

**East Carolina University
Board of Trustees
September 11, 2020**

MINUTES

The ECU Board of Trustees met at 9 a.m. on September 11, 2020 as part of their regularly scheduled board meeting. The meeting originated from Main Campus Student Center Ballroom A, on the campus of East Carolina University in Greenville, NC. Chairman Vern Davenport called the meeting to order.

PLEDGE OF ALLEGIANCE AND MOMENT OF SILENCE

Mr. Davenport called on Mr. Vince Smith to lead the board in the Pledge of Allegiance, immediately followed by a moment of silence in acknowledgement of the lives lost eighteen years ago today in the attacks on September 11, 2001.

ROLL CALL

Mr. Davenport called on Mr. Vince Smith to call the roll. A quorum was established.

PRESENT:
Vern Davenport
Leigh Fanning
Tom 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 had a conflict to disclose. No conflicts were identified.

APPROVAL OF MINUTES

Mr. Davenport asked for a motion to approve the minutes from the July 9, 2020 regular meeting.

Approval of the minutes was motioned and seconded.

Mr. Davenport called on Megan Ayers, Assistant Secretary to the Board of Trustees, for a roll call vote:

ROLL CALL VOTE	Y/N
Vern Davenport	YAY
Leigh Fanning	YAY
Tom 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

CAMPUS REPORTS

REPORT FROM THE INTERIM CHANCELLOR

Mr. Davenport called upon 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 STUDENT BODY

Mr. Davenport called upon Mr. Tucker Robbins, President of the Student Government Association, to provide an update on behalf of the student body. A full text version of his remarks is listed as “Attachment B.”

REPORT FROM THE FACULTY

Mr. Davenport called upon Purificacion Martinez, Chair of the Faculty Senate, to provide an update on behalf of the faculty. A full text version of Dr. Martinez’s remarks is listed as “Attachment C.”

REPORT FROM THE STAFF

Mr. Davenport called upon Todd Inman, Chair of the Staff Senate, to provide an update on behalf of the staff. A full text version of Mr. Inman’s remarks is listed as “Attachment D.”

UPDATE FROM THE BOARD OF GOVERNORS

Mr. Davenport called upon Leo Daughtry, ECU’s Board of Governors Liaison, to provide an update from the Board of Governors. A full text version of Governor Daughtry’s remarks is listed as “Attachment E.”

REMARKS FROM HEAD FOOTBALL COACH

Mr. Davenport called upon Mike Houston, ECU’s Head Football Coach, to provide an update on ECU’s football program. A full text version of Coach Houston’s remarks is listed as “Attachment F.”

RECOMMENDATIONS FROM COMMITTEES

Board of Trustee committees met Thursday, September 10, 2020. 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.

Mr. Poole seconded the motion.

Mr. Davenport called on Ms. Megan Ayers for the roll call vote.

ROLL CALL VOTE	Y/N
Vern Davenport	YAY
Leigh Fanning	YAY
Tom 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 board moved into Executive Session.

RETURN TO OPEN SESSION

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

Mr. Miller moved that the board support the formation of an ad hoc naming committee to examine all the building names, make a recommendation to the Chancellor who will bring a recommendation to the board.

The motion was seconded and the motion carried by a unanimous roll call vote.

ROLL CALL VOTE	Y/N
Vern Davenport	YAY
Leigh Fanning	YAY
Tom 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

ACTIONS FROM EXECUTIVE SESSION

Mr. Davenport called upon Mr. Fielding Miller to present a motion on behalf of the Athletics and Advancement Committee.

Mr. Miller moved that the board approve the naming of the Spilman 203 conference room in honor of former Board of Trustee member and life-long Pirate, Steve Showfety as presented in board materials.

The motion was seconded, and passed by a unanimous roll call vote. This item is listed as "Attachment H."

ROLL CALL VOTE	Y/N
Vern Davenport	YAY
Leigh Fanning	YAY
Tom 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. Davenport called on Mr. Tom Furr to present a motion on behalf of the Health Sciences Committee.

Mr. Furr moved that the board approve the incentive payment for Dr. Doyle Cummings in the Department of Family Medicine in the Brody School of Medicine as presented in board materials.

Ms. Fanning seconded the motion and the motion carried by a unanimous roll call vote.

This item is listed as "Attachment I."

ROLL CALL VOTE	Y/N
Vern Davenport	YAY
Leigh Fanning	YAY
Tom 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.

UNFINISHED BUSINESS

Mr. Davenport called upon Dr. Sara Thorndike, Vice Chancellor for Administration and Finance, to update the board on an item from yesterday's committee meeting.

No action was taken from the update.

NEW BUSINESS

Mr. Davenport shared an update with the board on the Chancellor Search Committee meeting that will follow the Board of Trustees meeting.

The committee will meet and determine which candidates from the overall pool will move forward to the next step in the search process.

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
Sept. 11, 2020

Thank you, Mr. Chairman. First and foremost, thank you. I am a grateful interim Chancellor. I've been in this role for just about a year now. It's been a fast paced, action packed year and we couldn't have done it without the full support of the students – Tucker - thank you for your leadership. The faculty – Puri - thank you for your leadership. The staff have been tremendous. Todd – thank you. You don't have a great university without fantastic staff, faculty and students and I'm incredibly grateful. I'm also grateful for the work of this board and how it's conducted itself in the time we've been together, and I really am grateful. I think the meeting we had Wednesday night was really productive. I'm thankful for the support of our new President, Peter Hans, as well. He really has been really supportive of the things we've needed to do over the past couple weeks, as difficult as they might be. I'm especially thankful that the Chancellor search committee is meeting this afternoon. Let's have a good meeting this afternoon, shall we, Mr. Chair?

We can't do a meeting without a COVID update. This update was captured from information shared this morning. This is from the Johns Hopkins site, which I follow for a global prospective. I don't know if you follow the news, but things are heating up in Eastern Europe, things are heating up in India, and things continue to heat up on the west coast of South America. This is important because in the world we live in, what happens in the rest of the world is important. That curve of COVID, the orange in the dark background, you can see how it's taken off and plateaued on a global scale and it just seems to sit there. I mention this because what happens in the rest of the world matters here in Greenville. The graphs at the bottom on the left, the blue with the yellow line running through it is Pitt County. This disease came to Pitt County later than it did the rest of the state, but you can see that spiked curve, in August and we're primarily responsible for the spike. I can remember the dates: August 19, 20, 21 and we were watching our numbers like crazy. We said if we felt like things were getting too hot then we would pivot. That's exactly what we did. We made that decision on Saturday, August 22 and announced it on Sunday, August 23. The 24th and 25th we paused classes. You can see the graph on the right, the yellow bars, show the number of new cases reported on a daily basis. We were so deliberate and thoughtful and reactive as the case numbers continued to expand. If we hadn't pivoted, I don't know where we would be today. It has an impact on the community, the faculty and the staff, on everything we do. A bit of a history lesson.

Now we look forward to spring, we don't have spring fully planned yet. There are things we know. We aren't going to bring people back here with the same level of density in the spring. We are going to be open for business, that's not going to change. We will have students here, we will have fact to face courses, but we won't have the same quantity that we had planned for the fall. I think most of that is for certain. We all look forward to the spring, a vaccine that will help us get this thing in the rearview mirror as quick as we can and we will cope as well as we can with all the impacts this brings to the university, including the financial impact.

A geography lesson for the day – I'm a geographer and you won't get out of here without a lesson. This is a map of social mobility. It's an interesting map and it's produced by a very well-known economist, Raj Chetty. Raj is the son of immigrant parents from India. He's teamed up

with John Friedman and other well-known economists and they own the IRS data and they can tell us through generations how much social mobility - in this case, how many zip codes we've had - and green is good. Lots of social mobility and moving up the social and economic ladder. From the lowest 20 percent to the highest 20 percent. Green is good and red is not. I point this out because I am proud of our university. As you can see, we are embedded in a sea of red. A lack of social mobility. Very difficult for people to pull themselves up by their bootstraps, which we all admire and celebrate when it happens. Very difficult to do in our region. You could imagine a lot of reasons for that. I'm not going to go into the reasons, but I am proud of what we do to contribute to social mobility.

When I say I'm proud - we've looked at this a couple times - but here are some updates. The Washington Monthly rankings just came out and we are in the top 15 percent "Bang for your buck - Best Value in the Southeast." We're named for the second year in a row, the only two years, by the way, to the Princeton Review of Best Universities and Colleges in the country. That's the top 10 percent. Many of our sister institutions are not on that list. I read in the newspaper yesterday, for the ninth year in a row we've received the Excellence in Diversity award. You know that the Association of Public and Land-grant Universities has named us the Innovation and Prosperity University. You know that the Carnegie Foundation regards us as a "Community-Engaged University." There is so much to be proud of in what we do, mission wise. We make sure that our students are successful, and they have that social mobility, that they are well-equipped and also that our region benefits as well, from the things that we know, and the things that we do. Part of our success, of course, is the faculty. Part of our success is what we provide on this campus. Great athletics - thank you to our coaches, our Athletic Director. It's an important part of our ingredients that we have come to appreciate.

Here is another thing that I am proud of. This is the number of military affiliated individuals enrolled. This could be veterans, current serving, spouses, children. This is the total number and it's grown significantly over the past few years. It's not our data, it's UNC System data. We have many things in place to serve our veterans. The Veteran to Scholar Bootcamp that we've done every summer for the past three years, funded by the National Endowment for the Humanities. Headed up by Anna Froula, in the department of English. What a great program to bring these veterans to campus before they get started full time in the fall. We have many programs like that - dozens. Google: military, ECU you will see dozens like that, whether it's a special tutoring service, special COAD-1000 seminar for freshman, the Pirate Academic Success Center which employs veterans to tutor. Lots of great programs like that.

A source of pride for me: at the July Board of Governors meeting we were shown military affairs data and ECU leads the pack in enrolling students who are military affiliated, including veterans - 1,931 veteran affiliated students. Next highest is UNC- Wilmington. We are really proud of the manner in which we have come to serve the military and the results we are getting.

Part of the reason for our success, mentioned at that same Board of Governors meeting is we are organized, and we have plenty of programming. Years ago, we felt like we were unorganized, but we have gotten ourselves well organized, well-coordinated and very well communicated. The Alumni Association hosts the events and awards. Military programs fall under the leadership of Dean, Anissa Zvonkovic. Recruitment and retention, Virginia Hardy does a great job of leading those efforts. UNC Policy and Initiatives, Vice-Provost Angela Anderson does a fantastic job. Research and engagement, Keith Wheeler, out of REDE makes sure that we

are well connected to especially the local military activities. Our point is, we've come a long way. We put that commission together last year under a different Chancellor, but I am glad to inherit it.

We entered a plan four years ago to grow the Honors College to a mature size of 800 and that's where we are this fall. I celebrate that. The fact that we've grown it to this size, those are fantastic students and we've worked to put us on the academic map. This year, for the first time, we've admitted transfer students into the Honors College. Prior to that we admitted them only to the first-year student program. This year we want the students who are doing a great job at the community college system and we have a really well-defined program of co-admission with the community college system. We are up to 30 community colleges that we have strong connections with. Pitt and Wake Tech in particular are very interested in ECU and we are very proud of what we've done with the ECU Honors College, it's a very important asset. You understand that we are university that brings all sorts of folks to this campus. Students come from all walks of life – the social mobility piece is so important.

We are also a university that wants and desires a positive approach to equity and fairness. Here is a program for women in STEM disciplines. Those women: Stephanie George, Kristin Meyers, Rachel Roper, Crystal Chambers have been at this for five years, if I remember correctly. They have worked so hard to get funding in the amount of \$1 million to elevate the role of women in STEM disciplines at ECU. They will have programs associated with hiring people, making sure the resources are available, and making sure they are well supported once they are here. This is important, hugely important for the university and for the region. Sixty percent of our students are female and so, the better we can have a face of faculty and staff in our region, who we actually serve, the better off we will be in terms of health and recruiting. Great opportunities for women in STEM disciplines here at ECU.

You get the point, it's not all about COVID. It just isn't all about COVID. We have great things going on, really great things going on here at ECU. I'm so thankful and grateful for the hard work that everybody has invested at this university.

ECU Board of Trustees
Student Government Association President remarks
Sept. 11, 2020

Fellow Trustees and Senior Administration,

I am glad to see us here in person for the most part. While our technology world is extremely advanced and truly magnificent, I still firmly believe that face to face meetings bring much needed aspects to interactions and discussions.

Obviously we have pivoted to remote education at the undergraduate level. While I think the rationale for the pivot was understood and supported, I know that this decision weighed heavily on our students in many aspects. Once again, I think it is safe to say we are grateful for the administration and all of the planning that have been put forth in this effort. At the end of the day, this pandemic continues to show its presence as we try to continue out our mission in higher education.

When the pivot was initially announced, I found it imperative to establish some sort of safe space, or forum for students to express their thoughts, concerns, and ideas. With such a large student body, it is nearly impossible for myself, or Student Government to capture the wide range of concerns from our students. On August 23rd, I distributed a campus wide message to our students to inform them of the forum that we created on our SGA website. Needless to say, this form gained a lot of attention – ultimately giving us great insight on where the areas of concern fell. I think it is important to address what the “hot” topics of the concerns were at that time.

- We saw a lot of attention regarding on campus residents and their need for more clarity on their move out situation.
- We saw a lot of attention in the refunds aspect of the pivot. Who was eligible for refunds? What does that process look like? What is the timeline?
- We saw a lot of concerns about special grading accommodations due to this major disruption in a student’s academic life. I am pleased to see that administration and faculty heard these concerns loudly enough to implement the Pass/Fail accommodation option for this semester.
- We also saw a variety of major and departmental specific concerns which were relayed to the appropriate deans.

With the transition to remote education, connecting with students can be difficult as many of them are no longer in Greenville or on our campus. Student Government found it imperative to meet these students where they spend most of their time – which is online. Every day of the week, various SGA officers are available to chat with any students via web conference just by simply clicking a link. We felt it crucial to give students the opportunity to connect with their elected representatives from the ease of their mobile device or laptop.

While I am not saying there are no concerns out there to be addressed, I feel confident in saying that most, if not all student concerns have been either solved or addressed with more clarity. I also feel confident that student government played a major role in this pivot, and all of the uncertainties that came with it. We are continuing to monitor student concerns in order to fulfill our obligation of advocating on the students behalf.

As I mentioned to you all at the July board meeting, improving relationships amongst students and police officers is at the top of my priority list. My vice president and I preached this in our campaign in February, and we still preach it this day. I am pleased to announce that my administration is diligently working towards this goal and clearly showing progress in our community.

- On August 15th, I was honored to volunteer my time at the Police Athletic League's Annual "Shop With A Cop" sponsored by the Greenville Rotary Club. At this event, I accompanied several elementary school children around J.C. Penny for a back to school shopping spree. This event was heavily involved with great police officers in our community that I was able to connect with as a student leader. The conversations amongst these police officers motivated me to collaborate with other campus partners to not let these important discussions die out.
- Just last night, September 10th, Student Government and the Black Student Union hosted a collaborative event centered around what I took away from the August 15th conversations in conjunction with the BSU's motives. The event was titled "Student Interactions with Law Enforcement". The motive behind this event was to promote open dialogue amongst students and law enforcement. The event was very well received and served as yet another stepping stone to bridging that gap between students and first responders in our community. I find conversations like these to be especially important in today's world as we continue to see the equality movement across our country. We highly value Greenville and ECU PD's protection to our community; therefore, we want to extend that beyond the officers uniforms.

Looking forward, I would say the most important thing on the student body's mind is the spring semester. When I look around the room and see the people assembled here today, it's hard to imagine that there is a better group in our area to get this campus back to normalcy. While I agree that we need to respect the pandemic and all of its complex ramifications, I also firmly believe, as Chancellor Michelson has said: ECU cannot fully uphold its mission without face to face instruction and environment.

I'll admit that I may be a bit biased towards physically returning to campus in the spring, as I want to walk across that stage in Dowdy-Ficklen Stadium, as do many others. I think we all know who the real thief of the Fall 2020 semester was, which is COVID-19; however, we cannot let Fall 2020 hold us back from setting the benchmark for face to face instruction during a pandemic in higher education. I'm not saying we can overlook this virus, but when I think of a Pirate, I think of grit and I think of resiliency. Let's come together towards a common goal here;

a goal that is instilled in our founding values, our creed, and our mission. I firmly believe that there is not a better group to accomplish this and it starts now.

ECU Board of Trustees
Chair of the Faculty remarks
Sept. 11, 2020

Dear Members of the Board of Trustees,

On behalf of the Faculty at ECU, I bring warm wishes of health and safety to you and your loved ones.

I want to start my remarks to you with a loving “I knew it, I told you so.” In case you are wondering, this is not a reproach about the move online for undergraduate students after only two weeks of face to face instruction. I am quite certain that anybody “con dos dedos de frente” (with common sense) in this virtual room knew that the pivoting would happen sooner rather than later. As we have seen in college town after college town, the entire country was and continues to be unprepared for thousands of people entering a community in the middle of a pandemic.

I left behind my science education a long time ago, when I decided to follow my passion for literature, but with it, I did not leave behind my critical thinking capabilities, they were actually enhanced. Our collective refusal to accept the unequivocal fact that we are not in control of nature is astonishing to me. Our misplaced faith in personal choice and not in a system of public health is at best misguided; at worse, as we are witnessing, deadly and unjust.

In the past few months, I have developed a weird taste for revisiting music from when I was much younger. How about if at this juncture we all accept the wise words of my beloved Eric Clapton?: “Time can break your heart, have you begging please, begging please.” I don’t know about you but my heart is broken and I am begging for this universal pain to stop every night before I close my eyes. But regardless of how much we wish this to go away, it will not stop, even if we pretend it is not there. Sometimes, I feel that we have become the white rabbit in Alice in Wonderland, and move at a frantic pace saying “I am late, I am late.”

No, we are not late, we are in an unprecedented health crisis and we need to treat it as such. Rushing will not do, only an educated citizenship who can separate fact from fiction, with well-funded research programs will be able to

beat this virus and every other challenge that we might encounter. Higher education is more needed than ever. Yesterday, it gave me great hope to see that all of you understood this and are ready to lobby and meet with whomever is necessary to protect ECU. Your answer to Trustee Shook's question was exactly the right one, your priority spot on: "funding, funding, funding."

While you do your work, here at ECU, the faculty will continue working hard to advance ECU's mission. I told you so in July! (yes, that is what I was talking about at the beginning): In August 10th we were prepared and ready to teach. **SLIDE PLEASE**. Take a look at this picture a good friend of mine, Geological Sciences Professor Catherine Rigby, sent me a week or so ago. This is how a 4000-level lab is taught right now. The professor, who is the primary care giver for her 88-year-old mother suffering from cancer, is at home supervising the work the students are doing in the lab. Her image is projected on different screens. The students are wet sieving, with the help of a Teaching Assistant. Catherine watches their work and pipes in with suggestions, warnings, whatever is necessary. Despite the pandemic, these students will graduate with the necessary knowledge and skills to ensure safe drinking water, safe oil drillings, safe roads.

But all this work by the faculty does not come without a heavy toll in our mental and physical well-being. You heard yesterday from Vice Chancellor Hardy about the increased number of students who have sought counselling since the beginning of the semester. Students are not the only ones. One of the best parts of my job as Chair of Faculty is to get to know colleagues from all over the university, to read their e-mails or meet them for the first time. One of them recently wrote to me: "we have forgotten to support each other, to care for one another." For the past two weeks, I have facilitated the organizational meetings of the 28 Faculty Senate Committees. A very approximate calculation tells me that during those meetings I have met at least 200 faculty members. At each one of these meetings the committees establish new priorities for the year, review and prioritize pending business, self-evaluate effectiveness.

Similarly to the e-mails I receive, these meetings allow me to hear my colleagues talk about how their teaching is going, how their students are doing, how worried they are about their children's education or their parents wellbeing. I am sure that you know that the workload of the faculty has tripled because we are teaching in a condensed schedule and we need to tend to the educational needs

of all of our students, those who are healthy or who are sick; those with resources and those struggling to find a hot spot to do their work. Our virtual offices are now open 24/7 so our students can catch up. We don't want to leave a single student behind.

And we worry as much as Assistant Vice Chancellor Whaley does about our future students, that is why we must continue our research. I hear or read this: "I am working on two grants", "I am tenure track and have two manuscripts to revise and resubmit", "I am fixed term, I have to work extra hard this year, so I get a job next year."

And with each statement, my convictions are reaffirmed: a winning day at the stadium is a nice experience for our students, but none of them will get a job because ECU won a football game, they come here for a first-rate education. Our research, our excellence, is what will ensure that our yield and retention percentages are healthy now and in the future.

But don't forget, we the faculty are not monolithic, we are a tapestry. Each voice brings unique experiences and expertise, each one is determined to see our students succeed. For example, some faculty thought that the Faculty Senate's recommendation in favor of a Pass/Fail policy for the Fall semester was the correct ethical choice while others thought that it diminished the efforts of our most driven students and negated the endless hours faculty had dedicated to prepare for a semester that everybody knew would be difficult.

The solution to all these apparently conflicting ideas is really quite simple, learn like you know your name what shared governance is, follow well established procedures that have survived the test of time and many different leadership styles at the top.

And talking about leadership styles. At this moment, there is no single employee at ECU who is not aware of two facts: budget cuts and chancellor search. It is our collective responsibility to ensure that in the many difficult decisions that will have to be made in coming months we protect the core mission of the institution. That can only be done if we have good leaders. Before the new chancellor arrives, faculty, staff and administrators present here today can propose the best thought

out plans for the future of ECU. All of that can be erased, discarded or, even worse, manipulated, if we do not select the appropriate person to lead us.

Much has appeared in the news about students' parties. **SLIDE PLEASE** A week ago, I had the privilege to attend a big student gathering. I took this picture with tears of pride in my eyes. 200+ student athletes saying "we demand change" in the most respectful way imaginable. Talk about "flipped learning." I became the student that day.

Yesterday's decision by this board to create an ad-hoc committee about named buildings shows that ECU is ready to live up to the expectations of our students. I applaud and support the actions of the Board. I encourage all of you to take one step further and commit to selecting a chancellor who will foster diversity, inclusion and excellence in our university, independent to external forces, no matter how powerful or well-intended they might be. The Faculty Senate just passed a resolution about this very topic.

I welcome your comments or questions now and always. Remember, Purificación Martínez, martinezp@ecu.edu

ECU Board of Trustees
Chair of Staff Senate remarks
Sept. 11, 2020

Welcome and Introduction

Executive Committee

- Chair Elect – Hector Molina
- Vice Chair – Aisha Powell
- Secretary – Kristin Wooten
- Treasurer – Lisa Ormond

Parliamentarian Thoughts (Student to bring another perspective)

SENATE GOALS

- Increase Staff Senate Awareness throughout the University
 - Social Media, Emails, Word of Mouth (Senators reporting to other staff members)
- Be Transparent with the senators in the information we receive
- Strengthen Communication between Chancellors Executive Cabinet, Other Administration
 - We have started having monthly meetings with chancellor’s executive cabinet
 - One or more of will be attending our monthly meetings to give updates or answer questions
- Remain open with Administration
 - Take suggestions from them
- Improving onboarding within the Staff Senate
 - Possible mentor / mentee program (match up new senators with experienced senators)
- Stay focused on achieving goals and keep moving forward

THINGS WE ARE DOING NOW

- Submitting Grant proposal for the “Stand with OED: Pledge to Act Against Racism and Injustice”
- Promoting the Janet B Royster Scholarship (Further Education & Professional Development
 - For any UNC System Staff Employee, up to \$500
- Spreading the word about the UNC System Office Racial Equity Task Force
 - Campus Engagement (Focus Groups, Town Hall Meeting, Surveys) October 19-30
- Excited about having staff representation on the chancellors Fiscal Sustainability Committee
- Meetings with the Faculty Senate Chair

CLOSING

- Getting positive feedback from On-site and mandatory employees (Campus Operations) about receiving what they need to get their jobs done during this pandemic

ECU Board of Trustees
Leo Daughtry - Board of Governors Liaison remarks
Sept. 11, 2020

First of all, I have a tie on with purple in it. It's not pirate purple but the first chance I get I will get an ECU purple tie. I'm happy to provide an update on behalf of the Board of Governors. We will be meeting next week in Chapel Hill and we are making great strides on the Board of Governors. I think we will make great progress this year. I am impressed with the way ECU board is leading. I'm happy to answer any questions the group may have.

Mr. Robbins: Governor Daughtry, I was on a call with President Hans the other day, and other UNC System Student Body Presidents and a question came up regarding tuition and fee refunds. I understand the Board of Governors voted to not refund student fees in July, President Hans stated that he thought he BOG would revisit that decision in July. I'm hoping you can check up on that for us, for the students. I think that would be a great update. I understand the tuition and fee situation is a sensitive subject for an abundance of factors but on behalf of ECU students specifically and with the move to remote education I hope you will check on that for us.

Governor Daughtry: I understand that, and I know for a fact that students find this to be important. I will find out and let you know what I learn.

ECU Board of Trustees
Mike Houston – ECU Football Coach
Sept. 11, 2020

Thanks Vern. I appreciate the opportunity to be here and I want to start by saying thank you to everyone in this room for all that you do for our university and especially for our students. Chancellor Mitchelson, certainly you inherited a challenging situation and I appreciate the way you've handled everything since then. I think Jon Gilbert appreciates it as well. You couldn't have imagined a year ago what 2020 would be like. Back in March when this all started. It's turned our worlds upside down. Quarantine was challenging for everyone, especially our students and our staff. We are fortunate that it's behind us. The day to day protocols and day to day operations we are going through right now certainly makes us appreciate when everything was normal. I don't know if we will ever see what it previously was again, we look forward to making it through all of this successfully.

As we sit here this morning, we are preparing for practice number 25 of our pre-season camp. It's been a strange pre-season camp. We began some type of return back in June and that was very phased and very restrictive as far as drill calls go. We had some access to players. It increased in July, we started our COVID fall camp back in late July. When you think about the time that's lapsed since we began and for us to only be on practice 25 it just shows how this has changed the way we operate. I'm very proud of the student-athletes and the staff for their diligence and for the way that they've handled themselves. When you change to a regimented routine that we went through and the protocols that everybody always did to now and they are meeting socially distanced, with a mask on. They are dressing in five different locker rooms right now to remain socially distanced in our locker room spaces. Our staff meetings take place in a larger room with a mask. To handle all of that and perform the way they are, I am very proud of them. We've had no issues off the field, minimal issues with the conduct of student-athletes and I think that speaks to the character of the young men we have in the program right now.

You know, it is what it is on where we are with the roster. We are very young. I was glancing at some stuff this morning before I came over here in preparation of this visit. We have 58 freshmen and redshirt freshmen on the roster, out of 118 players. Half are first year or second year guys that are classified as freshmen. We have 25 sophomores. So, two-d of our roster is very young. We have 17 seniors on our roster with 14 being scholarship players. We are a very uneven roster with many being very young. With that being said, I'm very pleased with where the program sits today versus where it sat a year ago. I am very pleased with the character of the individuals in the program. I think we've been able to cultivate a much more positive culture in accords to how we conduct ourselves on a daily basis. I am very pleased with our academic performance. This past spring our student athletes had a team GPA of 3.0. Our cumulative coming out of spring was 2.96. I think that anyone that has paid attention would agree that it's a good increase over where it was a year and a half ago. It definitely goes to a lot of hard work from our staff and student athletes and the accountability that comes along with it.

I'm very pleased with the talent level that we have today compared with a year ago. In football, bigger, faster, stronger is the most important thing and we are bigger, stronger and faster than

we were this time last year. They are 18 years old so may not know what direction to go but they are getting there. Many of you had the chance to watch a practice in the pouring rain a couple days ago and one thing this group is not lacking is spirit. They have a lot of spirit about them and they are very competitive. Those are all qualities that will help us moving forward. We are excited for September 26. We hope to finally get to play. I think that all of our coaches and players will be very disappointed if we are not able to kick off earlier, but we went through the same thing our university went through and we are coming out of it. Our medical staff reported to me prior to me coming in here and we are down to two active cases and one will come off that list today. We will then be down to one active case. We've tested everyone within the coaching staff, players and support staff on Wednesday and only that one positive. We do have a couple more in quarantine that are set to come out within the week, and we do have a dozen that are set to return in the return to play protocol right now. This means that they are no longer COVID positive, but they are not completely cleared to participate just yet. Just like with our student body we had to pause for a while and that set us back but now we are seeing the other end of the tunnel. We are looking forward to more positive days ahead. I did speak with the kids; I talk to them every day about social responsibility when it comes to the COVID-19 pandemic. I spoke to them at practice yesterday because now that we have it under control as much as we can it's our responsibility now and keep it that way. Moving forward, if you have a positive case or test result come back, it means you will miss 2 to 3 weeks minimum and as we start playing games that can be detrimental to the program and our ability to win games. We want our players to compete and the coaches to do their jobs well so now is a critical time and we have to take care of each other.

Dr. Martinez I do want to thank you for your comments regarding the peaceful protest the student athletes participated in last week. I am proud of the young men and how they represented themselves and how they represented the university in a positive manner and I think that says a lot about the character of the people we have in the program.

Any questions from anyone on the board?

Mr. Miller: Coach, can you talk about how you have turned the recruiting momentum around in terms of the quality of kids you are getting and how you went about that?

Coach Houston: Number one, all of us have high expectations for the caliber of student athletes we can recruit at the university. I think history has shown us the type of athlete and I think our recruiting has to match that. What we have done is establish our footprint and decided that it will be within a four to five-hour radius of our campus. We also use our ties and connections through the coaching landscape to extend all the way to New Jersey, down in Florida and through the gulf coast all the way down to Texas. We've structured our recruiting department and our staff within the department to make up for places where we can't be at each individually with the manpower we have on staff. We have eleven coaches that are allowed to leave campus in a normal year and go out to recruit within that five-hour footprint. Our staff in the office of our recruiting department are tasked with supporting that group within a five hour and radius and elsewhere. I spoke to a young man last night from Tucson, Arizona who happens to be at a community college in Kansas and he's a guy that came to our radar because of the work of our support staff. When we are looking for potential student athletes, we want to make

sure their character is something that fits in well in our locker room. We are not going to compromise our ability for someone that is not going to fit in character wise. We really try to check the boxes on all those pieces before we get far down the road.

For next year's class we have twelve players committed and we have a limited number of slots left – between 5 and 7 depending on where we sit scholarship wise. Then we will finish off that class. We have the unique challenge and great opportunity thanks to the NCAA Eligibility Waiver they have given for this year. In my opinion, that can really help us given those 58 freshmen and redshirt freshmen. It gives us another year to develop them. It should give our program a chance to be very strong within their eligibility time.



Report of the Audit, Risk Management, Compliance, and Ethics Committee for September 10, 2020

Operational Metrics Review

The committee reviewed the operational metrics related to Internal Audit, Healthcare Compliance, Research Compliance, and Athletics Compliance. For the current year to date, Internal Audit is ahead of schedule on audit plan completion, and slightly below the metric for the auditor productivity rate due to scheduled vacation time. Management has completed or made satisfactory progress on 100% of the audit recommendations that Internal Audit followed up on during July and August.

Athletics Compliance and Healthcare Compliance are exceeding their metrics for the number of compliance education sessions. Healthcare compliance is exceeding the metric for the number of provider documentation reviews that have been completed. For the year to date, healthcare providers have an 89.6% pass rate, slightly below the 90% benchmark.

Action Items

The committee had no action items for this meeting.

Informational Items

Office of Internal Audit – Mr. Wayne Poole

Mr. Poole stated that the annual report of Internal Audit activities for the 2020 fiscal year was provided to the committee in the Board Materials.

Enterprise Risk Management – Dr. Sara Thorndike

Dr. Thorndike briefed the committee on the ongoing risk identification and assessment exercise. Dr. Thorndike reported that the ERM Committee has identified a list of 23 risks, and a survey has been distributed to employees, students, and other constituents, including this board, for input. Dr. Thorndike reported that the updated top risks list will be presented to the Chancellor's Cabinet in October and to the Board in November.

Annual Conflict of Interest Report – Dr. Mary Farwell

Dr. Farwell briefed the committee on the annual conflict of interest disclosures required of University employees. Dr. Farwell reported that 100% of the employees who are required to submit disclosures did so during the 2019-2020 reporting year.

Title IX Regulations Update – Ms. LaKeshia Forbes and Ms. Malorie Yeaman

Ms. Forbes reminded the committee that the US Department of Education has issued a 2,000-page update to the Title IX rules applicable to the University. The new rules went into effect in August and the University has adjusted its regulations and processes so that they comply with the new federal requirements. Ms. Forbes and Ms. Yeaman briefed the committee on some of the key procedural changes and how they are being implemented at ECU. Ms. Forbes also advised the committee that there will be training modules for Board of Trustees members to complete, and we should expect more information on that training in the coming weeks.

Mr. Chairman, that concludes my report.

**Health Sciences Committee
September 10, 2020**

- Minutes from the July 9, 2020 meeting were approved.
- Dr. Mark Stacy reviewed the Health Sciences Division metrics that were selected for the dashboard. Metrics for the Health Sciences division will remain consistent with fiscal year 2020 metrics. The first three metrics reflect ECU-P's financial performance, productivity and patient experience and the fourth metric demonstrates the scholarly activity of faculty in all of our health sciences colleges/schools. For ECU Physicians' financial performance, the budget is comprised of 12 monthly budgets and in most of the months there is a budgeted loss, but there are also months which are budgeted to show profit largely due to enhanced Medicaid payments (UPL). We had budgeted to lose \$1.9 million in July and we lost \$3.6 million. The higher than budgeted loss is attributable to the continuing recovery from the COVID-19 Pandemic that led to the shut-down of most services in the Spring of 2020. If you recall, during our last discussion, we had anticipated we would see financial challenges during the first two quarters of FY21. For total wRVUs, across the practice we planned to generate 140 thousand wRVUs in July but we only generated 114 thousand. Causes for lower than budgeted wRVUs include: July is a big transition for first year residents - they are simply not as productive as second and third year residents; July is also a big transition for new providers each year; for most new providers, the initial ramp-up period may take 90 days (or longer depending upon the speciality); we are still dealing with the reduced volume from the COVID-19 Pandemic shutdown; Surgery did not fully resume full schedules until late Summer; significant decrease in Emergency Medicine volume; and, coder shortages in certain areas of our practice have led to coding backlogs. There were some positive signs in July that, if they continue, will result in higher wRVU generation in August and beyond: Outpatient visits were up and procedures were up. For a patient's willingness to refer a friend or family member to ECU-P for care, generally we continue to see improvement in our overall "Likely to Refer" score month over month. Our new annual goal is 90.7%. The monthly targets reflect our desire to see continual improvement across the year.
- Dr. Mark Stacy provided a brief Health Sciences Division update in which he focused on Brody's efforts toward developing better treatments, advancing vaccine research and minimizing COVID-19's impact in the region and state while contributing to the global body of knowledge about the novel coronavirus. NCGA Session Law 2020-4, provided BSOM with a \$15M appropriation to support three key initiatives – targeting prevention, testing and treatment of COVID-19. Public health is a critical focus for BSOM, as our region is so impacted by social determinants of health – from diet and exercise to occupational exposures to chemicals, this is an important area of research for us. ECU was a top recruiting site for the national study on convalescent plasma transfusions, the subject of an FDA emergency use authorization a couple of

**Health Sciences Committee
September 10, 2020**

weeks ago. Plasma contains many potential disease-fighting components, and so the plasma study helped drug companies to focus on the most beneficial components of the plasma, and now we have drug studies going on now looking at whether specific antibodies can provide an increased benefit. HB 1105, the most recent COVID Relief Bill includes funds for a project in partnership with the Dartmouth Atlas team to understand the key impacts of the disease to date. In a first for the Dartmouth Atlas, the ECU team will bring its partnership with Vidant Health to analyze every case in the 29 county region to validate the Dartmouth Atlas population-level approach.

- Dr. Sylvia Brown, Dean of the College of Nursing, presented highlights from the college. WHO designated 2020 as “Year of the Nurse and Midwife” as the College of Nursing celebrates 60 years of educating nurses. With nearly 12,000 alumni, they have scheduled events such as virtual alumni reunions and a legacy launch to raise money for Beacon Scholars. They have a record fall enrollment of 1,374 nursing students. They have enrolled 21% of minority students and 10% of male students for this year which is above the national average. Dr. Brown outlined the goals for the college for FY2021. Employment of RNs are projected to grow by 12% from 2018-2028 which is much faster than average for all occupations. The future looks bright for the ECU College of Nursing.
- Ms. Lisa Lashley, Nurse Anesthetist student, discussed her experiences as a student of ECU’s College of Nursing. As an out of state student, she and her husband (a member of the armed forces) have found a new home in eastern NC because of the national reputation of ECU and the College of Nursing’s Anesthesia program. Ms. Lashley spoke of the safety measures put in place to protect students while providing the opportunity to progress in their studies during the pandemic and complimented the faculty and staff on the family atmosphere and caring environment that exists in the school.

ECU BOT Health Sciences Committee Action:

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

Request – The Board approve the following motion:

I move that:

- The Board approve the incentive payment request for Dr. Doyle Cummings, PharmD in the Brody School of Medicine as presented in board materials.

Highlights
Finance & Facilities Committee
September 10, 2020

Finance and Facilities Committee met on September 10, 2020.

I. Approval of Minutes

A. The Committee approved the minutes from the July 9, 2020 meeting.

II. Review of Operational Metrics

A. Sara Thorndike, VC for Administration & Finance, reviewed the operational metrics with the Committee.

III. Informational Items

A. Sara Thorndike, VC for Administration & Finance, provided the Comprehensive Budget Report.

B. Sara Thorndike, VC for Administration & Finance, provided the Report of Approved EHRA Employee Salary Adjustments.

C. Sara Thorndike, VC for Administration & Finance, provided the Pension Report.

D. Bill Bagnell, Associate VC for Campus Operations, reported on Designer Selections since the last board meeting.

E. Bill Bagnell, Associate VC for Campus Operations, updated the committee on Capital Projects.

F. Joshua Puckett, Parking Supervisor, provided a presentation on Parking.

G. Captain Chris Sutton from the University Police Department provided a Campus Safety update.

H. Chairman Plybon provided a short update on an upcoming debt refunding since the meeting was running late.

Meeting adjourned at 3:05 pm.

Highlights
Athletics & Advancement Committee
September 10, 2020

Mr. Jon Gilbert reported year end annual fund figures of \$6M which fell short of the \$7.3M goal. Nonannual fund fundraising totaled \$2.8M.

The current year annual fund target is \$6.2M with \$500,000 collected so far. Every revenue bucket will be affected by the pandemic. Soccer, volleyball and cross country have all been moved to the spring and will operate under a modified schedule.

Mr. Gilbert reported that there are 18 athletes in isolation and the numbers are trending down. Beginning with football week, players will be tested three times per week, on Monday, Wednesday and Friday. The Friday test will be an antigen test and the conference is helping fund the Friday testing.

He reported that the Marshall game, Norfolk State game and the SC have all been moved. The Marshall game could still be played this season, the Norfolk State game has been rescheduled to 2025 and the SC game has not been determined. Mr. Gilbert is hopeful that we will be able to accommodate a percentage of fans by the Navy game, October 17th. He shared that all Pirate Club members were given options as to how they wanted to proceed with their current season tickets. Ticket sales were at 10,690 and now are at 7,083.

Mr. Gilbert communicated that athletics is exploring loss of revenue insurance which is very complex.

Mr. Chris Dyba shared that FY20 was a mixed bag of success. The Medical and Health Sciences Foundation ended the year with June being their best month for the entire year. East campus brought in \$23M which exceeded the goal. The teams are adapting to virtual engagement and colleges are embracing it too with virtual town hall meetings. He shared his con for the long-term pipeline of donors.

Mr. Dyba communicated about the recent data security incident in Advancement and advised that alumni were notified informed that no sensitive information was compromised.

Mr. Dyba communicated to the board that there have been conversations about the current names of buildings on campus and requests for change. Interim Chancellor Mitchelson expressed that we must be sensitive to the current issues and remain close together and collaborate in the process of reviewing the names. Mr. Dyba was given the charge to assemble a committee and communicate back to the BOT.

University Affairs Meeting – Board of Trustees - September 10, 2020

- **Metrics**
 - **Academic Affairs – Grant Hayes**
 - Most applications ever at ECU and third highest enrollment in ECU’s history. First time freshman was down just a half percent, but our freshman retention rate was at 84% (up 2% from last year). Opened applications for Fall 2021 on August 1st and are off to a strong start with 572 freshman applications already submitted.
 - **Research – Mike Van Scott**
 - We ended this last year at \$57 million which is a bit down, but we are still on track to achieve the System goal set for 2022.
 - **Student Affairs – Virginia Hardy**
 - We started the fall at 89% occupancy and since the move to virtual, we are at 14% occupancy.
 - We are seeing an increase in the number of students using counseling services and we are expecting that number to keep rising too. Students have a lot of anxiety and depression and this has been a great outlet.
- **Fall Enrollment Update**
 - Dr. Zhou shared census day data (Aug. 21, 2020) that is used for state and federal reporting. We had the 3rd highest fall enrollment in history with 28,798. Graduate student enrollment grew for 5,742. We have students from all 100 counties in NC with the highest being in Wake County followed by Pitt, Mecklenburg, Johnson and Guilford counties. We had 8,720 new students starting in the fall with 4,144 new freshman and 1,874 transfer students.
 - Freshman applications reached 20,313 with 17,859 being admitted (acceptance rate of 88%). Our yield rate was 23% (26% in state).
 - Transfer application were down by 106 applications and we accepted 91% of those students – from those numbers 66% enrolled.
 - Graduate applications were up by 76 apps and we enrolled 98 more students than the year before. We have a yield rate of 67.
 - ECU’s five-year graduation rates have been increasing every year in the last eight years.
 - First year retention rate for students entering in fall 2019 was 83.5% (highest number in ECU’s history).
- **COVID Transition and Continuity Update**
 - **Academic Affairs – Stephanie Whaley Presentation – Recruiting in COVID**
 - From an ACT / NRCCUA Poll – the number one worry for students in the financial situation for their family during these difficult COVID times.
 - ECU’s strategy for moving forward is “Flexibility” to make sure we are meeting the needs of students as they are picking out schools. Many students weren’t able to take ACT/SAT tests due to COVID. ECU is

waiving these scores for the 2021 HS graduates – we are going to be taking a “test-blind” approach for this cycle only for freshman and now will only require application, essay and official HS transcripts. For transfer students, we are going to a 2.0 minimum GPA, Application and Official College Transcript.

- For fall open house, students and families will be able to interact with faculty and student leaders about ECU and specific programs. We are still doing high school visits but are doing them virtually for the time being.
- Our marketing and communications are going to be more robust in the year ahead – we are trying to do more personalized messaging that matches their interests.
- Our digital footprint is where we will make the biggest impacts with Gen Z students that include SnapChat, Facebook, Instagram and Google Ads, but also organic social media posts on Instagram and Facebook.
- ECU Admissions has hired a new assistant director for Outreach and Diversity Recruitment.

**Advocacy AdHoc Committee
Main Campus Student Center, ballroom A
September 10, 2020**

Mr. Scott Shook, Chair, called the meeting to order. Chair Shook read the conflict of interest statement and asked for any conflicts to be identified. No conflicts were identified.

Committee members in attendance were Scott Shook, Angela Moss (virtual), Leigh Fanning, and Max Joyner (Virtual) and Vince Smith. A quorum was established.

Also in attendance were Trustees Vern Davenport, Bob Plybon, Tom Furr, Tucker Robbins, and Van Isley. Mr. Leo Daughtry, ECU's Liaison from the University of North Carolina Board of Governors was in attendance as well.

Mr. Shook reviewed the committee charge and facilitated a conversation around the areas under the committee's purview, including North Carolina General Assembly, ECU Pirate Club, ECU Foundation, ECU Medical and Health Sciences Foundation, UNC Board of Governors, ECU Board of Visitors, and ECU Alumni Association.

Mr. Shook will work with committee members to determine which members are best suited to serve as liaison to each identified area for the upcoming year based on committee members' personal schedules and locations of residence.

Mr. Shook called upon Mr. Davenport, Chair of the Board of Trustees, to share his thoughts with the committee on the work the committee can engage in this year and he also invited members of the committee to share their thoughts on advocacy.

The committee discussed engaging in the development of a legislative agenda for ECU in an effort to keep the committee on the same set of talking points when contacting members of the North Carolina General Assembly. Additionally, the same set of talking points will be shared with members of the Board of Visitors so they may also utilize the same set of talking points with the General Assembly.

With no further business to come before the board, Mr. Shook asked for a motion to adjourn. The motion was seconded and unanimously approved. The meeting adjourned.

Respectfully Submitted,

Kimrey Miko

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

Ms. Chris Greene, 109 Penny Road, Apt. 246, High Point, NC 27260

Name of Originator _____

N/A

336-803-2600

Department/Division _____

Phone _____

Email _____

Proposed Name(s) to Honor: Stephen "Steve" Dale Shofety

Address: _____

City _____

State _____

Zip _____

Telephone: _____

Home _____

Business _____

Relationship to the University: Alumnus, donor, board member (BOT, BOV, ECUF, Real Estate Foundation)

Proposed Object for Naming: Spilman 2nd floor conference room, room 203

Purpose for recommendation:

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

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

Purpose of Gift: Annual Capital Endowment

Date of Original Commitment: _____

Amount of the Total Commitment: _____

Amount Paid: _____

Current Pledge Balance: _____

Status of Payments: _____

Was the gift part of a campaign: Yes No Define: _____

Was the project pre-approved: Yes No

Directed to: ECU Foundation Educational Foundation

Medical Foundation Other

If the Gift was more than \$25,000:

1. Attach a copy of the signed Letter of Intent.
2. Define in detail any special arrangements or expectations the donor may have resulting from this Gift.
3. If the Gift is other than cash or cash equivalent, explain the method of valuation, and the plan for liquidation.

Signature of Originator

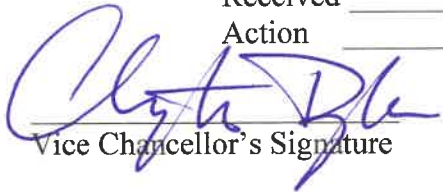
Date

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

ROUTING SHEET

Office of Vice Chancellor for University Advancement:

Received _____
 Action _____ / _____
 Date _____
 Forwarded or returned Sept 4, 2020
 Date _____


 Vice Chancellor's Signature

Comments _____

Chancellor's Office:

Received _____
 Action _____ / _____
 Date _____
 Forwarded or returned _____
 Date _____

Chancellor's Signature

Comments _____

Athletics and Advancement Committee of the Board of Trustees:

Received _____
 Action _____ / _____
 Date _____
 Forwarded or returned _____
 Date _____

Chair's Signature

Comments _____

Board of Trustees:

Received _____
 Action _____ / _____
 Date _____
 Forwarded or returned _____
 Date _____

Chair's Signature

Comments _____

Stephen "Steve" Dale Showfety (March 10, 1947-October 31, 2019) was a 1970 graduate of East Carolina University. As a student he was a member of the Pi Kappa Alpha Fraternity. Steve supported ECU with his time, talent and treasures. He served many years in leadership roles at the University. His service included years on the Board of Visitors, Board of Trustees, the ECU Foundation Board and the Real Estate Foundation. In 2008 he was the recipient of Distinguished Service Award.

He was president of Koury Corporation, a real estate development company from 1993 until his retirement in 2019.

In addition to his ECU involvement he had many volunteer positions in the Triad area. The Triad Business Journal identified him as one of the areas "Most Influential People". Business North Carolina listed him among its "Power 100".

In 2019 he was presented the Order of the Long Leaf by Governor Roy Cooper which recognizes individuals who have made significant contributions in their communities and state through service and accomplishments.

**Requested Research Productivity Incentive Payment
Doyle Cummings, PharmD
Department of Family Medicine**

Doyle Cummings is a PharmD in the Department of Family Medicine. As such he does not qualify for the BSOM Basic Science Compensation Plan or the ECU Physicians Clinical Faculty Compensation Plan. The intention of the BSOM Basic Science Compensation Plan is to reward research productivity that is funded via extramural (grant) funds. The procurement of grant funding reduces the dependency on state funding.

Dr. Cummings has an annual (12-month) base salary rate of \$144,000. The Department of Family Medicine is requesting a semi-annual incentive payment for Dr. Doyle Cummings in recognition of his research productivity for the period of January 1, 2020– June 30, 2020.

During the reporting period beginning January 1, 2020 and ending June 30, 2020, Dr. Cummings was the Primary Investigator on four grants that paid for \$51,600 of his salary therefore saving \$51,600 of state money. Family Medicine is requesting an incentive payment of \$10,320 (20% of \$51,600).

This proposed incentive payment has been reviewed by Lisa W. Hudson, Associate Vice Chancellor, Health Sciences Human Resources and Dr. Mark Stacy, Vice Chancellor, Division of Health Sciences and Dean Brody School of Medicine and Chancellor Mitchelson and is now submitted for ECU Board of Trustees approval prior to implementation.