

DRAFT MINUTES

Thursday, August 7, 2025, at 9:00 a.m.
Via Videoconference and Panopto Livestream
ECU Main Campus Student Center, Room 249
501 E. 10th St.
Greenville, NC 27858

This meeting of the ECU Board of Trustees was presided over by Chair Cassie Burt. The following members, constituting a quorum, were present in person Rich Balot, Nick Crabtree, Matt Crisp, Tom Furr, Dave Fussell, Van Isley, Carl Rogers, Scott Shook, Curtis Struyk, Daniel Walker and Vanessa Workman.

I. Call to Order

Chair Burt called the meeting to order at 9 am on Thursday, August 7, 2025.

II. Pledge of Allegiance

III. Roll Call

IV. Conflict of Interest Statement

V. Approval of the Open Minutes

The minutes from the April 25, 2025, June 12, 2025, and July 10, 2025, meetings were approved by unanimous consent.

VI. Chancellor's Report

Chancellor Rogers gave a report to the Board. This item is listed as "Attachment A."

VII. Report from the Student Body

SGA President Daniel Walker gave a report to the Board. This item is listed as "Attachment B."

VIII. Action Items

A. Advance Planning Request – West End Dining Hall

Vice Chancellor Stephanie Coleman presented a request for advance planning for West End Dining Hall. The Board voted to approve the request as presented. This item is listed as "Attachment C."

Motion: I move the Board approve the advance planning request for West End Dining Hall as presented in board materials.

Motion: Tom Furr

Motion carried.

B. Capital Project Authority Increase Request – Warren Life Sciences Building

Vice Chancellor Stephanie Coleman presented a request for increased capital project authority for the Warren Life Sciences Building. The Board voted to approve the request as presented. This item is listed as “Attachment D.”

Motion: I move the Board approve the request for increased capital project authority for the Warren Life Sciences Building as presented in board materials.

Motion: Tom Furr

Motion carried.

C. ECU Physicians Lease

Vice Chancellor Stephanie Coleman presented a request to lease by acquisition approximately 8,612 SF of office space located at 2355 W. Arlington Blvd., from ECU Medical and Health Sciences Foundation. The Board voted to approve this request as presented. This item is listed as “Attachment E.”

Motion: I move the Board approve the request to lease by acquisition approximately 8,612 SF of office space located at 2355 W. Arlington Blvd., from ECU Medical and Health Sciences Foundation as presented in board materials.

Motion: Tom Furr

Motion carried.

D. Policy on Interpersonal Relationships Among Faculty, Staff, and Students

Vice Chancellor Stephanie Coleman presented for approval a new institutional policy titled Interpersonal Relationships Among Faculty, Staff, and Students. The Board voted to approve this new policy as presented. This item is listed as “Attachment F.”

Motion: I move the Board approve the new institutional policy titled Interpersonal Relationships Among Faculty, Staff, and Students as presented in board materials.

Motion: Tom Furr

Motion carried.

E. North Recreation Complex Ground Lease

Vice Chancellor Stephanie Coleman presented a request to negotiate and execute a 50-year ground leaves with the City of Greenville for the North Recreation Complex. The Board voted to approve this request as presented. This item is listed as “Attachment G.”

Motion: I move the Board approve a request to negotiate and execute a 50-year ground leaves with the City of Greenville for the North Recreation Complex as presented in board materials.

Motion: Tom Furr

Motion carried.

IX. Informational Items

Several informational items for information only were included in board materials. Those included a list of recent designer approvals, Board of Governors submission summary, and a capital projects

update. In addition, Chair Cassie Burt provided the Board with a report from the Committee on Equality Policy Compliance, which met on August 6. The report is listed as "Attachment H."

X. Closed Session

The Board moved into closed session to discuss a personnel issue and to consult with legal counsel.

Motion: I move the board go into closed session:

- To prevent the disclosure of confidential information under NCGS 136-22 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 Board.

Motion: Tom Furr

Motion carried.

XI. Items Recommended from Closed Session

Upon return to open session, the Board had one item that required Board action related to tenure. This item is included as "Attachment I."

Motion: I move the Board approve four tenure recommendations for Dr. Cynthia Anderson in the Department of Sociology, Dr. Harrison Jones in the Department of Communication Sciences & Disorders, Dr. Sarah El Sayed and Dr. Paul Lucas, both in the Department of Criminal Justice, as presented in board materials.

Motion: Tom Furr

Motion carried.

XII. Unfinished Business

There was no unfinished business.

XIII. New Business

A. Endowment Fund Board Appointment

Chair Cassie Burt appointed Trustee Matt Crisp to the Endowment Fund Board for a 3-year term.

B. UNC System Board of Trustees Workshop

Chair Burt reminded members about the October 15 UNC System Board of Trustees Workshop at the Lenovo Center in Raleigh, NC.

XIV. Adjourn

There being no further business and without objection, the meeting was adjourned at 11 a.m.

Submitted by:

Megan Ayers

Assistant Secretary to the Board of Trustees

Chancellor Philip G. Rogers
Remarks to ECU Board of Trustees
August 7, 2025

Thank you, Chair Burt.

It's that special time of year. The campus is generally quiet as the summer begins to quickly wind down, but the anticipation is great. Many of us chose higher education as our life's "calling" because we find joy in making a difference in the lives of the students we serve – and the time for us to answer that call is arriving once again. As we continue the vital work of preparing for student move-in and the beginning of the fall semester, I want to express my gratitude to all those involved this summer in student advising and enrollment, repair and renovation projects, classroom and laboratory preparation, course material prep and refinement, and the final provisions across housing, dining, and those important welcome back student activities.

I look forward to a renewed vibrancy across campus that comes with the start of the fall term, and I promise you the energy in this building along with traffic coming into campus will be different at your next meeting.

President Hans frequently emphasizes the public interest standard that guides UNC System institutions and programs. He articulates this standard as a commitment "that any student who puts in the time and the work should emerge better off for the experience." This foundational perspective is an important filter for the decisions we make.

As we prepare to embark on a new academic year, with a newly sworn in Board of Trustees, my message to us all is the same one I delivered in March 2021 when I returned to ECU to serve as chancellor – and it's that our #1 priority (YOUR #1 priority as a board member), no matter what we face, is exclusively our mission – to be a national model for student success, public service, and regional transformation. Whatever the challenge of the time or the crisis of the moment, it's ECU's mission that must guide us. It guides our decisions. It guides our behavior and style. It guides our leadership team. It defines our culture. And I know it guides this Board.

Our unwavering commitment to the mission has been instrumental in achievements over the past five years. We've secured R1 status, entered into clinical integration with the health system, completed the most successful fundraising campaign in our history, implemented a comprehensive student success plan, invested in key enrollment strategies to navigate the demographic cliff, launched our first phase of ECU Online Flight Path (PKH) programs, earned national recognition for our work in community engagement, won athletic championships, and restored trust with the legislature and governance partners - resulting in historic investments in ECU, including funding for a new medical education building – among so much more!

Since our founding and at every waypoint in our evolution from a teacher training school to a Research 1 university, we've provided access to a wide array of students and connected all learners

to transformational experiences. The work has always been in response to the needs of our region, our state, and the people we serve.

ECU invests significant time and resources in recruiting students in a competitive and challenging market with the goal of those learners choosing ECU as their preferred destination for pursuing a degree or credential. Those who enroll in our programs trust that we will fulfill our obligations by implementing rigorous and pertinent programs and services. Completing the degree or credential in a timely manner with an academic experience that prepares the learner for the next step in their journey and doing so in an affordable way is how we reinforce our value.

A quick scan of the higher education trade press headlines is enough to know the sector is facing significant challenges and disruption – budgets, research funding, health care, demographic change, business model adjustments, and the list goes on. We should be very clear at the start of this year: ECU is not immune to ANY of those issues – you can rest assured that they have and will continue to come our way, which will require our university rise to the challenge by adapting with our mission at the center —THAT is how we will emerge positioned to thrive as a leaner, more focused, and strategic institution that delivers on its commitments.

For example, I anticipate we'll have over 600 students enrolled across our four ECU Online Flight Path (PKH) programs to start the fall term. ECU has been a leader in the state in providing high quality online programs. However, the state is losing too many students to providers outside of North Carolina, so adding this new approach, especially in meeting the needs of adult (post-traditional) learners, permits our campus to leverage our prior success and benefit from new branding, marketing, recruitment, and delivery strategies to power our online programs.

ECU is well positioned given our history in the online learning space, so it is critical that we seize the opportunity and accelerate growth in this sector. Provost Buddo and Dr. Allen Guidry, in collaboration with PKH partners and the academic units, are exploring expansion options. This work is directly connected to student success and regional transformation as we provide more access to high-demand programs and grow the workforce pipeline. We are leveraging our online excellence, adapting and modernizing our approaches, and meeting people where they are. I believe we can honor our regional history, maintain the quality of the on-campus experience for those interested in that more traditional pathway, and grow our national online brand and related enrollments.

I provide this as just one example of adapting and innovating in a moment of change and disruption. Like most campuses we face difficult decisions this year and will be faced with tough conversations and choices. From more shared services to academic program reviews to alignment of resources so that we have the capacity to invest in strategic priorities and revenue drivers, the need to adapt, adjust, and innovate will only accelerate this year. **THE NEED TO ADAPT, THE NEED TO CHANGE, THE NEED TO ADJUST AND INNOVATE ...WILL ONLY ACCELERATE THIS YEAR.** This is THE moment to determine and define our own future rather than reacting to circumstances and letting it be defined for us.

I look forward to working with this Board and the campus community in the year ahead as we plot our course and I am confident we will all operate and adapt with our mission as our guide.

Thanks for your commitment to ECU and service on this Board.

SGA Report – Daniel Walker

August 7, 2025

Good morning, esteemed guests and members of the board.

For those of you that I have not had the pleasure to meet, my name is Daniel Walker, and I currently serve as the Student Body President for the 10th SGA Session. I was elected to office in February and officially started my term in early-April. I graduated with my bachelor's in public health in May 2025 and am currently pursuing my Master of Public Administration with a Healthcare Administration Certificate. I am excited to serve over 27,000 students and represent their voices in this role. This year, our SGA platform is focused on accessibility of resources, transparency between student government and the student body, and academic advising.

Essential health and transportation resources may be available on our campus, but that does not always mean they are easily accessible to every student. Barriers such as cost, location, or lack of awareness can prevent students from fully utilizing these services. Whether it's obtaining necessary health products, securing safe transportation, or accessing SGA funding, our goal is to break down these barriers and ensure that every convenient access to the services they need.

Our "We Hear You" initiative reflects an emphasis on student engagement. SGA is dedicated to creating open dialogue between students, SGA leaders, and university administrators. Through new events and engagement strategies, we are working to ensure that students are involved in their academic and campus experience. SGA leaders are also involved in supporting student success through the development of Learner360. The Sales Force CRM system is important in the standardization of advising across the university colleges. There is no doubt that ECU is a leading institution in our state - this initiative will improve the university experience for all stakeholders.

SGA remains committed to several ongoing initiatives that have positively impacted students. Our Swipe Out Hunger and Food for Fines programs continue to combat food insecurity while helping students avoid account holds that can hinder their academic progress. We have created a permanent budget line item for free Scantrons and Blue Books, ensuring students have access to these academic materials. SGA purchased an Iris Photo Booth last year, which is a booth where students, staff, and faculty can take free, professional headshots that are sent to their email in under 5 minutes. The Iris Photo Booth has been enhanced with a new webpage featuring resources on professional attire and will soon feature custom SGA branding to make it more recognizable. SGA also continues to advocate for student-chosen wellness days, expanding on previous efforts to address mental health and overall well-being across campus.

Our administration is working on several new initiatives. To reduce parking congestion and improve transportation efficiency, we are collaborating with Parking and Transportation to host a Commuter Breakfast at the Minges Lot, encouraging students to take advantage of cost-saving parking options. We are also working with campus partners on new health-access initiatives, including the RecRe Box program, which allows students to order personalized health kits for discrete locker pick-up, and the Healthy Pirates To Go vending machines, which provide 24/7 access to over-the-counter medications at key locations across campus.

One initiative that I am particularly excited about working on is the SGA Summer Scholarship for Regional Transformation. At East Carolina University, one of the pieces of our mission is to be a national model for regional transformation. Students become tomorrow's leaders in underserved communities through internships and service. If implemented, the SGA Summer Scholarship for Regional Transformation will support ten students with demonstrated financial need completing an internship in ENC-29 through a stipend. Often, students cannot accept internships due to financial concerns surrounding housing or travel. This not only supports students who are pursuing internships but also supports businesses and the economy in ENC-29.

Engagement with students and university leadership will be strengthened through our new "SGA Sips and Solutions" series, where SGA leaders and administrators will meet on the student center lawn to encourage candid conversations. Our first guest, Dr. Frye, will join us on September 9th. To better support off-campus students, SGA is partnering with the City of Greenville on a Renter Rights and Responsibilities media series, designed to help students navigate living in a house or apartment for the first time.

We are at a critical time for student health and wellness at our university. One of the most important initiatives underway this year is our plan to implement the Student-Chosen Wellness Day program. This program recognizes that mental health is synonymous with student success, one of our core pillars at ECU. By allowing students to take one excused absence each semester for personal well-being, whether for mental health needs, physical illness, or other personal challenges, the Student-Chosen model provides a flexible, student-centered approach to wellness. Over the summer, SGA has worked closely with deans and department heads to review and refine this policy.

Finally, SGA has completed a few smaller projects this summer to improve student life, campus safety, and accessibility. Investments include a campus beautification project at Joyner Library, student-centered amenities at Laupus Library, hygiene and food products for the Purple Pantry, sunscreen dispenser refills for football games, and panoramic cameras and mounts to improve campus security.

We're excited to keep building on the great work SGA has done over the years and to push forward new ideas that make life better for all Pirates. Thank you!



Meeting of the Board of Trustees
August 7, 2025

AGENDA ITEM

VIII.A. Advance Planning RequestsWilliam Bagnell
Associate Vice Chancellor for Campus Operations

Situation: Per delegation by the Board of Governors, Advance Planning is authorized by the University's Board of Trustees. Once the design is completed and the scope and budget have been more clarified, the Capital Request will then be brought to the Board of Governors for approval of full authority.

Background:

Project	Total Project Cost	Previous Authorizations	Requested Authorizations	Total Advance Planning Authority	Funding Source(s)
West End Dining Renovations	\$20,000,000	\$ -	\$ 2,000,000	\$ 2,000,000	Dining Receipts

The existing dining hall needs a modernization. The current layout of the kitchen and dining is not sufficient to serve the current dining needs. This project will allow for a more efficient kitchen layout to properly prepare and serve students. Upgrades in the kitchen equipment will allow for more effective meal preparation. The existing seating area will be reconfigured to better accommodate student during peak hours. This project will be phased in such a manner to maintain limited service during the academic year.

Assessment: Advance Planning will take these projects through design development.

Action: This item requires a vote by the full Board of Trustees



AGENDA ITEM

VIII.B. Capital Project Authority Increase Request.....William Bagnell
 Associate Vice Chancellor for Campus Operations

Situation: The Board of Governors, on May 22, 2019, approved changes to the dollar value of projects requiring Board of Governors approval of non-appropriated capital improvement projects, delegating authority for projects where the projected cost is less than \$750,000 to the institutions' Boards of Trustees (BOT), effective July 1, 2019 (UNC Policy Manual Section 600.1.1).

Background:

Project	Total Proposed Project	Current Authority	Additional Authority Requested	Funding Source(s)
Warren Life Sciences Building - Advanced Energy Recovery	\$ 399,000	\$ 382,400	\$ 16,600	Energy Savings Carry Forward 22-23, Carry Forward 18-19

The project bid on July 16, 2025, and additional authority is needed to award project. This project includes installation of a new hydronic reheat coil to air handling unit #1, tied to the existing building glycol energy recovery system. Modifications to the existing air handling unit discharge air plenum opening and supply air ductwork are included. New coil to be installed within new air handler casing suspended above the existing unit. New inline coil pump and electronic control valve to be integrated into the existing building automation system.

Assessment: This action increases full authority for this project.

Action: This item requires a vote by the full Board of Trustees.



AGENDA ITEM

VIII.C. Lease Agreement 2355 W. Arlington BlvdStephanie Coleman
Vice Chancellor for Administration and Finance

Situation: ECU Physicians and the Brody School of Medicine, on behalf of the Department of Nephrology, requests approval to Lease by Acquisition ± 8,612.50 SF of office space located at 2355 W. Arlington Blvd. from the ECU Medical Foundation & Health Sciences Foundation, Inc.

The lease shall be for a term of one (1) year with a 30-day cancellation notice. After the initial term, the lease will convert to a month-to-month arrangement, not to exceed 18 months. (This should allow sufficient time to determine whether the Nephrology Practice will relocate.) The annual sum for year one is \$103,350 and is payable in monthly installments of \$8,612.50. This is a Triple Net Lease from the ECU Medical Foundation & Health Sciences Foundation.

Background: The Department of Nephrology has occupied space located at 2355 W. Arlington Blvd. for several years under a sublease agreement with Fresenius. Fresenius, in turn, leased the space from the ECU Medical Foundation & Health Sciences Foundation. With the expiration of the lease agreement between Fresenius and the ECU Medical Foundation & Health Sciences Foundation, the Department of Nephrology now seeks to establish a direct lease agreement with the ECU Medical Foundation & Health Sciences Foundation to continue its operations in the same location.

This transition would ensure continuity of care and services, minimize disruption to departmental operations, and maintain proximity to affiliated clinical partners.

Assessment: In accordance with ECU Physicians delegated leasing policy, leases over \$25,000 annually or greater than three (3) years require approval of the ECU Board of Trustees.

Action: This item requires a vote by the full Board of Trustees.



AGENDA ITEM

VIII.D. Interpersonal Relationships Among Faculty, Staff, and StudentsStephanie Coleman
Vice Chancellor for Administration & Finance

Situation: East Carolina University seeks approval of a new institutional policy titled *Interpersonal Relationships Among Faculty, Staff, and Students*. This policy will replace two existing university policies: the *Employment of Related Persons (Anti-Nepotism)* policy and the *Improper Relationships Between Students and Employees* policy. The new policy reflects updated standards issued by the UNC System and provides a comprehensive framework governing employment decisions, supervisory relationships, and personal conduct among faculty, staff, and students.

Background: The UNC System Office combined the former *Improper Relationships Between Student and Employees* policy and the former *Employment of Related Persons* policy with the new *Interpersonal Relationships Among Faculty, Staff, and Students* ([UNC Policy 300.4.1](#)). In alignment with this system-wide directive, ECU has developed a corresponding university policy that incorporates the revised definitions, disclosure obligations, and compliance requirements.

This policy reaffirms the university’s commitment to maintaining a professional environment where academic and employment decisions are based on individual merit and free from personal bias, conflicts of interest, or undue influence.

Assessment: The proposed policy enhances institutional integrity and risk mitigation by clearly articulating standards for evaluating and supervising employees and students, prohibiting romantic relationships where a power differential exists, and outlining a robust disclosure and conflict management process.

Action: This item requires a vote by the full Board of Trustees.

Interpersonal Relationships Among Faculty, Staff, and Students

Policy	POL06.05.02
Title	Interpersonal Relationships Among Faculty, Staff, and Students Policy
Category	Personnel
Sub-category	Appointment, Recruitment, Hiring
Authority	Board of Trustees
History	Chancellor: March 31, 2015, Board of Trustees approved new policy November 20, 2015.
Contact	Department for People Operations, Success and Opportunity 252-328-9847. Office of Research Integrity & Compliance 252-744-4140.
Related Policies	<p>NC Office of State Human Resources Selection Policy</p> <p>UNC Policy on Interpersonal Relationships among Faculty, Staff and Students, 300.4.1</p> <p>UNC Policy on Conflict of Interest and Commitment, 300.2.2</p>
Additional References	<p>Faculty Spousal and Domestic Partner Hiring Standard Operating Procedure</p> <p>N.C. General Statute § 138A-40</p>

1. Introduction

This policy sets forth that current and prospective faculty, staff, and students shall be selected, evaluated, and supervised on the basis of individual merit and without reference to any other factors unrelated to professional qualifications and performance. This policy applies to all ECU faculty, staff, and students to address interpersonal relationships that may unduly affect the academic career of students or the employment of faculty, staff, or students.

It upholds the university's high standards of professional and ethical conduct, specifically with respect to interpersonal relationships among faculty, staff, and students. The intent of this policy is to provide assurance that all faculty, staff, and students can work in an environment where they can be objectively supervised and evaluated.

This policy defines the types of interpersonal relationships among faculty, staff, and students that by their very existence create an inherent conflict of interest that affects the ability for them to be objectively supervised or evaluated. This policy also proscribes specified conduct with respect to employee interpersonal relationships and provides for disciplinary action for violations of this policy.

2.1. Employment Decision

A decision that includes, but is not limited to, one relating to:

- 2.1.1. The search, selection, or appointment of an individual to employment
 - 2.1.2. Establishing the terms and conditions of employment
 - 2.1.3. Determining job classification/compensation or benefits
 - 2.1.4. Evaluating work performance
 - 2.1.5. Voting for or otherwise participating in the processes for reappointment, promotion, tenure, or post-tenure review
 - 2.1.6. Issuing disciplinary action
 - 2.1.7. Any other action that assesses, determines, or influences work performance or career progress (e.g., work assignments, allocations of space, etc.)
- 2.2. Evaluate or supervise means to assess, determine, or influence an individual's academic or professional performance, progress, or potential, or their entitlement to or eligibility for any institutionally conferred right, benefit, or opportunity; or, to oversee, manage, or direct the individual's academic, professional, or other institutionally prescribed activities.

2.3. Related persons - anyone whose relationship is so closely identified with another person in either an academic or employment setting that the relationship suggests a conflict of interest.

For purposes of this policy, related persons include:

- 2.3.1. Spouse or Domestic Partner
- 2.3.2. Parent or Child
- 2.3.3. Grandparent or Grandchild
- 2.3.4. Sibling
- 2.3.5. Guardian or Ward
- 2.3.6. Aunt/Uncle and Niece/Nephew
- 2.3.7. First Cousins
- 2.3.8. Anyone living in the same household or whose relationship is so closely identified with another as to suggest a conflict, or
- 2.3.9. Ex-, Step-, Half-, and In-Law relationships as appropriate based on the above list.

The prohibited conduct in this policy applicable to related persons shall continue after the termination of the relationship (e.g., divorce) until such time as there is no effect upon, or perception of, impartiality.

2.4. Romantic Relationship

A romantic relationship means a relationship not identified as marriage or domestic partnership where the parties involved are consenting adults in a sexual or in a romantic (or intimate) relationship, regardless of whether or not the relationship has been consummated sexually.

2.5. Undue Influence

A situation in which an individual is able to persuade another's decisions due to the relationship between the two parties.

3. Prohibited Conduct

3.1. Employment Decisions

- 3.1.1. A University employee may not supervise, evaluate, or have authority for employment decisions over a person with whom they have or had a romantic relationship or who is a related person as defined in this policy. The prohibited conduct in this policy applicable to related persons shall continue after the termination of the relationship (e.g., divorce) until such time it is determined that there is no effect upon, or perception of, impartiality.
- 3.1.2. With respect to proposed employment decisions that would result in the concurrent service of related persons within the same academic department or employing unit, a person related to an incumbent

employee may not be employed if the professional qualifications of other candidates for the available position are demonstrably superior to those of the related person or persons involved in a romantic relationship as defined in this policy. Attachment F

3.1.3. With respect to the concurrent service within the same academic department or employing unit involving related persons or individuals who have had or have a romantic relationship, neither related person or individual shall be permitted individually or as a member of a committee to participate in or otherwise influence an employment decision for the other related person or individual person (including promotion, job classification/compensation, tenure, reappointment, and post tenure review). The prohibited conduct in this policy applicable to related persons shall continue after the termination of the relationship (e.g., divorce) until such time it is determined that there is no effect upon, or perception of, impartiality.

3.1.4. A University employee shall not influence or attempt to influence those involved in employment decisions regarding the related person or persons involved in a romantic relationship as defined in this policy.

3.2. Improper Relationships with Students.

3.2.1. University employees are prohibited from evaluating or supervising, either directly or indirectly, any enrolled student with whom they have or had a romantic relationship or any enrolled student who is a related person as defined in this policy.

3.2.2. University employees are prohibited from engaging in a romantic relationship with any enrolled student, other than his or her spouse, who is a minor under the age of eighteen.

4. Duty to Disclose

All employees have a duty to disclose actual or potential conflicts of interest created by a romantic relationship or related persons relationship as defined in this policy to their supervisor and the Department for People Operations, Success, and Opportunity in order to avoid a potential violation of this policy. An EHRA employee must also disclose such a relationship to the Office of Research Integrity and Compliance as a potential or actual conflict to the extent required by East Carolina University's PRR on Conflict of Interest and Commitment and as required by the UNC Policy on Conflict of Interest and Commitment.

4.1. New Employee

Upon hire, all new employees have a duty to disclose any actual or potential conflicts of interest created by a romantic relationship or related persons relationship as defined in this policy by contacting the Department for People Operations, Success, and Opportunity.

4.2. Change in Status

A change in an employee's status (i.e. employment, or personal relationship) that would establish an actual or potential violation of this policy (where one did not exist previously) creates a duty to disclose the actual or potential conflict of interest by contacting the Department for People Operations, Success, and Opportunity. For example, an employment action (i.e., new hire, promotion, position reclassification, reassignment of job responsibilities) or a decision of two employees to begin dating may result in a potential violation of policy as described in section 3.1.

4.3. Failure to disclose an actual or potential conflict of interest or failure to disclose in a timely manner shall constitute a violation of this policy.

5. Conflict Management Plan

Upon appropriate disclosure pursuant to section 4 and where determined to be appropriate, the Department for People Operations, Success, and Opportunity will oversee the development, approval and monitoring of a conflict management plan to avoid a violation of this policy. Conflict management plans will be reviewed and approved by the Department for People Operations, Success, and Opportunity as well as the Office of Research Integrity and Compliance, if necessary. Failure to adhere to an approved conflict management plan shall constitute a violation of this policy.

6. Disciplinary Action

Employees who violate this policy will be subject to discipline, discharge, or related corrective action dependent

upon the nature and circumstances of the policy violation. Such disciplinary action shall be conducted in accordance with existing University policies and procedures.

Attachment F

7. This policy is not intended to impede hiring of faculty spouses/partners as outlined in the Faculty Spousal and Domestic Partner Hiring Standard Operating Procedure. Hiring of faculty spouses/partners must be in compliance with this policy.

8. Reporting

The Chancellor, or their designee, shall report annually to the Board of Trustees concerning all specific cases during the preceding year in which violations of this policy were identified and how they were addressed.



AGENDA ITEM

VIII.E. North Recreation Complex Ground LeaseStephanie Coleman
Vice Chancellor Administration & Finance

Situation: East Carolina University seeks Board of Trustees approval to negotiate and execute a 50-year ground lease with the City of Greenville for the North Recreation Complex (NRC), a University-designated Millennial Campus site. This transaction aligns with the University’s strategic objectives by reducing long-term operational costs, monetizing underutilized assets, and advancing the goals set forth by the UNC Board of Governors regarding millennial campus development.

Background: The North Recreation Complex was developed by ECU between 2008 and 2019, with a total institutional investment of \$10.6 million. It currently includes multi-field recreational facilities, buildings, etc. appraised at \$11.12 million (as of June 27, 2025). The property is designated as part of ECU’s Millennial Campus, pursuant to UNC Policy Manual [§600.1.6](#), which supports initiatives that foster university partnerships, innovation, and economic development.

Under the proposed terms, the City of Greenville would make a \$3 million upfront payment and annual lease payments ranging from \$150,000 to \$300,000 over the 50-year term, totaling \$13 million. The Net Present Value (NPV) of the lease payments is estimated at \$7.37 million. In parallel, ECU will realize approximately \$350,000 in annual operating savings, with an NPV of \$6.39 million. The total combined financial impact is projected to be \$13.7 million in NPV, using a discount rate of 5%.

During the transition and for the term of the contract, ECU will retain use of the NRC fields Monday through Thursday with advance approval from the City.

Assessment: This proposed ground lease advances ECU’s long-term financial and operational priorities by shifting maintenance responsibilities, unlocking capital value from non-core assets, and concentrating student activity closer to campus at the Blount Complex. Reinvestment of proceeds into Blount Recreational Sports Complex improvements, estimated at \$2.7 million, will further enhance student access to recreational programming and support the institution’s strategic goal around wellness.

In recent years, ECU has observed a meaningful shift in recreational space utilization trends. Specifically, usage of the North Recreation Complex decreased in 2024–25, primarily due to the loss of external reservations, a reduction in large weekend tournaments, and the decision to shorten intramural seasons from seven weeks to five weeks to reduce costs. Conversely, utilization of the Blount Sports Complex has steadily increased, underscoring its strategic proximity to campus and relevance to current student engagement patterns. This shift supports the decision to reinvest in Blount

Intramural Field improvements and consolidate recreational programming closer to the campus core.

The Board of Governors has final authority on the execution of the lease.

Action: This item requires a vote by the full Board of Trustees.

BOT Subcommittee Report - Equality Policy Compliance

Following the Board of Governor's repeal and replacement of Section 300.8.5 of the UNC Policy Manual to adopt the *Equality Within the University of North Carolina Policy* (the "Policy"), ECU began work to diligently implement the various policy changes and to demonstrate the University's commitment to nondiscrimination, neutrality and equality principles established by the Policy. ECU timely reported on its work and compliance with its 2024 Annual Certification and Report submitted to the President on September 1, 2024, and since that time ECU has continued to monitor and engage in further compliance review.

This report provides an updated status and summary of the numerous steps ECU has completed to date to address its implementation and demonstrate its prompt commitment to the principles found in the Policy.

1. Training on Equality Policy Implementation

Shortly after the Board of Governor's adoption of the Policy, Chancellor Rogers shared a message with the ECU community on August 7, 2024, providing information on the Policy, including its commitment to institutional neutrality, focus on student success, reaffirmation of academic freedom, including teaching, research and service, and more. Chancellor Rogers informed the community that members of the University's leadership team would continue to assess the UNC System guidance regarding the implementation of the Policy, and that the team was working to develop the University's next steps in full compliance with the Policy, with additional communication forthcoming about ECU's comprehensive review of websites, programming, training and positions to affirm the University's commitment to institutional neutrality.

An online course entitled "Equality Within the University of North Carolina: Nondiscrimination, Institutional Neutrality, Compelled Speech, and Prohibited Concepts" was launched in August 2024 to provide training and resources to the ECU community, available to all ECU employees (via Cornerstone, login required). This course provides an overview of the concepts related to the Policy, specifically regarding nondiscrimination, institutional neutrality, compelled speech, and prohibited concepts. Effective in the Fall of 2025, all employees will be required to complete this online course as part of mandatory training requirements.

In August of 2024, the Office of University Counsel's website was updated to provide resource information regarding the Policy and related concepts, including, but not limited to:

- [Equality Within the University of North Carolina](#)
- [Political Activities](#)
- [Policy Against Compelled Speech](#)
 - [Compelled Speech Guidance](#)
- [Institutional Neutrality and Free Speech](#)

Additional training modules were also updated, including training for [search committee members](#) (required for those serving on EHRA search committees, recommended for those serving on SHRA/CSS/DMSS search committees). The training includes information about (1) the prohibition on compelled speech (slides 9-10) and (2) formulating interview questions in compliance with the compelled speech prohibition (slides 18-21).

In the fall of 2024, Chancellor Rogers set expectations with ECU leadership and respective Vice Chancellors communicated with their various divisional leadership and professional staffs to encourage review of information and FAQs and/or trainings related to the UNC System Policy Section 300.8.5 and ECU's FAQs/Understanding the UNC System's Equality Policy. In follow-up during the 2024-2025 Academic Year, the Chancellor's Executive Council disseminated a message to the campus community dated March 13, 2025, providing reminders and updates regarding: (1) Institutional Neutrality and Free Speech, (2) Political Activities of Employees, and (3) a Compliance Update which included efforts to comply with the Equality Policy.

2. Position Responsibilities for Realigned Roles

As identified in ECU's September 1, 2024 compliance certification, ECU eliminated four (4) positions across units within the divisions of Student Affairs, Academic Affairs, and the Brody School of Medicine and engaged in the realignment of eighteen (18) positions in the divisions of Student Affairs, Academic Affairs, and the Brody School of Medicine, consistent with the University's commitment to institutional neutrality and nondiscrimination. These changes included elimination of various administrative units, including, for example, the Brody School of Medicine's Diversity Affairs Office, and the Intercultural Affairs Department within the Division of Student Affairs. They also included the elimination of the University's Office for Equity and Diversity and two other units responsible for administering personnel-related and compliance functions. These changes followed the consolidation of the new Department for People Operations, Success, and Opportunity unit in March 2024 (POSO) prior to the May 2024 approval of Section 300.8.5. Finally, there was an adjustment to student centers to focus on student-led, developed, and implemented programming.

The positions identified are provided in Attachment 1 with detail of the previous duties, change of duties and new duties following the September 1, 2024, certification, with additional information to explain changes and rationale. *See Attachment 1.*

3. Updated Institutional Webpages

Shortly after the adoption of the Equality Policy, ECU engaged in a full review of its web presence by undertaking a review of its webpages and URL's. This work included the development of keywords for use in a web scan to identify potential pages and sites for compliance review. Pursuant to this project, ECU updated its webpage and sites to conform with the changes arising from the Equality Policy in the summer of 2024. In the spring of 2025, Chancellor Rogers directed University staff to conduct an additional review of all administrative institutional webpages using available technology or analytics tools to uncover outdated language that could be perceived as non-compliant. This

follow-up review in the spring semester of 2025 included a keyword search and manual review of at least 4,756 URLs/webpages.

During this review, all URLs/webpages with keywords were again reviewed by the responsible division, with teams assigned for manual review of all pages with keyword(s) reference. The review largely confirmed the effectiveness of the summer 2024 review, with some changes identified and routed to deans and other senior leadership for additional consideration. Historical items with a notation of News Services, East Magazine, or an archive of either, required no action, and leadership, in coordination with the Chief Communications Officer, continue to evaluate the operational access to these historical items. Some updates made during the Spring 2025 review included, but are not limited to, changes to ECU's free speech and resources webpage to remove references to outdated Faculty Manual pages and hyperlinks, updates to the leadership descriptor on the Centennial Awards page, revisions to confirm affinity groups from Advancement pages, and removal of any remaining outdated scholarship references. For example, webpages were confirmed to remove reference to previous scholarships advertised for underserved populations or language that may have reflected proxies for race/ethnicity.

Some additional examples of revised language include instances where "commitment to diversity and equity" language was updated and/or the removal of outdated pages related to DEI resources on campus. In Academic Affairs, discontinued content included websites for faculty affinity groups focused on topics addressed in the Equality Policy (BSOM and THCAS), removal of metrics associated with diversity-related mission and organizations owned by women or people of color (COB), removal of references to now-altered or discontinued scholarships or programs with DEI focus (COB), and removal of old content including announcements, blog posts, assessment and annual reports, and library-sponsored conference programming (ALS). In Student Affairs, the most significant updates were made because of the elimination of the Intercultural Affairs Department. Most of the other changes were based on keyword search terms and removal of any "advocacy" based language.

The Administration and Finance Division reviewed the webpages with the most significant updates made to POSO and Sustainability websites. The POSO webpage needed a refresh from the consolidation of OED, personnel administration and Human Resources department to eliminate the OED office and information. The Sustainability website included resources available to students, and the webpage has been modified to include Health and Wellbeing. Further, University Advancement made changes to any foundation funds that did not align with the institution's Equality Policy, and in some cases, they were removed from institutional websites. Additionally, updates were made to ensure all outward-facing materials are consistent with institutional values and compliance requirements.

4. Updated Mission Statements (Programs, Curriculum, Objectives)

Since 2024, ECU has engaged in continuous review and refinement of its programs and activities, mission statements, policy manuals, and objectives. Since the Policy's adoption, ECU has reviewed

the University Policy Manual (UPM) and updated its Policies, Regulations and Rules (PRRs) to reflect necessary compliance changes. This included updates to reflect the realignment and consolidation of the Department of People, Operations, Success, and Opportunity (POSO), changes to the Notice of Nondiscrimination (removal of affirmative action obligations upon elimination of prior Executive Order No. 11246), updates to ECU's Delegations of Contracting authority, among others. During the 2024-2025 Academic Year, ECU Faculty expedited review of the ECU Faculty Manual to remove outdated policy references, including repealed version of 300.8.5, and to remove or replace with current equality policy language, with final approval by Faculty Senate on February 25, 2025. In Spring 2025, the Provost's office guided several processes toward ensuring compliance with the Equality Policy and subsequent System Office directives across the Division of Academic Affairs, including updates to the Academic Unit codes with transition to provisional status during review period.

ACADEMIC UNIT CODES

The Provost worked closely with the Office of University Counsel and the Chair of the Faculty to ensure compliance in the guiding documents for units within a college (or in some cases, the entire college itself), known as Unit Codes of Operation. OUC advised the Division of Academic Affairs by reviewing Unit Codes for language not in compliance. As agreed upon by administrative and faculty leadership, each unit code was officially revised for compliance as needed and those were put into a provisional state via Faculty Senate action at their February 25, 2025 meeting with subsequent Chancellor approval on March 7, 2025. Units will continue to go through the regular process to address the provisional state necessitated by these changes. Leadership, including faculty senate leaders, continue to monitor and engage in due diligence in the review of unit code development.

STUDENT CENTERS

ECU's Student centers, such as the Dr. Jesse R. Peel LGBTQ Center and the Ledonia Wright Cultural Center, significantly adjusted the funding, programming, and governance such that the majority of each center's programming transitioned to be led, developed, and implemented by students and/or student organizations, with changes to student led allocations committee allocating the majority of the respective center's programming dollars. Each center's programming, services and facilities continue to be open to all students.

REVIEW OF FUND AGREEMENTS

The Division of University Advancement reviewed approximately 4,900 gift fund agreements focused on keyword searches, resulting in updates to approximately 75 agreements. The nature of these updates included working with the donor(s) and/or department(s) to revise the fund agreement language to reflect current terminology and align with the institution's Equality Policy. Approximately 15 funds were closed or no longer accepting donations due to a change in the area in which the funds support, a donor requested refund, or the inability to update the language to align with the institution's Equality Policy. These updates were made to ensure all outward-facing materials and internal documentation are consistent with institutional values and compliance requirements. This work is ongoing as donors continue to respond to our requests to update their funds.

SURVEYS

IPAR completed a review of institutional surveys and worked with Faculty Senate to revise a DEI related item on the annual administrator survey and the annual department chair survey, which are used as a mechanism for faculty to provide feedback on the performance of the Chancellor, Provost and dean and their department chair.

Updated Statement (full text)	Previous Statement (full text)	What was revised?
The administrator ensures in accord with the Equality Within the University of North Carolina (policy 300.8.5) diverse persons of any background, from North Carolina and beyond, are invited, included, and treated equally.	The administrator encourages diversity and implements mechanisms for attracting and retaining underrepresented (students, staff and faculty) groups.	The survey question related to DEI concepts for feedback on administrator performance.
The department chair ensures in accord with the Equality Within the University of North Carolina (policy 300.8.5) diverse persons of any background, from North Carolina and beyond, are invited, included, and treated equally.	The department chair promotes diversity and inclusiveness among students, faculty and staff.	The survey question related to DEI concepts for feedback on department chair performance.

CURRICULAR AND PROGRAMMATIC REVIEW & THE DEVELOPMENT OF WAIVERS

On February 5, 2025, in response to an Executive Order dated January 21, 2025, the System Office issued a memo regarding “mandatory curricular and program requirements on prohibited topics discussed in the Jan. 21 EO.” This memo suspended, as of February 5, “all general education requirements and major-specific requirements mandating completion of course credits related to diversity, equity, and inclusion...” At ECU, this meant that the Global Diversity and Domestic Diversity graduation requirement, a six-hour graduation requirement designed by the faculty in 2012 to widen the aperture through which our students viewed the world and to help prepare them to succeed in a global society, was immediately removed and the students registered for courses with that designation had to be allowed to withdraw without penalty. Of the 13,727 students who were registered in those courses, 21 of them chose to withdraw.

Additionally, the February 5th Memo directed Chancellors to develop waivers for any major-specific requirements in which DEI content is “substantially related” to the major. Provosts were also directed to “work using existing curricular and program development processes to implement long-term solution for complying with the Jan. 21 EO.” To that end, ECU began the process of examining the entire catalog for places in the curriculum, which had been thoughtfully developed and carefully curated by expert faculty over many years to provide our students with the most rigorous and compelling learning opportunities, for places which might require them to interact with DEI concepts. Given the scope of our catalogue and the sheer size of the task, the decision was made to utilize keywords to assist in the review. Any “hits” from the keyword search were reviewed by the departments. The department had the opportunity to either add an elective, making the DEI related course optional, remove the course, or seek a waiver if the material was considered

“substantially related” to the major. In the end, the Registrar’s Office scanned a total of 504 pages including 279 degrees and certificates, 87 minors, 63 college and departmental pages in the undergraduate catalog, and 75 college and departmental pages in the graduate catalog. This process, completed roughly one month after the February 5 Memo, resulted in 9 undergraduate program revisions, 5 graduate program revisions, 1 course revision, and 18 editorial changes to the catalogue. In addition, the Chancellor reported to the System Office waivers for: the Bachelor’s and Master’s degrees in Social Work, Teacher Licensure Programs in the College of Education, and the BS in Special Education Adapted Curriculum and General Curriculum, as well as three optional certificates in the College of Education. These waivers were presented to the Board of Governors on April 14.

Details regarding the program / curricular revisions are in the table below.

PROGRAM	ACTION TAKEN
BS, Communication	Non-DEI related course options were added to POS to create options for students
BM, Music Education	Non-DEI related course options were added to POS to create options for students
BS, Birth through Kindergarten Teacher Education	Non-DEI related course options were added to POS to create options for students
BS, Family and Consumer Sciences Education	Non-DEI related course options were added to POS to create options for students
Human Development and Family Science minor	Non-DEI related course options were added to POS to create options for students
BS, Environmental Health	Non-DEI related course options were added to POS to create options for students
BS, Physical Education	Non-DEI related course options were added to POS to create options for students
Promoting Equity in Health and Human Services Minor	Program discontinued
BS, Recreation and Park management	Non-DEI related course options were added to POS to create options for students
Maternal Child Health UG certificate	Non-DEI related course options were added to POS to create options for students
BS, Child Life	Non-DEI related course options were added to POS to create options for students
Academically and Intellectually Gifted Add-On Licensure	Licensure discontinued
Higher Education Athletics Leadership Certificate, GR certificate	Certificate discontinued
BS, Elementary Education	Non-DEI related course options were added to POS to create options for students
MAT, Master of Arts in Teaching	Course Revisions for title, description change for several courses within Rural Education strand. Other strands discontinued.
BS, Science Education	Non-DEI related course options were added to POS to create options for students
BS, English Secondary Education	Non-DEI related course options were added to POS to create options for students
BS, History Education	Non-DEI related course options were added to POS to create options for students

BS, Mathematics Secondary Education	Non-DEI related course options were added to POS to create options for students
Teaching Leadership GR certificate	Removed PSYC 2777/SOCI 1010 as course requirements
BS, Middle Grades Education	Non-DEI related course options were added to POS to create options for students
Dept. of Interior Design and Merchandising Catalog page	Department revised catalog page description to remove DEI related content.
Global Health GR Certificate	Program faculty revised program description to remove DEI related content.
Maternal and Child Health UG Certificate	Program faculty revised program description to remove DEI related content.
MAEd Science Education	Program faculty revised program description to remove DEI related content.
Teacher Leadership GR Certificate	Program faculty revised program description to remove DEI related content.
BA, African and African American Studies	Program faculty revised program description to remove DEI related content.
Crime, Law and Deviance Minor	Program faculty revised program description to remove DEI related content.
BA, English	Program faculty revised program description to remove DEI related content.
Ethnic Studies Minor	Program faculty revised program description to remove DEI related content.
Leadership Studies Minor	Program faculty revised program description to remove DEI related content.
Medical Sociology Minor	List of "Diversity/Inequality" electives was changed to courses on "Communities, Organizations, and Experiences." "

STRATEGIC PLAN/ MISSION STATEMENTS/ OTHER UPDATES

Other various changes to mission statements, strategic plan and others are identified and provided in Attachment 2 of this report. *See Attachment 2.*

Conclusion

As a state entity, ECU is committed to compliance with all University of North Carolina System policies, regulations, and standard operating procedures. Through its compliance efforts, ECU engaged in a thoughtful and meaningful approach to the review of its many programs and activities, as well as online content and resources, to provide timely implementation of various updates impacted by the Policy. ECU also remains committed to taking prompt and direct action to address any compliance concerns in the future.

New Title	Previous Title	Previous Duties	New/Current Duties	Additional information
Chief People Officer/Equal Opportunity Officer/Title IX Coordinator	Chief Diversity Officer/Equal Opportunity Officer/Title IX Coordinator	Including, but not limited to the following – served as the Chief Diversity Officer and led the “institutional Office for Equity and Diversity by fostering efficient, cross-functional, synergistic collaboration across the areas of equal opportunity compliance and DEI organizational strategy”	Including, but not limited to the following – serving as the University’s Chief Human Resources Officer, Chief Equal Opportunity Officer, and Title IX Coordinator for the University”; “lead a team of professionals across a broad range of functions including personnel and financial management; talent recruitment and acquisition; classification and compensation; learning and organizational development; employee relations; conflict resolution and mediation; equal opportunity and Title IX; research and analytics; people strategy; labor compliance; and well-being and work-life”	The Chief People Officer is a newer, modernized term reflecting a change in philosophical approach to how we view employees. Rather than human “resources” that we manage through transactional processes and compliance only, our employees, our people, are viewed as critical to our overall institutional success. How we engage with employees and how we work to optimize their overall employee engagement and experience directly impacts our mission-driven outcomes toward student success, public service, and regional transformation.
Executive Assistant	Executive Assistant	Serving as the Executive Assistant to the Chief Diversity Officer, Equal Opportunity Officer, and Title IX Coordinator	Serving as the Executive Assistant to the Chief People Officer, Equal Opportunity Officer and Title IX Coordinator	Position realignment arising from consolidation and modernization of personnel-related offices and streamlining ECU’s people-related business processes, and Compliance with Equality Policy, Section VII.

New Title	Previous Title	Previous Duties	New/Current Duties	Additional information
Special Projects Director and Compliance Manager	Affirmative Action Compliance Program Manager/Diversity and Equity Special Projects Director	Job duties included “leading the institution’s affirmative action programs and ensuring equal opportunity compliance in accordance with equity-related federal and state laws and institutional policies”;	Duties include: "supports projects and strategic initiatives overseen by the Senior Associate Vice Chancellor and Chief People Officer in the Department for People Operations, Success, and Opportunity (POSO) that support the University’s mission and strategic directions around workforce and student success”; “responsible for leading compliance efforts for the Department for POSO including federal and state legal mandates and policy guidance”.	Position realignment arising from consolidation and modernization of personnel-related offices and streamlining ECU’s people-related business processes, and Compliance with Equality Policy, Section VII.
Manager for Well-Being and Engagement Programs	Diversity and Inclusion Program Manager	Job duties included: “responsible for the development, implementation, and management of diversity strategies, programs, and initiatives to advance diversity, inclusion, and cultural competence throughout the university”;	Duties include: “provides visionary leadership to advance the holistic well-being and engagement among all faculty and staff”; “responsible for the development, implementation, and management of strategies, programs, and initiatives to advance employee well-being and engagement at ECU by leading the strategic development and implementation of comprehensive programs that foster a culture of holistic well-being and engagement work at the university level”.	Position realignment arising from consolidation and modernization of personnel-related offices and streamlining ECU’s people-related business processes, and Compliance with Equality Policy, Section VII.

New Title	Previous Title	Previous Duties	New/Current Duties	Additional information
OED Research Associate	POSO Research Associate	<p>Job duties included: “developing, monitoring, and disseminating EEO, affirmative action, and other federal or state legally mandated analyses and reports”; “developing, monitoring, and producing research and reports to inform strategic directions, planning and programming, and to evaluate university efforts to build a welcoming culture and community for people of all backgrounds for its students, faculty, staff, and the general public/support region, consistent with UNC System Policy”;</p>	<p>Duties include: "responsible for developing, monitoring, and disseminating EEO and other federal or state legally mandated analyses and reports"; “developing, monitoring, and producing research and reports to inform strategic directions, planning and programming”; “research design, research, analysis, reporting, and dashboard development that are critical to ECU’s ability to (1) evaluate and assess the effectiveness of efforts designed to support employee success for all at ECU and (2) identify gaps in success”.</p>	<p>Position realignment arising from consolidation and modernization of personnel-related offices and streamlining ECU’s people-related business processes, and Compliance with Equality Policy, Section VII.</p>
Project Manager	Project Manager	<p>Job duties included: “provides planning and implementation support for initiatives overseen by the Office and/or Associate Provost for Equity and Diversity”; “serving as a planner and/or manager for interinstitutional and campus partnerships, committees, and workgroups to facilitate the successful completion of goals and objectives on behalf of the Associate Provost”; “Projects managed through the unit will typically involve initiatives and activities specifically designed to sustain an inclusive environment and foster a broad representation of persons and perspectives</p>	<p>Duties include but are not limited to -- “provides planning and implementation support for initiatives overseen by the Department and/or Senior Associate Vice Chancellor and Chief People Officer (CPO)”; Duties will include serving as a planner and/or manager for the successful completion of goals and objectives on behalf of the CPO. Some projects will require independently directing the work of a team with authority on actions and decisions. Projects managed through the Department will typically involve initiatives and activities specifically designed to support the University’s mission and strategic directions around workforce and student success."</p>	<p>Position realignment arising from consolidation and modernization of personnel-related offices and streamlining ECU’s people-related business processes, and Compliance with Equality Policy, Section VII.</p>

New Title	Previous Title	Previous Duties	New/Current Duties	Additional information
Director of Community Outreach and Education Pathway Programs, BSOM Office of Academic Affairs	Director of Pipeline Programs, BSOM Office of Diversity Affairs	Oversight of pipeline programs directed at middle and high school students in the region within the BSOM Office of Diversity. These activities were in part to satisfy LCME Element 3.3 (diversity programs and partnerships) which was eliminated by the accrediting agency on May 19, 2025.	This position was realigned with Brody Office of Admissions and Academic Affairs. The position is responsible for planning, implementation and development of programs and initiatives that increase the interest of middle and high school students in careers in rural primary care medicine. Plans, implements and tracks community outreach and education pathway programs for pre-college students. Advises and coaches prospective undergraduate students attending ECU and other NC Colleges and Universities. Aligns with the newly appointed Asst. Dean for Rural Health Pathway Programs as a part of ECU Health/BSOM renewed focus on innovative workforce education and care delivery models for rural health care.	Title represents a broader focus on community outreach, recruitment and support for students desiring careers in rural primary care medicine. The former Brody Office of Diversity Affairs was closed in April 2023 and leadership positions within the office were eliminated. Realignment of pathway programs to BSOM Academic Affairs/BSOM Admissions and a renewed focus on rural primary health care has supported the joint vision of ECU Health System and BSOM to become the national model for rural health and wellness by creating and premier, trusted health care delivery and education system.
Administrative Support Associate, BSOM Department of Bioethics	Administrative Support Associate, BSOM Office of Diversity Affairs	Administrative and clerical duties for the BSOM Office of Diversity Affairs	Administrative and clerical duties for the BSOM Department of Bioethics	The BSOM Office of Diversity Affairs was closed in April 2023 and all positions eliminated (3) or realigned (2). The Administrative Support Associate was reassigned to fill a vacancy in the Department of Bioethics

New Title	Previous Title	Previous Duties	New/Current Duties	Additional information
Administrative Support Associate (Advanced), CON	Administrative Support Associate (Advanced), CON	<p>The position served as the Administrative Support Associate for the Associate Dean for Diversity, Equity, and Inclusion (DEI) who is responsible for all diversity, equity and inclusion activities that support students, faculty, and staff within the College of Nursing. This position was the principal contact person for the CON DEI office providing support to all aspects of the DEI program and served as the liaison between the Dean, faculty, staff, and students for the CON Associate Dean for DEI. This position was responsible for assisting with annual reports concerning enrollment, retention, and graduation rates as it related to diversity within CON.</p>	<p>The position serves as administrative support to the Office of Culture, Engagement, and Professional Development (CEPD) who is responsible for ensuring there is a culture climate that is inclusive and supports all students, faculty, and staff within the College of Nursing (CON) and serves as the primary point of contact for CON's CEPD office. The Associate Dean for CEPD is responsible for ensuring faculty and staff are adequately equipped to meet the needs of ECU CON students through professional development offerings. This position independently researches, develops, and composes program materials, text and templates which may include memos, letters, reports, and presentation materials for the CON Associate Dean for CEPD and the CEPD office. This position works collaboratively with the ECU campus community and the CON Culture and Engagement (CE) Committee assisting the Associate Dean for CEPD with culture, engagement, and professional development matters. This administrative support associate provides support to the Associate Dean for CEPD and on a wide range of culture, engagement, and professional development efforts within the CON; oversees the coordination for programs and events; develops promotional materials; and collects data and coordinates with other groups on programs within the university. This position also assists the CON Advancement Office related to CON Alumni and Events, and the ECU Marketing and Communication team to provide social media support, building and maintaining a network of contacts for the CON CEPD office</p>	<p>To align with the College of Nursing's Strategic Plan 2025, East Carolina University's institutional goals, and the broader priorities of the University of North Carolina System, we transitioned the Administrative Support Associate position to focus on professional development and engagement. This strategic adjustment directly supported all four of the College's priority areas: academic excellence, student success, community engagement, and institutional distinction. The position was expanded to strengthen academic excellence by supporting professional development programs that enhance faculty teaching effectiveness, research productivity, and leadership capacity. It advanced student success by facilitating activities that promote faculty engagement, contributing to high-quality, student-centered learning environments and fostering mentorship opportunities that positively impact student outcomes. In addition to professional development, the role placed a strong emphasis on engagement, promoting meaningful connections with students, faculty, staff, the University community, and external partners. This included administrative support for programs that enhance internal collaboration, encourage participation in college initiatives, and build a positive, inclusive academic culture. The role also reinforced community engagement by helping coordinate partnerships, outreach activities, and service initiatives aligned with the College's mission to improve health outcomes in rural and underserved regions. By facilitating connections with alumni, healthcare organizations, and community stakeholders, the position supported the College's impact beyond campus. Finally, this transition promoted institutional distinction by elevating the visibility of faculty and staff achievements, enhancing student involvement, and contributing to the College's leadership in nursing education, research, and service. This realignment also reflects the UNC System's emphasis on faculty development, student success, and community engagement as outlined in its strategic priorities. By focusing on these key areas, the position helps ensure we meet system-wide goals for educational excellence, workforce development, and regional impact, while supporting ECU's mission to serve eastern North Carolina and beyond.</p>

New Title	Previous Title	Previous Duties	New/Current Duties	Additional information
Associate Director of Student Success	Director of Intercultural Affairs	Oversight of Intercultural Affairs department; supervision of 5 Associate Directors that oversee cultural centers - Military & Vet, Ledonia Wright Cultural Center, Center for Leadership & Civic Engagement, Dr. Jesse R. Peel LGBTQ Center	Lead ECUGROW student employee development model; support student retention/first-year assessment efforts; organize/plan/lead Student Success Conference; support other student success initiatives emanating from Center for Student Success	Support for student success (retention, persistence, enrichment) initiatives and efforts for all students
Senior Associate Director of Student Engagement, Dr. Jesse R. Peel LGBTQ Center (Peel Center)	Senior Associate Director of Intercultural Affairs, Dr. Jesse R Peel LGBTQ Center	Previous duties that were eliminated include: social justice programming and educational efforts (reducing the center's programming budget by 75%), fundraising and advisory boards and their oversight, supervision of a full-time Program Coordinator (position was eliminated), oversight of SafeZone Training (program was eliminated), Pirate Alley Training, off-campus advocacy services and resources, and the removal from several professional and community boards and/or organizations	Coordinate daily Peel Center operations, advise student organizations on programming initiatives, supervise the center's Graduate Assistant (GA) and volunteers, network across the university to build relationships, and work to specifically support for wellness and safety for all students. As the Senior Director, they also help support the department of student engagement in the absence of the Director. Within the new structure of the Student Engagement Department, they actively work to support all efforts for fraternities & sororities and other student organizations. Develop and implement programming in support of student success, impacting recruitment and retention, that is open to all students. Examples include: study breaks, leadership/student success programming, mental health resources, stress wellness support, and health fairs	Continue to oversee Peel LGBTQ Center operations as Center is still operational within compliance. Role adjusted to administrative responsibilities and advising of students; reduction in programmatic responsibilities. Programming budget for the center was reduced by 75% with those funds being allocated to a student-led funding board with a funds request and allocation process for student organizations to request funding in support of student led and developed programming for student success

New Title	Previous Title	Previous Duties	New/Current Duties	Additional information
Associate Director of Student Engagement, Ledonia Wright Cultural Center (LWCC)	Associate Director of Intercultural Affairs, Ledonia Wright Cultural Center	Previous duties that were eliminated include: social justice programming and educational efforts (reducing the center's programming budget by 75%), fundraising and advisory boards and their oversight, supervision of a Graduate Assistant (position was eliminated), privilege training and programming, multicultural competence and trainings, micro-aggression trainings, off-campus advocacy services and resources, the removal from several professional and community boards and/or organizations, and the relationship with ECU Black Alumni Chapter	Coordinate daily LWCC operations, advise student organizations on programming initiatives, supervise the center's student workers, network across the university to build relationships, support the interfaith community, advise the Community Campus Religious Life Committee, and work to specifically support and advocate for wellness and safety for all students. As the Associate Director, they also work with the College of Fine Arts & Communications to support the art gallery in the center and advise the existing student-led programming board. Within the new structure of the Student Engagement Department, they actively work to support all efforts for fraternities & sororities and student organizations. Develop and implement programming in support of student success, impacting recruitment and retention, that is open to all students. Examples include: arts shows, movie nights, student success fairs, leadership/student success programming, and study resource breaks	Continue to oversee LWCC as the center is still operationally within compliance. Role adjusted to administrative responsibilities and advising students; reduction in programmatic responsibilities. Programmatic budget for office was reduced by 75%, with those funds being allocated to a student-led funding board with a funds request and allocation process for student organizations to request funding in support of student-led programming for student success

New Title	Previous Title	Previous Duties	New/Current Duties	Additional information
Coordinator of Student Engagement, Ledonia Wright Cultural Center (LWCC)	Program Coordinator, Ledonia Wright Cultural Center	Previous duties that were eliminated include: social justice programming and educational efforts (reducing the LWCC's programming budget by 75%), the organization and implementation of diversity theme months, the removal from several professional and community boards and/or organizations	With the elimination of the LWCC GA position, the Coordinator provides support for office operations and student-led programming for the Center, covers the front desk and phones when needed, selects and manages center student workers, manages the conference, library, and BBQ Patio reservations, and assists the Associate Director in the daily center operations. As the coordinator, they also support the department of student engagement and the center at open houses, Pirates Aboard, orientation programming, and teach a COAD class. Within the new structure of the Student Engagement Department, they actively work to support all efforts for fraternities & sororities and student organizations. Develop and implement programming in support of student success, impacting recruitment and retention, that is open to all students	Provide support for engaging all students, advise/counsel students on resources to support enhanced student success. Programmatic budget for LWCC was reduced by 75% with those funds being allocated to a student-led funding board with a funds request and allocation process for student organizations to request funding in support of student-led and developed programming for student success

New Title	Previous Title	Previous Duties	New/Current Duties	Additional information
Associate Director of Student Engagement, Women & Gender Center (WGC)	Associate Director of Intercultural Affairs, Women & Gender Office	Previous duties that were eliminated include: social justice programming and educational efforts (reducing the center's programming budget by 75%), fundraising and advisory boards, sexual orientation and trans programming and advocacy, women's only leadership programming, off-campus advocacy services and resources, the removal from several professional and community boards and/or organizations, and the relationship with ECU Women's Roundtable, led for the UNC BRIDGES Women's Leadership Program, and women's minority education.	Coordinate daily WGC operations, advise student organizations on programming initiatives, supervise the center's student workers and GA, network across the university to build relationships, and work to specifically support and advocate for wellness and safety for all students. As the Associate Director, they also work with Student Health Services and ECUPD to support health and safety information and programming around sexual assault and violence, as well as campus resource information. Within the new structure of the Student Engagement Department, they actively work to support all efforts for fraternities & sororities and student organizations. Develop and implement programming in support of student success, impacting recruitment and retention, that is open to all students. Examples include: Pledge Purple, women's health, general health and safety resource fairs, movie nights, leadership/student success programming, and stress relief study breaks	Continue to oversee WGC as center is still operationally within compliance. Role adjusted to administrative responsibilities and advising of students; reduction in programmatic responsibilities. Programmatic budget for the WGC was reduced by 75% with those funds being allocated to a student-led funding board with a funds request and allocation process for student organizations to request funding in support of student-led and developed programming for student success

New Title	Previous Title	Previous Duties	New/Current Duties	Additional information
Administrative Support Specialist, Student Engagement	Administrative Support Specialist, Intercultural Affairs	Administrative support & financial management for Intercultural Affairs Department, including reporting to Director of Intercultural Affairs; provide support to 5 intercultural centers - Military & Vet, Ledonia Wright Cultural Center, Center for Leadership & Civic Engagement, Dr. Jesse R. Peel LGBTQ Center, Women & Gender Office. Manage all departmental travel, supervise student workers, and process all incoming and outgoing payments. This Position was eliminated	The administrative position was open and in the search process for the Student Engagement Department, so this person was moved into that role, and the Intercultural Affairs position was eliminated. Administrative support & financial management for the Student Engagement Department, including reporting to the Director of Student Engagement; provide support to all Student Engagement offices. Manage the funding board, all student and departmental travel, supervise student workers, and process all incoming and outgoing payments	Position duties remained consistent, provides support to more offices within larger Student Engagement department, updated reporting structure
First Year Cares Retention Specialist	Program Coordinator, Dr. Jesse R Peel LGBTQ Center	Peel LGBTQ Center programming (calendar of events, coffee house program, etc), oversee daily operations of Peel LGBTQ Center, social media, support LGBTQ Advancement Council, training/scheduling/supervision of student employees and volunteers	Case management and regular meetings with First Year Cares students, liaison with Cares and Dean of Students teams for students needing support; focus on retention of first year residential students	Dedicated outreach for students identified through first year assessment; focus on retention initiatives and support for student success
Graduate Assistant, Women & Gender Center	Graduate Assistant, Women & Gender Office	Previous duties that were eliminated include: social justice programming and educational efforts (reducing the center's programming budget by 75%)	Provide support for office operations and student-led programming for the Center, cover the front desk and phones when needed, select and manage center student volunteers, and manage the conference room reservations	Support Women & Gender Center operations and office coverage

New Title	Previous Title	Previous Duties	New/Current Duties	Additional information
Graduate Assistant, Dr. Jesse R. Peel LGBTQ Center	Graduate Assistant, Ledonia Wright Cultural Center	Previous duties that were eliminated include: social justice programming and educational efforts (reducing the center's programming budget by 75%)	Provide support for office operations and student-led programming for the Center, cover the front desk and phones when needed, select and manage center student volunteers, and manage the conference room reservations	Support Peel Center operations to offset the decreased capacity from Program Coordinator that was reclassified to Retention Specialist; office coverage

Updated Statement (full text)	Previous Statement (full text)	Revision	Alignment with goals
<p><u>ECU Strategic Plan</u></p> <p>Objective V1.1: Increase enrollment and completion rates of underserved* populations through a lens of affordability and accessibility.</p> <p>*Underserved in this context is defined as rural, first-generation, and within North Carolina students from Tier 1 and Tier 2 counties as designated by the NC Department of Commerce.</p>	<p>Objective V1.1: Increase enrollment and completion rates of underserved populations through a lens of affordability and accessibility.</p>	<p>Addition of specific definition of “underserved”</p>	<p>Confirmation of ECU’s mission for regional transformation and further refines target enrollment strategy aligned with ECU’s mission</p> <p>* Divisional and college plans were reviewed and edited for alignment with changes to the institutional plan</p>
<p><u>ECU Strategic Plan</u></p> <p>Objective M1.1: Strengthen graduation and retention strategies to advance opportunity for all</p>	<p>Strengthen graduation and retention strategies while closing equity gaps to advance opportunity for all</p>	<p>Removal of language referencing equity gaps to better reflect ECU’s broad mission to support all</p>	<p>Confirmation of ECU’s mission to advance opportunity for all</p>
<p><u>ECU’s Notice of Nondiscrimination Policy</u></p>	<p>Previously entitled, <i>Notice of Nondiscrimination and Affirmative Action Policy</i></p>	<p>Eliminated outdated references to affirmative action requirements (rescinded EO 11246).</p> <p>Updated “Affirmative Action/Equal Opportunity” statement on job postings to a “Nondiscrimination Statement”.</p>	<p>ECU Board of Trustee approved updates to Policy during April 2025 meeting.</p>

Student Affairs			
<p><u>Student Engagement:</u> Supporting Pirate success through environments that enhance student development, engagement, belonging, well-being, and career readiness.</p>	<p>Student Engagement helps students connect with the University community and their peers by:</p> <ul style="list-style-type: none"> Providing professional advising services to student organizations and student leaders that fosters student-led experiences and opportunities for growth and development. Delivering innovative and intentional training and programming. Cultivating meaningful experiences through campus activities, traditions, and events. Creating a welcoming and inclusive environment that fosters collaboration and creativity. Establishing and managing processes that support student organization growth, success, and responsibility. 	<p>The department's (and sub-unit's) mission statement(s) was/were eliminated, and the unit moved to utilizing the Division of Student Affairs mission statement as its mission.</p>	<p>Revision to departmental mission realigned departmental focus on student success, development, engagement, belonging, well-being, and career readiness.</p>
<p><u>Campus Recreation and Wellness:</u> Inspiring Pirates to move, transform and thrive every day.</p>	<p>To engage the Pirate Community in diverse recreational and wellness activities by providing exceptional facilities, programs and services.</p>	<p>Full mission statement was adapted.</p>	<p>Focused on thriving and being transformational</p>

AA College/School Mission Statement			
<p><u>Brody School of Medicine:</u></p> <p>To increase the supply of primary care physicians to serve the state</p> <p>To improve the health and well-being of the region</p> <p>To train physicians who will meet the health care needs of the state</p>	<p>To increase the supply of primary care physicians to serve the state</p> <p>To improve the health status of citizens in eastern North Carolina</p> <p>To enhance the access of minority and disadvantaged students to a medical education</p>	<p>Mission statement reestablished to center on BSOM's focus on rural health and primary care</p>	<p>The new statement supports the joint vision of ECU Health and Brody School of Medicine to become the national model for rural health and wellness by creating and premier, trusted health care delivery and education system. Brody continues to be committed to and excel in training primary care physicians that remain in NC to practice, particularly in rural areas.</p>
<p><u>College of Education:</u> The College of Education will strengthen graduation and retention rates by establishing and supporting mentorship programs, support groups, and scholar communities to foster students' sense of belonging and personal growth.</p>	<p>The College of Education will strengthen graduation and retention rates by establishing and supporting mentorship programs, affinity support groups, and scholar communities to foster students' sense of belonging and personal growth.</p>		<p>Broader reference to all support groups consistent with ECU's mission</p>
AA Unit Strategic Plan Updates			
<p><u>Academic Library Services:</u></p> <p>Academic Library Services will strengthen graduation and retention strategies to advance opportunity for all by providing instructors with resources to encourage and support their creation or adoption of free and low-cost textbooks and related materials for course use to reduce costs and increase accessibility for students.</p>	<p>Academic Library Services will strengthen graduation and retention strategies while closing equity gaps to advance opportunity for all by providing instructors with resources to encourage and support their creation or adoption of free and low-cost textbooks and related materials for course use to reduce costs and increase accessibility for students.</p>		<p>Change consistent with modification to ECU's strategic plan language</p>
Division of University Advancement Strategic Plan			

<p>Priority: Mission Priority 2: Public Service</p> <p>Objective: Objective M2.1: Increase public engagement with and access to educational and cultural offerings.</p> <p>Strategy: Increase alumni relations coordination of engagement opportunities and donor relations coordination of stewardship opportunities with academic and co-curricular leadership through travel and virtual activities</p>	<p>Priority: Mission Priority 2: Public Service</p> <p>Objective: Objective M2.1: Increase public engagement with and access to educational and cultural offerings.</p> <p>Strategy: Increase alumni relations coordination of engagement opportunities and donor relations coordination of stewardship opportunities with academic and cultural leadership through travel and virtual activities</p>	<p>The strategy was revised to focus on co-curricular leadership.</p>	<p>This statement is part of the University Advancement Strategic Plan which is aligned with the ECU Strategic Plan.</p>
<p>Priority: Vision Priority 2: Workforce Success</p> <p>Objective: Objective V2.1: Increase support and utilization of faculty and staff well-being resources.</p> <p>Strategy: Increase resources and communication toward employee well-being initiatives and programs</p> <p>Strategy Status: Active</p>	<p>Priority: Vision Priority 2: Workforce Success</p> <p>Objective: Objective V2.1: Increase support and utilization of faculty and staff well-being resources.</p> <p>Strategy: Increase resources and communication toward employee well-being initiatives and programs</p> <p>Strategy Status: Active</p>	<p>The metric was updated to ensure the purpose of the initiatives was clear.</p>	<p>This statement is part of the University Advancement Strategic Plan which is aligned with the ECU Strategic Plan.</p>

<p>Metric: Resources utilized for employee welcome initiatives and team centered environment activities</p>	<p>Metric: Resources utilized for employee welcome initiatives and inclusive environment activities</p>		
<p>Priority: Vision Priority 2: Workforce Success</p> <p>Objective: Objective V2.2: Commit to sustaining an inclusive environment that welcomes a broad representation of persons and perspectives.</p> <p>Strategy: Increase activities to engage employee's representative of the multifaceted skill sets of Pirate Nation.</p>	<p>Priority: Vision Priority 2: Workforce Success</p> <p>Objective: Objective V2.2: Commit to sustaining an inclusive environment that welcomes a broad representation of persons and perspectives.</p> <p>Strategy: Increase activities to engage employees of varying perspectives</p>	<p>The strategy was revised to focus on skillsets instead of perspectives.</p>	<p>This statement is part of the University Advancement Strategic Plan which is aligned with the ECU Strategic Plan.</p>
<p>Metric: Number of activities, dollars spent on job advertisements to a variety of job boards</p>	<p>Metric: Number of activities, dollars spent on job advertisements to more diverse job boards</p>	<p>This metric for the above strategy was revised to reflect its true intention regarding the amount of job boards being utilized.</p>	<p>This statement is part of the University Advancement Strategic Plan which is aligned with the ECU Strategic Plan.</p>

ECU Foundation Strategic Plan Adjustment			
<p>Strategy – Enhance Board Engagement</p> <p>Create a highly engaged ECU Foundation Board of Directors.</p> <p>Tactic: Continue to increase representation from across the multi-faceted skillsets of Pirate Nation.</p>	<p>Strategy – Enhance Board Engagement</p> <p>Create a highly engaged ECU Foundation Board of Directors.</p> <p>Tactic: Continue to diversify the board on gender, race, geography, connection to ECU, etc.</p>	<p>The tactic was revised to focus on skillsets instead of other factors.</p>	<p>This statement is part of the ECU Foundation Strategic Plan.</p>



Meeting of the Board of Trustees

August 7, 2025

AGENDA ITEM

X.A. Tenure Recommendations..... Dr. J. Christopher Buddo
Provost and Vice Chancellor of Academic Affairs

Situation: August 2025 Tenure Recommendations

Background: Enclosed are 4 tenure actions:

- Cynthia Anderson, Sociology, effective July 1, 2025
- Harrison Jones, Communication Sciences & Disorders, effective August 1, 2025
- Sarah El Sayed, Criminal Justice and Criminology, effective August 16, 2025
- Paul Lucas, Criminal Justice and Criminology, effective August 16, 2025

Assessment: These tenure actions have the recommendations/approvals by all appropriate parties, including Chancellor Rogers.

Action: This item requires a vote by the full Board of Trustees.



Office of the Provost and Vice Chancellor for Academic Affairs

113 Spilman Building | Mail Stop 102 | East Carolina University | Greenville, NC 27858-4353

(252) 328 - 5419 office | (252) 328 - 6005 fax

Memorandum

TO: Ms. Megan Ayers
ECU Board of Trustees

FROM: Dr. J. Christopher Buddo
Provost and Vice Chancellor for Academic Affairs

Date: July 28, 2025

RE: Request for BOT Actions on August 2025 Recommendations for Tenure

Attached are the August 2025 tenure recommendations that need to be submitted to the Board of Trustees for their consideration at the upcoming August 6-7, 2025 meeting. These actions have been approved by Chancellor Rogers. Formats are attached for the following new ECU hires:

College of Arts and Sciences

Cynthia Anderson – Sociology
Sarah El Sayed – Criminal Justice and Criminology
Paul Lucas – Criminal Justice and Criminology

College of Allied Health Sciences

Harrison Jones – Communication Sciences and Disorders

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

Enclosed: 4 BOT Tenure Formats

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

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

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

Name of Appointee: Dr. Cynthia Anderson

Department: Sociology School/College: College of Arts and Sciences

Current Rank or Title: (if applicable) n/a Proposed Rank or Title: Professor

Indicate Type of Action: (select all that apply)

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

Effective Date of Action: 07/01/2025

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

Salary: \$ 145,363 Source(s): State Funds: \$ 145,363 *Non-State Funds: \$ 0
 *Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): _____

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

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

Section II. To be completed by the faculty member.

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

Ph. D., North Carolina State University, Sociology, 1997
Graduate Certificate in Feminist Studies, Duke University, 1992
M.S., Virginia Polytechnic Institute and State University, Sociology, 1990
B. A., College of William and Mary, Sociology, 1987

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)

Full Professor, Department of Sociology and Anthropology, Ohio University (2016-present)
Associate Professor, Department of Sociology and Anthropology, Ohio University (2006-2016)
Associate Professor, Department of Sociology, Iowa State University (2002-2006)
Assistant Professor, Department of Sociology, Iowa State University (1996-2002)
Visiting Instructor, Wilson College (1989-1990)

3. Scholarly & Creative Activities:

Type	Number
Book	1
Edited Book	1
Chapter	3
Refereed Journal Article	10
Other Journal Article	1
Juried Performance/Show	
Non-Juried Performance/Show	
Other: Forthcoming Edited Book	2
Other: White Paper	1
Other:	

4. Membership in professional organizations:

Rural Sociological Society
Sociologists for Women in Society
American Sociological Society

5. Professional service on campus:

Chair, Department of Sociology and Anthropology (2020-present)
Director, Women's, Gender and Sexuality Studies (2017-2020)
Interim Associate Dean, Graduate College, Ohio University (2012-2013)
Faculty Fellow, Graduate College, Ohio University (2012)
Graduate Director, Sociology, Ohio University (2007-2012)

2023-2024 Co-Chair, COMMIT, Dynamic Strategy Committee
2022-2025 Member, Ohio University Faculty Senate
2022-2025 Member, Faculty Senate Executive Committee
2022-2025 Chair, Faculty Senate Promotion and Tenure Committee
2022-2025 Trained Title IX Hearing Officer and Decision-Maker
2022-2024 Member, Division of Equity, Inclusion, Assess and Belonging Faculty Affairs Council
2023-2024 Member, DEIAB working group, Best Practices for Inclusive Research and Creative Activity
2022-2023 Member DEIAB working group, Best Practices for Equitable Promotion and Tenure
2021-2023 Member, Ohio University, One Ohio P&T Task Force
2020-2022 Member, College of Arts and Sciences Dean's Advisory Board
2020-Present Member, Ohio University Chairs and Directors Council
2015-2022 Advisory Board, Margaret Boyd Scholars Program
2015-2022 Faculty, Margaret Boyd Scholars Program
2019 Chair, LGBT Director Search (National Search)
2014-2015 Provost appointed Campus Climate Task Force
2014-2015 Chair, Strategic Vision Subcommittee, Campus Climate Task Force

6. Professional service off campus:

2021-2022 Member, Higher Education Research Services (HERS) Leadership Council
2020 Reviewer, National Science Foundation, Social Science Division
2013-2015 Council member (elected), Rural Sociological Society (International)
2014-2015 Chair, Awards Committee, Rural Sociological Society (International)
2013-2014 Co-chair, Awards Committee, Rural Sociological Society (International)
2011-2013 Chair, Sociologists for Women in Society Strategic Planning Task Force (International)
2007-2009 Vice President, Sociologists for Women in Society (International)
2007-2009 Chair, Membership Committee, Sociologists for Women in Society (International)

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

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

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

Name of Appointee: Harrison Jones

School/Department: Communication Sciences & Disorders College: College of Allied Health Sciences

Current Rank or Title: (if applicable) N/A Proposed Rank or Title: Professor & Chair

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: 08/01/2025

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

Salary: \$ 156,000 Source(s): State Funds: \$ 156,000 *Non-State Funds: \$ 0

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

Prior Recommendations/Personnel Actions:

(please check appropriate responses)

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

Section II. To be completed by the faculty member.

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

Ph.D. Rehabilitation Sciences - 2007 - University of Florida
 Master of Management of Clinical Informatics - 2020 - Duke University
 M.A. (Communications Disorders) - 1998 - Appalachian State University
 B.A. (Communications Disorders) - 1996 - North Carolina State University

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)

Speech Pathology and Audiology Services
 Lumberton, NC
 Clinical Fellow 1998-1999

Southeastern Regional Medical Center
 Speech Pathology and Audiology Services
 Lumberton, NC
 Clinical Speech-Language Pathologist 1998-2000

Duke University Medical Center
 Durham, NC
 Clinical Speech-Language Pathologist 2000-2004

University of Florida
 Gainesville, FL
 Clinical Speech-Language Pathologist/Clinical Research Assistant
 2004-2007

Brain Rehabilitation Research Center Malcolm Randall VAMC
 Gainesville, FL
 Speech Pathology Pre-Doctoral Trainee
 2005-2007

Duke University
 Durham, NC
 Assistant Professor of Surgery
 Division of Speech Pathology & Audiology
 2007-2013

Duke University
 Durham, NC
 Associate Professor of Surgery
 Department of Head and Neck Surgery & Communication Sciences,
 Department of Speech Pathology & Audiology
 2013-2018

Duke University
 Durham, NC
 Associate Professor of Surgery (with tenure)
 Department of Head and Neck Surgery & Communication Sciences
 2018-present

3. Scholarly & Creative Activities:

Type	Number
Book	1
Edited Book	4
Chapter	9
Refereed Journal Article	53
Other Journal Article	4
Juried Performance/Show	
Non-Juried Performance/Show	
Other: _____	_____
Other: _____	_____
Other: _____	_____

4. Membership in professional organizations:

- American Speech-Language-Hearing Association (ASHA)
- American Speech-Language-Hearing Association Special Interest Division Neurophysiology and Neurogenic Speech and Language Disorders
- Academy of Neurologic Communication Disorders & Sciences
- American Speech-Language-Hearing Association Special Interest Division 13, Swallowing and Swallowing Disorders
- Dysphagia Research Society
- International Association of Logopedics and Phoniatics
- National Black Association for Speech-Language and Hearing
- North Carolina Speech, Hearing & Language Association
- Academy of Neurologic Communication Disorders and Sciences

5. Professional service on campus:

Attachment I

Committees/Leadership:

- a. Clinical Research Training Committee, Duke Speech Pathology, 2008-Present.
- b. Clinical Practice Guideline Committee, Duke Speech Pathology, 2008-Present.
- c. Performance Improvement Committee, Duke Speech Pathology, 2008-Present.
- d. Director, Clinical program in Motor Speech Disorders, Duke Speech Pathology, 2010-Present.
- e. Director, Clinical program in Swallowing and Swallowing Disorders, Duke Speech Pathology, 2011-Present.
- f. Director, Clinical program in Respiratory Muscle Training, Duke Speech Pathology, 2012-Present.
- g. Planning Committee, Annual Pompe Disease Patient Clinics & Educational Symposia, 2012-Present.
- h. Research Committee, Head and Neck Surgery & Communication Sciences, 2015-Present.
- i. CRU Director, Head and Neck Surgery & Communication Sciences. 2022-Present.

Jones HN. "Respiratory muscle and tongue weakness in late-onset Pompe disease: Clinical implications of past, present, and future research", 10th Annual Pompe Disease Patient Meeting, Duke Pompe Disease Clinical & Research Program, Duke University Medical Center, Department of Pediatrics, Division of Medical Genetics, Durham, NC, March 26-27, 2021.

Jones HN. "Voice disorders in children with Pompe disease", Pediatric Pompe Disease Patient Meeting, Duke Pompe Disease Clinical & Research Program, Duke University Medical Center, Department of Pediatrics, Division of Medical Genetics, Durham, NC, August 7, 2021.

Jones HN. "Speech and swallowing disorders in late-onset Pompe disease are under-recognized", Duke/Amicus 2021 Pompe Education Session. Washington Duke Inn, Durham, NC, December 7, 2021.

Jones HN. "Emerging evidence for the use of respiratory muscle training with obstructive sleep apnea", Aspire Respiratory Products, February 28, 2022.

Jones HN. "Role of the speech pathologist in the management of late-onset Pompe disease", Adult Pompe Disease Patient Meeting, Duke Pompe Disease Clinical & Research Program, Duke University Medical Center, Department of Pediatrics, Division of Medical Genetics, Durham, NC, April 1, 2022.

Jones HN. "Speech Pathology Evaluation and Treatment after Pulmonary Transplant", Duke Symposium on the Management of Esophageal Dysfunction in Advanced Lung Disease and Pulmonary Transplant, Durham, NC. February 12, 2023.

Jones HN. "Speech disorders in children with Pompe disease", Pediatric Pompe Disease Patient Meeting, Duke Pompe Disease Clinical & Research Program, Duke University Medical Center, Department of Pediatrics, Division of Medical Genetics, Durham, NC, July 31, 2023.

Jones HN. "Oral and pharyngeal weakness in late-onset Pompe disease", Adult Pompe Disease Patient Meeting, Duke Pompe Disease Clinical & Research Program, Duke University Medical Center, Department of Pediatrics, Division of Medical Genetics, Durham, NC, March 22, 2024.

Jones HN. "Speech/swallow topics in Pompe disease", Adult Pompe Disease Patient Meeting, Duke Pompe Disease Clinical & Research Program, Duke University Medical Center, Department of Pediatrics, Division of Medical Genetics, Durham, NC, April 22, 2023.

Jones HN. "Dysarthria in children with Pompe disease", Pediatric Pompe Disease Patient Meeting, Duke Pompe Disease Clinical & Research Program, Duke University Medical Center, Department of Pediatrics, Division of Medical Genetics, Durham, NC, July 20, 2024.

6. Professional service off campus:

2005-2006 Florida Journal of Communication Disorders, Editorial Consultant

2009-Present Journal of Pediatric Neurology, Editorial Board

2009-Present Journal of Pediatric Rehabilitation Medicine, Editorial Board, Speech-Language Pathology

2023-Present Frontiers in Neuroanatomy, Editorial Board, Review Editor

2023-Present Frontiers in Human Neuroscience, Editorial Board, Associate Editor, Speech and Language Section

Neel AT, Crisp KD, Kishnani PK, & Jones HN. Tongue strength, articulation, and resonance in children with Pompe disease. American Speech-Language-Hearing Association Annual Conference, Washington DC, November 18-20, 2021.

Solomon NP & Jones HN. Managing obstructive sleep apnea in adults: What is the role of the speech-language pathologist? American Speech-Language-Hearing Association Annual Conference, New Orleans, LA, November 17-19, 2022.

Jones HN. Big data approaches to exploring social disparities in dysphagia (invited). Dysphagia Research Society, San Francisco, CA, March 15-17, 2023.

Neel A, Crisp K, Kishnani P, Jones H. Longitudinal assessment of dysarthria in children with infantile-onset Pompe disease. American Speech-Language-Hearing Association Annual Conference, Boston, MA, November 16-18, 2023.

Jones HN, Wright J, Kishnani PK, Neel AD. Speech and swallowing impairments in adults with late-onset Pompe disease. 2024 Motor Speech Conference, San Diego, CA, February 21-24, 2024.

Stafford VG, Rodriguez-Rassi E, Desai AK, Shrivastava G, Case LE, Jones HN, Spiridigliozzi GA, Kishnani PS. IOPD entering adulthood: Lessons from two decades of ERT experience. 20th Annual WORLDSymposium, San Diego CA, February 4-9, 2024.

Jones HN. Current understanding of speech impairments in Pompe disease. Invited presentation at the 2024 AMDA/IPA International Pompe Patient and Scientific Conference. San Antonio TX, May 3-5, 2024.

Jones HN. Speech and swallowing disorders in adult polyglucosan body disease (APBD). Invited presentation for the APBD Research Foundation Patient Chat series. Brooklyn NY, April 24, 2024.

Reeve, BB. Applying qualitative and quantitative methods to design a caregiver-reported measure of communication ability for individuals with rare neurodevelopmental disorders to assess treatment benefit in regulatory trials. Health Survey Research Methods Conference. March 2025.

Solomon NP & Jones HN. Myofunctional approaches to the treatment of obstructive sleep apnea. 2024 International Association of Orofacial Myology Annual Convention, Raleigh, NC, September 27-29, 2024.

Reeve BB, Rader A, Lin L, Lucas N, McFatrach M, Gordon KL, Jones HN, Friedman B, Sadhwani A, Tan W-H, on behalf of the Angelman Syndrome Natural History Consortium. The relationship of the Observer-Reported Communication Ability (ORCA) Measure with other communication Measures – the Angelman Syndrome Natural History Study. 2024 The Foundation for Angelman Syndrome Biomarker and Outcome Measure Consortium (A-ABOM) meeting. Orlando, FL, November 8-9, 2024.

Jones HN. "High-intensity respiratory muscle training in late-onset Pompe disease". United Pompe Foundation/UC Irvine Virtual Pompe Meeting. Irvine, CA, December 19, 2021.

Jones HN. "Respiratory muscle training in patients with dysphagia". MSLP 507 Advanced Dysphagia (graduate course), Department of Communication Sciences & Disorders, Biola University, La Mirada, CA, April 25, 2022.

Jones HN. "Role of the speech-language pathologist in the management of Pompe disease in children", Pediatric Pompe Disease Patient Meeting, Duke Pompe Disease Clinical & Research Program, Duke University Medical Center, Department of Pediatrics, Division of Medical Genetics, Durham, NC, August 6, 2022.

Jones HN. "Respiratory muscle training for speech pathologists in medical settings", Department of Neurology, Speech Pathology Section. Mayo Clinic, Rochester, MN, Phoenix/Scottsdale, AZ and Jacksonville, FL. November 12, 2022.

Jones HN. "Current topics in dysphagia: Respiratory muscle training and social disparities among older adults". MSLP 507 Advanced Dysphagia (graduate course), Department of Communication Sciences & Disorders, Biola University, La Mirada, CA, April 17, 2023.

Jones HN. "Contemporary topics in dysphagia management: Social Disparities among older adults with dysphagia" MSLP 507 Advanced Dysphagia (graduate course), Department of Communication Sciences & Disorders, Biola University, La Mirada, CA, April 15, 2024.

6. Professional service off campus (continued if needed):

2006-Present Clinical Dysphagia Series, Plural Publishing, Series Co-Editor
 2010-Present Open Journal Parkinson's Disease, Communication disorders special issue coeditor

2005-Present Journal of Medical Speech-Language Pathology, Manuscript Reviewer
 2009-Present American Journal of Speech-Language Pathology, Manuscript Reviewer
 2009-Present Genetics in Medicine, Manuscript Reviewer
 2009-Present Neuromuscular Disorders, Manuscript Reviewer
 2010-Present International Journal of Speech-Language Pathology, Manuscript Reviewer
 2010-Present Journal of Communication Disorders, Manuscript Reviewer
 2010-Present Clinical Linguistics & Phonetics, Manuscript Reviewer
 2010-Present Expert Reviews, Manuscript Reviewer
 2011-Present Molecular Genetics and Metabolism, Manuscript Reviewer
 2011-Present Muscle & Nerve, Manuscript Reviewer
 2011-Present American Journal of Psychiatry, Manuscript Reviewer
 2013-Present Italian Journal of Pediatrics, Manuscript Reviewer
 2014-Present Developmental Neurorehabilitation, Manuscript Reviewer
 2015-Present BMC Neurology, Manuscript Reviewer
 2015-Present International Journal of Speech-Language Pathology, Manuscript Reviewer
 2016-Present Orpanet Journal of Rare Diseases, Manuscript Reviewer
 2016-Present Journal of Rehabilitation Research & Development, Manuscript Reviewer
 2017-Present Ultrasound in Medicine and Biology, Manuscript Reviewer
 2017-Present European Journal of Neurology, Manuscript Reviewer
 2017-Present PLOS ONE, Manuscript Reviewer
 2017-Present Cortex, Manuscript Reviewer
 2017-Present Disability and Rehabilitation, Manuscript Reviewer
 2018-Present Journal of Speech, Language, and Hearing Research, Manuscript Reviewer
 2019-Present Journal of Pediatric Intensive Care, Manuscript Reviewer
 2020-Present Clinical Neurophysiology, Manuscript Reviewer
 2020-Present Heliyon, Manuscript Reviewer
 2020-Present Annals of Translational Medicine, Manuscript Reviewer
 2020-Present Respiratory Care, Manuscript Reviewer
 2021-Present Scientific Reports, Manuscript Reviewer
 2021-Present SAGE Open Medical Case Reports, Manuscript Reviewer
 2021-Present Case Reports in Neurology, Manuscript Reviewer
 2022-Present European Journal of Medical Research, Manuscript Reviewer
 2023-Present Frontiers in Psychology, Manuscript Reviewer
 2023-Present European Journal of Paediatric Neurology, Manuscript Reviewer
 2023-Present Dysphagia, Manuscript Reviewer
 2023-Present The Journal of Pediatrics: Clinical Practice, Manuscript Reviewer
 2024-Present International Journal of Orofacial Myology and Myofunctional Therapy, Manuscript Reviewer
 2024-Present BMJ Case Reports, Manuscript Reviewer
 2024-Present Perspectives of the ASHA Special Interest Groups, Manuscript Reviewer

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

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

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

Name of Appointee: Sarah El Sayed

Department: Criminal Justice and Criminology School/College: THCAS

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: 8/16/25

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

Salary: \$ 86,000 Source(s): State Funds: \$ 86,000 *Non-State Funds: \$ -0-
 *Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.): _____

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

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

2015—Ph.D. in Criminology—University of Texas at Dallas
2012—M.S. in Criminology—University of Texas at Dallas
2009—B.A. in Criminology—University of Texas at Dallas

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)

2025—Present—Associate Professor—Department of Criminal Justice and Criminology—East Carolina University
2022-2025—Associate Chair—Department of Criminology and Criminal Justice—The University of Texas at Arlington
2021-2025—Faculty Affiliate—Gender, Women & Sexuality Studies—The University of Texas at Arlington
2021-2025—Graduate Program Director—Department of Criminology and Criminal Justice—The University of Texas at Arlington
2021-2025—Associate Professor—Department of Criminology and Criminal Justice—The University of Texas at Arlington
2015-2021—Assistant Professor—Department of Criminology and Criminal Justice—The University of Texas at Arlington
2013-2015—Lecturer—Department of Criminology—The University of Texas at Dallas
2012-2013—Outcome Program Evaluator—Youth Village Resources of Dallas
2011-2013—Graduate Teaching Assistant—The University of Texas at Dallas
2011-2011—Graduate Research Assistant—The University of Texas at Dallas
2007-2015—Law Clerk—United States Attorney's Office Northern District, Dallas, TX
2004—Intern—Queens County District Attorney's Office, New York, NY

3. Scholarly & Creative Activities:

Type	Number
Book	_____
Edited Book	_____
Chapter	1
Refereed Journal Article	17
Other Journal Article	_____
Juried Performance/Show	_____
Non-Juried Performance/Show	_____
Other: Technical Report	1
Other: Federal Grant	1
Other: Internal Grant	1

4. Membership in professional organizations:

Phi Kappa Phi Honor Society

Alpha Sigma Honor Society

American Society of Criminology

- Division of Developmental and Life-course Criminology
- Division of Biopsychosocial Criminology

Academy of Criminal Justice Sciences

Biosocial Criminology Association

Southern Criminal Justice Association

5. Professional service on campus:

<p>The University of Texas at Arlington</p> <p>Dissertation Committee Member</p> <p>Rebecca Cole, Summer 2024 (Social Work)</p> <p>Thesis Committee Member</p> <p>Deja Bledsoe, Spring 2026 (Chair & Supervisor) Cameron Kan, Spring 2025 Anthony Rosales, Fall 2024 (Chair & Supervisor) Jennifer Patterson, Summer 2023 Tailar Brown, Spring 2023 (Chair & Supervisor) A'Maiya Brown, Fall 2022 (Chair & Supervisor) Treshure Jones, Spring 2022 Lina Jackson, Fall 2021 (Chair & Supervisor) Carley Shelton, Spring 2020 Krysta Knox, Spring 2020 Nicolette Perez, Fall 2019 (Chair & Supervisor) Gabriela Hernandez-Garcia, Summer 2019 (Co-Chair & Supervisor) Shawn Guy, Fall 2018 Lorenzo Mendoza Valles, Spring 2018 (Co-Chair & Supervisor) Stephanie M. Sanford, Spring 2017 (Chair & Supervisor)</p> <p>Policy Analysis</p> <p>Margaret Schmitt, Fall 2026 (Chair & Supervisor) Caesar Wilson, Fall 2026 (Chair & Supervisor) Hadiisha Butts, Spring 2025 Hoang Anh Ngo, Fall 2024 (Chair & Supervisor) Vincent Wisely, Spring 2024 (Chair & Supervisor) Isaac Paul, Fall 2023 (Chair & Supervisor) Jordyn Delong, Fall 2023 (Chair & Supervisor) Jaqueline Landeros, Spring 2023 (Chair & Supervisor) Abigail Ramirez, Spring 2023 (Chair & Supervisor) Amanda Alvarado, Fall 2022 Jordanya Luna, Spring 2022 (Chair & Supervisor) Yasmine Soto, Spring 2022 Ladandria Taylor, Fall 2021 Jason Sherer, Fall 2021 (Chair & Supervisor) Murphy Elizalde, Fall 2021 Ashley Jamison, Fall 2020 Alyssa Gonzalez, Summer 2020 Andrew Trim, Spring 2020 Tatyana Griffin, Spring 2020 Demi Martinez, Fall 2019 (Chair & Supervisor) Waynette West, Fall 2019 (Chair & Supervisor) Natalie Ellis, Fall 2019 Bianca Villagomez, Fall 2019 Makayla Moore, Spring 2019 (Chair & Supervisor) Brianna Shelton, Spring 2019 (Chair & Supervisor) Michael Mitchell, Spring 2019 Shaquayla Burns, Fall 2018 (Chair & Supervisor)</p> <p>Independent Study</p> <p>Anthony Rosales, Fall 2024 Hoang Ngo, Fall 2024 Vincent Wisely, Spring 2024 Isaac Paul, Fall 2023 Tailar Brown, Spring 2023 A'Maiya Brown, Spring 2022 Nicolette Perez, Spring 2019</p>

5. Professional service on campus (continued if needed):

Honors College Course

Fiona Lake, Spring 2025
Ifedayo Akeredolu, Spring 2024
Thaiss Loaeza, Spring 2021
Tiffanie Okereke, Fall 2018

Chair Faculty Search Committee: Associate/Full Professor, 2024-2025

Chair Faculty Search Committee: Associate/Full Professor, 2023-2024

Chair Faculty Search Committee: Associate/Full Professor in Forensics, 2023-2024

Member Faculty Search Committee: Assistant Professor, 2023-2024

Member Faculty Mentor Program, 2022-2023

Member Budget Taskforce: CoLA Faculty Representative, 2022-2024

Member UTA Budget Liaison Committee (BLC), 2022-2024

Member UTA Faculty Senate, 2022-2024

Chair UTAPD Training Advisory Committee, 2022-

Chair Scholarship Committee, 2022-2023

Member Scheduling Committee, 2021-

Member Executive Committee, 2021-

Chair Department Handbook Committee, 2021-2022

Member Department Tenure and Promotion Committee (ACTP), 2021-2022

Chair CoLA Curriculum Committee, 2020-2022

Member CRCJ Scholarship Committee, 2019-2021

Member Unit Effectiveness Plan Committee, 2019-2020

Chair Faculty Search Committee, 2019-2020

Member University of Texas at Arlington, Reviewer for the Edward M. Kennedy Scholarship, 2018-2019.

Director Alpha Phi Sigma, The National Criminal Justice Honor Society, 2017-2019

Chair Distinguished Lecture Series Committee, 2017-2019

Member Research Committee for REP (Research Enhancement Program) and FEP (Faculty Development Leave), 2017-2020

Member Graduate Studies Committee, 2016-2025

Member Online Programs Committee, 2016-2022

Member Faculty Search Committee, 2016-2017

Member Student Grievance Committee, 2016-2017

Member Department of History: Faculty Search Committee, 2015-2016

6. Professional service off campus:

To the Community:
Board Member Arlington ISD Law/Public Safety Advisory Board, 2024-

To the Discipline:
Ad Hoc Reviewer for Tenure and Promotion
Purdue University Northwest, Promotion and Tenure, 2025
The University of Texas at Rio Grande Valley, Promotion and Tenure, 2024

Member Awards Committee for the Academy of Criminal Justice Sciences, 2023-2024.
Member Membership Committee for the Academy of Criminal Justice Sciences, 2022-2023.
Chair Program Committee (Topic: Death Penalty) for the Academy of Criminal Justice Sciences, 2022-2023.

Ad Hoc Reviewer for Journal
American Journal of Criminal Justice
Criminal Justice and Behavior
Deviant Behavior
Emerging Adulthood
International Journal of Comparative and Applied Criminal Justice
International Journal of Health Promotion and Education
International Journal of Law, Crime and Justice
International Journal of Offender Therapy and Comparative Criminology
Journal of Applied Biobehavioral Research
Journal of Crime and Justice
Journal of Criminal Justice
Journal of Developmental and Life-Course Criminology
Journal of Family Violence
Journal of Quantitative Criminology
Justice Evaluation Journal
Justice Quarterly
Personality and Individual Differences
Police Practice and Research: An International Journal
Police Quarterly
Public Personnel Management
Safety and Health at Work
Socius: Sociological Research for a Dynamic World
Social Sciences & Humanities Open
Victims & Offenders
Violence Against Women
Women & Criminal Justice
Youth & Society

Invited Reviewer for Publisher
Oxford University Press
Routledge, Taylor & Francis Group
Rowman & Littlefield
SAGE Publications
Wiley-Blackwell

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

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

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

Name of Appointee: Paul Lucas

Department: Criminal Justice and Criminology School/College: THCAS

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: 8/16/25

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

Salary: \$ 85,000 Source(s): State Funds: \$ 85,000 *Non-State Funds: \$ _____

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

Prior Recommendations/Personnel Actions:

(please check appropriate responses)

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

2013–2017 Ph.D. Criminology & Criminal Justice, Indiana University of Pennsylvania
2007–2009 M.A. Criminology & Criminal Justice, Indiana University of Pennsylvania
2004–2007 B.A. Criminology & Criminal Justice, Indiana University of Pennsylvania

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)

2025–Present Associate Professor, Department of Government and Justice Studies, Appalachian State University, Boone, NC
2016–Present Evaluator, Ellis County Recovery Court Treatment Team, 23rd Judicial District, Kansas
2021–Present Evaluator, Forsyth County Veterans Treatment Court Treatment Team, 21st Judicial District, North Carolina
2024–Present Evaluator, Lincoln County Community Centered Court Treatment Team, 39th Judicial District, North Carolina
2021–Present Director of Research and Policy, High Country Consultants, LLC
2019–2025 Assistant Professor, Department of Government and Justice Studies, Appalachian State University, Boone, NC
2018–2019 Visiting Assistant Professor, Department of Government and Justice Studies, Appalachian State University, Boone, NC
2017–2018 Assistant Professor, Department of Criminal Justice, Fort Hays State University, Hays, Kansas
2016–2017 Instructor, Department of Criminal Justice, Fort Hays State University, Hays, Kansas
2015–2016 Temporary Faculty, Department of Criminology and Criminal Justice, Indiana University of Pennsylvania, Indiana Pennsylvania
2014–2016 Managing Editor, Criminal Justice Policy Review, Indiana University of Pennsylvania, Indiana, Pennsylvania
2013–2014 Assistant Managing Editor, Criminal Justice Policy Review, Indiana University of Pennsylvania, Indiana, Pennsylvania
2010–2013 Problem-Solving Court Liaison, Justice Related Services, Department of Human Services, Pittsburgh, Pennsylvania
2009–2010 Family Based Therapist, Family Pathways, Butler, Pennsylvania

3. Scholarly & Creative Activities:

Type	Number
Book	1
Edited Book	
Chapter	3
Refereed Journal Article	11
Other Journal Article	
Juried Performance/Show	
Non-Juried Performance/Show	21
Other: <u>Technical Reports (Process Evaluations)</u>	2
Other: <u>Federal Grants (\$1,980,680)</u>	4
Other: <u>University Grants (\$9,900)</u>	3

4. Membership in professional organizations:

All Rise (Formerly NADCP)

American Society of Criminology (ASC)

Academy of Criminal Justice Sciences (ACJS)

5. Professional service on campus:

2024 Honors Thesis Second Reader – The Effect of State Judicial Selection Method on Public Support for the U.S. Supreme Court

2024 Honors Thesis Second Reader – Problems and Solutions with Rural Indigent Defense.

2024 Master's Student Thesis Committee Member (Psychology) - How Defendants' Mental Illness Type and Juror Attitudes About Mental Illness Impact Case Verdicts.

2023 Honors Thesis Second Reader – Jackson, Franklin, and Simone: Three female artists' impact on the Civil Rights Movement.

2022 Honors Thesis Chair – Substance use and abuse among Appalachian women.

2022 Honors Thesis Chair – Broken windows theory: Practice and application.

2021 Honors Thesis Chair – Perceptions and Support for Balanced Justice and Rehabilitation for Offenders with Serious Mental Illness.

2021 Independent Honors Course Instruction through University Honors College – Problem-solving Courts in Context – The Adversarial Alternative.

2021 Honors Thesis Second Reader – Criminal Justice Reform: Learning from the Past and Promoting Growth for the Future.

2020 MPA Capstone Second Reader – Use of Police Department Websites for Officer Recruitment.

2024–Present Military Affairs Committee (MAC)

2019 Nominated Discussion Leader for the Common Reading Program: New Student Orientation & Welcome Weekend

2019 Youth Language and Leadership Academy (YLLA) invited speaker: Policies related to firearms within the United States.

2023–2025 Departmental Scholarship Committee

2022–2023 Departmental Personnel Committee (DPC)

2021–2022 Departmental Search Committee (PA) (x2)

2019–2020 Departmental Personnel Committee (DPC)

2019 Departmental Search Committee (CJ)

6. Professional service off campus:

2024 – 2028 Department of Justice, Office of Justice Programs, Bureau of Justice Assistance Veterans Treatment Court Discretionary Grant
Role: Principal Investigator
Fiscal Agent: Forsyth County, North Carolina
Funder: Bureau of Justice Assistance
Grant Award Number: 15PBJA-23-GG-05275-VTCX
Awarded: \$556,767

2022 – 2026 Department of Justice, Office of Justice Programs, Bureau of Justice Assistance Adult Drug Court Discretionary Grant
Role: Principal Investigator
Fiscal Agent: Ellis County, Kansas
Funder: Bureau of Justice Assistance
Grant Award Number: 15PBJA-22-GG-03953-DGCT
Awarded: \$749,266

2021 – 2023 Department of Justice, Office of Justice Programs, Bureau of Justice Assistance Veterans Treatment Court Discretionary Grant
Role: Principal Investigator
Fiscal Agent: Forsyth County, North Carolina
Funder: Bureau of Justice Assistance
Grant Award Number: BJA-2020-VC-BX-0129
Awarded: \$269,289

2020 – 2022 Department of Justice, Office of Justice Programs, Bureau of Justice Assistance Adult Drug Court Discretionary Grant
Role: Principal Investigator
Fiscal Agent: Ellis County, Kansas
Funder: Bureau of Justice Assistance
Grant Award Number: BJA-2019-DC-BX-0061
Awarded: \$405,366

2025-Present Criminal Justice Studies; Peer Reviewer

2024–Present Journal of Substance Use and Addiction; Peer Reviewer

2024–Present Criminal Justice Review; Peer Reviewer

2021–Present The Journal of Qualitative Criminal Justice & Criminology; Peer Reviewer

2020–Present Journal of Offender Therapy and Comparative Criminology; Peer reviewer

2019–Present Justice Quarterly; Peer Reviewer

2018–Present American Journal of Criminal Justice; Peer Reviewer

2018–Present Corrections: Policy, Practice and Research; Peer Reviewer

2016–Present Critical Military Studies; Peer Reviewer

2016–Present Justice, Research, and Policy; Peer Reviewer

2016–Present Routledge: Taylor & Francis Group; Book Proposal Reviewer

2013–Present Criminal Justice Policy Review; Peer Reviewer