the Athletic Department's budget to pay such compensation.

XIX. UNIVERSITY'S SIGNATURE AND APPROVAL

It is understood and agreed that this CONTRACT shall not be effective until signed by the Chancellor, or his designee, and approved by the Board of Trustees of East Carolina University, which shall be indicated by the signature of the Chairman of the Board of Trustees. The Chancellor will not sign this CONTRACT until he has determined any approval from the UNC Board of Governors that may be required has been obtained.

XX. ASSIGNMENT

The rights and interest of COACH under this CONTRACT may not be assigned, pledged, or encumbered by COACH.

XXI. NO WAIVER OF DEFAULT

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.

XXII. ACKNOWLEDGMENT

COACH acknowledges that he has read and understands the foregoing provisions of this CONTRACT and that such provisions are reasonable and enforceable and he agrees to abide by this CONTRACT in the terms and conditions set forth herein.

XXIII. COACH WILL NOT INCUR UNIVERSITY INDEBTEDNESS

It is mutually agreed and understood that COACH shall not incur any indebtedness for or on behalf of the UNIVERSITY without first securing the approval of the Director of Athletics.

XXIV. FORCE MAJEURE

Neither party shall be considered in default of the performance of its obligations under this CONTRACT if such performance is prevented or delayed by force majeure. "Force majeure" shall be understood to be any cause which is beyond reasonable control of the party affected and which is forthwith, by notice from the party affected, brought to the attention of the other party, including but not limited to, war, hostilities, revolution, civil commotion, strike, lockout, epidemic, accident, fire, wind or flood, or because of any law, order, proclamation, ruling, regulation or ordinance of any government or subdivision of government, or because of any act of God.

XXV. IMMUNITY NOT WAIVED

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. Such non-waiver shall not affect the right of COACH to receive compensation due under the provisions of this CONTRACT.

XXVI. NOTICES

Any notice or other communication which may be or is required to be given under this CONTRACT shall be in writing and shall be deemed to have been given on the earlier of the day actually received or on the close of business on the fifth (5th) business day next following the day when deposited in the United States mail, postage prepaid, registered, or certified, addressed to the party at the address set forth after its name below or such other address as may be given by such party in writing to the other:

If to the COACH: Mr. Clifford McKinley Godwin
Head Baseball Coach
East Carolina University
Greenville, NC 27858-4353

With a copy to: Russ Campbell & Patrick Strong
BALCH SPORTS
1901 Sixth Avenue North, Suite 1500
Birmingham, AL 35203

If to the UNIVERSITY: Jon Gilbert
Director of Athletics
Ward Sports Medicine Building
East Carolina University
Greenville, NC 27858-4353

And to: Ron L. Mitchelson
Interim Chancellor
105 Spilman Building
East Carolina University
Greenville, NC 27858-4353

And to: Paul H. Zigas
Interim University Counsel
and Vice Chancellor for Legal Affairs
215 Spilman Building
East Carolina University
Greenville, NC 27858-4353

XXVII. SAVINGS CLAUSE

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.

XXVIII. PUBLIC RECORD AND MULTIPLE COUNTERPARTS

The parties agree that, upon execution, this CONTRACT is a Public Record as defined in Chapter 132 of the North Carolina General Statutes and is subject to disclosure pursuant to North Carolina’s Public Records Law. The parties agree that this CONTRACT may be executed in multiple duplicate counterparts constituting only one agreement.

IN TESTIMONY WHEREOF, the signatures of the parties are affixed hereto on the dates indicated below to be effective July __, 2020, provided that the CONTRACT is subject to, and contingent upon, approval of the Board of Trustees of East Carolina University and successful review of the compensation stated herein by the UNC Board of Governors and shall be effective July __, 2020 only if and when so approved by said Boards. **(Each Signatory shall sign and date three (3) originals of the following two (2) pages).**

EAST CAROLINA UNIVERSITY

By: _____
Ron L. Mitchelson, Interim Chancellor

_____ Date signed

APPROVED AS TO FORM AND CONTENT:

By: _____
Jon Gilbert, Director of Athletics

Date signed

HEAD BASEBALL COACH

By: _____
Clifford McKinley Godwin

Date signed

As required under UNC Policy Manual Section 1100.3, all terms and conditions of the foregoing agreement have been approved as of the _____ day of July, 2020, by the Board of Trustees of East Carolina University.

By: _____ Date signed _____
Vern Davenport, Chairman, Board of Trustees

Attested to:

By: _____ Date signed _____
Megan Ayers, or Designee, Assistant Secretary to
the Board of Trustees

Remainder of this page intentionally left blank.



Office of the Vice Chancellor
Dean, Brody School of Medicine
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

June 8, 2020

Interim Chancellor Mitchelson
East Carolina University
Greenville, NC 27858

Dear Interim Chancellor Mitchelson:

I would appreciate your consideration of the enclosed recommendation for the initial appointment of Associate Professor with permanent tenure for Thomas A. Sporn, MD.

Dr. Thomas A. Sporn is scheduled to join East Carolina University July 6, 2020 as Associate Professor with a recommendation for permanent tenure in the Department of Pathology and Laboratory Medicine, Brody School of Medicine.

Dr. Sporn completed his medical degree, at Georgetown University School of Medicine in Washington, DC in 1986; completed a one-year internship in medicine at Berkshire Medical Center in Pittsfield, Massachusetts; a two-year residency in the Department of Medicine at Georgetown University Hospital in Washington, DC from 1987-1989; a fellowship in Pulmonary Diseases and Critical Care Medicine at Georgetown University Hospital in Washington, DC from 1989-1992; followed by a residency in Anatomic Pathology at Duke University Medical Center in Durham, North Carolina from 1993-1994; a fellowship in Forensic Pathology and Assistant Chief Medical Examiner, North Carolina Office of the Chief Medical Examiner, Chapel Hill, NC; and a residency from 1995-1997 at Duke University Medical Center in Durham, North Carolina, where he served as Chief Resident from 1996-1997.

Currently he is employed at the Duke University in Durham, North Carolina where he is an Associate Professor with tenure in the Department of Pathology (2008 to present); he holds a hospital appointment at Duke University Medical Center; and is board certified with the American Board of Internal Medicine since 1989 and American Board of Pathology, Anatomic Pathology/Forensic Pathology since 2000.

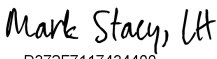
Dr. Sporn's scholarly activity includes 70 articles in refereed journals, author of 14 book chapters, and accomplished national and international instructor and speaker.

For your convenience, attached are the following documents:

- Dr. Thomas Sporn's curriculum vitae
- ECU Personnel Action Summary Form for the Board of Trustees

If you approve, we will make arrangements for this recommendation to be placed on the agenda for the July 10, 2020 ECU Board of Trustees meeting.

Sincerely,
DocuSigned by:


D372F7117434400...
Mark Stacy, MD
Vice Chancellor, Division of Health Sciences

Enclosures

Approve Do Not Approve

DocuSigned by:


858E6A73572442B...
Ron Mitchelson, Interim Chancellor

6/17/2020

Date

www.ecu.edu

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: Thomas A. Sporn, MD

Department: Pathology and Laboratory Medicine School/College: Brody School of Medicine

Current Rank or Title: *(if applicable)* 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 6, 2020

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

Salary: \$260,000 Source(s): State Funds: \$_____ *Non-State Funds: \$260,000* *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)*

- 1976 High School Sidwell Friends School, Washington DC
- 1982 BA University of Vermont, Burlington B.A. Zoology/German
- 1986 MD Georgetown University School of Medicine, Washington DC

- 1986-1987 Internship in Medicine, Berkshire Medical Center, Pittsfield, Massachusetts

- 1987-1989 Resident, Department of Medicine, Georgetown University Hospital, Washington, DC

- 1993-1994, Resident, Anatomic Pathology, Duke University Medical Center,
1995-1997 Durham, North Carolina, Chief Resident 1996-1997

- 1989-1992 Fellow, Pulmonary Diseases and Critical Care Medicine
Georgetown University Hospital, Washington DC

- 1994-1995 Fellow, Forensic Pathology and Assistant Chief Medical Examiner, North Carolina
Office of the Chief Medical Examiner, Chapel Hill, North Carolina

- 1997-1998 Fellow, Pulmonary Pathology (Victor Roggli, Mentor)
Duke University Medical Center, Durham, North Carolina

Medical License: North Carolina 52795

Board Certifications:

American Board of Internal Medicine 1989

American Board of Pathology, Anatomic Pathology/Forensic Pathology 2000

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

Clinical & Academic

Career: University

Appointments:

- 1995-1998: Forensic pathologist and Assist Chief Medical Examiner, North Carolina Office of the
Chief Medical Examiner
- 1998- Assistant Professor of Pathology, Duke University
- 2008- Associate Professor of Pathology, Duke University, with tenure

Hospital Appointments:

- 1998- Pathologist, Duke University Medical Center

3. Scholarly & Creative Activities:

| <i>Type</i> | <i>Number</i> |
|------------------------------------|---------------|
| <i>Book</i> | _____ |
| <i>Edited Book</i> | _____ |
| <i>Chapter</i> | 14 |
| <i>Refereed Journal Article</i> | 70 |
| <i>Other Journal Article</i> | _____ |
| <i>Juried Performance/Show</i> | _____ |
| <i>Non-Juried Performance/Show</i> | _____ |
| <i>National/International</i> | _____ |
| <i>Teaching/Speaking</i> | 17 |
| <i>Other:</i> _____ | _____ |
| <i>Other:</i> _____ | _____ |

4. Membership in professional organizations:

Organizations & Participation and Other Professional Positions:

1. Pulmonary Pathology Society Member (1998), member of Awards Committee
2. Fellow, College of American Pathologists 2007
3. United States- Canada Academy of Pathology
4. Member, United States-Canadian Mesothelioma Reference Panel
5. Member, Clinical Framework for the Basic Sciences Committee, Duke University School of Medicine
6. Member, International Association for the study of Lung Cancer

5. Professional service on campus:

New to ECU: July 6, 2020

6. Professional service off campus:

Curriculum Vitae

Name: Thomas A. Sporn, M.D.
Title: Associate Professor of Pathology
Chief, Section of Pulmonary and Thoracic Pathology

Address: Department of Pathology
Box 3712
Davison Building, 203M
Duke University Medical Center
Durham, North Carolina 27710

Tel: (919) 684-3056
Fax: (919) 681-1658
E-mail: Thomas.sporn@dm.duke.edu

Personal

Date and Place of Birth: 22 November 1957, Rochester New York
Citizen: United States of America

Education:

| | |
|------------------|---|
| 1976 High School | Sidwell Friends School, Washington DC |
| 1982 BA | University of Vermont, Burlington B.A. Zoology/German |
| 1986 MD | Georgetown University School of Medicine, Washington DC |

Professional Training:

Internship, Residencies & Assistantships:

1986-1987 Internship in Medicine, Berkshire Medical Center, Pittsfield, Massachusetts
1987-1989 Resident, Department of Medicine, Georgetown University Hospital, Washington, DC
1993-1994, 1995-1997 Resident, Anatomic Pathology, Duke University Medical Center, Durham, North Carolina, Chief Resident 1996-1997

Fellowships:

1989-1992 Fellow, Pulmonary Diseases and Critical Care Medicine, Georgetown University Hospital, Washington DC
1994-1995 Fellow, Forensic Pathology and Assistant Chief Medical Examiner, North Carolina Office of the Chief Medical Examiner, Chapel Hill, North Carolina
1997-1998 Fellow, Pulmonary Pathology (Victor Roggli, Mentor) Duke University Medical Center, Durham, North Carolina

Clinical & Academic Career:

University Appointments:

1995-1998: Forensic pathologist and Assist Chief Medical Examiner, North Carolina Office of the Chief Medical Examiner

1998- Assistant Professor of Pathology, Duke University

2008- Associate Professor of Pathology, Duke University, with tenure

Hospital Appointments:

1998- Pathologist, Duke University Medical Center

Licensure & Certifications:

Medical Licenses: North Carolina 52795

Board Certifications:

American Board of Internal Medicine 1989

American Board of Pathology, Anatomic Pathology/Forensic Pathology 2000

Organizations & Participation and Other Professional Positions:

- 1. Pulmonary Pathology Society Member (1998), member of Awards Committee**
- 2. Fellow, College of American Pathologists 2007**
- 3. United States- Canada Academy of Pathology**
- 4. Member, United States-Canadian Mesothelioma Reference Panel**
- 5. Member, Clinical Framework for the Basic Sciences Committee, Duke University School of Medicine**
- 6. Member, International Association for the study of Lung Cancer**

Teaching Responsibilities

- 1. Duke University School of Medicine: Body and Disease 1, Pathology 305**
- 2. Duke University Medical Center Department of Pathology**

Daily didactic sessions with residents at microscope during sign out Monday Morning Surgical Pathology Unknown Conference
Surgical pathology lecture series/resident didactic curriculum: Pleuropulmonary Neoplasia, Pathology of interstitial and occupational lung diseases

- 3. Duke University Medical Center Pulmonary and Critical Care Division
Elective in Thoracic Surgical Pathology for senior fellows
Fellows conferences and Pulmonary Medicine Board review

Teaching/Speaker Experience: National & International

- 1. Sporn TA. Pathology of Natural Death. North Carolina Office of the Chief Medical Examiner Annual Conference of Medicolegal Death Investigation, Chapel Hill NC. June 1997
- 2. Sporn, T.A., Roggli, V.L.: Calretinin Monoclonal Antibody: Comparison with ultrastructure and other immunohistochemical techniques. Ultrapath IX Society for Ultrastructural Pathology, Asheville, NC, August 1998.
- 3. Sporn, T.A., Roggli VL, Pratt PC: Pathology of the Adult Respiratory Distress Syndrome. Pulmonary Pathology Society Companion Meeting VVII International Congress of the International Academy of Pathology, Nice, France, October 1998.
- 4. Sporn, T.A. Pulmonary Involvement with Anaplastic Large Cell Lymphoma Pulmonary. Pulmonary Pathology Specialty Conference, United States and Canadian Academy of Pathology, San Francisco, CA, March 1999.
- 5. Sporn, T.A., Butnor, K. J., Roggli, V.L. Malignant Vascular Tumors of the Pleura, Pulmonary Pathology Society Annual Meeting, August 1999, Asheville, NC.
- 6. Sporn TA, Butnor KJ, Vollmer RT, Roggli VL: Tremolite and mesothelioma. Inhaled Particles IX, British Occupational Hygiene Society, Cambridge UK, September 2001
- 7. Sporn TA, Butnor KJ, Roggli VL. Epithelioid hemangioendothelioma of the pleura. International Academy of Pathology XXIVth International Congress, Amsterdam NL, October 2002
- 8. Sporn TA. Pathology of Pleural tumors. Toyama City Hospital, Toyama Prefecture, Japan, October 2003
- 9. Sporn T.A. Viral Pneumonias: Infectious Diseases Specialty Conference, United States and Canadian Academy of Pathology Annual Conference, San Antonio Texas, March 2005
- 10. Sporn TA Applications of Microprobe Analysis in Pulmonary Pathology, 63rd Annual Meeting of Microscopy Society of America, Honolulu HI, August 2005

11. Sporn TA: Analytic Electron Microscopy: Techniques and utilization in the diagnosis of occupational lung disease and pneumoconiosis. Electron Microscopy Working Group, European Congress of Pathology, Paris, August 2005
12. Sporn TA: Pathology of Human Parainfluenza Virus Infection. 64th Annual Meeting of the Microscopy Society of America Chicago, IL July 2006
- 13.. Sporn TA: Epithelioid Hemangioendothelioma, Short Course on Pleural Tumors. International Academy of Pathology XXVI Annual Congress, Montreal Canada September 2006
14. Sporn TA. Electron Microscopy as Adjunct in the Diagnosis of Lung Tumors in the Adult. Society for Ultrastructural Pathology Companion Meeting, United States and Canadian Academy of Pathology Annual Meeting, San Antonio Texas, 2011
15. Session chair Pulmonary Pathology and Microprobe Analysis, UltraPath XVII biennial meeting Meeting Society for Ultrastructural Pathology, Asheville NC 2014
16. Short course faculty, SC59 Occupationally-related pleural and pulmonary disorders in the 21st century (USCAP annual meeting 2016-2016, 3 year term)

Keynote Speaker:

1. Pathology of Asbestos related Lung Disease, North Carolina Society of Pathologists Annual Meeting, Greensboro, October 2005

Duke Medical School Courses:

Body and Disease I: Pathology of Neoplastic/Non Neoplastic Lung Diseases lectures and demonstration series, clinicopathologic correlative conferences

Other Duke Conferences

1. Weekly Multidisciplinary Chest Conference
2. Weekly Thoracic Oncology Program Conference
3. Weekly Interstitial Lung Diseases Clinic Patient Care Conference

Principal Clinical & Hospital Service Responsibilities:

1. Chief, Department of Pathology, Thoracic Pathology section, division of surgical pathology
2. Chief Pathologist, Duke University Medical Center Interstitial Lung Disease Clinic

3. Chief Pathologist, Thoracic Oncology Program Duke Comprehensive Cancer Center

Research Interests:

Pathology of interstitial lung disease, pneumoconioses/asbestos-associated lung disease, cancers of the lung, pleura and mediastinum.

BIBLIOGRAPHY

1. Read, C.A., Sporn, T.A., Yeager, H.H. Parapneumonic Effusion, a Pitfall in Diagnosis Chest 1992; 101: 1712-1715
2. Kong, F.K., Anscher, M.D., Sporn, T.A., Washington, M.K., Jirtle, R.L. et al. Loss of heterozygosity at the mannose 6-phosphate insulin-like growth factor 2 receptor locus predisposes patients to radiation-induced lung injury. Int J Radiat Oncol Biol Phys 2001 49: 35-41.
3. Abusharnaa A.M., Sporn, T.A., Foltz, R.J.: Oxidative stress and inflammation contribute to lung toxicity after a common breast chemotherapy regimen. Am J Physiol Lung Cell Mol Physiol 2002 336-345
4. Marorn, E.M., McAdams, H.P., Sporn, T.A., Goodman, P.C. Lentil aspiration pneumonia: radiographic and CT findings. JCAT 1998; 22:598-600.
5. Nolan, R.L. McAdams, H.P., Sporn, T.A., Roggli, V.L., Tapson, V.F. Cholesterol granulomas in patients with pulmonary arterial hypertension: radiographic and CT findings. AJR 1999; 172:1317-9.
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9. Starnat, J.C., Chekan, E.G., Ali, A., Ko, A., Sporn, T.A., and Eubanks, W.S. J Lap Adv Surg Tech 9:5; 433-437, 1999.
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12. Harpole DH, Moore MB, Herndon JE, Aloia T, D'Amico TA, Sporn TA et al. The prognostic value of molecular marker analysis in patients treated with trimodality therapy for esophageal cancer Clin Cancer Res 2001 7(3) 562-569
14. Ravenel JG, McAdams HP, Plankeel JF, Butnor KJ, Sporn TA. Sarcoidosis induced by interferon therapy. Am J Roent 2001 177(1): 199-201
13. Bhagat R, Sporn TA, Long GD, Folz RJ. Amiodarone and cyclophosphamide: potential for enhanced lung toxicity. Bone Marrow Transplant 2001 27(10) 1109-1111.
14. Butnor KJ, Sporn TA, Dodd LG. Fine needle aspiration cytology of mucinous cystadenocarcinoma of the lung. Acta Cytol 2001 45(5): 779-783.
15. Butnor KJ, Sporn TA, Hammar SP, Roggli VL. Well-differentiated papillary mesothelioma. Am J Surg Pathol 2001 25(10) 1304-1309.
16. Butnor KJ, Sporn TA, Roggli VL. Pulmonary apical cap. Am J Surg Pathol 2001 25(10):1344
17. Hadjiliadis D, Sporn TA, Perfect JR, Tapson VF, Davis RD, Palmer SM. Outcome of lung transplantation in patients with mycetomas. Chest 2002 121(1): 128-134.
18. Roggli VL, Sharma A, Butnor KJ, Sporn T, Vollmer RT. Malignant mesothelioma and occupational exposure to asbestos.: a clinicopathological correlation of 1445 cases. Ultrastruct Pathol 2002 26(2) 55-65.
19. Voynow JA, Schanberg L, Sporn T, Kredich D. Pulmonary complications associated with Kawasaki disease. J Pediatr 2002 140(6) 786-7.
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21. Sporn TA, Butnor KJ, Roggli VL. Epithelioid hemangioendothelioma of the pleura: an aggressive vascular malignancy and clinical mimic of malignant mesothelioma. Histopathol 2002 41(5, suppl 2) 173-176
22. Butnor KJ, Sporn TA, Ingram P, Gunasegaram S, Pinto JF, Roggli VL. Beryllium detection in human lung tissue: A novel application of energy dispersive X-ray analysis. Ann Occup Hyg In Press.
23. Butnor KJ, Sporn TA and Roggli VL. Brake dust exposure and malignant mesothelioma. Ann Occup Hyg, 2003 47(4) 325-30.
24. Butnor KJ, Sporn TA Human parainfluenza virus giant cell pneumonia following cord blood transplant associated with pulmonary alveolar proteinosis. Arch Pathol Lab Med 2003 127(2) 235-238.

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26. Butnor KJ, Sporn TA, Ingram P, Gunasegraram S, Pinto JF, Roggli VL. Beryllium detection in human lung tissue using electron-probe microanalysis. Mod Pathol 2003 16(11):1171-7
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28. Schneider F, Volmar KE, Sporn TA. Pathologic Quiz Case: A 53 year old man with chest pain and cough: Malignant (diffuse) mesothelioma, biphasic variant, with heterologous differentiation. Arch Pathol Lab Med 2004 128(1): 107-108
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35. Steele MP, Speer MC, Loyd JC, Brown KK, Slifer SH, Burch LH, Wahidi M, Philips JA, **Sporn TA**, Schwarz MI, Schwartz DA. The role of genetics and cigarette smoking in the development of pulmonary fibrosis. Respirology 2006; 11 Suppl 1 S23
36. Hargett CW, Sporn TA, Roggli VL, Hollingsworth JW Giant cell interstitial pneumonia associated associated with nitrofurantoin. Lung 2006 184:147-9
37. Yang IV, Burch LH, Steele MP, Savov JD, Hollingsworth JW, McElvania TE, Berman KG, Speer MC, Sporn TA, Brown KK, Schwarz MI, Schwartz DA. Gene expression profiling of familial and sporadic interstitial pneumonia. Am J Respir Crit Care Med 2007 (175): 45-54

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39. Butner KJ, Sporn TA, Ordonez N Recommendations for the reporting of pleural mesothelioma. *Virchows Archiv* 2007 450 15-23
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41. Leipsic JA, McAdams HP, Sporn TA Follicular dendritic cell sarcoma of the mediastinum *Am J Roentgenol* 2007 188: 554-6
42. Reddy AJ, Govert JA, Sporn TA, Wahidi MM. Broncholith removal using cryotherapy *Chest* 2007 132: 161-3
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46. Schneider F, Sporn TA, Roggli VL. Crocidolite and mesothelioma. *Ultrastruct Pathol* 2008 32(5) 171-7.
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48. Wahidi MM, Shafer SL, Sporn TA. Comparison of transbronchial lung biopsy yield between standard forceps and electrocautery hot forceps. *Respiration* 2010 79(2) 137-40
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55. West KL, Sporn T, Puri PK. Multicentric reticulocytosis: A unique case with pulmonary fibrosis. *Arch Dermatol.* 2012 148(2) 228-32
56. Higgins KA, Chino JP, Ready N, D' Amico TA, Berry MF, Sporn T, Boyd J, Kelsey CR. Lymphovascular invasion in non-small cell lung cancer: implications for staging and adjuvant therapy. *J Thorac Oncol* 2012 7(7) 1141-7.
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61. Sporn TA, Roggli VL. A hard (metal) case: Value of scanning electron microscopy. *Ultrastruct Pathol.* 2016 Mar 8 1-3 (Epub ahead of printing).
62. Butnor KJ, Brownlee NA, Mahar A, Pavliska EN, Sporn TA, Roggli VL. Diffuse malignant mesothelioma and synchronous lung cancer. *Lung Cancer* 2016 (95) 1-7
63. Roggli VL, Sporn TA. Carcinoma of the lung in the absence of asbestosis. The value of lung fiber burden analysis. *Ultrastruct Pathol* 2016 (3): 151-4

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66. Galeotti J, Sporn TA, Ingram P, Wahidi MM, Roggli VL. Endogenous pneumoconiosis: Analytical scanning electron microscopic analysis of a case. *Ultrastruc Pathol.* 2016 (3) 159-62
67. Butnor KJ, Pavliska EN, Sporn TA, Roggli VL. Malignant peritoneal mesothelioma and Crohns Disease. *J Clin Pathol.* 2017 70(3) 228-232
68. Butnor KJ, Pavliska EN, Sporn TA, Roggli VL. Malignant mesothelioma in individuals with non-mesothelial neoplasms. *Arch Pathol Lab Med* 2018 142 (6): 730-734
69. Butnor KJ, Rueckert J, Pavliska EN, Sporn TA, Roggli VL. Malignant mesothelioma in patients with endometriosis 2018
70. Carney JM, Mammarappalil JG, Sporn TA, Pavliska EN. Dendriiform pulmonary ossification leading to bilateral lung transplant *Virchows Arch* 2018 473 (3) 379-383

Chapters & Invited Reviews

Non- Small Cell Lung Cancer: Practice Guidelines in Oncology v.2.2005 (National Comprehensive Cancer Center Network) NCCN Non-small cell lung cancer panel member

Co-editor Pathology of Asbestos-Associated Diseases (Roggli VL, Oury TD, Sporn TA, eds) 2nd and 3rd Edition, Springer Verlag, New York, 2014,

Sporn TA, Schneider F. Cytopathology Ch 4 in, Pathology of Asbestos-Associated disease (Roggli VL, Oury TD, Sporn TA, eds) 3rd edition Springer New York, 2014

EN Pavliska Sporn TA, Mesothelioma Ch 5 in, Pathology of Asbestos-Associated Diseases (Roggli VL, Oury TD, Sporn TA, eds) 3rd edition Springer New York, 2014

Sporn TA, Roggli VL Asbestosis Ch 9 in Pathology of Asbestos Associated Diseases (Roggli VL, Oury TD, Sporn TA, eds) 3rd edition Springer New York, 2014

Sporn, T.A., Roggli, V.L., Shelburne, J.D., Ingram, P: Overview of applications in medicine, Chapter 3 In: Biomedical Applications of Microprobe Analysis. (Ingram, P., Shelburne, J., Roggli, V., LeFurgey, A., eds.), Academic Press: New York, 1999,

Sporn TA and Roggli VL Pneumoconioses, Mineral and Vegetable, Ch 26 In: Dail and Hammar's Pulmonary Pathology (Fraire AE, Cagle PT and Tomshewski JT, eds) Springer New York 2008

Sporn TA Primary Pleural Neoplasms, Ch 33 In: Pulmonary Pathology (Farver CE, Zander DT eds) Elsevier 2008

Sporn TA, Roggli VL Predominantly mature interstitial fibrosis, Ch 5 In: Diagnostic Pulmonary Pathology (Cagle PT, Allen TC, Beasley MB, eds) Informa Publishing, 2008

Sporn TA. Mineralogy of asbestos, Ch 1 in Malignant Mesothelioma (Tannapfel A) Springer Heidelberg 2011 p 1:

Sporn TA, Roggli VL. Pathology of Occupational Lung Disease, In: Spencers Pathology of the Lung, 3rd ed (Flieder DL, Hasleton P,eds) Churchill Livingstone, 2012

Sporn TA. SV40 and the lung, Ch 22, In: Viruses and the Lung (Fraire AE, Woda BA, Welsh RM, Krudin RL, eds), 2014 Springer Berlin Heidelberg

Sporn TA Roggli VL Consideration of Occupational Lung Disease in Forensic Pathology Acad Forensic Pathol (4) 370-385 2015

Kraynie A, Sporn T. Primary Pleural Neoplasms, Ch 32 In: Pulmonary Pathology, 2nd ed (Farver CE, Zander DT,eds) Elsevier Philadelphia 2017 p.642



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Dean, Brody School of Medicine
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

June 16, 2020

Interim Chancellor Mitchelson
East Carolina University
Greenville, NC 27858

Dear Interim Chancellor Mitchelson:

I would appreciate your consideration of the enclosed recommendation for the initial appointment of Associate Professor with permanent tenure for Wenjian Zhang, DDS, MS, PhD.

Dr. Wenjian Zhang joined East Carolina University on June 15, 2020 as Associate Professor with a recommendation for permanent tenure in the Department of Oral and Maxillofacial Radiology, School of Dental Medicine.

Dr. Zhang completed her DDS and BS degree at the School of Dentistry, Xian Jiaotong University, in Xian, China in 1994. She completed her MS degree in Oral Medicine, at the School of Dentistry, Wuhan University, Wuhan, China in 1997 and her PhD degree in at the University of Connecticut Health Center in 2006.

Directly prior to coming to ECU (from 2017-2020), she served as a tenured Associate Professor in the Department of Diagnostic and Biomedical Sciences at the University of Texas School of Dentistry at Houston. She was a tenure-track Associate Professor from 2013 to 2016; Assistant Professor from 2010 to 2013; and fixed-term Assistant Professor from 2007 to 2009.

Dr. Zhang's scholarly activity includes 44 abstracts, 48 presentations, 29 refereed journal articles, as well as serving on an Editorial Boards as an Ad Hoc Reviewer and presenting numerous CE courses. She is an accomplished researcher, with many active and completed projects. In addition, her service contributions span local and state, and include mentoring, serving on many, advisory boards, and committees.

For your convenience, attached are the following documents:

- Dr. Wenjian Zhang's curriculum vitae
- ECU Personnel Action Summary Form for the Board of Trustees

If you approve, we will make arrangements for this recommendation to be placed on the agenda for the July 10, 2020 ECU Board of Trustees meeting.

Sincerely,

DocuSigned by:

Mark Stacy
Mark Stacy, MD

Vice Chancellor, Division of Health Sciences

_____ Approve

_____ Do Not Approve

DocuSigned by:

Ron Mitchelson

6/17/2020

Ron Mitchelson, Interim Chancellor

Date

Enclosures: Wenjian Zhang, DDS, MS, PhD Curriculum Vitae
Wenjian Zhang, DDS, MS, PhD BOT Form

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: **Wenjian Zhang, DDS, MS, PhD**

Department: **Oral and Mazillofacial Radiology**

School/College: **SoDM, ECU**

Current Rank or Title: *(if applicable)* Proposed Rank or Title: **Radiologist Chief and 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: **June 15, 2020**

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

Salary: **\$165,000**

Source(s): State Funds: **\$0**

*Non-State Funds: **\$165,000**

**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 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:

1994 BS, School of Dentistry, Xian Jiaotong University, Xian, China

GRADUATE EDUCATION:

1994 DDS (US equivalent), School of Dentistry, Xian Jiaotong University, Xian, China

POSTGRADUATE TRAINING:

1997 MS, Oral Medicine, School of Dentistry, Wuhan University, Wuhan, China

2006 Certificate, Oral & Maxillofacial Radiology Residency, School of Dental Medicine, University of Connecticut Health Center, Farmington, CT

2006 Ph.D, Graduate School, University of Connecticut Health Center, Farmington, CT

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*)

The University of Texas School of Dentistry at Houston

| | |
|----------------|--|
| 2017 – present | Associate Professor, Tenured Department of Diagnostic & Biomedical Sciences |
| 2013 – 2016 | Associate Professor, Clinical Educator, Tenure Track Department of Diagnostic & Biomedical Sciences |
| 2010 – 2012 | Assistant Professor, Clinical Educator, Tenure Track Department of Diagnostic & Biomedical Sciences |
| 2007 – 2009 | Assistant Professor, Clinical Educator, Non-Tenure Track Department of Diagnostic & Biomedical Sciences |

University of Connecticut Health Center, School of Dental Medicine

| | |
|-------------|---|
| 2006 – 2007 | Postdoctoral trainee, Department of Oral Health and Diagnostic Sciences |
|-------------|---|

Wuhan University, Zhongnan Hospital, Wuhan, China

| | |
|-------------|--|
| 2000 | Assistant Professor, Department of Dentistry |
| 1997 – 1999 | Instructor, Department of Dentistry |

HOSPITAL APPOINTMENTS:

| | |
|-------------|--|
| 1997 – 2000 | Department of Dentistry, Zhongnan Hospital Wuhan University, Wuhan, China |
|-------------|--|

3. Scholarly & Creative Activities:

| <i>type</i> | <i>number</i> |
|------------------------------------|---------------|
| <i>Book</i> | |
| <i>Abstracts</i> | 44 |
| <i>Peer Reviewer</i> | |
| <i>Chapter</i> | |
| <i>Refereed Journal Article</i> | 29 |
| <i>Other Journal Article</i> | 1 |
| <i>Juried Performance/Show</i> | |
| <i>Non Juried</i> | |
| <i>Other: Ad Hoc Reviewer</i> | 12 |
| <i>Other: Research</i> | |
| <i>Other: Grants Support</i> | 5 |
| <i>Other: Presentations</i> | 48 |
| <i>Other: CE Courses Presented</i> | 5 |
| <i>Other: Grant Reviewer</i> | |

4. Membership in professional organizations:

The University of Texas Health Science Center at Houston

2016 – 2019 Member, Institutional Biosafety Committee

2012 – 2015 Member, Radiation Safety Committee

The University of Texas School of Dentistry at Houston

2018 – 2019 Member, CODA Ad Hoc Self-Study Steering Committee for Standard 5, Patient Care

2017-2018 Member, Department Peer Review committee

2017-2019 Member, Appointment, Promotion & Tenure Committee

2017 – 2019 Member, Search Committee, Full time anatomy faculty of the Department of Diagnostic & Biomedical Sciences

2015 – 2019 Member, Second Year Evaluation and Promotion Committee

2014 – 2016 Member, Ad Hoc Committee for Hand Held X-ray Units

2013 – 2019 Member, Clinical Affairs Committee

2013 Member, Department Peer Review committee

2011 – 2015 Member, Research Committee

2010 – 2014 Member, Curriculum Committee

2010 – 2012 Member, Research Program Subcommittee, Commission on Dental Accreditation (CODA)

2010 – 2011 Member, Search Committee, Full time faculty of Department of Restorative Dentistry & Biomaterials

2010 Member, Task Force for development of Virtual Patient curriculum

2010 Chair, Research Committee

2009 Vice-Chair, Research Committee

2009 – 2011 Member, Search Committee, Full time faculty of Department of Endodontics

2009 – 2010 Member, Ad-hoc CBCT Committee

2000 – 2010 Member, Research Task Force 2000 Member, Search Committee, Part-time oral pathology faculty of Department of Diagnostic Sciences

2007 – 2012 Member, Search Committee, Full time faculty of the Department of Periodontics

2007 – 2010 Member, Faculty Development and Evaluation Committee

2007 – 2010 Member, Ad hoc Instrument Committee 2007 – 2008 Member, Research Committee

5. Professional service on campus:

NA

6. Professional service off campus:

2015 – present American Dental Association

2015 – present Texas Dental Association

2015 – present Greater Houston Dental Association

2007 – present American Board of Oral and Maxillofacial Radiology (ABOMR)

2007 – present American Dental Education Association (ADEA)

2007 – present Houston Chapter, American Association for Dental Research (H-AADR)

2007 – 2014 International Association for Dental Research (IADR)

2007 – 2014 American Association for Dental Research (AADR)

2007 – present Rolanette and Berdon Lawrence Bone Disease Program of Texas

2003 – present American Academy of Oral and Maxillofacial Radiology (AAOMR)

2002 – 2006 American Society for Bone and Mineral Research (ASBMR)

2002 – 2006 International Chinese Hard Tissue Society (ICHTS)

National

2015-2019 Oral Diagnosis Test Construction Committee, NBDE Part II, Joint Commission on National Dental Examinations

2015-2019 Advanced Dental Admission Test (ADAT) Test Construction Committee Joint Commission on National Dental Examinations

2018 NBDE and NBDHE Image Review Committee, Joint Commission on National Dental Examinations

2017-2019 Judge, Dentsply Rinn poster competition of AAOMR annual meeting

2015-2019 Member, Research and Technology Committee American Academy of Oral & Maxillofacial Radiology (AAOMR)

2009-2014 Member, Post-doctoral Radiology Education Committee American Academy of Oral & Maxillofacial Radiology (AAOMR)

Community Service

2015-2019 Faculty supervisor, Give Kids A Smile University of Texas School of Dentistry at Houston

2014 Faculty supervisor, Give Kids A Smile/Texas Mission of Mercy University of Texas School of Dentistry at Houston

2010, 2012 Faculty supervisor, American Asian Student Dental Association Health Day, Houston Chinese Church

2008, 2010 Faculty supervisor, American Asian Student Dental Association Health Day, Hong Kong Mall

Scientific Table Clinic Judge

2011, 2013-2019 Faculty judge, University of Texas School of Dentistry at Houston Table Clinic Presentation

2018 Poster judge, 8th annual Student Research Showcase, University of Texas School of Dentistry at Houston

2010 Judge, Star of the South Dental Meeting Table Clinic Presentation

Research Activities:

NA

Grant Review:

2017 Czech Science Foundation

2016 Czech Health Research Council

2015 Czech Science Foundation

2015 Czech Health Research Council

2011 Czech Science Foundation

Editorial Board:

2015 – present Editorial Board Member, SM Radiology Journal

2014 – present Editorial Board Member, Austin Journal of Dentistry

2013 – present Editorial Board Mem

***Ad Hoc* Reviewer:**

2018 – present Journal of Prosthodontics

2018 – present Journal of Periodontology

2018 – present Clinical Oral Implants Research

2017 – present Clinical Implant Dentistry and Related Research

2015 – present BMC Oral Health

2012 – present Archives of Oral Biology

2012 – present Archivum Immunologiae et Therapiae Experimentalis

2010 – present Journal of Cellular Biochemistry

2010 – present Molecular and Cellular Biochemistry

2010 – present Pharmaceutical Biology

2007 – present Dentomaxillofacial Radiology

2007 – present Journal of Translational Medicine

CURRICULUM VITAE

Name: Wenjian Zhang, DDS, MS, Ph.D

Present Title: Associate Professor

Address: Department of Diagnostic & Biomedical Sciences
University of Texas School of Dentistry at Houston
7500 Combridge Street, Suite 5366
Houston, TX 77054

UNDERGRADUATE EDUCATION:

1994 BS, School of Dentistry, Xian Jiaotong University, Xian, China

GRADUATE EDUCATION:

1994 DDS (US equivalent), School of Dentistry, Xian Jiaotong University, Xian, China

POSTGRADUATE TRAINING:

1997 MS, Oral Medicine, School of Dentistry, Wuhan University, Wuhan, China

2006 Certificate, Oral & Maxillofacial Radiology Residency, School of Dental Medicine, University of Connecticut Health Center, Farmington, CT

2006 Ph.D, Graduate School, University of Connecticut Health Center, Farmington, CT

ACADEMIC AND ADMINISTRATIVE APPOINTMENTS:

The University of Texas School of Dentistry at Houston

2017 – present Associate Professor, tenured
Department of Diagnostic & Biomedical Sciences

2013 – 2016 Associate Professor, Clinical Educator, Tenure Track
Department of Diagnostic & Biomedical Sciences

2010 – 2012 Assistant Professor, Clinical Educator, Tenure Track
Department of Diagnostic & Biomedical Sciences

2007 – 2009 Assistant Professor, Clinical Educator, Non-Tenure Track,
Department of Diagnostic & Biomedical Sciences

*Wenjian Zhang, Curriculum Vitae***University of Connecticut Health Center, School of Dental Medicine**

2006 – 2007 Postdoctoral trainee, Department of Oral Health and Diagnostic Sciences

Wuhan University, Zhongnan Hospital, Wuhan, China

2000 Assistant Professor, Department of Dentistry

1997 – 1999 Instructor, Department of Dentistry

HOSPITAL APPOINTMENTS:

1997 – 2000 Department of Dentistry, Zhongnan Hospital
Wuhan University, Wuhan, China

LICENSURE:

2007 Faculty Dental License, Texas

1997 Dental License, China

CERTIFICATION:

2007 Diplomate, American Board of Oral and Maxillofacial Radiology

PROFESSIONAL ORGANIZATIONS (AND COMMITTEES OF THESE):

2015 – present American Dental Association

2015 – present Texas Dental Association

2015 – present Greater Houston Dental Association

2007 – present American Board of Oral and Maxillofacial Radiology (ABOMR)

2007 – present American Dental Education Association (ADEA)

2007 – present Houston Chapter, American Association for Dental Research (H-AADR)

2007 – 2014 International Association for Dental Research (IADR)

2007 – 2014 American Association for Dental Research (AADR)

Wenjian Zhang, Curriculum Vitae

- 2007 – present Rolanette and Berdon Lawrence Bone Disease Program of Texas
- 2003 – present American Academy of Oral and Maxillofacial Radiology (AAOMR)
- 2002 – 2006 American Society for Bone and Mineral Research (ASBMR)
- 2002 – 2006 International Chinese Hard Tissue Society (ICHTS)

HONORS AND AWARDS**The University of Texas School of Dentistry at Houston**

- 2017 Nominee, Councilor of Education Affairs, AAOMR
- 2016 Publication featured on Texas Dental Journal
- 2014 Publication recommended on Pubadvanced website
- 2013 Publication featured on www.MDLinx.com website
- 2012 Medical Science Award of Excellence
American Biographical Institute's prestigious honor
- 2012 Publication featured on www.Labome.org website
- 2011 UTHealth's nominee for Burroughs Wellcome Fund's Investigators
in Pathogenesis of Infectious Disease
- 2011 Oral Session Chair: Dentin-Development and Pathology
IADR/AADR/CADR General Session
- 2011 Marquis Who'sWho in Medicine and Healthcare
- 2011 Publication featured on www.MDLinx.com website
- 2009 Third place of Star of the South Dental Meeting Table Clinic
presentation, Houston, TX

Awards for research mentees

Keagan Foss, DDS1 student, "Assessment of molar furcation involvement via clinical exam, intraoral radiograph, and CBCT imaging", summer research, 2017, was awarded:

Wenjian Zhang, Curriculum Vitae

2017 Best presentation in Root and Bone: Clinical Assessment and Repair research category of Student Research Showcase, UTSD

2017 First Place, the AADR-H Student Research Day Award, UTSD

Shazia Rajani, DH1 student, "Evaluation of periodontal status by clinical examination, intraoral radiograph, and CBCT Images", summer research 2016, was awarded:

2017 UT School of Dentistry at Houston Table Clinic Dental Hygiene Presentation Award, UTSD

2017 Third Place, Star of the South Dental Meeting Table Clinic Presentation, Houston

2016 Best presentation in Dental Public Health research category of Student Research Showcase, UTSD

2016 Third Place, the AADR-H Student Research Day Award, UTSD

University of Connecticut Health Center, Graduate School

2006 Oral presentation, 28th Annual meeting, American Society for Bone and Mineral Research (ASBMR)

2005 Plenary poster, 27th Annual meeting, American Society for Bone and Mineral Research (ASBMR)

2004 Plenary poster, 26th Annual meeting, American Society for Bone and Mineral Research (ASBMR)

2003 Plenary poster, 25th Annual meeting, American Society for Bone and Mineral Research (ASBMR)

Wuhan University, Zhongnan Hospital, Wuhan, China

2000 Employee of the Year

Xian Jiaotong University, School of Dentistry, Xian, China

1994 Excellent intern award

1993 Student scholarship for excellence

1992 Student scholarship for excellence

Wenjian Zhang, Curriculum Vitae

1991 Student scholarship for excellence

1990 Student scholarship for excellence

EDITORIAL POSITIONS:

2015 – present **Editorial Board Member**, SM Radiology Journal

2014 – present **Editorial Board Member**, Austin Journal of Dentistry

2013 – present **Editorial Board Member**, Journal of Dentistry, Oral Disorders & Therapy

GRANT REVIEW

2017 Czech Science Foundation

2016 Czech Health Research Council

2015 Czech Science Foundation

2015 Czech Health Research Council

2011 Czech Science Foundation

AD HOC REVIEWER:

2018 – present Journal of Prosthodontics

2018 – present Journal of Periodontology

2018 – present Clinical Oral Implants Research

2017 – present Clinical Implant Dentistry and Related Research

2015 – present BMC Oral Health

2012 – present Archives of Oral Biology

2012 – present Archivum Immunologiae et Therapiae Experimentalis

2010 – present Journal of Cellular Biochemistry

Wenjian Zhang, Curriculum Vitae

2010 – present Molecular and Cellular Biochemistry

2010 – present Pharmaceutical Biology

2007 – present Dentomaxillofacial Radiology

2007 – present Journal of Translational Medicine

SERVICE:**National**

2015-2019 Oral Diagnosis Test Construction Committee, NBDE Part II,
Joint Commission on National Dental Examinations

2015-2019 Advanced Dental Admission Test (ADAT) Test Construction
Committee
Joint Commission on National Dental Examinations

2018 NBDE and NBDHE Image Review Committee,
Joint Commission on National Dental Examinations

2017-2019 Judge, Dentsply Rinn poster competition of AAOMR annual
meeting

2015-2019 Member, Research and Technology Committee
American Academy of Oral & Maxillofacial Radiology (AAOMR)

2009-2014 Member, Post-doctoral Radiology Education Committee
American Academy of Oral & Maxillofacial Radiology (AAOMR)

The University of Texas Health Science Center at Houston

2016 – 2019 Member, Institutional Biosafety Committee

2012 – 2015 Member, Radiation Safety Committee

The University of Texas School of Dentistry at Houston

2018 - 2019 Member, CODA Ad Hoc Self-Study Steering Committee for
Standard 5, Patient Care

2017-2018 Member, Department Peer Review committee

2017-2019 Member, Appointment, Promotion & Tenure Committee

Wenjian Zhang, Curriculum Vitae

| | |
|-------------|---|
| 2017 – 2019 | Member, Search Committee, Full time anatomy faculty of the Department of Diagnostic & Biomedical Sciences |
| 2015 – 2019 | Member, Second Year Evaluation and Promotion Committee |
| 2014 – 2016 | Member, Ad Hoc Committee for Hand Held X-ray Units |
| 2013 – 2019 | Member, Clinical Affairs Committee |
| 2013 | Member, Department Peer Review committee |
| 2011 – 2015 | Member, Research Committee |
| 2010 – 2014 | Member, Curriculum Committee |
| 2010 – 2012 | Member, Research Program Subcommittee, Commission on Dental Accreditation (CODA) |
| 2010 – 2011 | Member, Search Committee, Full time faculty of Department of Restorative Dentistry & Biomaterials |
| 2010 | Member, Task Force for development of Virtual Patient curriculum |
| 2010 | Chair , Research Committee |
| 2009 | Vice-Chair , Research Committee |
| 2009 – 2011 | Member, Search Committee, Full time faculty of Department of Endodontics |
| 2009 – 2010 | Member, Ad-hoc CBCT Committee |
| 2008 – 2010 | Member, Research Task Force |
| 2008 | Member, Search Committee, Part-time oral pathology faculty of Department of Diagnostic Sciences |
| 2007 – 2012 | Member, Search Committee, Full time faculty of the Department of Periodontics |
| 2007 – 2010 | Member, Faculty Development and Evaluation Committee |
| 2007 – 2010 | Member, Ad hoc Instrument Committee |
| 2007 – 2008 | Member, Research Committee |

*Wenjian Zhang, Curriculum Vitae***Community Service**

| | |
|------------|--|
| 2015-2019 | Faculty supervisor, Give Kids A Smile University of Texas School of Dentistry at Houston |
| 2014 | Faculty supervisor, Give Kids A Smile/Texas Mission of Mercy University of Texas School of Dentistry at Houston |
| 2010, 2012 | Faculty supervisor, American Asian Student Dental Association Health Day, Houston Chinese Church |
| 2008, 2010 | Faculty supervisor, American Asian Student Dental Association Health Day, Hong Kong Mall |

Scientific Table Clinic Judge

| | |
|-----------------|---|
| 2011, 2013-2019 | Faculty judge, University of Texas School of Dentistry at Houston Table Clinic Presentation |
| 2018 | Poster judge, 8 th annual Student Research Showcase, University of Texas School of Dentistry at Houston |
| 2010 | Judge, Star of the South Dental Meeting Table Clinic Presentation |

SPONSORSHIP OF STUDENT RESEARCH ACTIVITIES AND GRADUATE DEGREES**Mentor for Student/preceptor Research Project**

1. Drew Phillips, pre-entry dental student, "Correlation analysis between airway volume and risk of sleep apnea and periodontal disease." Summer research, 2019
2. Keagan Foss, DDS1 student, "Assessment of molar furcation involvement via clinical exam, intraoral radiograph, and CBCT imaging." Summer research, 2017
3. Shazia Rajani, DH1 student, "Evaluation of periodontal status by clinical examination, intraoral radiograph, and CBCT Images." Summer research, 2016
4. Ola Al Hatem, Pre-entry DDS student, "CBCT evaluation of mandibular bone density in non-diabetic vs. diabetic populations." Summer research, 2015
5. Adam Skrypczak, DDS2 student, "Cone Beam Computerized Tomography (CBCT), Measurement of Alveolar Ridge Dimension at Anterior Maxilla for Implant planning." Summer research, 2014

Wenjian Zhang, Curriculum Vitae

6. Justin Tullis, DDS1 student, "Use cone-beam computed tomography (CBCT) to measure the dimension of alveolar ridge at mandibular angle for estimation of the size of autogenous block graft for implant treatment." Summer research, 2013
7. Walter Thames, DDS2 student, "Comparison of X-ray Beam Accuracy with Different Rectangular Collimators for Intraoral Radiography." 2009
8. Elizabeth B. Swearingen, DDS1 student, "The Effects of Porphyromonas gingivalis on Osteoblasts" Summer research, 2008
9. Chih-Yuan Hsu, DDS4 student from China Medical University, Taiwan, "Bcl-2 overexpression prevents odontoblast differentiation" Summer research, 2008
10. Hamed Pourzargham, College student of Texas State University, "Does biofilm contribute to jaw ischemic osteonecrosis?" volunteer, 2008-2009
11. Ayesha Hameed, College student of University of Houston, "Set up a functional biological laboratory" volunteer, 2008
12. Sharitha Uchil, Preceptor, Section of Radiology, the Department of Diagnostic & Biomedical Sciences, UTSD, "Collimation Strategies for Dental Radiology Instruction", "Comparison of CBCT Bone Density in Osteoporotic Versus Non-Osteoporotic Patients" 2008-2009

Membership on Master Thesis Committee

1. Kelsey Edmondson, resident of Department of Periodontics and Dental Hygiene, "The ability to screw-retain single implant restorations in the anterior maxilla: a cone beam computerized tomography analysis", 2016-2018
2. Michelle Michaiel, resident of Department of Periodontics and Dental Hygiene, "Analysis of the morphology of the nasopalatine canal and prevalence of implant invasion into canal", 2016-2018
3. Navin Raju, resident of Department of Periodontics and Dental Hygiene, "CBCT Evaluation of the Anterior Loop and Incisive Canal in the Mandible", 2015-2017
4. Ryan Lanman, resident of Department of Periodontics, "Bactericidal and Cellular Adhesion Effects of Er, Cr:YSGG Laser on Biofilm Contaminated Titanium Discs: An In Vitro Study", 2009-2011
5. Aileen Wang, resident of Department of Orthodontics, "Using Bone Marrow Stem Cells to Engineer Cartilage for Bone Healing", 2008-2011
6. Lan Doan, resident of Department of Orthodontics, "Engineering Implantable Bone-forming Cartilage Using a Rotating Bioreactor", 2007-2009

*Wenjian Zhang, Curriculum Vitae***Sponsor of Star of the South Dental Meeting and UTSD Scientific Table Clinics**

- 2018 Keagan Foss, "Assessment of molar furcation involvement via clinical exam, intraoral radiograph, and CBCT imaging."
- 2017 Shazia Rajani, "Evaluation of periodontal status by clinical examination, intraoral radiograph, and CBCT Images."
- 2016 Ola Al Hatem, "CBCT Evaluation of Mandibular Bone Density in Non-diabetic vs. Diabetic Populations."
- 2009 Walter Thames, "Comparison of the Cone Cut Technical Errors of Different Rectangular Collimators for Intraoral Radiography."
- 2009 Sharitha Uchil, "CBCT Identification of Osteoporosis in Mandible."

STUDENT ADVISING, UNIVERSITY OF TEXAS SCHOOL OF DENTISTRY AT HOUSTON

| | | |
|-----------|----------------------|---------------------------|
| 2017-2018 | 2 nd Year | Kim Nguyen |
| | 2 nd Year | Matthew Nguyen |
| | 3 rd Year | Jeremiah Lee |
| | 4 th Year | Wesley Fichera |
| 2016-2017 | 1 st Year | Kim Nguyen |
| | 1 st Year | Matthew Nguyen |
| | 2 nd Year | Francisco Andres Escobar |
| | 2 nd Year | Jeremiah Lee |
| | 2 nd Year | Kimberly Ruiz |
| | 3 rd Year | Wesley Fichera |
| 2014-2015 | 2 nd Year | Timothy Johnson |
| | 2 nd Year | Mona Khalil |
| 2013-2014 | 2 nd Year | Cattuong Dai Bui |
| | 2 nd Year | Clifton Aubrey Carpenter |
| | 2 nd Year | Dillon Tye Copeland |
| 2012-2013 | 2 nd Year | Sonia Elizabeth Henriquez |
| | 2 nd Year | Natalie Suzanne Hunter |
| | 2 nd Year | So Young Jang |
| | 2 nd Year | Damjan Jutric |
| 2011-2012 | 2 nd Year | Jeremy Rhyse Dewbre |
| | 2 nd Year | Natalie N Dike |

Wenjian Zhang, Curriculum Vitae

| | | |
|-----------|----------------------|--------------------------------|
| | 2 nd Year | Latonia Omoze Ehigiator |
| | 2 nd Year | Michelle Nicole Gaona |
| 2010-2011 | 2 nd Year | Un Hae Nam |
| | 2 nd Year | Vincent Minh Nguyen |
| | 2 nd Year | Jenifer Renee Nichols |
| | 2 nd Year | Harshil V Patel |
| 2009-2010 | 2 nd Year | Travis Glenn Heaton |
| | 2 nd Year | Christopher Burio Hinahon |
| | 2 nd Year | Christopher Scott Hoffpauir |
| | 2 nd Year | John Charles Hornberger |
| 2008-2009 | 2 nd Year | Stephanie Jean Aramwattananont |
| | 2 nd Year | Lively Jesell Castelo |
| 2007-2008 | 2 nd Year | Tyler Bryan Dabel |
| | 2 nd Year | Nisa Dadjoo |
| | 2 nd Year | Hector Manuel Gomez |
| | 2 nd Year | Anthony Benjamin Gonzalez |

TEACHING RESPONSIBILITIES**The University of Texas School of Dentistry at Houston**

| | |
|-----------|---|
| 2018-2019 | Course Director , Dental Radiology I, DHCT 2105/DHBS 3105 |
| | Course Director , Dental Radiology II, DHCT 2205/DHBS 3205 |
| | Course Director , Differential diagnosis of hard tissue lesions, DENU 3707 |
| | Course Director , Graduate Oral Radiology, DBPG 1008 |
| | Lecturer, Oral & Maxillofacial Radiology I, DENF 1703 |
| | Lecturer, Oral & Maxillofacial Radiology II, DENF 3703 |
| | Lecturer, General Oral Pathology, DHCT 2206 |
| | Lecturer, Applied Oral Pathology, DHBS 4406 |
| | Clinical Instructor, Clinical Practice III, DHCT 3301 |
| | Clinical Instructor, Radiology Clinic, CLIN 3003 |
| | Clinical Instructor, Radiology Clinic, CLIN 4003 |
| 2017-2018 | Course Director , Dental Radiology I, DHCT 2105/DHBS 3105 |
| | Course Director , Differential diagnosis of hard tissue lesions, DENU 3707 |
| | Course Director , Graduate Oral Radiology, DBPG 1008 |
| | Lecturer, Dental Radiology II, DHCT 2205/DHBS 3205 |
| | Lecturer, Oral & Maxillofacial Radiology I, DENF 1703 |

Wenjian Zhang, Curriculum Vitae

Lecturer, Oral & Maxillofacial Radiology II, DENF 3703
Lecturer, General Oral Pathology, DHCT 2206
Lecturer, Applied Oral Pathology, DHBS 4406
Clinical Instructor, Clinical Practice III, DHCT 3301
Clinical Instructor, Radiology Clinic, CLIN 3003
Clinical Instructor, Radiology Clinic, CLIN 4003

2016-2017 **Course Director**, Dental Radiology I, DHCT 2105/DHBS 3105
Course Director, Differential diagnosis of hard tissue lesions, DENU 3707
Course Director, Graduate Oral Radiology, DBPG 1008
Lecturer, Dental Radiology II, DHCT 2205/DHBS 3205
Lecturer, Oral & Maxillofacial Radiology I, DENF 1703
Lecturer, Oral & Maxillofacial Radiology II, DENF 3703
Lecturer, General Oral Pathology, DHCT 2206
Lecturer, Applied Oral Pathology, DHBS 4406
Clinical Instructor, Clinical Practice III, DHCT 3301
Clinical Instructor, Radiology Clinic, CLIN 3003
Clinical Instructor, Radiology Clinic, CLIN 4003
Instructor, Investigative Research, DBEA 5003

2015-2016 **Course Director**, Dental Radiology I, DHCT 2105/DHBS 3105
Course Director, Oral & Maxillofacial Radiology I, DENF 1703
Course Director, Differential diagnosis of hard tissue lesions, DENU 3707
Course Director, Graduate Oral Radiology, DBPG 1008
Lecturer, Dental Radiology II, DHCT 2205/DHBS 3205
Lecturer, General Oral Pathology, DHCT 2206
Lecturer, Applied Oral Pathology, DHBS 4406
Lecturer, Oral & Maxillofacial Radiology II, DENF 3703
Clinical Instructor, Clinical Practice III, DHCT 3301
Clinical Instructor, Radiology Clinic, CLIN 3003
Clinical Instructor, Radiology Clinic, CLIN 4003
Instructor, Investigative Research, DBEA 5003

2014-2015 **Course Director**, Dental Radiology I, DHCT 2105/DHBS 3105
Course Director, Oral & Maxillofacial Radiology I, DENF 1703
Course Director, Differential diagnosis of hard tissue lesions, DENU 3707
Course Director, Differential diagnosis of hard tissue lesions, DENF 4703
Course Director, Graduate Oral Radiology, DBPG 1008

Wenjian Zhang, Curriculum Vitae

Lecturer, Dental Radiology II, DHCT 2205/DHBS 3205

Lecturer, General Oral Pathology, DHCT 2206

Lecturer, Applied Oral Pathology, DHBS 4406

Lecturer, Oral & Maxillofacial Radiology II, DENF 3703

Lecturer, Endo I: Simulation, DEPS 2712

Instructor, Clinical Simulation I, CLIN 3016

Instructor, Foundational Skills for Clinic II, DENS 1652

Clinical Instructor, Clinical Practice III, DHCT 3301

Clinical Instructor, Radiology Clinic, CLIN 3003

Clinical Instructor, Radiology Clinic, CLIN 4003

Clinical Instructor, Introduction to Clinic, DENU 1704

Instructor, Investigative Research, DBEA 5003

- 2013-2014 **Course Director**, Dental Radiology I, DHCT 2105/DHBS 3105
Course Director, Dental Radiology II, DHCT 2205/DHBS 3205
Course Director, Oral & Maxillofacial Radiology I, DENF 1703
Course Director, Differential diagnosis of hard tissue lesions, DENF 4703
Course Director, Graduate Oral Radiology, DBPG 1008
Lecturer, General Oral Pathology, DHCT 2206
Lecturer, Oral & Maxillofacial Radiology II, DENF 3703
Instructor, Virtual Patient I, CLIN 3016
Instructor, Foundational Skills for Clinic II, DENS 1652
Clinical Instructor, Clinical Practice III, DHCT 3301
Clinical Instructor, Radiology Clinic, CLIN 3003
Clinical Instructor, Radiology Clinic, CLIN 4003
Clinical Instructor, Introduction to Clinic, DENU 1704
Instructor, Investigative Research, DBEA 5003

- 2012-2013 **Course Director**, Dental Radiology II, DHCT 2205/DHBS 3205
Course Director, Oral & Maxillofacial Radiology I, DENF 1703
Lecturer, Dental Radiology I, DHCT 2105/DHBS 3105
Lecture, Oral & Maxillofacial Radiology I, DENF 2703
Lecturer, Oral & Maxillofacial Radiology II, DENF 3703
Instructor, Virtual Patient I, CLIN 3016
Clinical Instructor, Clinical Practice III/IV, DHCT 3301/3401
Clinical Instructor, Clinical Practice III/IV, DHBS 4301/4401
Clinical Instructor, 2nd Year Fall Clinic, CLIN 2502
Clinical Instructor, Radiology Clinic, CLIN 3003

Wenjian Zhang, Curriculum Vitae

Clinical Instructor, Radiology Clinic, CLIN 4003
Instructor, Investigative Research, DBEA 5003
Lecturer, The Dental Specialties & Advanced General Dentistry Programs,
DBEC 9102

- 2011-2012 Lecturer, Dental Radiology I, DHCT 2105/DHBS 3105
Lecture, Oral & Maxillofacial Radiology I, DENF 2703
Lecturer, Oral & Maxillofacial Radiology II, DENF 3703
Instructor, Clinical Practice I, CLIN 3014
Clinical Instructor, Clinical Practice III/IV, DHBS 4301/4401
Clinical Instructor, 2nd Year Clinic, CLIN 2501
Clinical Instructor, Radiology Clinic, CLIN 3003
Clinical Instructor, Radiology Clinic, CLIN 4003
- 2010-2011 Lecturer, Dental Radiology I, DHCT 2105/DHBS 3105
Lecture, Oral & Maxillofacial Radiology I, DENF 2703
Lecturer, Oral & Maxillofacial Radiology II, DENF 3703
Clinical Instructor, Clinical Practice III/IV, DHCT 3301/3401
Clinical Instructor, Clinical Practice III/IV, DHBS 4301/4401
Clinical Instructor, Radiology Clinic, CLIN 3003
Clinical Instructor, Radiology Clinic, CLIN 4003
- 2009-2010 Lecturer, Dental Radiology I, DHCT 2105/DHBS 3105
Lecture, Oral & Maxillofacial Radiology I, DENF 2703
Lecturer, Oral & Maxillofacial Radiology II, DENF 3703
Lecturer, Research Seminar for Orthodontic Residence, DBPG 1009
Clinical Instructor, Clinical Practice III/IV, DHCT 3301/3401
Clinical Instructor, Clinical Practice III/IV, DHBS 4301/4401
Clinical Instructor, Radiology Clinic, CLIN 3003
Clinical Instructor, Radiology Clinic, CLIN 4003
- 2008-2009 Lecturer, Dental Radiology I, DHCT 2105/DHBS 3105
Lecture, Oral & Maxillofacial Radiology I, DENF 2703
Lecturer, Oral & Maxillofacial Radiology II, DENF 3703
Lecturer, Research Seminar for Orthodontic Residence, DBPG 1009
Clinical Instructor, Clinical Practice III/IV, DHCT 3301/3401
Clinical Instructor, Clinical Practice III/IV, DHBS 4301/4401
Clinical Instructor, Radiology Clinic, CLIN 3003

Wenjian Zhang, Curriculum Vitae

Clinical Instructor, Radiology Clinic, CLIN 4003

2007-2008 Instructor, Oral & Maxillofacial Radiology I, DENF 2703
 Lecturer, Research Seminar for Orthodontic Residence, DBPG 1009
 Clinical Instructor, Clinical Practice III/IV, DHCT 3301/3401
 Clinical Instructor, Clinical Practice III/IV, DHBS 4301/4401
 Clinical Instructor, Radiology Clinic, CLIN 3003
 Clinical Instructor, Radiology Clinic, CLIN 4003

University of Connecticut Health Center, School of Dental Medicine

2005-2006 Lecturer, Temporomandibular joint, Digital radiography, and cone beam CT imaging (3rd year dental students and residents)

2004-2006 Facilitator, Seminar for radiographic interpretation on caries, periapical and periodontal diseases, neoplasms, salivary gland and temporomandibular joint diseases, trauma, genetic/developmental/systemic diseases (2nd and 3rd year dental students)

2004-2006 Clinical Instructor, Intra and extra oral radiological techniques/interpretation (2nd, 3rd and 4th year dental students)

2003-2004 Lab Instructor, Gross anatomy of head and neck (1st year dental and medical students)

University of Connecticut Health Center, School of Medicine

2005-2006 Facilitator, Community Based Education Program- How to communicate with non-English speaking patients (2nd year medical students)

University of Connecticut Health Center, Graduate School

2003-2006 Lab assistant, Teach molecular and cellular biological lab techniques to the rotation graduate and medical students

Wuhan University, Zhongnan Hospital, Wuhan, China

1997-2000 Clinical Instructor, teach general dentistry to the rotation pre-doctoral students

*Wenjian Zhang, Curriculum Vitae***GRANT SUPPORT**

- 2017 – 2018 Dean's Academy Small Grants Program Zhang (PI) Direct Cost \$2,000
University of Texas School of Dentistry at Houston
Evaluation of time efficiency, imaging quality, and operator performance between PSP vs. CCD at UTSD
- 2009 – 2011 R03DE019663 NIH/NIDCR Zhang (PI) Direct Cost \$150,000
"Bcl-2, A Key Factor for Dentinogenesis and Tooth Damage Repair"
- 2009 – 2010 Research Fund Zhang (PI) Direct Cost \$5,000
Department of Diagnostic Sciences
University of Texas School of Dentistry at Houston
"Porphyromonas gingivalis causes periodontal bone loss via an inhibition of osteoblast differentiation and promotion of cell death"
- 2008 – 2009 Research Fund Zhang (PI) Direct Cost \$1,000
Department of Diagnostic Sciences
University of Texas School of Dentistry at Houston
"Biofilm, a contributing or etiologic factor for refractory jaw ischemic osteonecrosis?"
- 2007 – Research Start-up Fund Zhang (PI)
University of Texas School of Dentistry at Houston
To set up lab, purchase equipment and supplies, and hire lab technician to collect preliminary data for grant application

PRESENTATIONS**International/National**

- Zhang W**, Huynh C, Jadhav A, Pinales J, Arvizu L, Tsai J, and Flores N. Imaging quality and accuracy comparison of intraoral radiographs with photostimulable phosphor plate vs. charge-coupled device. Joint Conference 70th Annual Session of American Academy of Oral & Maxillofacial Radiology & 22nd International Congress of Dento-Maxillo-Facial Radiology, Philadelphia, PA 08/22-25/2019 (oral)
- Prak C, Lagrone S, Tribble G, **Zhang W**, Hong J, and Wang B. Exogenous CSP Induces *S. mutans* Cell Death in Multispecies Biofilms. IADR/AADR/CADR General Session & Exhibition, Vancouver, Canada, 06/22/2019 (poster)

Wenjian Zhang, Curriculum Vitae

3. Lagrone S, Prak C, Tribble G, **Zhang W**, Hong J, and Wang B. High efficacy of eCSP in inducing *S. mutans* cell death. IADR/AADR/CADR General Session & Exhibition, Vancouver, Canada, 06/22/2019 (poster)
4. Wang B, **Zhang W**, Huynh C, Jadhav A, Pinales J, Arvizu L, Tsai J, and Flores N. Evaluation of Radiographs on Photostimulable Phosphor Plate and Charge-coupled Device. IADR/AADR/CADR General Session & Exhibition, Vancouver, Canada, 06/20/2019 (poster)
5. Lee C, Min S, **Zhang W**, and Weltman R. "Esthetic Outcomes Following Immediate Implant Combine with Soft Tissue Augmentation. International Osteology Symposium, Barcelona, Spain, 04/25-26/2019 (poster)
6. **Zhang W**, Foss K, and Wang B. A retrospective study on molar furcation assessment via clinical detection, intraoral radiography and cone beam computed tomography. 69th Annual Session of American Academy of Oral & Maxillofacial Radiology, San Antonio, TX 09/13/2018 (poster)
7. Foss K, **Zhang W**, and Wang B. Molar Furcation Assessment via Clinical Exam, Intraoral Radiography and CBCT. AADR/CADR Annual Meeting & Exhibition, Ft. Lauderdale, FL, 03/23/2018 (poster)
8. Rajani S, **Zhang W**, and Wang B. Periodontal Evaluation by Clinical Examination, Intraoral Radiograph, and CBCT Images. IADR/AADR/CADR General Session & Exhibition, San Francisco, CA, 03/25/2017 (poster)
9. **Zhang W**, Warner B, Miller M, Sutton J, Gutiérrez J. Imaging quality and radiation safety evaluation of different handheld intraoral x-ray units. 67th Annual Session of American Academy of Oral & Maxillofacial Radiology, Scottsdale, AZ, 9/29/2016 (oral)
10. **Zhang W**, Al Hatem O, Edwards L, Huynh C, Jadhav A, Wang B. CBCT evaluation of mandibular bone mineral density in non-diabetic vs. diabetic populations. 66th Annual Session of American Academy of Oral & Maxillofacial Radiology, Indianapolis, IN, 10/01/2015 (poster)
11. Skrypczak A, **Zhang W**, Weltman R. Cone Beam Computerized Tomography Measurement of Alveolar Ridge Dimension at Anterior Maxilla for Implant Treatment Planning. 93rd IADR/44th AADR Annual Meeting, Boston, MA 03/14/2015 (poster)
12. **Zhang W**. CBCT measurement of alveolar ridge dimension at anterior maxilla for implant planning. 65th Annual Session of AAOMR, Orlando, FL, 09/26/2014 (oral)
13. **Zhang W**. Cone Beam Computed Tomography (CBCT): Clinical and Research Applications. Target Meeting's 2nd World Dental Online Conference, Houston, TX 08/21/2014 (oral; **Chair** Session 11: Dental Technology-IV)

Wenjian Zhang, Curriculum Vitae

- 14.** Tullis J., **Zhang W**, Weltman R. Quantifying Mandibular Bone Dimensions for Autogenous Block Graft Using CBCT. 43rd AADR/38th CADR Annual Meeting, Charlotte, NC, 03/22/2014 (poster)
- 15.** **Zhang W**, Tullis J, Weltman R. CBCT measurement of alveolar ridge at posterior mandible for implant graft estimation. 64th Annual Session of American Academy of Oral & Maxillofacial Radiology, Beverly Hills, California, 10/03/2013 (poster)
- 16.** **Zhang W**, Ju, J., Rigney, T., Tribble, G. P. gingivalis Invade Osteoblasts In Vivo and Cause Alveolar Bone Loss. 91st IADR/42th AADR Annual Meeting, Seattle, WA, 03/21/2013 (poster)
- 17.** **Zhang W**. Cone Beam Computed Tomography (CBCT) artifact characterization of root canal filling materials. 63th Annual Session of AAOMR, Savannah, GA 11/15/2012 (oral)
- 18.** **Zhang W**, Ju, J., Rigney, T., Tribble, G. P. gingivalis Invade Osteoblast via Integrins $\alpha 5 \beta 1$ and Modulate Osteoblast Cytoskeleton/apoptosis. 41th AADR/36th CADR Annual Meeting, Tampa, FL, 03/22/2012 (poster)
- 19.** Abramovitch, K., Huynh, C., **Zhang, W.**, Owen, H., Bailey, J. Methodology for Measuring Symmetry from CBCT Volumetric Data. 62th Annual Session of American Academy of Oral & Maxillofacial Radiology, Chicago, IL, 12/08/2011 (poster)
- 20.** Wang, A., Duke, P., English J., Cai, S, **Zhang, W.**, and Yang, Y. Using Bone Marrow Stem Cells to Engineer Cartilage for Bone Healing. Annual Session of the American Association of Orthodontists, Chicago, IL, 05/17/2011 (poster)
- 21.** **Zhang W**. Odontoblast-targeted Bcl-2 Overexpression Promotes Reparative Dentin Formation, 89th IADR/40th AADR/35th CADR Annual Meeting, San Diego, CA, 03/19/2011 (oral)
- 22.** **Zhang W**. Comparison of technique accuracy of intraoral radiographs taken on film vs. photostimulable phosphor (PSP) plates. 61th Annual Session of AAOMR, San Diego, CA 11/19/2010 (oral)
- 23.** **Zhang W**. Myoepithelioma of minor salivary gland- case exchange, WESTOP 38th Annual Meeting, Galveston, TX, 10/17/2010 (oral)
- 24.** **Zhang W**. Porphyromonas Gingivalis Suppresses Bone Formation by Inhibition of Osteoblast Differentiation, 39th AADR Annual Meeting, Washington, DC, 3/4/2010 (oral)
- 25.** **Zhang W**. Odontoblast-targeted Bcl-2 overexpression impairs primary dentinogenesis, IADR/AADR/CADR 87th General Session, Miami, FL, 4/3/2009 (oral)

Wenjian Zhang, Curriculum Vitae

26. **Zhang W.** Comparison of the Efficacy of Different Rectangular Collimators for Intraoral Radiography, 59th Annual Session of AAOMR, Pittsburgh, PA, 10/30/2008 (oral)
27. **Zhang W.** CRC discussant, The 58th Annual Session of the American Academy of Oral and Maxillofacial Radiology, Chicago, IL, 11/30/2007 (oral)
28. **Zhang W.** Bcl-2 Prevents Bone Loss Induced by Glucocorticoids. 28th ASBMR Annual Meeting, Philadelphia, PA, 9/19/2006 (oral)
29. **Zhang W.**, Pantschenko, A., McCarthy, M-B., and Gronowicz, G. Transgenic Expression of Human Bcl-2 in Osteoblasts Promotes Differentiation but Inhibits Bone Formation in Ex Vivo Calvarial Osteoblast Cultures. 27th ASBMR Annual Meeting, Nashville, TN, 9/23-24/2005 (**Plenary Poster**)
30. **Zhang W.**, McCarthy, M-B, Zhang, H., and Gronowicz, G. Insulin-like Growth Factor II (IGF-II) Induces Apoptosis in Osteoblasts. 26th ASBMR Annual Meeting, Seattle, WA, 10/1-2/2004 (**Plenary Poster**)
31. Pantschenko, A., **Zhang, W.**, Nahounou, M., Ledgard, F., McCarthy, M-B, Lichtler, A., and Gronowicz, G. Phenotypic Characterization of Col2.3Bcl-2 Transgenic Mice with Bone-directed Expression of Bcl-2. 25th ASBMR Annual Meeting, Minneapolis, MN. 9/19-20/2003 (**Plenary Poster**)
32. Gronowicz, G., **Zhang, W.**, Nahounou, M., McCarthy, M-B., Lichtler, A., and Pantschenko, A. Transgenic Expression of Human Bcl-2 in Osteoblasts in Mice Prevents Glucocorticoid-Induced Apoptosis. 25th ASBMR Annual Meeting, Minneapolis, MN. 9/19-20/2003 (**Plenary Poster**)

Regional

1. **Zhang W.** Cone-beam Computed Tomography (CBCT) and its Applications in Dentistry, Hispanic Center of Excellence (HCOE) Summer Enrichment Program, UT School of Dentistry, Houston, TX 06/25/2010 (oral)
2. Uchil, S., Abramovitch, K., and **Zhang, W.** CBCT Identification of Mandibular Osteoporosis. Table Clinic, Star of the South Dental Meeting, Houston, TX 4/16/2009 (poster)
3. Thames, W., **Zhang, W.**, Abramovitch, K., Leon, I-L. Comparison of X-ray Beam Accuracy of Different Rectangular Collimators for Intraoral Radiography. Table Clinic, Star of the South Dental Meeting, Houston, TX 4/16/2009 (poster)
4. Abramovitch, K., Bouquot, J., O'Neill, P., and **Zhang, W.** Three Year Evaluation of an Innovative (2005) Method for Teaching Radiology Interpretation. 9th Annual Session of Advances in Teaching & Learning Regional Conference, M. D. Anderson Cancer Center, Houston, TX 10/09/2008 (poster)

Wenjian Zhang, Curriculum Vitae

5. Uchil, S., Abramovitch, K., and **Zhang, W.** Collimation Strategies for Dental Radiology Instruction. 9th Annual Session of Advances in Teaching & Learning Regional Conference, M. D. Anderson Cancer Center, Houston, TX 10/09/2008 (poster)

Local

1. **Zhang W.** Quantitative and qualitative analysis of alveolar bone by CBCT for implant treatment planning. Department of Diagnostic and Biomedical Sciences Seminar Series, UTSD, 04/11/2016 (oral)
2. **Zhang W.** Porphyromonas gingivalis invade osteoblasts and cause periodontal bone loss. Department of Diagnostic and Biomedical Sciences Seminar Series, UTSD, 04/22/2013 (oral)
3. **Zhang W.** Odontoblast-targeted Bcl-2 Overexpression Impairs Primary Dentinogenesis, Orthodontic Research Seminar, Department of Orthodontics, University of Texas School of Dentistry at Houston, Houston, TX 02/17/2010 (oral)
4. **Zhang W.** The effect of osteoblast-targeted Bcl-2 overexpression on bone formation. Presented at Dr. Benoit de Crombrugge's lab meeting, Department of Molecular Genetics, UT M.D. Anderson Cancer Center, Houston, TX, 10/04/2007 (oral)
5. **Zhang W.** Does bone-targeted Bcl-2 overexpression help to maintain bone mass? Orthodontic Research Seminar, Department of Orthodontics, University of Texas School of Dentistry at Houston, Houston, TX, 09/19/2007 (oral)
6. **Zhang W.** The Effect of Bcl-2 in Bone and Tooth Development. Journal Club, Department of Diagnostic Sciences, University of Texas School of Dentistry at Houston, Houston, TX, 6/8/2007 (oral)
7. **Zhang W.** The Effect of Osteoblast-targeted Bcl-2 Overexpression on Bone Formation; New direction in dental radiology: Cone beam CT. University of Texas School of Dentistry at Houston, Houston, TX, 8/8/2006 (oral)
8. **Zhang W.** The Effect of Osteoblast-targeted Bcl-2 Overexpression on Bone Formation. Indiana University School of Medicine, Indianapolis, IN, 06/30/2006 (oral)
9. **Zhang W.** Bcl-2 Prevents Bone Loss Induced by Glucocorticoids. Skeleton, Craniofacial and Oral Biology 5th Annual Symposium, Storrs, CT, 6/2/2006 (oral)
10. **Zhang W.** The Role of Apoptosis in Bone Formation. The 22nd Annual Graduate Student Research Day, University of Connecticut Health Center, Farmington, CT 6/16/2005 (oral)

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11. **Zhang W.** Col2.3Bcl-2: A Transgenic Mouse Model to Study Aging and Sex-related Differences in Bone Formation. Skeleton, Craniofacial and Oral Biology 4th Annual Symposium, Storrs, CT, 6/3/2005 (oral)

CONTINUING EDUCATION COURSES PRESENTED

1. FDA guidelines and indications for exposure of dental radiographs; ALARA rule. State Board Remediation Course, UTSD, Houston, TX 02/09/2017 and 02/16/2017
2. Extra-Oral Techniques, Positioning Errors, and Radiographic Anatomy. DH WREB Preparatory Course, UTSD, Houston, TX 03/28/2016 and 3/30/2016
3. The current education status of Oral & Maxillofacial Radiology in Northern America. School & Hospital of Stomatology, Wuhan University, China, 05/14/2013
4. Update on Digital Imaging in Dentistry - What's available in 2008? Tale and Ale II Houston Dental Society Meeting, UTDB, Houston, TX 01/22/2008
5. Intraoral radiographic techniques. University of Texas Dental Branch-Great Houston Dental Society Dental Assistant Training Program, UTDB, Houston, TX 10/13/2007

PUBLICATIONS**Abstracts**

1. **Zhang W**, Huynh C, Jadhav A, Pinales J, Arvizu L, Tsai J, and Flores N. Imaging quality and accuracy comparison of intraoral radiographs with photostimulable phosphor plate vs. charge-coupled device. Joint Conference 70th Annual Session of American Academy of Oral & Maxillofacial Radiology & 22nd International Congress of Dento-Maxillo-Facial Radiology, Philadelphia, PA 08/22-25/2019
2. Wang B, **Zhang W**, Huynh C, Jadhav A, Pinales J, Arvizu L, Tsai J, and Flores N. Evaluation of Radiographs on Photostimulable Phosphor Plate and Charge-coupled Device. IADR/AADR/CADR General Session & Exhibition, Vancouver, Canada, 06/20/2019
3. Prak C, Lagrone S, , Tribble G, **Zhang W**, Hong J, and Wang B. Exogenous CSP Induces *S. mutans* Cell Death in Multispecies Biofilms. IADR/AADR/CADR General Session & Exhibition, Vancouver, Canada, 06/22/2019
4. Lagrone S, Prak C, Tribble G, **Zhang W**, Hong J, and Wang B. High efficacy of eCSP in inducing *S. mutans* cell death. IADR/AADR/CADR General Session & Exhibition, Vancouver, Canada, 06/22/2019

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5. Lee C, Min S, **Zhang W**, and Weltman R. "Esthetic Outcomes Following Immediate Implant Combine with Soft Tissue Augmentation. International Osteology Symposium, Barcelona, Spain, 04/25-26/2019
6. **Zhang W**, Foss K, and Wang B. A retrospective study on molar furcation assessment via clinical detection, intraoral radiography and cone beam computed tomography. 69th Annual Session of American Academy of Oral & Maxillofacial Radiology, San Antonio, TX 09/13/2018
7. Foss K, **Zhang W**, and Wang B. Molar Furcation Assessment via Clinical Exam, Intraoral Radiography and CBCT. AADR/CADR Annual Meeting & Exhibition, Ft. Lauderdale, FL, 03/23/2018
8. Rajani S, **Zhang W**, and Wang B. Periodontal Evaluation by Clinical Examination, Intraoral Radiograph, and CBCT Images. IADR/AADR/CADR General Session & Exhibition, San Francisco, CA, 03/25/2017
9. **Zhang W**, Warner B, Miller M, Sutton J, and Gutiérrez J. Imaging quality and radiation safety evaluation of different handheld intraoral x-ray units. 67th Annual Session of American Academy of Oral & Maxillofacial Radiology, Scottsdale, AZ, 9/29/2016
10. Warner B, Miller M, Sutton J, **Zhang W**, and Gutiérrez J. Handheld, Portable X-Ray Unit Feasibility in a Dental School Clinic. 94th IADR Annual Meeting, Seoul, Korean 06/24/2016
11. Al Hatem O, **Zhang W**, Edwards L, Wang B. Mandibular bone mineral density comparison between diabetic vs. non-diabetic populations. 45th AADR/40th CADR Annual Meeting, Los Angeles, CA 03/19/2016
12. Al Hatem O, **Zhang W**, Edwards L, Wang B. CBCT evaluation of mandibular bone mineral density in non-diabetic vs. diabetic populations. Hinman Student Research Symposium, Memphis, TN, 10/31/2015
13. **Zhang W**, Al Hatem O, Edwards L, Huynh C, Jadhav A, Wang B. CBCT evaluation of mandibular bone mineral density in non-diabetic vs. diabetic populations. 66th Annual Session of American Academy of Oral & Maxillofacial Radiology, Indianapolis, IN, 10/01/2015
14. Skrypczak A, **Zhang W**, Weltman R. Cone Beam Computerized Tomography Measurement of Alveolar Ridge Dimension at Anterior Maxilla for Implant Treatment Planning. 93rd IADR/44th AADR Annual Meeting, Boston, MA 03/14/2015
15. **Zhang W**, Skrypczak A, Weltman R. CBCT measurement of alveolar ridge dimension at anterior maxilla for implant planning. 65th Annual Session of American Academy of Oral & Maxillofacial Radiology, Orlando, FL, 09/26/2014

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16. Tullis J, **Zhang W**, Weltman R. Quantifying Mandibular Bone Dimensions for Autogenous Block Graft Using CBCT. 43rd AADR/38th CADR Annual Meeting, Charlotte, NC 03/22/2014
17. Tullis J, **Zhang W**, Weltman R. In Vivo Quantitation of Mandibular Bone Dimensions at Molar Region for Autogenous Block Graft Using Cone-beam Computed Tomography. Hinman Student Research Symposium, Memphis, Tennessee, 10/25/2013
18. **Zhang W**, Tullis J, Weltman R. CBCT measurement of alveolar ridge at posterior mandible for implant graft estimation. 64th Annual Session of American Academy of Oral & Maxillofacial Radiology, Beverly Hills, California, 10/03/2013
19. Abramovitch K, Huynh CP, Owen H, Baiey JR, **Zhang W**, Spria M. The asymmetry index for determining symmetry from CBCT 3D volumetric data. 64th Annual Session of American Academy of Oral & Maxillofacial Radiology, Beverly Hills, California, 10/03/2013
20. **Zhang, W.**, Ju, J., Rigney, T., Tribble, G.D. P.gingivalis Invade Osteoblasts In Vivo and Cause Alveolar Bone Loss. 91st IADR/42th AADR Annual Meeting, Seattle, WA, 03/21/2013
21. **Zhang, W.**, Makins, S.R., Abramovitch, K., Huynh, C.P. Cone Beam Computed Tomography (CBCT) artifact characterization of root canal filling materials. 63th Annual Session of AAOMR, Savannah, GA, 11/15/2012
22. **Zhang, W.**, Ju, J., Rigney, T., Tribble, G. P. gingivalis Invade Osteoblast via Integrins $\alpha 5 \beta 1$ and Modulate Osteoblast Cytoskeleton/apoptosis. 41th AADR/36th CADR Annual Meeting, Tampa, FL, 03/22/2012
23. Abramovitch, K., Huynh, C., **Zhang, W.**, Owen, H., Bailey, J. A Teaching Methodology for Measuring Symmetry from CBCT 3D Volumetric Data. 62th Annual Session of AAOMR, Chicago, IL, 12/08/2011
24. Wang, A., Duke, P., English J., Cai, S, **Zhang, W.**, and Yang, Y. Using Bone Marrow Stem Cells to Engineer Cartilage for Bone Healing. Annual Session of the American Association of Orthodontists, Chicago, IL, 05/17/2011.
25. **Zhang, W.**, Ju, J. Odontoblast-targeted Bcl-2 overexpression promotes reparative dentin formation. 89th IADR/40th AADR/35th CADR Annual Meeting, San Diego, CA March, 2011
26. **Zhang, W.**, Huynh, C., Abramovitch, K., Leon, I-L., Arvizu, L. Comparison of technique accuracy of intraoral radiographs taken on film vs. photostimulable phosphor (PSP) plates. 61th Annual Session of AAOMR, San Diego, CA Nov. 2010

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27. **Zhang, W.**, Ju, J., Rigney, T., Tribble, G. Porphyromonas Gingivalis Suppresses Bone Formation by Inhibition of Osteoblast Differentiation, AADR 39th Annual Meeting, Washington, DC, 3/4/2010
28. Uchil, S., Abramovitch, K., and **Zhang, W.** Comparison of CBCT Bone Density in Osteoporotic Versus Non- Osteoporotic Patients. 60th Annual Session of AAOMR, Louisville, KY 10/22/2009
29. Uchil, S., Abramovitch, K., and **Zhang, W.** CBCT Identification of Mandibular Osteoporosis. Star of the South Dental Meeting, Houston, TX 04/16/2009
30. **Zhang, W.**, Bouquot, J., Hsu, C-Y., Ju, J., Gronowicz, G. Odontoblast-targeted Bcl-2 Overexpression Impairs Primary Dentinogenesis. IADR/AADR/CADR 87th General Session, Miami, FL, 4/3/2009
31. Swearingen, E., Rigney, T., Tribble, G., and **Zhang, W.** The Effects of Porphyromonas gingivalis on Osteoblasts. Hinman Student Research Symposium, College of Dentistry, The University of Tennessee Health Science Center, Memphis, TN, 11/01/2008
32. Zhang, W., Abramovitch, K., Thames, W., Leon, I-L., Colosi, D., and Goren, A. Efficacy of Rectangular Collimators for Intraoral Radiography. 59th Annual Session of AAOMR, Pittsburgh, PA, 10/30/2008
33. Seltzer, J., Colosi, D., Bonvento, M., Biernacki, J., Roe, N., **Zhang, W.**, Abramovitch, K., and Goren, A. Evaluation of the Tru-Align™ PID Using Optically Stimulated Luminescence Dosimetry, 59th Annual Session of AAOMR, Pittsburgh, PA, 10/29/2008
34. Abramovitch, K., Bouquot, J., O'Neill, P., **Zhang, W.** Three Year Evaluation of an Innovative (2005) Method for Teaching Radiology Interpretation. 9th Annual Session of Advances in Teaching & Learning Regional Conference, M. D. Anderson Cancer Center, Houston, TX 10/09/2008
35. Uchi, S., Abramovitch, K., **Zhang, W.**, Leon, I-L. Collimation Strategies for Dental Radiology Instruction. 9th Annual Session of Advances in Teaching & Learning Regional Conference, M. D. Anderson Cancer Center, Houston, TX 10/09/2008
36. Hsu, C-Y, **Zhang, W.** Bcl-2 overexpression prevents odontoblast differentiation. International Students Summer Research Program at UT Medical School, 08/29/2008
37. **Zhang, W.**, Pantschenko, A., Nahounou, M., McCarthy, M-B and Gronowicz, G. Bcl-2 Prevents Bone Loss Induced by Glucocorticoids. 28th ASBMR Annual Meeting, Philadelphia, PA, 9/15-19/2006

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38. **Zhang, W.**, Pantschenko, A., Nahounou, M., McCarthy, M-B., and Gronowicz, G. Bone targeted Bcl-2 Overexpression Abrogates Sex-related Differences in Bone Phenotype and Age-dependent Bone Loss. Combined conference of Sex and Gene Expression / Workshop on Steroid Hormones and Brain Function (SAGE/WSHBF) sponsored by the Society for Women's Health Research, Breckenridge, CO, 3/28-4/1, 2006.
39. **Zhang, W.**, Pantschenko, A., McCarthy, M-B., and Gronowicz, G. Transgenic Expression of Human Bcl-2 in Osteoblasts Promotes Differentiation but Inhibits Bone Formation in Ex Vivo Calvarial Osteoblast Cultures. 27th ASBMR Annual Meeting, Nashville, TN, 9/23-27/2005
40. **W. Zhang** and G. Gronowicz. The Role of Apoptosis in Bone Formation. The 22nd Annual Graduate Student Research Day, University of Connecticut Health Center, Farmington, CT. 6/16/2005
41. **Zhang, W.**, Pantschenko, A., Nahounou, M., McCarthy, M-B., and Gronowicz, G. Col2.3Bcl-2: A Transgenic Mouse Model to Study Aging and Sex-related Differences in Bone Formation. Skeleton, Craniofacial and Oral Biology 4th Annual Symposium, Storrs, CT. 6/3/2005
42. **Zhang, W.**, McCarthy, M-B., Zhang, H., and Gronowicz, G. Insulin-like Growth Factor II (IGF-II) Induces Apoptosis in Osteoblasts. 26th ASBMR Annual Meeting, Seattle, WA, 10/1-2/2004
43. Pantschenko, A., **Zhang, W.**, Nahounou, M., Ledgard, F., McCarthy, M-B., Lichtler, A., and Gronowicz, G. Phenotypic Characterization of Col2.3Bcl-2 Transgenic Mice with Bone-directed Expression of Bcl-2. 25th ASBMR Annual Meeting, Minneapolis, MN. 9/19-20/2003
44. Gronowicz, G, **Zhang, W.**, Nahounou, M., McCarthy, M-B., Lichtler, A., and Pantschenko, A. Transgenic Expression of Human Bcl-2 in Osteoblasts in Mice Prevents Glucocorticoid-Induced Apoptosis. 25th ASBMR Annual Meeting, Minneapolis, MN. 9/19-20/2003

Peer Reviewed/Refereed Original Articles in Journals

1. **Zhang, W.**, Huynh, C, Jadhav, A, Pinales, J, Arvizu, L, Tsai, J, Flores, N. Comparison of the efficiency and image quality of photostimulable phosphor plate and charge-coupled device receptors in dental radiography. *Journal of Dental Education*, in press, 2019
2. **Zhang, W.**, Foss, K, Wang, B. A retrospective study on molar furcation assessment via clinical detection, intraoral radiography and cone beam computed tomography. *BMC Oral Health*, 18:75, DOI 10.1186/s12903-018-0544-0 2018

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3. Cai, S., **Zhang, W.**, Tribble, G, Chen, W. The reactions of human dental pulp cells to capping agents with or without bacterial exposure. *Journal of Oral Science*, 59(4):621-627. doi.org/10.2334/josnusd.16-0625 2017 (**Zhang W is the corresponding author**)
4. **Zhang, W.**, Rajani S., Wang B. Comparison of Periodontal Evaluation by Cone Beam Computed Tomography, Clinical, and Intraoral Radiographic Examinations. *Oral Radiology*, DOI 10.1007/s11282-017-0298-4, 2017
5. Cai, S., **Zhang, W.**, Chen, W. PDGFR β ⁺/c-kit⁺ pulp cells are odontoblastic progenitors capable of producing dentin-like structure in vitro and in vivo. *BMC Oral Health*, 16:113 DOI 10.1186/s12903-016-0307-8. 2016 (**Zhang W is the corresponding author**)
6. **Zhang, W.**, Hatem, O., Edwards, L., Wang, B. Cone beam computed tomography evaluation of mandibular bone density in non-diabetic vs. diabetic populations. *Texas Dental Journal*, 133(7): 414-422. 2016
7. **Zhang, W.**, Tullis, J., Weltman, R. Cone Beam Computerized Tomography (CBCT) Measurement of Alveolar Ridge at Posterior Mandible for Implant Graft Estimation. *Journal of Oral Implantology*, Vol. XLI/No. six e231-237 DOI 10.1563/aaid-joi-D-14-00146. 2015
8. **Zhang, W.**, Skrypczak, A., Weltman, R. Anterior Maxilla Alveolar Ridge Dimension and Morphology Measurement by Cone Beam Computerized Tomography (CBCT) for Immediate Implant Treatment Planning. *BMC Oral Health*, 14:65 DOI: 10.1186/s12903-015-0055-1. 2015
9. **Zhang, W.**, Ju, J., Rigney, T., Tribble, G. Porphyromonas gingivalis infection increases osteoclastic bone resorption and osteoblastic bone formation in a periodontitis mouse model. *BMC Oral Health*, 14: 89 DOI: 10.1186/1472-6831-14-89. 2014
10. Kerr, JE., Abramian, JR., Dao, DV., Rigney, TW., Fritz, J., Pham, T., Gay, I., Parthasarathy, K., Wang, BY., **Zhang, W.**, Tribble, GD. Genetic Exchange of Fimbrial Alleles Exemplifies the Adaptive Virulence Strategy of Porphyromonas gingivalis. *PLOS ONE*, 9(3):e91696, doi:10.1371/journal.pone.0091696, 2014
11. **Zhang, W.**, Makins, SR., Abramovitch, K. Cone Beam Computed Tomography (CBCT) Artifact Characterization of Root Canal Filling Materials. *Journal of Investigative Dental Sciences*, 1(1): 0000002, 2014
12. **Zhang, W.**, Ju, J., Rigney, T., Tribble, G. Integrin alpha5 beta1-fimbriae Binding and Actin Rearrangement are Essential for Porphyromonas gingivalis Invasion of

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Osteoblasts and Subsequent Activation of the JNK Pathway. *BMC Microbiology*,13:5, DOI: 10.1186/1471-2180-13-5. 2013

13. Adibi, S., **Zhang, W.**, Servos, T., O'Neill, P. Cone Beam Computed Tomography for General Dentists. *Open Access Scientific Reports* 1:519, doi:10.4172/scientificreports.519. 2012
14. Adibi, S., **Zhang, W.**, Servos, T., O'Neill, P. Cone Beam Computed Tomography in Dentistry: What Dental Educators and Learners Should Know. *Journal of Dental Education*, 76(11):1437-1442. 2012
15. **Zhang, W.**, Huynh, C., Abramovitch, K., Leon I-L., Arvizu, L. Comparison of technique accuracy of intraoral radiographs taken on film vs. photostimulable phosphor (PSP) plates. *Texas Dental Journal*, 1298(6): 589-596. 2012
16. **Zhang, W.**, Ju, J. Odontoblast-targeted Bcl-2 Overexpression Promotes Dentine Damage Repair. *Arch of Oral Biology*, 57: 285-292. 2012 (PMCID: PMC3253319)
17. **Zhang, W.**, Ju, J., Rigney, T., Tribble, G. Fimbriae of Porphyromonas Gingivalis are Important for Initial Invasion of Osteoblasts, but not for Inhibition of Their Differentiation and Mineralization. *J of Periodontology*, 82:909-916. 2011
18. Goren, A., Bonvento, Fernandez, T., Abramovitch, K., **Zhang, W.**, Roe, N., Seltzer, J., Steinberg, M., Colosi, D. Evaluation of Radiation Exposure with Tru-Align Intraoral Rectangular Collimation System Using OSL Dosimeters. *N. Y. State Dent J*, 77(2): 24-27. 2011
19. **Zhang, W.**, Swearingen, E., Ju, J., Rigney, T., Tribble, G. Porphyromonas gingivalis Invades Osteoblasts and Inhibits Bone Formation. *Microbes and Infection*, 12:838-845. 2010
20. **Zhang, W.**, Ju, J., Gronowicz, G. Odontoblast-targeted Bcl-2 Overexpression Impairs Dentin Formation. *Journal of Cellular Biochemistry*, 111:425-432. 2010 (PMCID: PMC2996920)
21. **Zhang, W.**, Abramovitch, K., Thames, W., Leon, I-L., Colosi, D., Goren, A. Comparison of the efficacy and technical accuracy of different rectangular collimators for intraoral radiograph. *Oral Surgery, Oral Medicine, Oral Pathology, Oral Radiology and Endodontology*, 108(1):e22-8. 2009
22. **Zhang, W.**, Pantschenko, A., McCarthy, M-B., and Gronowicz, G. Bone targeted overexpression of Bcl-2 increases osteoblast adhesion and differentiation, and inhibits mineralization in vitro. *Calcified Tissue International*, 80(2):111-122. 2007
23. Pantschenko, A., **Zhang, W.**, Nahounou, M., McCarthy, M-B., Stover, M., Lichtler, A., Clark, S., and Gronowicz, G. The Effect of Osteoblast Targeted Expression of

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Bcl-2 in Bone; Differential Response in Male and Female Mice. *J Bone and Mineral Research*, 20(8): 1414-1429. 2005 (**W. Zhang is the co-first author**)

24. Gronowicz, G., McCarthy, M-B., Zhang, H., and **Zhang, W.** Insulin-like growth factor II induces apoptosis in osteoblasts. *Bone*, 35: 621-628. 2004
25. Zou, Q., Li, X., **Zhang, W.**, Feng, Y. Clinical observation of treatment of women with burning mouth syndrome by nylestriol. *J Comprehensive Stomatology*, 2:98-99. 1999
26. Feng, Y., Wei, M., **Zhang, W.** Restoration of discolored teeth by direct mount with visible light-cure composite. *J Clinical Stomatology*, 2:123. 1999
27. **Zhang, W.**, Li, H., Fang, C., and Li, Q. PCR-SSCP study of the mutation of P53 gene in oral leukoplakia and squamous cell carcinoma. *J Clinical Stomatology*, 2:97-98. 1998
28. **Zhang, W.**, Li, H., Fang, C., Li, Q. Immunohistochemical study of P53 and c-myc genes in oral leukoplakia and squamous cell carcinoma. *Stomatology*, 4:176-177. 1998
29. **Zhang, W.**, Li, H., Fang, C., Li, Q. Immunohistochemical and PCR-SSCP study of P53 gene in oral leukoplakia and squamous cell carcinoma. *Journal of Modern Stomatology*, 3:168-170. 1998

Published Articles in Local Journals

1. Miller, M., Warner, B., **Zhang, W.**, Gutierrez, J., Feng, J, Sutton, J., Lynch, E. Performance and Safety of Handheld, Portable X-Ray Units. *The Journal of the Greater Houston Dental Society*, 90(8):17-24, 2019

Form PO-2
 Rev. 10/01
 Original and one copy to State Property Office

**STATE OF NORTH CAROLINA
 DEPARTMENT OF ADMINISTRATION
 DISPOSITION OF REAL PROPERTY**

Institution or Agency: **East Carolina University**

Date: **July 2020**

The Department of Administration is requested, as provided by GS §146-28 et seq., to dispose of the real property herein described by *purchase, lease, rental, or other (specify)*. **Easement**

This disposition is recommended for the following reasons:

Grant one gas line utility easement to Greenville Utilities to support the Stadium Southside Renovation Project.

Description of Property: *(Attach additional pages if needed.)*

See attached survey and legal description.

Estimated value: **\$1.00**

Where deed is filed, if known: **Pitt County**

If deed is in the name of agency other than applicant, state the name:

N/A

Rental income, if applicable, and suggested terms:

N/A

Funds from the disposal of this property are recommended for the following use:

N/A

(Complete if Agency has a Governing Board.)

Action recommending the above request was taken by the Governing Board of **Trustees** and is recorded in the minutes thereof on **July 10, 2020** *(date)*

Signature: _____

Title: **Chancellor**



A Resolution

WHEREAS, the ECU Board of Trustees (“Board”) recognizes the role that Pirate Athletics plays in eastern North Carolina, the state and beyond; and

WHEREAS, the Board celebrates the pure competitive spirit of all Pirate students-athletes; and

WHEREAS, the Board has great admiration of the historic success and passion of the Men’s and Women’s Swimming and Diving Teams and the Men’s and Women’s Tennis teams and commits to honoring the legacy of success of these teams and their student-athletes in the years ahead; and

WHEREAS, the Board recognizes that these are not “business as usual” times and regrets that these difficult decisions were required and made; and

WHEREAS, the Board expresses its appreciation to the Athletics Fiscal Sustainability Committee for the research, analysis and consideration that was given to options to address athletics department finances; and

WHEREAS, the Board expresses its gratitude to Director of Athletics Jon Gilbert for his steadfast determination to bring ECU Athletics back to firm financial footing; and

WHEREAS, the Board recognizes that the authority of ECU Athletics lies with the Chancellor of East Carolina University; and

WHEREAS, the Board acknowledges that the recent decisions made by Interim Chancellor Ron Mitchelson regarding ECU Athletics are final.

NOW, THEREFORE BE IT RESOLVED, the Board of Trustees commends and supports the leadership of Interim Chancellor Ron Mitchelson and Director of Athletics Jon Gilbert.

Adopted this the 10th day of July, 2020.