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# SOUTHERN UNIVERSITY SYSTEM BOARD OF SUPERVISORS

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## MEETINGS

9 a.m.

Friday, April 22, 2016

2ND FLOOR, J.S. CLARK ADMINISTRATION BUILDING  
SOUTHERN UNIVERSITY AND A&M COLLEGE  
BATON ROUGE, LOUISIANA 70813

# ACADEMIC AFFAIRS COMMITTEE

Friday, April 22, 2016

9:00A.M.

Southern University Board of Supervisors Meeting Room  
2<sup>nd</sup> Floor, J.S. Clark Administration Building  
Baton Rouge, Louisiana 70813

## AGENDA

1. Call to Order and Invocation
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Items
  - A. Request Approval of Academic Stabilization Plan, SUBR
  - B. Request Approval of Recommendation to fill Endowed Professorship Vacancies, SULC

<b><u>Endowed Professorship</u></b>	<b><u>Faculty Member</u></b>
1. <i>B.K. Agnihotri Endowed Professorship</i>	<i>Angela Allen Bell</i>
2. <i>Clyde Tidewell Endowed Professorship</i>	<i>Shenequa Grey</i>
3. <i>Horatio Thompson Endowed Professorship</i>	<i>Christopher Odinet</i>
4. <i>A.A. Lenoir Endowed Professorship</i>	<i>Gail Stephenson</i>

- C. Request Approval of Recommendations for Endowed Professorship positions, SUNO

<b><u>Endowed Professorship</u></b>	<b><u>Faculty Member</u></b>
1. <i>AT&amp;T Endowed Professorship</i>	<i>Dr. Adnan Omar</i>
2. <i>James &amp; Ruth Smith Endowed Professorship</i>	<i>Dr. Joe Omojola</i>

- D. Request Approval of Recommendations to fill Endowed Professorships, SUSLA

<b><u>Endowed Professorship</u></b>	<b><u>Faculty Member</u></b>
1. <i>Capital One Endowed Professorship in Business</i>	<i>George Lewis, III</i>
2. <i>Jack B. Binion Endowed Professorship in Business II</i>	<i>Dr. Regina Webb</i>
3. <i>James &amp; Ruth Smith Endowed Professorship in Science and Technology</i>	<i>Dr. Barry Hester</i>
4. <i>Caddo Parish Endowed Professorship in Business</i>	<i>Mr. Aylwin Holmon</i>
5. <i>Dr. and Mrs. C.O. Simpkins Endowed Professorship in Nursing</i>	<i>Mrs. Tiffany Varner</i>

- E. Request Approval of Promotion Recommendations, SULC
    1. *Professor Shenequa Grey*
    2. *Professor Nadia Nedzel*
    3. *Professor Gail Stephenson*
  - F. Candidates for Degrees, Spring 2016 Commencement Exercises
    - 1.) SUBR
    - 2.) SUNO
    - 3.) SUSLA
    - 4.) SULC

G. Approval of Modification of Criteria for SUS Posthumous Degree Policy

H. Approval of Honorary Doctorate, SUBR

I. Approval of Letter of Intent to Offer Certificate of General Studies Degree, SUSLA

6. Other Business

6. Adjournment

**MEMBERS**

Mrs. Ann Smith, Chair, Dr. Curman L. Gaines, Vice Chair,  
Atty. Tony Clayton, Rev. Joe R. Gant, Mr. Mike A. Small, Dr. Rani Whitfield  
Dr. Leon R. Tarver II – Ex-Officio



### **Academic Stabilization Initiative**

The Academic Stabilization Initiative provides structural and operational consolidation of previously autonomous units or functions in order to achieve a performance based outcome that exceeds what could be achieved working independently. Over the past decade the academic structure, college names, and departmental clusters on the Baton Rouge (SUBR) campus have been in continual flux. In response to the Southern University Strategic Plan being presented to the Board of Supervisors in April 2016, the Office of the Executive Vice President and Provost has worked in tandem with the faculty and academic deans to propose a stable academic structure for the Baton Rouge campus.

This Academic Stabilization Initiative is essential to insure that Southern University has properly aligned its academic programs and administration in a manner, scope, and sequence that allows the University:

- To have distinctive programs that provide high quality education;
- To attract top student scholars and faculty;
- To produce prepared high-quality graduates; and
- To lead the University's efforts toward becoming a Carnegie Research University high research activity DRU/H within the decade.

#### Current List of Deans Reporting to the Provost - AY2016

1. Dean, College of Education, Arts, and Humanities
2. Dean, College of Business
3. Dean, College of Social and Behavioral Sciences
4. Dean, College of Engineering and Computer Science
5. Dean, College of Sciences and Agriculture
6. Dean, College of Nursing and Allied Health
7. Dean, Delores Spikes Honors College
8. Dean, Graduate College
9. Dean, International and Continuing Education
10. Dean, University Library

#### Proposed List of Deans Reporting to the Provost - AY2017

1. Dean, College of Agriculture and Natural Resources \*\*\*
2. Dean, College of Business
3. Dean, College of Humanities and Interdisciplinary Studies
4. Dean, College of Nursing and Allied Health
5. Dean, College of Sciences and Engineering
6. Dean, Nelson Mandela College of Government and Social Policy

This proposed academic structure promotes interdisciplinary engagement and supports the articulated development of the current and anticipated SACS Quality Enhancement Plan (QEP). While creating efficiencies (e.g., elimination of course duplication), the stabilized academic structure has the potential for enhancing traditional majors alongside innovative inter-departmental programs for better response and adjustment to the demands of the job market. The administrative structure frames each academic major to ensure a rigorous general education foundation, focused on developing strong written and oral communication skills, with interpersonal skills and creativity in problem solving skills that can lead to gainful employment.

This structure supports the requisite curricular requirements of each of the existing SUBR degree majors, the state guidelines for general education, and provides fertile context to the establishment of new academic offerings. Each of the academic college configurations results in significantly increased benefits and opportunities. Three primary considerations served as guiding criteria during the academic stabilization process – efficiency, growth, and excellence.

1. The efficiency criterion prioritizes the creation of synergy among programs, faculty, and students.
2. The growth criterion requires each college and unit to result in a likelihood of increased enrollment and higher retention and graduation rates.
3. The excellence criterion establishes intra-college options for securing new sources of extramural funding, possibilities for new research consortia, and a dynamic attractive to high caliber graduate students.

The Academic Stabilization Initiative provides new and improved collaborative research, teaching, and service opportunities for faculty and students. Even more, it portends the anticipated development of new academic majors. New programs (particularly, at the graduate level) will serve as a magnet for faculty, students, stakeholders, industry, and government.

The Academic Stabilization Initiative is the proactive in engagement in administrative opportunities across the Southern University and A & M College that:

- (1) reduce administrative duplication;
- (2) promote innovative collaboration across silos; and
- (3) encourage efficiencies and cost-savings.

Additionally, the Academic Stabilization Initiative is intended to identify fiscal relief by promoting self-generated funds across all units – academic, agricultural, athletic, and auxiliary. For example, academic units seeking to employ Associate Deans will need to identify a non-General Fund source of funds.

## **SUBR SCHOOLS, DEPARTMENTS AND PROGRAMS ORGANIZED BY COLLEGE**

### **College of Agriculture \*\*\***

- Department of Agricultural Sciences
- Department of Family and Consumer Sciences
- Department of Urban Forestry and Natural Resources

### **College of Business**

- Department of Accounting, Finance, and Economics
- Department of Management and Marketing

### **College of Humanities and Interdisciplinary Studies**

- Department of Fine and Performing Arts
- Department of Languages and Literature
- Department of Mass Communications
- ***School of Education***
  - Department of Curriculum and Instruction
  - Department of Educational Leadership and Policy Studies
  - SU Laboratory School
- ROTC –Army
- ROTC – Navy

### **College of Nursing and Allied Health**

- Department of Rehabilitation Counseling
  - ~ Mental Health Counseling
- Department of Speech Language Pathology
- Department of Therapeutic Recreation
- ***School of Nursing***
  - Department of Undergraduate Nursing
  - Department of Graduate Nursing

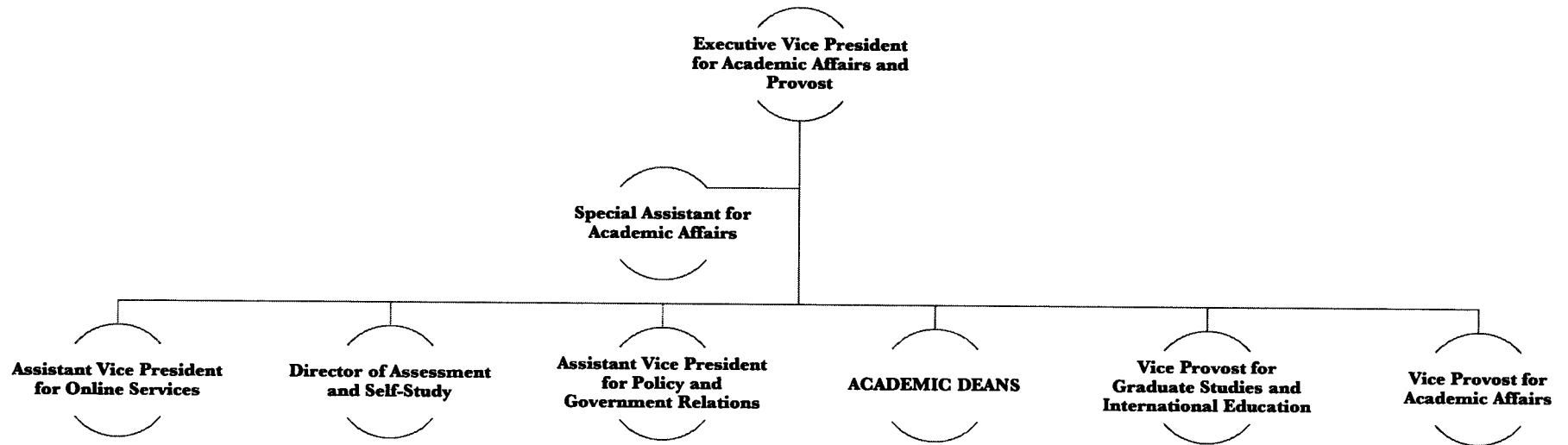
### **College of Sciences and Engineering**

- Department of Mathematics and Physics
- Department of Chemistry and Biological Sciences
- Department of Civil and Environmental Engineering
- Department of Computer Science
- Department of Electrical Engineering
- Department of Environmental Toxicology
- Department of Mechanical Engineering

### **Nelson Mandela College of Government and Social Sciences**

- Department of Social and Behavioral Sciences
- Department of Criminal Justice
- Department of History and Political Science
- Department of Public Policy and Administration
- Jewel Limar Prestage Center for Survey and Policy Research

# Office of the Executive Vice President for Academic Affairs and Provost



<b>CURRENT COLLEGES - AY 2016</b>	<b>PROPOSED COLLEGES - AY 2017</b>
<b>College of Business</b>	<b>College of Business</b>
Department of Accounting, Finance, and Economics	Department of Accounting, Finance, and Economics
Department of Management and Marketing	Department of Management and Marketing
<b>College of Education, Arts and Humanities</b>	<b>College of Humanities and Interdisciplinary Studies</b>
Department of Curriculum and Instruction	Department of Fine and Performing Arts
Department of Educational Theory, Policy and Practice	Department of Languages and Literature
Department of English, World Languages and History	Department of Mass Communications
Department of Mass Communications	School of Education (Department of Curriculum and Instruction, Department of Educational Leadership and Policy Studies, SU Laboratory School)
Department of Visual and Performing Arts	ROTC-Army
SU Laboratory School	ROTC-Navy
<b>College of Engineering and Computer Science</b>	<b>College of Sciences and Engineering</b>
Department of Civil and Environmental Engineering	Department of Mathematics and Physics
Department of Computer Science	Department of Chemistry and Biological Sciences
Department of Electrical Engineering	Department of Civil and Environmental Engineering
Department of Mechanical Engineering	Department of Computer Science
	Department of Electrical Engineering
	Department of Environmental Toxicology
	Department of Mechanical Engineering



<b>College of Nursing and Allied Health</b>	<b>College of Nursing and Allied Health</b>
School of Nursing (Department of Undergraduate Nursing and Department of Graduate Nursing)	School of Nursing (Department of Undergraduate Nursing and Department of Graduate Nursing)
Department of Speech-Language Pathology	Department of Speech-Language Pathology
Department of Rehabilitation Counseling	Department of Rehabilitation Counseling (Clinical Mental Health Counseling and Therapeutic Recreation)
Department of Therapeutic Recreation and Leisure Studies	Department of Therapeutic Recreation and Leisure Studies
<b>College of Sciences and Agriculture</b>	<b>College of Agriculture</b>
Department of Agricultural Sciences and Urban Forestry	Department of Agricultural Sciences
Department of Biological Sciences, Environmental Toxicology and Chemistry	Department of Family and Consumer Sciences
Department of Mathematics, Physics and Mathematics/Science Education Doctoral Program	Department of Urban Forestry and Natural Resources
<b>College of Social and Behavioral Sciences</b>	<b>Nelson Mandela College of Government and Social Sciences</b>
Department of Behavioral Sciences	Department of Social and Behavioral Sciences
Department of Social Sciences	Department of Criminal Justice
Nelson Mandela School of Public Policy	Department of History and Political Science
	Department of Public Policy and Administration
	Jewel Limar Prestage Center for Survey and Policy Research
<b>Delores Spikes Honors College</b>	
<b>Graduate School</b>	
<b>International and Continuing Education</b>	
<b>University Library</b>	



## SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

April 6, 2016

Dr. Ray Belton  
President-Chancellor  
Southern University and A & M College System  
J. S. Clark Administration Building  
4<sup>th</sup> Floor  
Baton Rouge, Louisiana 70813

**Re: Nominations to Fill Endowed Professorship Vacancies**

Dear Dr. Belton:

The following are the nominations to fill the endowed professorship vacancies at the Southern University Law Center. I have attached a copy of the curriculum vitae of each professor for your information and review.

**Endowed Professorship**


B.K. Agnihotri Endowed Professorship  
Clyde Tidwell Endowed Professorship  
Horatio Thompson Endowed Professorship  
A.A. Lenoir Endowed Professorship

**Faculty Member**

Angela Allen Bell  
Shenequa Grey  
Christopher Odinet  
Gail Stephenson

I, therefore, ask that you join me and the Law Center's Endowed Professorship Selection Committee in recommending to the Board of Supervisors that the above-named professors be appointed as listed.

Sincerely,

  
John K. Pierre  
Chancellor and Professor of Law  
SULC

Approved:   
Dr. Ray Belton  
President  
SUS

## **ANGELA A. ALLEN-BELL**

Attorney at Law  
P. O. Box 1438  
Hammond, Louisiana 70404  
Justice504@att.net  
225/294-2808 or 225/614-7023

### **EDUCATION**

Southern University Law Center  
Juris Doctorate, May 1998

Baton Rouge, Louisiana

Northwestern State University  
Bachelor of Arts, Political Science, May 1992

Natchitoches, Louisiana

### **EMPLOYMENT SUMMARY**

#### **TEACHING EXPERIENCE**

Southern University Law Center, Baton Rouge, La.

Subjects Taught: Legal Writing & Analysis I (2008-Present),  
Legal Writing & Oral Advocacy II (2008-Present), Constitutional  
Law I (summer 2012), Professional Responsibility (spring 2012),  
Legal Writing Lab (2003-2008), Bar Prep Fellow (summers 2007,  
2008, 2010), Legal Research (fall 2015), Law & Minorities (spring 2016).

Associate Professor, 2008-Present  
Adjunct Professor, 2003-2008

Baton Rouge College, Baton Rouge, La.

Subjects Taught: Legal Research and Writing, Sales, Criminal Law,  
Contracts, Bankruptcy and Business Law.

Adjunct Instructor, 05/99-12/02

#### **LEGAL EXPERIENCE**

First Circuit Court of Appeal, Baton Rouge, La.

Performed extensive manual and electronic research, as well as  
editorial functions. Read district court records and prepared  
advisory civil writ reports for emergency, expedited and routine  
matters. Participated in writ conferences with staff and appellate  
judges. Prepared draft opinions (published and unpublished)  
and per curiams. Created and maintained an internal database of  
inmate, civil cases. Prepared persuasive recommendations to aid  
judges in deciding cases. Prepared advisory appellate opinion memos.

Staff Attorney, 11/98-08/08  
Judicial Law Clerk, 08/98-10/98

#### **OTHER PROFESSIONAL EXPERIENCE**

Gulf Land & Seismic, Inc., Denham Springs, La.

Aided in the creation of various documents for inclusion in local media.  
publications. Provided consulting services relative to development,  
advertising and implementation of oil and gas exploration project.

Consultant, 11/06-06/07

National Council of Negro Women, New Orleans, La.

Responsible for the immediate supervision of all program staff,  
client intake, and evaluative reporting functions. Engaged in community  
outreach. Planned, directed, and coordinated activities and projects.  
Established work plan and staffing for each phase of project. Formulated  
procedures for systematic retention, protection, retrieval, transfer, and  
disposal of records. Case maintenance.

Program Director, 12/94-08/95

Texas Department of Labor, Arlington, Tx.

Designed and coordinated employment and training program. Provided job search and retention skills and basic computer skills instruction. Notified relevant state agencies of client cooperation with program. Case maintenance.

Employment & Training  
Facilitator, 03/93-10/94

## **PUBLICATIONS** **ARTICLES**

- Angela A. Allen-Bell, *How The Narrative About Louisiana's Non-Unanimous Criminal Jury System Became A Person Of Interest In The Case Against Justice In The Deep South*, \_\_\_\_\_ Mercer L. Rev. \_\_\_\_\_ (Spring 2016) (forthcoming publication).
- Angela A. Allen-Bell, *A Prescription for Healing a National Wound: Two Doses of Executive Direct Action Equals a Portion of Justice and a Serving of Redress for America & The Black Panther Party*, 5 Univ. Miami Race & Soc. Justice L.Rev. 1 (Spring 2015) (Lead Article).
- Angela A. Allen-Bell, *Activism Unshackled & Justice Unchained: A Call to Make a Human Right Out of One of the Most Calamitous Human Wrongs to Have Taken Place on American Soil*, 7 J. of Law & Social Deviance 125 (2014).
- Angela A. Allen-Bell, *Perception Profiling & Prolonged Solitary Confinement Viewed Through The Lens of The Angola 3 Case: When Prison Officials Become Judges, Judges Become Visually Challenged and Justice Becomes Legally Blind*, 39 Hastings Const. L.Q. 763 (Spring 2012) (Lead Article).
- Angela A. Allen-Bell, *Bridge Over Troubled Waters and Passageway on a Journey to Justice: National Lessons Learned About Justice From Louisiana's Response to Hurricane Katrina*, 46 Cal. W. L. Rev. 2 (Spring 2010) (Lead Article).
- Angela A. Allen-Bell, 231 Around B., 17-8 (Article: Professionalism, Heaven, Hell or Purgatory) (Nov. 2008).
- Angela A. Allen-Bell, Student Author, Comment, *The Birth of The Crime: Driving While Black (DWB)*, 25 S.U.L. Rev. 195 (Fall 1997).

## **STATEMENTS**

- Angela A. Allen-Bell, *Reassessing Solitary Confinement II: The Human Rights, Fiscal, and Public Safety Consequences*, Hearing Before the Senate Judiciary Subcommittee on the Constitution, Civil Rights, and Human Rights, 113th Cong. (Feb. 25, 2014) (statement of Angela A. Allen-Bell).
- Angela A. Allen-Bell, Louisiana Justice Commission Hearing-Written Testimony (Nov. 2, 2013).
- Angela A. Allen-Bell, *Reassessing Solitary Confinement: The Human Rights, Fiscal, and Public Safety Consequences*, Hearing Before the Senate Judiciary Subcommittee on the Constitution, Civil Rights, and Human Rights (June 19, 2012) (statement of Angela A. Allen-Bell).

## **ESSAYS/ SHORT SUBMISSIONS**

- Angela A. Allen-Bell, *Healing Our Wounds: Restorative Justice is Needed for Albert Woodfox, The Black Panther Party & The Nation* (Written Interview), Angola 3 News & The Institute for Southern Studies (6/29/15).
- Angela A. Allen-Bell, *Terrorism, COINTELPRO, and the Black Panther Party* (Written Interview), Angola 3 News & OpEdNews (Sept. 7, 2014).
- Angela A. Allen-Bell, *Nelson Mandela: A World-Class Sportsman and the Most Valuable Player (MVP) of the Civil and Human Rights League*, in A TRIBUTE TO NELSON MANDELA (12/13).
- Angela A. Allen-Bell, *Solitary Confinement on Trial* (Written Interview), Angola 3 News & San Francisco Bay View Newspaper (6/18/12).

**EXPERT REVIEWER** *Herman's House*-Study Guide Expert for PBS Online Materials (June 2013).

## **POETRY**

- Angela A. Allen-Bell, Reflections, 59 (Poem: Election Day 2008) (Winter 2009).
- Angela A. Allen-Bell, EGO Magazine 8,13 (Poems: Attempted Murder & A Judge, but not the Judge) (Fall 2007).
- Angela A. Allen-Bell, 206 Around B. Cover, 17-8 (Poem: Oretha Castle Haley) (April 2006).

## PRESENTATIONS

Panelist, Mercer Law Review Symposium (Justice in the Deep South: Learning from History, Charting our Future), October 2015.  
Presenter, 2015 Fall Judges Conference (Post-Katrina: Justice Moving Forward?), October 2015.  
Presenter, West Baton Rouge Museum (Slavery By Another Name), September 2015.  
Presenter, Minority Law & Research Institute (Restorative Justice), June 2015.  
Presenter, SULC Faculty Colloquium (Restorative Redress & The Black Panther Party), March 2015.  
Panelist, Louisiana State Bar Association 2015 Diversity Conclave (The Criminal Justice System), March 2015.  
Presenter, Unitarian Church, Hammond, La. (Race, Criminal Justice Reform & Solitary Confinement), Feb. 2015.  
Presenter, Mock Law School Class During Recruitment Visit (Introduction to Law), March 2014.  
Presenter, Council on Legal Education Opportunity (CLEO) (Legal Analysis), February 2014.  
Panelist, SESW People of Color Legal Scholarship Conference (Pedagogy + Practical Application--Teaching and Training Students to be Social Engineers), Feb. 2014.  
Presenter, Louisiana Justice Commission (Solitary Confinement), November 2013.  
Presenter, SULC Incoming 1L Class Academic Enrichment Workshop (Writing the Law School Exam), August 2013.  
Panelist, SEALS Annual Conference (Vulnerability & The Criminal Justice System), July 2013.  
Presenter, Minority Law & Research Institute (Post Conviction Relief), June 2013.  
Presenter, SULC Discover Law Day (Introduction to Law), March 2013.  
Presenter, Belaire High School (Advocacy & Legislation), September 2012.  
Presenter, Minority Law & Research Institute (The Federal Process & The Angola 3 Case), June 2012.  
Presenter, Amnesty International-Louisiana State Meeting (Prolonged Solitary Confinement), April 2012.  
Presenter, Baton Rouge Bar Association, CLE Lecturer (Cultural Competency), Feb. 2012.  
Presenter, SULC 1L Town Hall Meeting (Having a Sense of Purpose), Jan. 2012.  
Panelist, SULC Civil Rights Commemoration (Strategies to Obtain Civil/Equal/Human Rights), Nov. 2011.  
Presenter, Junior Faculty Forum, Tulane University Law School, Nov. 2011.  
Presenter, The Dufrocq School, Constitution Day Speaker, Sept. 2011.  
Presenter, Southern University, Department of Criminal Justice (Rights of Crime Victims), Sept. 2011.  
Presentation, Southern University, Department of Criminal Justice (Introduction to Law), Feb. 2011.  
Presentation, Law Week Speaker (Living the Dash and Doing so on a Balanced Budget), March 2010.  
Presentation, Southern University, Department of Education (Rights of School Students), April 2009.  
Presentation, Louisiana District Attorney's Association, CLE Lecturer (Professionalism), September 2008.  
Presentation, Covington Bar Association, CLE Lecturer (Persuasive Appellate Briefs), September 2007.  
Presentation, Louisiana Appellate Project, CLE Lecturer (Courting Appellate Judges With Your Briefs), June 2007.  
Panelist, Louisiana State Bar Association, professionalism speaker (SULC Orientation), 2000-3.  
Panelist, SULC (Challenging the Myth of Racial & Gender Equality), Feb. 2001.  
Presenter, Baton Rouge Bar Association, CLE Lecturer (Supervisory Review of the Denial of a Motion for Summary Judgment), Dec. 2000.

## MEDIA APPEARANCES & COLLABORATIONS

01/30/16: Radio Interview (Criminal Justice in Louisiana)  
Real Talk Radio-KJCB 770 AM  
Lafayette, Louisiana

06/26/15: Interviewed for Written Story About Solitary Confinement & The Angola 3 Case  
Richard Hetu, La Presse (France)

06/18/15: Interviewed for Written Story About Solitary Confinement  
Philippe Boulet-gercourt, Le Nouvel Observateur (France)

06/15/15: Interviewed for Written Series About Solitary Confinement & The Angola 3 Case  
Emily Lane, NOLA.com/The Times-Picayune

06/13/15: Radio Interview (Angola 3 Case Update)  
Real Talk Radio-KJCB 770 AM  
Lafayette, Louisiana

06/12/15: Television Interview (Angola 3 Case Update)

- News Nation with Tamron Hall  
MSNBC
- 06/12/15: Television Interview (Angola 3 Case Update)  
NBC Nightly News
- 06/12/15: Radio Interview (Angola 3 Case Update)  
National Public Radio  
All Things Considered, Audie Cornish
- 06/10/15: Radio Interview (Angola 3 Case Update)  
WBOK (Chuck Perkins Show)  
New Orleans, Louisiana
- 06/09/15: Television Interview (Angola 3 Case Update)  
Sky News (London Broadcast)
- 06/09/15: Interviewed for Written Story About The Angola 3 Case  
Kevin McGill, Associated Press
- 05/05/15: Television Interview (Restorative Justice, The Black Panther Party & The Angola 3 Case)  
Channel FPTV 17, The Patricia Morris Show  
Hammond, Louisiana
- 05/01/15: Television Interview (Restorative Justice)  
WSTY TV, The Ed Ponds Show  
Hammond, Louisiana
- 10/16/14: Television Interview (Solitary Confinement & The Angola 3 Case)  
Freedom Is A Constant Struggle  
San Francisco, California
- 03/05/14: Radio Interview (The Second Congressional Hearing on Solitary Confinement)  
Wanda's Picks  
Oakland, California
- 10/08/13: Radio Interview (Solitary Confinement & The Angola 3 Case)  
Perspective Talk Radio  
Baton Rouge, Louisiana
- 10/05/13: Radio Interview (Solitary Confinement & The Angola 3 Case)  
Real Talk Radio-KJCB 770 AM  
Lafayette, Louisiana
- 03/23/13: Radio Interview (Criminal Justice Reform)  
Real Talk Radio-KJCB 770 AM  
Lafayette, Louisiana
- 03/21/13: Radio Interview (Prolonged Solitary Confinement & The Angola 3 Case)  
The Carl Nelson Show  
Washington, D.C.
- 10/15/12: Jim Engster Show (Prosecutorial Misconduct & Accountability)  
Baton Rouge, Louisiana
- 06/27/12: Radio Interview (Prolonged Solitary Confinement)  
Wanda's Picks

Oakland, California

- 05/30/12: KBOOM Community Radio (Prolonged Solitary Confinement)  
Portland, Oregon
- 05/24/12: Guy Broady Show (Prolonged Solitary Confinement)  
Baton Rouge, Louisiana
- 05/07/12: Africa Today-KPFA Radio (Prolonged Solitary Confinement)  
Berkeley, California
- 04/17/12: Jim Engster Show (Prolonged Solitary Confinement)  
Baton Rouge, Louisiana
- 04/17/12: Amnesty International-Angola 3 Coalition Press Conference  
Baton Rouge, Louisiana

## **AWARDS & RECOGNITIONS**

### **LAW CENTER**

Selected as the "Rising Star Researcher": 04/2014  
Voted "Favorite Professor": 2009

### **OTHER**

Selected for membership in the National Black Lawyers-Top 100, an invitation only organization. (07/2015-present).

American Law Reports (A.L.R.) added a 2012 article I authored to volume 82. The article is listed as a reference source under solitary confinement.

American Jurisprudence, 2<sup>nd</sup> Edition added a 2012 article I authored to volume 60. The article is listed as a reference source under cruel and unusual punishment.

## **SERVICE**

### **LAW CENTER**

Faculty Advisor to the SULC Journal of Race, Gender & Poverty (2015)  
Faculty Advisor to the SULC Chapter of the National Lawyers Guild (2015)  
Recruitment Committee (2008-present)  
Speakers Series (2011-present)

### **OTHER**

Juvenile Justice Forum Founder & Coordinator (2004-2008, 2009 & 2011)  
The Diversity Initiatives Committee of the Legal Writing Institute-Member (2011-present)  
House of Purpose and Empowerment-Board Member (2011-2013)  
Volunteer Fire Department-Board of Commissioners No. 5- Eastside Fire Department (2010-2012)  
Marshall Brennan Project-Executive Planning Committee (2009-2010)

## **PROFESSIONAL MEMBERSHIPS**

National Black Lawyers-Top 100 (2015-present)  
American Bar Association (2008-present)  
Baton Rouge Bar Association (2007-present)  
Louisiana State Bar Association (1998-present)

## **REFERENCES**

**Judge John Michael Guidry**  
First Circuit Court of Appeal  
1600 North Third Street  
Baton Rouge, Louisiana 70802  
225/382-3080

**Virginia Listach**  
Law Clinic Director  
Southern University Law Center  
P.O. Box 9294  
Baton Rouge, Louisiana 70813  
225/771-3333

**Attorney Oke Oko, Professor**  
Southern University Law Center  
P.O. Box 9294  
Baton Rouge, Louisiana 70813  
225/803-1024 or 225/771-4900 or 225/272-0629



# SHENEQUA L. GREY, J.D., LL.M.

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18432 Little Poplar Ave.  
Baton Rouge, LA

Phone: (225) 772-1819 or (225) 246-8204

Email: [shenequa\\_grey@hotmail.com](mailto:shenequa_grey@hotmail.com)

Website: [www.shenequagrey.com](http://www.shenequagrey.com)

## BAR ADMISSIONS:

Louisiana (active) and District of Columbia (inactive)

## EDUCATION

---

### TEMPLE UNIVERSITY BEASLEY SCHOOL OF LAW

PHILADELPHIA, PA

LL.M., Trial Advocacy 2009 (*voted most prepared student*)

### SOUTHERN UNIVERSITY LAW CENTER

BATON ROUGE, LA

J.D. (*cum laude*), 2000

### UNIVERSITY of LOUISIANA AT MONROE

MONROE, LA

B.G.S., Liberal Arts, 1997

### ATLANTA BROADCAST INSTITUTE

ATLANTA, GA

Radio and Television Broadcasting (*class rank #1*)

## TEACHING/RESEARCH INTERESTS

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**PRIMARY INTERESTS:** Evidence, Constitutional Criminal Procedure (investigatory), Trial Advocacy, Advanced Trial Practice, Advanced Trial Evidence, Criminal Law

**OTHER INTERESTS:** Torts, International Criminal Law

## TEACHING EXPERIENCE

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### ASSOCIATE PROFESSOR OF LAW

#### SOUTHERN UNIVERSITY LAW CENTER

Baton Rouge, LA (*August 2004 – Present*)

- Instructs in following areas: Evidence, Constitutional Criminal Procedure, Criminal Trial Practice, Agency & Partnership, Torts I, International Criminal Law (London, England Summer Abroad '08, '09, '11, '12, '13, '15)
- Research and publication interests: Evidence, Fourth Amendment Search and Seizure
- Elected 2006 Teacher of the Year
- Advocacy Coordinator

### STUDENT TEACHING ASSISTANT (TA)

#### SOUTHERN UNIVERSITY LAW CENTER

Baton Rouge, LA (*1998 – 2000*)

- Subject areas: Criminal Law, Contracts, and Torts II.
- Duties: Prepared and reviewed assignments, mentored students; coordinated and conducted group and individual study sessions, and academic assistance sessions.

## PROFESSIONAL EMPLOYMENT

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### ASSISTANT DISTRICT ATTORNEY CADDO PARISH DISTRICT ATTORNEY'S OFFICE Shreveport, LA (May 2001 – July 2004)

- Prosecuted felony offenses that occurred in Caddo Parish through jury trials, bench trials, and pre-trial negotiation. Over 25 jury and bench trials of violent felonies and sex offenses including: Second Degree Murder, Armed Robbery, Attempted Murder, Forcible Rape, Molestation of Juveniles, Kidnapping, and several other felonies.

### STAFF ATTORNEY AMERICAN PROSECUTORS RESEARCH INSTITUTE Alexandria, VA (Washington, DC Metropolitan Area) (October 2000 – June 2001)

- Assisted judges, prosecutors, legislators and law enforcement across the nation through extensive research of statutes and case law, by locating briefs and transcripts, and by writing law summaries on various points of law.

### LAW CLERK BATON ROUGE CITY PROSECUTOR'S OFFICE Baton Rouge, LA (June 1999- May 2000)

- Assisted prosecutors in the prosecution of criminal cases that occurred in Baton Rouge, LA through billing criminal cases; drafting legal memoranda, persuasive briefs, and motions; and researching statutes, decisions, and other authority on complex legal issues and points of law.

## PUBLISHED WORKS

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### BOOKS (*Available at [www.greyevidence.com](http://www.greyevidence.com)*)

- Grey, Shenequa L., An Anatomy of Louisiana Evidence Law: Code, Commentary, Cases & Problems, (Carolina Academic Press 2015) ISBN: 978-1-61163-819-6
- Grey, Shenequa L. An Anatomy of Louisiana Evidence Law: A Workbook, (an Ebook forthcoming Fall 2016)

### LAW REVIEW ARTICLES (*Full articles available via [www.shenequagrey.com](http://www.shenequagrey.com)*)

- Shenequa L. Grey, *Forty-Five Major (and minor) Distinctions Between the Louisiana Code of Evidence and the Federal Rules of Evidence*, 90 Tul. L. Rev. \_\_ (forthcoming Fall 2015)
- Shenequa L. Grey, *Contemporary Issues in Louisiana Law: Expungement*, S.U. Law Rev. (forthcoming Fall 2015)
- Shenequa L. Grey, *There's A Better Way: Why the United States Supreme Court's Connick v. Thompson Decision is Not Absolutely Outrageous*, 13 LOY. J. PUB. INT. L. 469 (2012)
- Shenequa L. Grey, *The U.S. Supreme Court Gets it Right in Arizona v. Grant: Justifications for Rules Protect Constitutional Rights*, 23 ST. THOMAS L. REV. 532 (2011)

- Shenequa L. Grey, *Revisiting the Application of the Exclusionary Rule to the Good Faith Exceptions in Light of Hudson v. Michigan*, 42 U.S.F. L. REV. 621 (2008)

#### JOURNAL ARTICLES

- Shenequa L. Grey, "A Comparison of Florida and Louisiana Stand-Your-Ground Laws in Light of Trayvon Martin" AROUND THE BAR (September 2012)
- Grey, Shenequa L., "Passive Alcohol Sensors and the Fourth Amendment of the United States Constitution" The Impaired Driving Update (Spring 2002)

### COURSES TAUGHT

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- Evidence (*required course; 3 credit hours; taught 7 semesters*)
- Constitutional Criminal Procedure (*required course; 3 credit hours; taught 13 semesters w/summers*)
- Criminal Trial Practice (*elective; 3 credit hours; taught 1 semester*)
- Torts I (*required course; 3 credit hours; taught 11 semesters*)
- Agency/Partnership/LLC's (*required course; 2 credit hours; taught 4 semesters*)
- Trial Advocacy (*required course; 2 credit hours; taught 12 semesters, including summer*)
- International Criminal Law (*London, England*) (*elective; 3 credit hours; taught 6 summers*)

### PROFESSIONAL & COMMUNITY PRESENTATIONS/PANEL DISCUSSIONS

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- "Communication: Socratic Method, Legal Reasoning, Problem Solving" SULC Freshman Orientation, (Fall 2014, 2015)
- "My Rights," Poem written and delivered at Southern University System #Dontshoot Rally (8/2014)
- "The Castle Doctrine- The Use of Force in the Home," Community Legal Clinic (8/2014)
- 50<sup>th</sup> Year Anniversary of the March on Washington Guest Speaker, sponsored by the African American History Museum (8/2013)
- "Louisiana's Stand Your Ground Law," Panel Discussion sponsored by Leaders With Vision (August 2013)
- "The Implications of the George Zimmerman Not Guilty Verdict, the Possibility of Federal Charges, and an Explanation of the Stand Your Ground Laws," Radio Interview with The Gist of Freedom, July 2013
- "Reviewing Evidence Rules," National Bar Association Judicial Counsel Seminar, Lake Charles, La., February 2012
- "Refreshing Recollection of the Basic Evidentiary Rules," SULC Continuing Legal Education, December 2010
- "Refreshing Recollection of the Basic Evidentiary Rules," Bayou Classic Continuing Legal Education Seminar, New Orleans, La., November 2010
- In-school MBE Bar Prep: Constitutional Criminal Law and Procedure
- "Recent Updates in Criminal Procedure"- Continuing Legal Education seminar, Southern University Law Center December 2008
- "Fourth Amendment Implications of the USA Patriot Act" - SEALS Annual Meeting - Hilton Head, South Carolina July 17-23, 2005
- "Recent Updates in Tort Litigation" - Continuing Legal Education seminar, Southern University Law Center December 2004

## AWARDS AND HONORS

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- Academy of Master Educators Summer Institute Fellow (Summer 2015)
- 2006 SBA Professor of the Year
- Southern University Moot Court Board
- Successfully argued *State v. Raymond Leguand* before the Louisiana Supreme Court as student attorney
- Member of the Championship SULC Mock Trial team in the LSBA Intra-State Mock Trial Competition
- Recipient of the Chancellor's Award for outstanding performance before the Louisiana Supreme Court
- Recipient of the Chancellor's Award for outstanding performance at the LSBA Intra-State Mock Trial Competition
- Ebony Magazine's "Super Singles of 2002"

## LAW SCHOOL SERVICE

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### ADVOCACY COORDINATOR

- Coordinate and trains teams for advocacy competitions.
- Keep track of all experiential learning opportunities at the institution (including clinical education, mock trial competitions, moot court competitions, externships, advocacy courses, etc.) for reporting purposes.
- Assists the SULC Trial Advocacy Board (as faculty advisor) in developing additional advocacy training and opportunities for networking with practitioners who primarily engage in litigation as a part of their practice.

### STANDING COMMITTEE MEMBERSHIP

- Foreign Study Committee
- Grade Appeal Committee

### AD HOC COMMITTEE MEMBERSHIP

- Marshall-Brennan Constitutional Literacy Project Development Committee
- Steering Committee for the Institute for Civil Rights and Justice
- SULC Self Study Committee and Self Study Editorial Committee

### FACULTY ADVISOR

- Southern University Law Center Trial Advocacy Board (2015- present)
- Southern University Law Center American Association for Justice (2015-present)
- Women In Law (2007-present)
- Black Law Students Association (2005- present)

### MOCK TRIAL TEAM COACH

- Trains students to compete in statewide, regional, and national mock trial competitions, including the 2008 Phi Alpha Delta Mock Trial Team that placed second at the National Competition.

## SKILLS/TRAINING

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Proficient in Westlaw; Lexis/Nexis; Microsoft Office *Word, PowerPoint and Excel*; Avid (*video editing*); Adobe Audition (*audio editing*).

## PROFESSIONAL AFFILIATIONS

---

Louisiana State Bar Association; Baton Rouge Bar Association, Member; Louis A. Martinet Legal Society, Member; American Bar Association, Member; National Bar Association, Member; Alpha Kappa Alpha Sorority, Inc.; AAJ (formerly ATLA)

# CHRISTOPHER K. ODINET

Southern University Law Center  
Post Office Box 9294  
Baton Rouge, Louisiana 70813

Office: (225) 771-4901  
Email: [codinet@sulc.edu](mailto:codinet@sulc.edu)  
SSRN: <http://ssrn.com/author=1528821>

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## TEACHING EXPERIENCE

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**Southern University Law Center, Baton Rouge, LA**  
ASSISTANT PROFESSOR OF LAW (tenure-track) (June 2013–Present)

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## EDUCATION

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**Paul M. Hebert Law Center, Louisiana State University, Baton Rouge, LA**  
JURIS DOCTOR, GRADUATE DIPLOMA IN CIVIL LAW, *magna cum laude* (May 2010)

### ACTIVITIES & HONORS

- Editor-in-Chief, Vol. 70, *Louisiana Law Review* (2009–2010)
- Member, Order of the Coif
- W. Lee Hargrave Award
- Kate Wallach Memorial Scholar
- LSU Board of Supervisors Scholar

**Louisiana State University, Baton Rouge, LA**  
BACHELOR OF ARTS IN POLITICAL SCIENCE, MINOR IN FRENCH HISTORY (May 2007)  
*Student Body President* (2006–2007)

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## PUBLICATIONS

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### LAW REVIEW ARTICLES:

*The Unfinished Business of Dodd-Frank: Reforming the Mortgage Contract*, 68 SMU LAW REVIEW (forthcoming Spring 2016) (selected for presentation at the 2016 AALS Annual Meeting).

*Gay Marriage and the Problem of Property*, 93 WASHINGTON UNIVERSITY LAW REVIEW (forthcoming Spring 2016) (commentary with Andrea B. Carroll).

*Super-Liens to the Rescue? A Case Against Special Districts in Real Estate Finance*, 72 WASH. & LEE L. REV. 707 (2015).

*Banks, Break-Ins, and Bad Actors in Mortgage Foreclosure*, 83 U. CIN. L. REV. 1155 (2015).

*Commerce, Commonality, and Contract Law: Legal Reform in a Mixed Jurisdiction*, 75 LA. L. REV. 741 (2015) (invited).

*Fairness, Equity, and A Level Playing Field: Development Goals for the Resilient City*, 50 IDAHO. L. REV. 217 (2014) (invited symposium contribution).

*The Perils of Primacy: Successor Liability for Lenders Turned Declarants in Louisiana Common Interest Communities*, 74 LA. LAW REV. 777 (2014) (invited).

*Testing the Reach of UCC Article 9: The Question of Tax Credit Collateral in Secured Transactions*, 64 S. C. L. REV. 143 (2012).

*Towards a Convention for the International Sale of Real Property: Challenges, Commonalities, and Possibilities*, 29 QUINNIPIAC L. REV. 841 (2011) (lead article).

Comment, *Laying to Rest An Ancien Regime, Antiquated Institutions in Louisiana Civil Law and Their Incompatibility with Modern Public Policies*, 70 LA. LAW REV. 1367 (2010).

#### **BOOKS:**

LOUISIANA SECURED TRANSACTIONS: STATUTORY SUPPLEMENT, COMMENTARY, AND SELECTED FORMS—*A DESKBOOK* (West Academic 2016).

THE LAW OF SECURED CREDIT: LOUISIANA AND AMERICAN PERSPECTIVES (with Randy Trahan, Dian Tooley-Knoblett, and David Cromwell) (casebook expected Spring 2017 with Wolters Kluwers).

LOUISIANA OBLIGATIONS II: SALE AND LEASE—CASES AND READINGS (with Melissa Lonegrass and Sandi Varnado) (casebook expected Spring 2017).

#### **OTHER SELECTED PUBLICATIONS:**

*Fiscal Policy and Urban Growth Challenges: U.S. Perspectives on Property Tax Reform in Warsaw*, 61 STUDIA IURIDICA (forthcoming Spring 2016) (peer reviewed; journal of the University of Warsaw Faculty of Law and Administration).

*Payday Lenders, Vehicle Title Loans, and Small-Value Financing: The CFPB's Proposal to Regulate the Fringe Economy*, 133 BANKING LAW JOURNAL 263 (June 2015) (peer reviewed; lead article).

*Legislative Updates in Property and Commercial Law*, 300 AROUND THE BAR, (September 2015).

*Security Deposit Law in Louisiana Residential Leases: Issues, Trends, and Future Developments*, 297 AROUND THE BAR (May 2015).

*The Use of Bank Contractors in Mortgage Foreclosure: Contractual Considerations and Liability Concerns*, 29 PROBATE & PROPERTY (Jan./Feb. 2015).

*Legislative Updates in Property Law*, 291 AROUND THE BAR (November 2014).

*Louisiana's New Tax Credit Registry Act: Cutting Down on Fraud in the Marketplace*, 280

AROUND THE BAR (October 2013) (primary drafter of the legislation).

*Making the Case for PACE: The Past, Present, and Future of Sustainability Financing Under the Property Assessed Clean Energy Program*, 262 AROUND THE BAR (December 2011).

*Examining the Mortgage Provisions of the Dodd-Frank Act One Year Out: Advising Clients on the New Regulatory Landscape*, 257 AROUND THE BAR (May 2011).

### **ACADEMIC WORKS-IN-PROGRESS**

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*BitProperty and Commercial Credit*

*The New Debtor City*

*Foreclosing Federalism*

*Debt and the Constitution*

### **TEACHING, AWARDS, & SERVICE**

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#### **COURSES TAUGHT**

Security Devices (UCC 9 and Real Estate Finance), Common Law Property, Civil Law Property, Sales and Lease, Commercial Paper, Seminar on Housing and Community Development

#### **AWARDS, GRANTS, & FELLOWSHIPS**

SULC Scholarship Exemplary Placement Award (Spring 2015) (\$1,500)

SULC Scholarship Exemplary Placement Award (Fall 2014) (\$1,500)

Fellow, American Bar Association Section on Real Property, Trusts, and Estates (July 2014–July 2016) (\$5,500)

SULC Rising Star Researcher, Southern University System (2013–2014)

#### **LAW SCHOOL AND RELATED SERVICE**

Faculty Development Committee (2013–present; co-chairperson 2015–present)

Academic Affairs Committee (2013–present)

Curriculum Committee (2013–present)

Library Committee (2013–present)

Honor Code Committee (2015–present)

Student Affairs Committee (2013–present)

ABA Self-Study Subcommittee on the Faculty (2013–2014)

Bar Examination Preparation Subcommittee—Codes I & III (2013–2014)

Peer Reviewer, AMERICAN BANKRUPTCY LAW JOURNAL (August 2015–present)

### **PROFESSIONAL EXPERIENCE**

---

**Phelps Dunbar LLP, Baton Rouge, LA**

Christopher K. Odinet

SSRN: <http://ssrn.com/author=1528821>

Email: [christopher.odinet@gmail.com](mailto:christopher.odinet@gmail.com)

Cell: (504) 666-0035



ASSOCIATE, BUSINESS PRACTICE GROUP (September 2010–June 2013)

- Participated in the structuring of complex commercial real estate transactions
- Assisted in the closing of multifamily and mixed-use developments
- Worked on multi-tiered tax credit, tax incremental, and other government incentive financings
- Drafted multipurpose covenants, conditions, and restrictions for commercial subdivisions and developments
- Helped facilitate the closing of community development loans to local organizations

**Louisiana Department of Economic Development, Baton Rouge, LA**

LAW CLERK, OFFICE OF THE EXECUTIVE COUNSEL (December 2008–March 2009)

- Worked on legislative reporting projects
- Assisted in the drafting of cooperative endeavor agreements with regional economic development groups

**Honorable Jay Zainey, U.S. District Court, Eastern District of Louisiana, New Orleans, LA**  
JUDICIAL INTERN (December 2007–January 2008)

## **PRESENTATIONS**

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### ***Law Professor's Recent Developments Seminar***

Spring Symposium of the Section of Real Property, Trusts, and Estates Law, American Bar Association—Boston, MA (to be presented May 2016).

### ***The New Debtor City—A Public Credit Crisis Cometh***

Law Review Symposium titled “Urban Revitalization: The Legal Implications of Remaking a City” hosted by the University of Memphis Cecil C. Humphrey School of Law—Memphis, TN (to be presented March 2016).

### ***Foreclosing Federalism: Housing Policy and the States***

Law Review Symposium titled “Revisiting Housing Rights and Policies in a Time of Expanding Crisis” hosted by the University of San Francisco School of Law—San Francisco, CA (to be presented January 2016).

### ***Trends and Hot Topics in Housing and Community Development Finance***

Board Retreat for the North Lafayette Redevelopment Authority—Lafayette, LA (to be presented January 2016) (invited).

### ***The Unfinished Business of Dodd-Frank: Reforming the Mortgage Contract***

Panel on the Regulation of Mortgage Lending, Real Estate Section, American Association of Law Schools Annual Meeting—New York, NY (January 2016).

### ***The Law of Bitcoin and Virtual Currencies***

End-of-the-Year CLE, Baton Rouge Bar Association—Baton Rouge, LA (December 2015).

Christopher K. Odinet

SSRN: <http://ssrn.com/author=1528821>

Email: [christopher.odinet@gmail.com](mailto:christopher.odinet@gmail.com)

Cell: (504) 666-0035

***Bitcoin and Virtual Money in the Law***

Legislative CLE Seminar, Louisiana State Legislature—Baton Rouge, LA (December 2015).

***Common Interest Community Reform in Louisiana***

Real Property Committee Luncheon, New Orleans Bar Association—New Orleans, LA (October 2015).

***Cities and Consumer Debtors***

Junior Faculty Scholarship Exchange, University of Massachusetts School of Law—Boston, MA (October 2015).

***Virtual Property as Collateral***

Junior Scholars Works-in-Progress Workshop, Southeastern Association of Law Schools (SEALS)—Boca Raton, FL (July 2015).

***Professors Panel: Recent Developments—Foreclosures Fiascos***

Spring Symposium of the Section of Real Property, Trusts, and Estates Law, American Bar Association—Washington DC (May 2015).

***Real Estate Basics: Reviewing and Negotiating a Commercial Real Estate Purchase Agreement***

Spring Symposium of the Section of Real Property, Trusts, and Estates Law, American Bar Association—Washington DC (May 2015).

***The Sharing Semicommons***

Sharing Economy | Sharing City: Urban Law and the New Economy Symposium, Fordham University School of Law—New York, NY (April 2015).

***Restoring the Home as Castle: The Mortgage Contract After Dodd-Frank***

The Future of Housing—Equity, Stability, and Sustainability Symposium, Washburn University School of Law—Topeka, KS (February 2015).

***Common Interest Ownership Regimes and the Theory of the Semicommons***

Section on Property Law's Young Scholars Breakfast, American Association of Law Schools—Washington DC (January 2015) (competitive selection).

***Pot and Property: Issues at the Intersection of Property Law and the Legalization of Marijuana***

Monthly "Professor's Corner", hosted by the Real Property, Trusts, and Estate Section of the American Bar Association (June 2014) (moderator).

***Hot Topics in Property and Commercial Law***

Louisiana Legislature's Annual Continuing Legal Education Seminar—Baton Rouge, LA (December 2014).

***Legislative Updates in Real Estate, Commercial, and Banking Law***

Southern University Law Center's Annual End-of-the-Year CLE Seminar—Baton Rouge, LA (December 2014).

***Hot Topics in Property and Commercial Law***

Baton Rouge Bar Association's End-of-the-Year CLE Seminar—Baton Rouge, LA (December 2014).

***How Scholarship Has Contributed to a Respect for Diversity***

Louisiana Diversity Forum, Southern University—Baton Rouge, LA (Oct. 2014).

***Consumer Protection in the Sale of Mineral Rights: Upcoming Issues and Recent Developments***

Gulf Coast Land Institute 2014 Conference—Baton Rouge, LA (October 2014).

***Banks, Break-Ins, and Bad Actors in Mortgage Foreclosures***

Southern University Law Center Faculty Brown-Bag Colloquia—Baton Rouge, LA (October 2014)

***Common Interest Ownership Regimes and the Theory of the Semicommons***

Junior Faculty Scholarship Exchange, University of Massachusetts-Dartmouth School of Law—Boston, MA (October 2014).

***Super-Liens to the Rescue? A Case for Moderating Lien Priority Contests***

Southeastern Association of Law Schools (SEALS) Young Scholars Colloquium—Amelia Island, FL (August 2014).

***Banks, Break-Ins, and Bad Actors in Mortgage Foreclosure***

Junior Scholars Virtual Colloquium hosted by Michigan State University College of Law (August 2014)

***Taxing Property Owners: Assessing the Human Access Inequities***

Centre for Human Rights and Legal Pluralism Research Collaboration Symposium, McGill University Faculty of Law—Montreal, Canada (June 2014).

***Ripped from the Headlines: Recent Developments in Property Law***

Monthly "Professor's Corner", hosted by the Real Property, Trusts, and Estate Section of the American Bar Association (June 2014) (co-presented with Tanya Marsh (Wake Forest) and Troy Rule (Arizona)).

***Special Taxing Districts, Super Liens, and Mortgage Meltdowns***

Annual Conference of the Association of Law, Property, and Society, University of British Columbia, Faculty of Law—Vancouver, Canada (May 2014).

***Fairness, Equity, and A Level Playing Field: Development Goals for the Resilient City***

Idaho Law Review Symposium: Resilient Cities: Environment, Economy, Equity, University of Idaho College of Law—Boise, Idaho (April 2014).

***Collateralizing Control: Security Rights in Real Estate CCRs***

Baton Rouge Property Lawyers Association—Baton Rouge, Louisiana (April 2014).

***A Crown on Every Head: The Rise of Super Liens and the Decline of Conventional Priority***

Southern Central Association of Law Schools (SCALS) Traveling Lecture Series, University of Arkansas at Little Rock William H. Bowen School of Law—Little Rock, Arkansas (March 2014).

***Legislative Update: The Louisiana Tax Credit Registry Act***

Louisiana Legislature's Annual Continuing Legal Education Seminar—Baton Rouge, Louisiana (December 2013).

***Legislative Update: The Louisiana Tax Credit Registry Act***

Southern University Law Center's Annual End-of-the Year Continuing Legal Education Seminar—Baton Rouge, Louisiana (December 2013).

***A Primer on the Louisiana Tax Credit Registry Act***

Baton Rouge Bar Association's CLE by the Hour—Baton Rouge, Louisiana (December 2013).

***The Interaction Between State Substantive Law and Federal Tax Law***

Guest Lecturer, LSU Public Finance class (Econ 4110—Dr. Jim Richardson)—Baton Rouge, Louisiana (November 2013) (co-taught with LSU tax professor Phillip Hackney).

***The Anchor Effect—Legal Reform and Tradition in America's Mixed Jurisdiction***

Faculty Scholarship "Brown-Bag" Colloquium, Southern University Law Center—Baton Rouge, Louisiana (October 2013).

***A Crown on Every Head—The Collision of Special District Liens and Mortgage Rights***

The Central States Law Schools Association's Annual Scholarship Conference, University of Arkansas School of Law—Fayetteville, Arkansas (October 2013).

***Testing the Reach of UCC Article 9: The Question of Tax Credit Collateral in Secured Transactions***

Annual Conference of the Association of Law, Society, and Property, Georgetown Law Center—Washington D.C. (March 2012).

## **PROFESSIONAL SERVICE & INVOLVEMENT**

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### **American Association of Law Schools (AALS)**

Secretary, Real Estate Transactions Section (January 2016—present)

### **American Bar Association (ABA)**

Vice Chair, Committee on Legal Education, Legal Education and Uniform Laws Group, American Bar Association, Section on Real Property, Trusts and Estate Law (September 2015—present)

Member, Standing Committee on Community Outreach, Section on Real Property, Trust and Estates Law (March 2015—present)

Member, Easements, Restrictions, and Covenants Committee, Commercial Real Estate Transactions Group, Section on Real Property, Trust and Estate Law (August 2014—present)

Member, Mortgage Lending Committee, Section on Real Property, Trust and Estate Law (August 2014—present)

Member, Monthly Professor's Corner Planning Committee, Section on Real Property, Trust and Estate Law (August 2014—present)

Member, Membership Committee, Section on Real Property, Trust and Estate Law (August 2014—present)

### **Louisiana State Law Institute**

Reporter, Committee on Common Interest Ownership Regimes (July 2013—present)

Member, Council of the Louisiana State Law Institute (Nov. 2013—present)

Member, Committee on Landlord-Tenant Law (September 2014—present)

Member, Committee on the Uniform Commercial Code (March 2014—present)

Member, Committee on Security Devices (May 2013—present)

Member, Committee on Mineral Rights—Unsolicited Offers (August 2013—present)

Member, Committee on Unpaid Wages (June 2014—present)

Member, Committee on the Lease of Movable Act (July 2015—present)

Junior Member, Council (January 2012–December 2012)

### **Property Law Prof Blog (Member of the Law Prof Blog Network)**

Co-Editor (January 2015—present)

### **Central States Law Schools Association (CSLSA)**

Secretary and Member, Board of Directors (November 2015—present)

### **Bartolus Society**

Member (September 2015—present)

### **Louisiana State Bar Association**

Member, Louisiana Bar Journal Editorial Board (May 2013—present)

### **Louisiana Bar Foundation**

Member, Capital Area Community Partnership Panel (July 2015—present)

### **Baton Rouge Bar Association**

Member and Contributing Writer, Publications Committee (May 2011—present)

*Ex-Officio* Member, Board of Directors (January 2014–December 2014)

Christopher K. Odinet

SSRN: <http://ssrn.com/author=1528821>

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Updated: Feb. 2016

Chair, Public Law Section (January 2014–December 2014)  
Chair-Elect, Public Law Section (January 2013–December 2013)  
Secretary, Public Law Section (December 2011–January 2013)

**Public Affairs Research Council of Louisiana, Inc.**

Member, Tax Advisory Group (February 2016–present)  
Member, Research Committee (October 2012–present)

**LSU Paul M. Hebert Law Center Young Alumni Leadership Council**

Member (January 2011–present)

**COMMUNITY/PUBLIC SERVICE**

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**Housing Authority of East Baton Rouge Parish**

Chairperson, Board of Commissioners (September 2014–present)  
Member, Board of Commissioners (August 2013–present)

**The Emerge Center for Communication, Behavior, and Development**

Board Vice President (December 2014–present)  
Board Secretary (December 2012–December 2014)  
Member, Board of Directors (January 2011–present)

**Governor-Elect JohnBel Edwards' Transition Committee on Fiscal Matters**

Members (November 2015–December 2015)

**BAR ADMISSION**

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**Louisiana** (admitted October 2010)

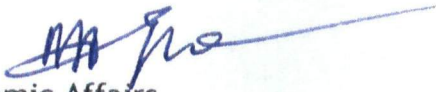


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ACADEMIC AFFAIRS

MEMORANDUM

TO: Victor Ukpolo, Ph.D.  
Chancellor

FROM: David S. Adegboye, Ph.D.   
Vice Chancellor for Academic Affairs

DATE: March 30, 2016

RE: **Recommendations for AT&T Endowed Professorship and the James and Ruth Smith Endowed Professorship positions**

The Search Committee for the remaining two Endowed Professorship positions at SUNO has reviewed the applications received for each position and rated the applications with carefully designed rubrics. Per the attached documents, the Committee has recommended as follows:

AT&T Endowed Professorship

Dr. Adnan Omar, Professor of Computer Information Systems and Chair, Department of Computer Information Systems.

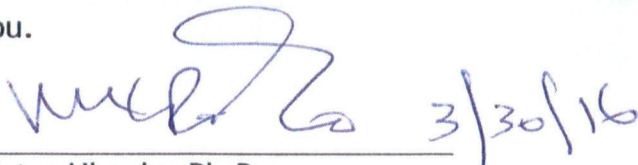
James & Ruth Smith Endowed Professorship

Dr. Joe Omojola, Professor of Mathematics and Physics and a recipient of Presidential Award for Mentoring.

I concur with the recommendations and hereby seek your kind approval.

Thank you.

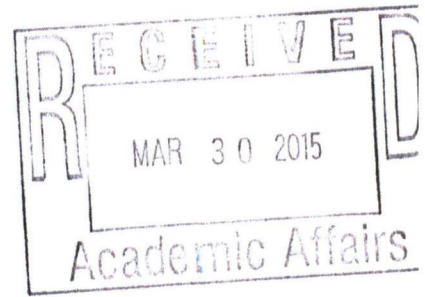
APPROVAL:

  
Victor Ukpolo, Ph.D.  
Chancellor

Attachments



**SOUTHERN UNIVERSITY AT NEW ORLEANS**  
**Department of Business Administration**  
**6400 Press Drive ♦ New Orleans, LA 70126**  
**(504) 286-5331**



March 29, 2016

Dr. David Adegboye  
Vice Chancellor for Academic Affairs  
SUNO  
Campus


**Re: AT&T Endowed Professorship Search Committee Recommendation**

Dear Dr. Adegboye:


Using a rubric developed by the Search Committee composed of Dr. Frank Martin (Chair), Dr. Ronald Mancoske, and Dr. George Amedee, each of the four candidates for the AT&T Endowed Professorship were evaluated by each committee member and assigned a score on a scale from 0 to 100. Based on the average score of these evaluations, Dr. Adnan Omar received the highest score – 92.67 (see attachment). Therefore, the Committee recommends that Dr. Adnan Omar be appointed as the AT&T Endowed Professor.

Please contact me if you have any questions.

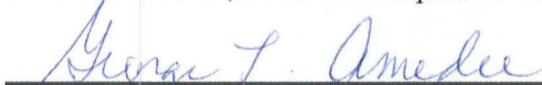
Sincerely yours,

  
Frank Martin  
Committee Chair

Approval Signatures of Committee Members:



Dr. Frank Martin, Dolores M. Spikes Endowed Professor and Committee Chair



Dr. George Amedee, Emmett W. Bashful Endowed Chair in Leadership & Public Policy



Dr. Ronald Mancoske, Millie M. Charles Chair in Human Rights and Social Work

Attachments



## **RATING OF CANDIDATES FOR AT&T ENDOWED PROFESSORSHIP**

**Spring 2016**

<b>Name of Candidate</b>	<b>Evaluator 1</b>	<b>Evaluator 2</b>	<b>Evaluator 3</b>	<b>Average</b>
<b>Dr. Tchovdar Marinov</b>	84	70	66	73.33
<b>Dr. Adnan Omar</b>	97	95	86	92.67
<b>Dr. Illya Tietzel</b>	74	70	57	67.00
<b>Dr. Patrick Webb</b>	67	38	61	55.33

**DR. ADNAN E. OMAR**  
 Department of Computer Information Systems  
 Southern University at New Orleans  
 6400 Press Drive  
 New Orleans, LA 700126  
 Tel (504) 286-5142  
 Email: [aomar@suno.edu](mailto:aomar@suno.edu)

**EDUCATION**

<u>Institution</u>	<u>Degree</u>	<u>Major</u>	<u>Minor</u>	<u>Year</u>
University of Louisiana at Lafayette	PhD	Computer Science	Math	1974
University of Louisiana at Lafayette	MS	Petroleum Eng.	Math	1968
Louisiana State University	BS	Petroleum Eng.	Math	1966

**PERTINENT WORK EXPERIENCE**

<u>Employer</u>	<u>Position</u>	<u>Dates</u>
Southern University at New Orleans	Professor	1995-Present
King Saud University	Professor	1991-1995
King Saud University	Associate Prof.	1981-1991
Northwestern State University	Associate Prof.	1977-1981
Northwestern State University	Assistant Prof.	1974-1977

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## BOOK CHAPTERS

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3. Bhutta, M., Khan, J., Omar, A., and Asad, U. (2009). An Exploratory Study of the Characteristics Affecting the Success of SMEs in Pakistan. *Handbook of Research on Asian Entrepreneurship*. Edward Elgar Publishing Limited, UK. Pg. 230-237.
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2. Omar, A. and Miah, M. (2013) Digital Evolution of the Written Language (ISECON) November 7-10. San Antonio, TX.
3. Miah, M. and Omar, A. (2013) Effects of Social Networking on Adolescent Education (ISECON) November 7-10. San Antonio, TX.
4. Samman, E. Omar, A. Belmasrou, R. Alijani, D. (2012) Strategic Plan for Enhancing Online Learning. Information Systems Educators Conference (ISECON) November 1-4. New Orleans, LA.
5. Sanchez, T. and Omar, A. (2012). The Impact of Industry Clusters on the Economy of the United States. Allied Academics. April 4. New Orleans, LA.
6. Murthy, D, Bhutta, K, and Omar, A. (2012) A Case of the Bangalore Machine Tool Equipment Industry. Southwest Decision Sciences Institute. March 1, New Orleans, LA
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8. Miah, M. and Omar, A. (2011). Students' Awareness and Willingness to Use Available Resources at HBCUs: A Case Study. *International Academy of Business and Public Administration Disciplines (IABPAD) Conference*. January 4-7, Orlando, Florida.
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## SCHOLARLY PRESENTATIONS

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11. Omar, A., Kwun, O., Bhutta, K. (2008). The Impact of E-Commerce Tax Policy on State and Local Government Revenue. *Federation of Business Disciplines*. March, 4-8. Houston, TX.
12. Nickels, D., Kwun, O., Omar, A. (2008). The Effects of Organizational Culture on E-Commerce Adoption. *Federation of Business Disciplines*. March, 4-8. Houston, TX.
13. Omar, A., Kwanbunbumpen, A., and Singleton, C. Hurricane Katrina Æs Aftermath: The Advancement of E-learning. *ISECON 2007*, Nov. 1- 4 Pittsburg.
14. Omar, A., and Samman, A. Internet Plagiarism Detection Based on Space Modeling. *IABPAD* October 25-26, 2007. New Orleans.
15. Omar, A. and Tabi, S. (2007). Hurricane Katrina's Silver Lining: E-Learning at Southern University at New Orleans. *Federation of Business Disciplines (FBD): Association of Business Information Systems*. March. 13 to 17, San Diego, CA.
16. Omar, A., and Kwanbunbumpen, A. (2005). Enhancing Student Education through e-Learning. *15<sup>th</sup> International Conference on Pacific Rim Management, Association for Chinese Management Educators (ACME)*, San Diego.
17. Omar, A. (2005). Strategies for Developing a Successful Relationship between High Schools and College via Outreach Programs. *HBCU-UP 2005 National Research Conference*, New Orleans, Louisiana.
18. Omar, A., Gifford, U., and Gordon, F. (2004). Managing Violence: A Global Challenge. *6<sup>th</sup> Annual Conference National Association for Peace Education*, Southern University at New Orleans.

19. Jackson, J., Omar, A. and Welsh, J. (2003). Information Technology: Opposing Viewpoints. *7<sup>th</sup> Annual DoE EPSCor and LS-LAMP Student Research Conference*, New Orleans, Louisiana.
20. Sarmini, M., Omar, A., and Welsh, J. (2003). Introduction to Digital Photography for Everyone. *7<sup>th</sup> Annual DoE EPSCor and LS-LAMP Student Research Conference*, New Orleans, Louisiana.
21. Smith, S., Omar, A., and Welsh, J. (2003). Evaluating Information Technology (IT) Investment. *7<sup>th</sup> Annual DoE EPSCor and LS-LAMP Student Research Conference*, New Orleans, Louisiana.
22. Omar, A., Welsh, J., Omojola, J., and Nguyen, L. (2003). E-Commerce: A Threat to State and Local Tax Revenues. *7<sup>th</sup> Annual DoE EPSCor and LS-LAMP Student Research Conference*, New Orleans, Louisiana.
23. Vu, N., Omar A., and Omojola, J. (2003). Development of the SUNO-LAMP Program Database, *7<sup>th</sup> Annual DoE EPSCor and LS-LAMP Student Research Conference*, New Orleans, Louisiana.
24. Omar, A., Jones, B. and Omar, H. (2003). Technology Meets Medicine: A Complimentary Approach to the Treatment of Attention Deficit Disorder, *ACME 2003 International Conference*, Seattle, Washington.
25. Smith, S., and Omar, A. (2002). The Dilemma of Computer Virus”, *6<sup>th</sup> Annual DoE EPSCor and LA-LAMP Research Conference*, Baton Rouge, Louisiana.
26. Nguyen, L., and Omar, A. (2002). Computers for People with Special Needs, *6<sup>th</sup> Annual DoE EPSCor and Research Conference*, Baton Rouge, Louisiana.
27. Calloo, B., and Omar, A. (2002). Why African Americans Should Attend Graduate School, *6<sup>th</sup> Annual DoE EPSCor and LS-LAMP Research Conference*, Baton Rouge, Louisiana.
28. Stemmons, W. and Omar, A. (2002). Hacking: How it has Evolved, *6<sup>th</sup> Annual DoE EPSCor and LA-LAMP Research Conference*, Baton Rouge, Louisiana.
29. Green, J. and Omar, A. (2002). Warehouse in the Future. *NSF HBCU-Up National Research Conference*, Albany State University-Albany, Georgia.
30. Omar, A. (2001). Future Learning: Face -to-Face/ Virtual Contact, Keeping the Touch in Technology. *LSU Conference*, Baton Rouge, Louisiana.

#### **SESSIONS CHAIRED AT PROFESSIONAL MEETINGS**

<u>Organization</u>	<u>Session Chaired</u>	<u>Location</u>	<u>Date</u>
SWDSI	Track of e-Commerce	Oklahoma	March 03, 2009
SWDSI	Track of e-Commerce	Houston	March 04, 2008
IABPAD	Education and Internet	New Orleans	October 27, 2007

**OTHER INTELLECTUAL CONTRIBUTIONS**

1. Chair of the E-Commerce track, Southwest Decision Sciences Institute (*SDSI*), 2008-2009. Houston, TX.
2. Chair of the E-Commerce track, Southwest Decision Sciences Institute (*SDSI*), 2008-2009. Oklahoma City, Oklahoma.
3. Reviewer, Association of Business Information Systems (*ABIS*), 2005-2008. Refereed Proceedings.
4. Reviewer, Southwest Decision Sciences Institute (*SDSI*), 2005-2008. Refereed Proceedings.
5. Reviewer, Information Systems Educational Journal (*ISECON*), 2005-2008. Refereed Proceedings.
6. Reviewer, Journal of Mobile Learning and Education (*JMLE*), 2007-2008. Journals.
7. Reviewer, Journal of Petroleum Science and Engineering, Elsevier Editorial System, 2007.
8. Session chair, The International Academy of Business and public Administration Disciplines (*IABPAD*). May 2007 Conference, Dallas, TX.
9. Federation of Business Disciplines, March 2005 Annual Meeting. Association of Business Information Systems 2005 Refereed Proceedings
10. Journal of Petroleum Science and Engineering, Elsevier Editorial System, [www.elsevier.com](http://www.elsevier.com)
11. Journal of King Saud University, Computer and Information Sciences, Kingdom of Saudi Arabia

**PROFESSIONAL MEETINGS ATTENDED (24 out of 80 most recent meetings)**

<u>Organization</u>	<u>Place</u>	<u>Date Attended</u>
ISECON	Baltimore, MD	11-6-14
ISECON	San Antonio, TX	11-7-13
AACSB	Chicago, Illinois	04-7-13
ISECON	New Orleans, LA	11-1-12
AACSB	San Diego, CA	04-29-12

Federation of Business Disciplines	Houston, TX	03-09-11
IABPAD 2010	New Orleans, LA	10-21-10
ArcGIS 10	Baton Rouge, LA	10-05-10
Federation of Business Disciplines	Oklahoma City, Ok	02-25-09
AACSB	Dallas, TX	12-04-08
Info. Systems Education Conference	Phoenix, AZ	11-06-08
AACSB	Atlanta, GA	09-21-08
Federation of Business Disciplines	Houston, TX	03-04-08
Info. Systems Education Conference	Pittsburg, PA	11-01-08
International Academy of Business and public Administration Disciplines	New Orleans, LA	10-25-08
Federation of Business Disciplines	San Diego, California	03-06-07
International Academy of Business and public Administration Disciplines	Dallas, TX	05-03-07
The 7 <sup>th</sup> Doha Forum on Free Trade	Qatar	04-23-07
Information Systems Educator's Conference	Dallas, TX	05-03-06
Keeping the Touch in Technology	LSU, Baton Rouge	04-18-05
Succeeding in Business with Microsoft Office Excel 2003	Delgado Community College	03-17-05
LS-LAMP and CCZARS	New Orleans (HYATT)	10-31-04
Microsoft Visual Basic.net	New Orleans (Palace Theatre)	10-07-04
Oracle Technology Day	New Orleans (Ritz Carlton)	01-20-04

## RESEARCH IN PROGRESS

1. Strategy Planning and Small Business Development.
2. Effects of Technology on Reading and Writing.
3. Does The Computer Information Systems Program Align With Industrial Need?

#### 4. The Consequences of SPAM.

#### **GRANT FUNDED**

1. Co.-Principal Investigator of the NORDC grant, entitled, "Basic Technology Skills Training Program" Training adolescents, youth, and adults (May 2014).
2. Co.-Principal Investigator of the enhancing technology infrastructure across the business curricula, 05BUS-14, amount \$120,000 LABoR (April, 2014).
3. Principal Investigator of the grant of \$2,000, entitled, "The Consequences of SPAM," University of Connecticut CIBER (2011).
4. Principal Investigator of the grant of 32,000, entitled, "Enhancement of Classroom Instruction via Integrating Technology into a Classroom" LEQSF (2006-2007)-ENH-UG-45.
5. Principal Investigator of the grant of 59,300, entitled, "Undergraduate Curriculum Enhancement via Faculty Development Workshops," LEQSF (2005-2006)-ENH-TR-73.
6. Co.-Principal Investigator of the grant of 52,700, entitled, "Design and Implementation of an In-house Mobile Distance Learning System," LEQSF (2005-2006).
7. Principal Investigator of the grant of \$20,000, entitled, "Student Lab Assistant," SUNO, Student Technology Fee, (2004).
8. Principal Investigator of the grant of \$8,500 entitled, "Educational Enhancement via Mobile Technology," contract no. LEQSF (2003-04) – ENH-UG-45.
9. Co.-Principal Investigator of the grant of \$2,430,000 entitled, "Program for Excellence in Science, Mathematics, and Computer Technology," National Science Foundation, (2001).
10. Principal Investigator of the grant of \$70,000 (recommended amount), which is entitled "Educational and Economic Enhancement via Cutting Edge Microcomputer Instruction," LEQSF Proposal number 019CS, 1997.
11. Co.-Principal Investigator of the grant of \$90,000 (recommended amount) which is entitled "Enhancement of Computer Instruction and Research Through Physical and Virtual Multi-Robotics System," LEQSF, 1997.
12. Principal Investigator of a grant of \$25,000, which is entitled "Miscible Flooding using refinery stock and flare gases", KSURC Project No.4/408, Sept. 1987 - Dec. 1988.
13. Principal Investigator of a grant of \$300,000, which is entitled "Effect of Salinity on Permeability and Oil Recovery of Saudi Fields", KACST Project No.AR-5-28, 1983 - 1986.

#### **MEMBERSHIPS IN PROFESSIONAL ORGANIZATION**

1. Southwest Decision Sciences Institute (SDSI)



2. Association of Information Technology Professionals (AITP)
3. Association of Business Information Systems (ABIS)
4. Federation of Business Disciplines (FBD)
5. Sigma Gamma Epsilon (SGE)

**UNIVERSITY AND CBA SERVICES**

1. Chairperson of CIS Department, 2010-present.
2. Chair of Website Committee, 2007-2009.
3. Chair of Industrial Time and Talent Management (ITTM) Committee.
4. Chair of Hiring Committee for Quality Enhancement Program (QEP).
5. Chair of the Endowed Professors and Endowed Chair Committee.
6. Member of Hiring Committee for the Director of Institution Research.
7. Member of Faculty Handbook Revision Committee.
8. Member of Strategic Planning Committee, 2007- 2008.
9. Member of Quality Enhancement Program (QEP), 2007-2009.
10. Member of Tenure & Promotion Committee, 2007-present.
11. Member of Post-Tenure Committee, 2007-present.
12. Member of Hiring Committee, 2007-present.
13. Member of LAMP and SENS (College Level), 2000-present.
14. Coordinate of a job opportunity for the CIS department, 1995-present.
15. Faculty member in all Committees in the CIS (Dept. Level), 1995-present.

**COMMUNITY SERVICE**

1. Prepared and supervised the material taught at New Orleans Recreation Development Commission (NORDC), "Basic Technology Skills Training Program" Training adolescents, youth, and adults (May 2014).
2. Member of Advisory Board for Delgado Community Computer Information Technology 2011-Present.

3. I participated in a project managed by Habitat for Humanity in New Orleans post-Katrina, and I helped collect and distribute \$28,000 to the victims of Katrina in the fall of 2005.
4. Prepared a workshop for High school Coordinators for the PESMaCT Program. 2001-2007.
5. Visited several high schools in New Orleans area to encourage students to further their education by attending SUNO or another college in order to increase their knowledge and skills to be productive in their community.
6. Volunteer of the Islamic School Board of Greater New Orleans (middle school).
7. Wrote a proposal for The Southern Community Development Corporation in New Orleans, a nonprofit organization entitled: "Narrowing the Digital Divide" in 2003.
8. Active member of United Way represented the College of Science and collected over \$2000 in 2002.
9. Recent fund raising to aid the victims of the Typhon in the Philippines.

#### **COURSES TAUGHT PAST FOUR SEMESTERS**

<u>Prefix &amp; Number</u>	<u>Course Title</u>	<u>Level</u>
CIS 164	Computer Productivity Applications I	Freshmen
CIS 166	Computer Productivity Applications II	Freshmen
CIS 250	Fundamental of Information Systems	Sophomore
CIS 200	Programming I	Sophomore
CIS 201	Programming II	Sophomore
CIS 240	Computer Organizations and Software	Sophomore
CIS 260	E-Businesses and Web Application Dev.	Sophomore
CIS 315	Data Communications and Networks	Junior
CIS 426	Object Oriented Techniques	Senior
CIS 450	Senior CIS Project	Senior
CIS 698	Direct Project Research in CIS	Graduate



Dr. Rodney A. Ellis  
Chancellor

Wednesday, April 13, 2016

Dr. Ray L. Belton, President/Chancellor  
Southern University System  
4<sup>th</sup> Floor, J. S. Clark Administration Bldg.  
Baton Rouge, LA 70813

RE: Endowed Professorships

Dear President Belton:

The faculty members listed below have been nominated for endowed professorships within their respective areas. Further, I request that their appointments be awarded for 2016 pending final approval through their respective departmental faculty approval process.

If I can be of further assistance in regards to this matter, I can be reached at (318) 670-9312.

Name of the Endowment	Endowment Holder
Capital One Endowed Professorship in Business	George Lewis, III
Jack B. Binion Endowed Professorship in Business II	Dr. Regina Webb
James & Ruth Smith Endowed Professorship in Science and Technology	Dr. Barry Hester
Caddo Parish Endowed Professorship in Business	Mr. Aylwin Holmon
Dr. and Mrs. CO Simpkins Endowed Professorship in Nursing	Mrs. Tiffany Varner

Respectfully submitted,

A handwritten signature in blue ink, appearing to be "R. A. Ellis".

Dr. Rodney A. Ellis  
Chancellor


3050 MARTIN LUTHER KING, JR. DRIVE, \* SHREVEPORT, LOUISIANA 71107  
PHONE: (318) 670-9312 \* FAX (318) 670-6374  
TOLL FREE: 1-800-458-1472, EXT 6312

[www.SUSLA.EDU](http://www.SUSLA.EDU)

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To: Dr. Rodney A. Ellis,  
Chancellor

From: JoAnn Brown,   
Director of the Academy of Excellence Past Chair of the Division of Allied Health

Re: Endowed Professorships

Date: April 10, 2016

In response to the request for persons to be submitted for endowed professorships by the Louisiana Board of Regents, please accept my endorsement as I put forth names for your consideration.

It is my recommendation that these faculty be considered as they exhibit the academic aptitude, scholarship and professional accomplishment that embodies the intent of the respective professorship.

<b>Name of the Endowment</b>	<b>Endowment Holder</b>
Capital One Endowed Professorship in Business	George Lewis, III
Jack B. Binion Endowed Professorship in Business II	Dr. Regina Webb
James & Ruth Smith Endowed Professorship in Science and Technology	Dr. Barry Hester
Caddo Parish Endowed Professorship in Business	Mr. Aylwin Holmon
Dr. and Mrs. CO Simpkins Endowed Professorship in Nursing	Mrs. Tiffany Varner

As the Director of the Academy of Excellence and former Chair of the Division of Allied Health and member of the faculty, I feel more that confident that these faculty are most capable to fulfil these positions. Please know that I am more than willing to speak to you in greater detail as to their qualifications and ability to hold these individual appointments.



## SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

April 6, 2016

Dr. Ray Belton  
President-Chancellor  
Southern University and A & M College System  
J. S. Clark Administration Building  
4<sup>th</sup> Floor  
Baton Rouge, Louisiana 70813

**Re: Promotion Recommendations for Professors Shenequa Grey, Nadia Nedzel, and Gail Stephenson**


Dear Dr. Belton:

I am pleased to advise that Associate Professors Shenequa Grey, Nadia Nedzel, and Gail Stephenson have been recommended for promotion in rank by the Law Center's Faculty Appointment, Retention, Promotion and Tenure Committee (FARPT). Their applications for promotion and tenure were timely filed and duly considered by the FARPT committee. Each professor's application was evaluated in accordance with established tenure and promotion procedures and said recommendations were forwarded to me on March 28, 2016 by Committee Chairman, Vice Chancellor and Professor, Roederick White. After a thorough review of each applicant's personnel file, application for tenure and promotion, scholarship, teaching and service record, I wholeheartedly concur with the committee's recommendations.

I have attached a copy of the curriculum vitae of each professor for your information and review.

I, therefore, ask that you join me and the Law Center's Faculty Appointment, Retention, Promotion and Tenure Committee, in recommending to the Board of Supervisors that Associate Professors Shenequa Grey, Nadia Nedzel, and Gail Stephenson each be promoted to the rank of Professor at the Southern University Law Center.

Sincerely,

  
John K. Pierre  
Chancellor and Professor of Law  
SULC

Approved:   
Dr. Ray Belton  
President  
SUS

# SHENEQUA L. GREY, J.D., LL.M.

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18432 Little Poplar Ave.  
Baton Rouge, LA

Phone: (225) 772-1819 or (225) 246-8204

Email: [shenequa\\_grey@hotmail.com](mailto:shenequa_grey@hotmail.com)

Website: [www.shenequagrey.com](http://www.shenequagrey.com)

## BAR ADMISSIONS:

Louisiana (active) and District of Columbia (inactive)

## EDUCATION

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### TEMPLE UNIVERSITY BEASLEY SCHOOL OF LAW

PHILADELPHIA, PA

LL.M., Trial Advocacy 2009 (*voted most prepared student*)

### SOUTHERN UNIVERSITY LAW CENTER

BATON ROUGE, LA

J.D. (*cum laude*), 2000

### UNIVERSITY of LOUISIANA AT MONROE

MONROE, LA

B.G.S., Liberal Arts, 1997

### ATLANTA BROADCAST INSTITUTE

ATLANTA, GA

Radio and Television Broadcasting (*class rank #1*)

## TEACHING/RESEARCH INTERESTS

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**PRIMARY INTERESTS:** Evidence, Constitutional Criminal Procedure (investigatory), Trial Advocacy, Advanced Trial Practice, Advanced Trial Evidence, Criminal Law

**OTHER INTERESTS:** Torts, International Criminal Law

## TEACHING EXPERIENCE

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### ASSOCIATE PROFESSOR OF LAW

#### SOUTHERN UNIVERSITY LAW CENTER

Baton Rouge, LA (*August 2004 – Present*)

- Instructs in following areas: Evidence, Constitutional Criminal Procedure, Criminal Trial Practice, Agency & Partnership, Torts I, International Criminal Law (London, England Summer Abroad '08, '09, '11, '12, '13, '15)
- Research and publication interests: Evidence, Fourth Amendment Search and Seizure
- Elected 2006 Teacher of the Year
- Advocacy Coordinator

### STUDENT TEACHING ASSISTANT (TA)

#### SOUTHERN UNIVERSITY LAW CENTER

Baton Rouge, LA (*1998 – 2000*)

- Subject areas: Criminal Law, Contracts, and Torts II.
- Duties: Prepared and reviewed assignments, mentored students; coordinated and conducted group and individual study sessions, and academic assistance sessions.

## PROFESSIONAL EMPLOYMENT

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### ASSISTANT DISTRICT ATTORNEY CADDO PARISH DISTRICT ATTORNEY'S OFFICE

Shreveport, LA (*May 2001 – July 2004*)

- Prosecuted felony offenses that occurred in Caddo Parish through jury trials, bench trials, and pre-trial negotiation. Over 25 jury and bench trials of violent felonies and sex offenses including: Second Degree Murder, Armed Robbery, Attempted Murder, Forcible Rape, Molestation of Juveniles, Kidnapping, and several other felonies.

### STAFF ATTORNEY

#### AMERICAN PROSECUTORS RESEARCH INSTITUTE

Alexandria, VA (Washington, DC Metropolitan Area) (*October 2000 – June 2001*)

- Assisted judges, prosecutors, legislators and law enforcement across the nation through extensive research of statutes and case law, by locating briefs and transcripts, and by writing law summaries on various points of law.

### LAW CLERK

#### BATON ROUGE CITY PROSECUTOR'S OFFICE

Baton Rouge, LA (*June 1999- May 2000*)

- Assisted prosecutors in the prosecution of criminal cases that occurred in Baton Rouge, LA through billing criminal cases; drafting legal memoranda, persuasive briefs, and motions; and researching statutes, decisions, and other authority on complex legal issues and points of law.

## PUBLISHED WORKS

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### BOOKS (*Available at [www.greyevidence.com](http://www.greyevidence.com)*)

- Grey, Shenequa L., An Anatomy of Louisiana Evidence Law: Code, Commentary, Cases & Problems, (Carolina Academic Press 2015) ISBN: 978-1-61163-819-6
- Grey, Shenequa L. An Anatomy of Louisiana Evidence Law: A Workbook, (an Ebook forthcoming Fall 2016)

### LAW REVIEW ARTICLES (*Full articles available via [www.shenequagrey.com](http://www.shenequagrey.com)*)

- Shenequa L. Grey, *Forty-Five Major (and minor) Distinctions Between the Louisiana Code of Evidence and the Federal Rules of Evidence*, 90 Tul. L. Rev. \_\_ (forthcoming Fall 2015)
- Shenequa L. Grey, *Contemporary Issues in Louisiana Law: Expungement*, S.U. Law Rev. (forthcoming Fall 2015)
- Shenequa L. Grey, *There's A Better Way: Why the United States Supreme Court's Connick v. Thompson Decision is Not Absolutely Outrageous*, 13 LOY. J. PUB. INT. L. 469 (2012)
- Shenequa L. Grey, *The U.S. Supreme Court Gets it Right in Arizona v. Grant: Justifications for Rules Protect Constitutional Rights*, 23 ST. THOMAS L. REV. 532 (2011)

- Shenequa L. Grey, *Revisiting the Application of the Exclusionary Rule to the Good Faith Exceptions in Light of Hudson v. Michigan*, 42 U.S.F. L. REV. 621 (2008)

#### JOURNAL ARTICLES

- Shenequa L. Grey, "A Comparison of Florida and Louisiana Stand-Your-Ground Laws in Light of Trayvon Martin" AROUND THE BAR (September 2012)
- Grey, Shenequa L., "Passive Alcohol Sensors and the Fourth Amendment of the United States Constitution" The Impaired Driving Update (Spring 2002)

### COURSES TAUGHT

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- Evidence (*required course; 3 credit hours; taught 7 semesters*)
- Constitutional Criminal Procedure (*required course; 3 credit hours; taught 13 semesters w/summers*)
- Criminal Trial Practice (*elective; 3 credit hours; taught 1 semester*)
- Torts I (*required course; 3 credit hours; taught 11 semesters*)
- Agency/Partnership/LLC's (*required course; 2 credit hours; taught 4 semesters*)
- Trial Advocacy (*required course; 2 credit hours; taught 12 semesters, including summer*)
- International Criminal Law (*London, England*) (*elective; 3 credit hours; taught 6 summers*)

### PROFESSIONAL & COMMUNITY PRESENTATIONS/PANEL DISCUSSIONS

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- "Communication: Socratic Method, Legal Reasoning, Problem Solving" SULC Freshman Orientation, (Fall 2014, 2015)
- "My Rights," Poem written and delivered at Southern University System #Dontshoot Rally (8/2014)
- "The Castle Doctrine- The Use of Force in the Home," Community Legal Clinic (8/2014)
- 50<sup>th</sup> Year Anniversary of the March on Washington Guest Speaker, sponsored by the African American History Museum (8/2013)
- "Louisiana's Stand Your Ground Law," Panel Discussion sponsored by Leaders With Vision (August 2013)
- "The Implications of the George Zimmerman Not Guilty Verdict, the Possibility of Federal Charges, and an Explanation of the Stand Your Ground Laws," Radio Interview with The Gist of Freedom, July 2013
- "Reviewing Evidence Rules," National Bar Association Judicial Counsel Seminar, Lake Charles, La., February 2012
- "Refreshing Recollection of the Basic Evidentiary Rules," SULC Continuing Legal Education, December 2010
- "Refreshing Recollection of the Basic Evidentiary Rules," Bayou Classic Continuing Legal Education Seminar, New Orleans, La., November 2010
- In-school MBE Bar Prep: Constitutional Criminal Law and Procedure
- "Recent Updates in Criminal Procedure"- Continuing Legal Education seminar, Southern University Law Center December 2008
- "Fourth Amendment Implications of the USA Patriot Act" - SEALS Annual Meeting - Hilton Head, South Carolina July 17-23, 2005
- "Recent Updates in Tort Litigation" - Continuing Legal Education seminar, Southern University Law Center December 2004



## AWARDS AND HONORS

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- Academy of Master Educators Summer Institute Fellow (Summer 2015)
- 2006 SBA Professor of the Year
- Southern University Moot Court Board
- Successfully argued *State v. Raymond Leguand* before the Louisiana Supreme Court as student attorney
- Member of the Championship SULC Mock Trial team in the LSBA Intra-State Mock Trial Competition
- Recipient of the Chancellor's Award for outstanding performance before the Louisiana Supreme Court
- Recipient of the Chancellor's Award for outstanding performance at the LSBA Intra-State Mock Trial Competition
- Ebony Magazine's "Super Singles of 2002"

## LAW SCHOOL SERVICE

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### ADVOCACY COORDINATOR

- Coordinate and trains teams for advocacy competitions.
- Keep track of all experiential learning opportunities at the institution (including clinical education, mock trial competitions, moot court competitions, externships, advocacy courses, etc.) for reporting purposes.
- Assists the SULC Trial Advocacy Board (as faculty advisor) in developing additional advocacy training and opportunities for networking with practitioners who primarily engage in litigation as a part of their practice.

### STANDING COMMITTEE MEMBERSHIP

- Foreign Study Committee
- Grade Appeal Committee

### AD HOC COMMITTEE MEMBERSHIP

- Marshall-Brennan Constitutional Literacy Project Development Committee
- Steering Committee for the Institute for Civil Rights and Justice
- SULC Self Study Committee and Self Study Editorial Committee

### FACULTY ADVISOR

- Southern University Law Center Trial Advocacy Board (2015- present)
- Southern University Law Center American Association for Justice (2015-present)
- Women In Law (2007-present)
- Black Law Students Association (2005- present)

### MOCK TRIAL TEAM COACH

- Trains students to compete in statewide, regional, and national mock trial competitions, including the 2008 Phi Alpha Delta Mock Trial Team that placed second at the National Competition.

## SKILLS/TRAINING

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Proficient in Westlaw; Lexis/Nexis; Microsoft Office *Word, PowerPoint and Excel*; Avid (*video editing*); Adobe Audition (*audio editing*).

## PROFESSIONAL AFFILIATIONS

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Louisiana State Bar Association; Baton Rouge Bar Association, Member; Louis A. Martinet Legal Society, Member; American Bar Association, Member; National Bar Association, Member; Alpha Kappa Alpha Sorority, Inc.; AAJ (formerly ATLA)

## **NADIA E. NEDZEL**

10103 Runnymede Ave.  
Baton Rouge, Louisiana 70815  
H: (225) 231-1058; cell: (225) 329-8470  
Fax: (225) 237-1174  
Email: nnedzel@sulc.edu; nnedzel@gmail.com

### **EMPLOYMENT**

#### **Southern University Law Center, Baton Rouge, La. ("SULC")**

Reilly Family Professor of Law September, 2012- present

Professor (forthcoming August 2016)

Associate Professor of Law August, 2010-2016

Assistant Professor August, 2004-August 2010

Subjects taught: Contracts, Obligations (Louisiana civilian), Sales and Lease (Louisiana civilian), International Business Transactions, International Law, Civil Procedure, Law Review/Journal Seminar

**(Proficient in both common law and the civilian legal tradition)**

#### **LSAT Lecturer, Test Review Institute/SULC Preparation Course, Baton Rouge, La.**

1999-present (1-2x/year, 4 weekend course)

Subjects taught: Logical Reasoning, Reading Comprehension, Writing Sample

### **PUBLICATIONS**

#### **Books**

**LEGAL REASONING, RESEARCH, AND WRITING FOR INTERNATIONAL GRADUATE STUDENTS** (Aspen Publishing: 2004; 2<sup>nd</sup> ed. 2008, translated into Chinese in 2013; 3d ed 2012; 4<sup>th</sup> edition forthcoming 2016)

This work is widely used to teach U.S. legal analysis to International LL.M. candidates both in the U.S. and abroad.

**LOUISIANA LAW OF SALE AND LEASE: CASES AND MATERIALS** (Vandeplas Publishing Preliminary ed. 2011; First ed. 2012), with Prof. David Gruning

#### **Articles & Book Chapters on the Rule of Law**

1. **Rule of Law, *État de Droit, Rechtsstaat*: Significant Differences in Legal Culture, Juris Diversitas 2015**
2. ***Rule of Law v. Legal State: Where are we coming from, where are we going to?*, Book Chapter, in *Comparison: The Rule of Law in the 21st Century and the Legal State* (James Silkenat, ed. Springer pub.. 2014). Russian version 2013.**
3. ***Common Law v. Civilian Tradition: Rule of Law, Economic Development, and Cultural Change*, 2 Law of the USA (2014 Ukrainian Law Review, publication delayed indefinitely due to war)**
4. ***The Rule of Law: Its History and Meaning in Common Law, Civil Law, and Latin American Judicial Systems*, 10 RICHMOND J. GLOBAL L. & B. (2010).**

#### **Other Articles**

5. ***Concealed Carry: The ONLY way to Stop School Shootings* (ACADEMIC QUARTERLY 2014)**
6. ***Reviving Protection for Private Property: A Practical Approach to Blight Takings*, 2008 MICH. ST. L. REV. 995.**
7. ***Interview with Judge Carl E. Stewart of the U.S. Fifth Circuit Court of Appeals*, 232 AROUND THE BAR (Baton Rouge Louisiana Bar Association, February 2009).**
8. ***Antidumping and Cotton Subsidies: A Market-based Defense of Unfair Trade Remedies*, 28 NW. J. INT'L L. & BUS. 215 (2008).**
9. ***Eminent Domain: A Legal and Economic Critique*, 7 Maryland L. J. Race, Religion, Gender, & Class 140 (with Walter Block)(2007)**
10. ***Business Law*, SAGE ENCYCLOPEDIA OF BUSINESS ETHICS AND SOCIETY (October, 2007).**
11. ***Eminent Domain*, SAGE ENCYCLOPEDIA OF BUSINESS ETHICS AND SOCIETY (October, 2007).**
12. ***European Directive on Privacy in the Electronic Communications Sector*, SAGE ENCYCLOPEDIA OF BUSINESS ETHICS AND SOCIETY (2007).**
13. ***Restraint of Trade*, Sage Encyclopedia of Business Ethics and Society (2007).**

14. *Subsidies*, Sage Encyclopedia of Business Ethics and Society (2007).
15. Nadia Nedzel & Walter Block, *The Demise of Eminent Domain*, NYSBA GOVERNMENT, LAW AND POLICY JOURNAL (July, 2007).
16. *A Comparative Study of Good Faith, Fair Dealing, and Precontractual Liability*, 12 TULANE EUROPEAN & CIVIL LAW FORUM 97 (1997).
17. *Immigration Law: A Bird's Eye View*, in IMMIGRATION: DEBATING THE ISSUES (1997).
18. Comment, *Please Release Me: A Comparative Study of Louisiana Suretyship Law*, 40 LOY. L. REV. 955 (1995)(*sub nom* Nadia N. San Miguel).
19. Note, *Taylor v. Giddens: Louisiana Supreme Court Tailors Medical Malpractice Prescription Statute*, 39 LOY. L. REV. 699 (1993)(*sub nom* Nadia N. San Miguel).

## WORKS IN PROGRESS

1. **THE RULE OF LAW AND THE RULE THROUGH LAW: A CULTURAL DIVIDE**  
THIS book will examine the interaction between the rule of law, economic development, and culture.
2. **LEGAL REASONING, RESEARCH, AND WRITING FOR INTERNATIONAL GRADUATE STUDENTS (4<sup>nd</sup> ed., Aspen Publishing 2016)**
3. *Eminent Domain*, SAGE ENCYCLOPEDIA OF BUSINESS ETHICS AND SOCIETY (2<sup>nd</sup> ed. 2017).
4. *European Directive on Privacy in the Electronic Communications Sector*, SAGE ENCYCLOPEDIA OF BUSINESS ETHICS AND SOCIETY (2<sup>nd</sup> ed. 2017).
5. *Restraint of Trade*, Sage Encyclopedia of Business Ethics and Society (2<sup>nd</sup> ed. 2017).
6. *Subsidies*, Sage Encyclopedia of Business Ethics and Society (2<sup>nd</sup> ed. 2017).
7. *Business Law*, Sage Encyclopedia of Business Ethics and Society (2<sup>nd</sup> ed. 2017).

## RECENT HONORS

**Member, Louisiana Equivalency Determination Panel (by Appointment from the**

Louisiana Supreme Court) (2015- present)

Research Fellow, Lauterpacht Centre for Int'l Law, Cambridge, UK (Summer 2010)

Presenter, *Rule of Law v. Legal State: Where are we coming from, where are we going to* at Symposium on the Rule of Law and the Legal State, sponsored jointly by ABA/Russian Federation. (St. Petersburg, Russia Oct. 21, 2013) before the Constitutional Court of the Russian Federation (all 16 judges in attendance).

**Fulbright Scholar (Santiago, Chile):** Senior Specialist April-May 2007 (taught Comparative Contract Law & Drafting Memoranda for Attorneys in the U.S. at Universidad de los Andes, Santiago Chile)

Honorary Editor, #ALR Moscow, on-line law journal (2014), available at <http://alrf.msk.ru/journal/eng>

Top Research Scholar, Southern University Law Center, 2012-2013

Reilly Family Professor of Law, Southern University Law Center 2012-present

Sabbatical Grant, Spring 2012 (first such grant in SULC history)

Member, Louisiana Advisory to the U.S. Civil Rights Commission 2010-present (appointed twice)

Southern University Junior Scholar of the Year 2008-2009

## PREVIOUS HONORS

Forrester Teaching Fellow 1998-1999, Tulane Law School

**Judicial Clerk, Hon. Carl E. Stewart, United States Fifth Circuit Court of Appeals**

Member Loyola Law Review 1992-1995

Moot Court Staff 1992-1995

**LL.M. with Honors**

**J.D. Magna Cum Laude**

*Alpha Sigma Nu* (National Jesuit Honor Society, awarded to top 2%)

*Association Henri Capitant* award for best article on a comparative law subject

Bonomo Scholarship

American Jurisprudence Awards: Torts II, Products Liability

Certificate of Merit Awards: American Legal History, Law & Poverty

## PRIOR EMPLOYMENT

Nadia E. Nedzel

**Tulane Law School**

Director, Graduate Legal Studies & Lecturer in Law, 1999-2004

Administered 4 LL.M. programs (comparative, admiralty, environmental, and general law) involving 60 students from 33 different countries each year,

Organized and taught mandatory intensive summer introduction to U.S. law course to all non-U.S. LL.M. candidates,

Director, 9 Exchange Programs, 2001- 2004

Administered 9 exchange programs, handling in-coming and out-going students and faculty

Forrester Teaching Fellow 1998-1999

Taught legal research and writing to first-year J.D. candidates

**Preis, Kraft & Roy, LL.C. 2003-2004**

Attorney at Law

Admiralty Insurance defense, International trade, International Corporate Compliance

**United States Fifth Circuit Court of Appeals**

Staff Attorney 1997-1998

**Judicial Clerk, Hon. Carl E. Stewart, U.S. Fifth Circuit Court of Appeals 1995-1996**

**EDUCATION**

**LEGAL**

**Northwestern University School of Law, Chicago, Ill.**

**Master of Law (LL.M.) with honors, 1997**

GPA: 3.642

Focus on International and Comparative Commercial Law, including International Business Transactions, Securities Regulation, Intellectual Property, Bankruptcy

Editorial Advisor, Northwestern University Journal of International Law and Business

**Loyola University School of Law, New Orleans, La.**

**Juris Doctor Magna Cum Laude 1995**

**UNDERGRADUATE**

**Northwestern University, Evanston, Ill.**

Bachelor of Arts

**Triple major:** English, French, Comparative Literature

**LANGUAGES:**      **English** (native)

**French** (near fluent)  
**Spanish** (conversational)  
**Russian** (reading knowledge, some speaking)

### **PROFESSIONAL MEMBERSHIPS**

Member, Equivalency Panel, Louisiana Supreme Court Committee on Bar Admissions, 2015

Member, Lesion Beyond Moiety Committee, Louisiana State Law Institute 2015

Member, International Business Committee of the World Trade Center of New Orleans, (2014-present)

Member, Soci t  Henri Capitant 2015-

Member, Executive Committee of the Global Corporate Governance Institute (2013-present)

Honorary Editor, #ALR Moscow, on-line law journal (2014), available at

<http://alrf.msk.ru/journal/eng>

Member, 2013 AALS Annual Meeting Site Evaluators Workshop Planning Committee (2012-2013)

Editorial Board Member, ABA Int'l L. J. (2012)

AALS Reporter, AALS/ABA Joint Site Visit (St Thomas L.S., Miami)(March 2012); (North Carolina Central L.S, Durham)(April 2013); (U. of Buffalo L.S., SUNY)(April, 2016 – forthcoming)

**Member, Louisiana Advisory to the U.S. Civil Rights Commission (2010-2012, 2012-2014)**

Deputy Editor, ABA International Law Section Year in Review, 2009, 2010

Board Member, Book Publications Board, ABA Section on International Law 2008

Planning Committee, Global Skills Conference (John Marshall Law School May, 2007).

Louisiana State Bar Association #25468, since 1998

ABA section on International Law and Business since 2000, leader membership committee 2002-2003

Louis A. Martinet Legal Society, 1999-2000

Federal Bar Association, 2003-2004

### **COMMITTEE MEMBERSHIP & Service**

1. **SULC Representative to the American Association of Law Schools 2015-**
2. **Academic Affairs Committee (ex officio) 2015-**
3. **Faculty Appointment, Retention, Promotion, & Tenure, Vice Chair 2014-**
4. **Curriculum Committee Chair 2014-present**
5. **Faculty Development 2012-2015 (Chair); 2015 member**
6. **Performance After Graduation 2014- member**
7. **Introduction to the LSAT for SU Pre-Law Clubs (Oct. 9, 2015)**
8. **Director, Legal Education section Ad-Hoc ABA/AALS SEQ Committee 2014-2015**
9. **Admissions & Scholarship 2012-2013**



10. Performance After Graduation 2012-2013
11. Strategic Planning 2012-2013
12. Ad-Hoc Legal Analysis Saturday Workshop spring, 2013
13. **Co-Chair, Committee on Faculty Appointment, Retention, Promotion and Tenure: 2013**, member 2010-present
14. Curriculum Committee 2005-present
15. Legal Analysis and Writing Subcommittee: 2010-2011
16. Ad-hoc Fresh Start Committee 2009-2010
17. Ad-hoc AALS Committee 2009-2010
18. Ad-hoc Self-Study committee 2008-2009
19. Founder and Chair, SULC *Institute for Civil and International Law and the Developing World* (2007-present)
20. **Curriculum Developer and Director, Fresh Start Intensive 2-week Law School Preparedness Program (August 1-12, 2011)(9 out of 10 participating students improved their GPAs, 3 achieved 3.0 or better)**

#### **FACULTY ADVISORIES**

1. Admiralty and Maritime Law Society 2013-present
2. Federalist Society 2012-2013
3. SULC Journal for Race, Gender, and Poverty 2010-12
4. SULC GALE 2010-2012
5. SULC ILSA 2005-present

#### **PRESENTATIONS AND COLLOQUIA on the Rule of Law**

1. Participant, Terrorism and Liberty, Chicago, Il. (March 10-12, 2016)(forthcoming)
2. Participant, Grotius and Liberty, Tucson, Arizona (January 28-30, 2016)
3. **Attendee, LEC Workshop on Rule of Law and Economics, Turnberry Isle, Florida (December 11-14, 2015).**
4. **Director, *Rule of Law: Anglo-American vs. Continental Conceptions in Theory and Practice*, Liberty Fund Colloquium, New Orleans, December 4-7, 2014**
5. **Presenter, *Rule of Law: How it relates to Liberty, and How it differs from the Civilian Legal State* at Juris Diversitas (Aix en Provence, July 2014)**
6. **Presenter, *Rule of Law v. Legal State: Where are we coming from, where are we going to* at Symposium on the Rule of Law and the Legal State, sponsored jointly by ABA/Russian Federation. (St. Petersburg, Russia Oct. 21, 2013).**
7. **Presenter, *Rule of Law v. Legal State: Where are we coming from, where are we going to?*, at Central States Law School Association**

**Annual Meeting, Fayetteville, Arkansas October 4, 2013**

**REFERENCES**

**Theodore Roosevelt Malloch**

Professor of Business Ethics and Executive Development, Said School of Business,  
Oxford University  
Chairman & CEO, The Roosevelt Group/Global Fiduciary Governance, LLC  
(formerly) Research Professor and Principal Investigator, The Spiritual Capital Initiative  
Senior Fellow, Center for the Study of Representative Institutions  
Yale School of Management, Yale University, New Haven, Connecticut  
Adjunct Professor, Department of Economics and Drucker School of Management  
Claremont Graduate University  
[trmalloch@gmail.com](mailto:trmalloch@gmail.com)  
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**Vice Chancellor Russell Jones**

Southern University Law Center  
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Baton Rouge, La. 70813  
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**David W. Gruning**

William L. Crowe, Sr. Professor of Law  
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N.O., La. 70118  
Phone: (504) 861-5653  
[gruning@loyno.edu](mailto:gruning@loyno.edu)

## **Gail S. Stephenson**

Director of Legal Analysis & Writing and  
Associate Professor of Law, Southern University Law Center  
P. O. Box 9294, Baton Rouge, LA 70813  
(225) 771-4900 ext. 216 (225) 771-5913 (fax) gstephenson@sulc.edu

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### **EDUCATION**

- Paul M. Hebert Law Center, Louisiana State University,  
○ J.D., May 1984, Order of the Coif.
  
  - Northwestern State University of Louisiana  
○ B.A. in political science, May 1976, with honors
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### **PROFESSIONAL EXPERIENCE**

Director of Legal Writing and Associate Professor of Law, Southern  
University Law Center, Baton Rouge, La., March 16, 2004 to present.

Consultant, Louisiana State University, for Louisiana Statewide  
Notary Exam, 2008-present.

Administrative General Counsel, First Circuit Court of Appeal, Baton  
Rouge, La., 2000-March 15, 2004.

Southern University Law Center, Adjunct Professor, Legal Writing,  
2002-2004.

Paul M. Hebert Law Center, Louisiana State University, Adjunct  
Instructor of Appellate Advocacy, 1997-2001.

Research Attorney for Judge Melvin A. Shortess, First Circuit Court of  
Appeal, Baton Rouge, La., 1991-2000 and 1986-1988.

Associate with Matchett, Attorneys at Law (now Henchy, Verbois, & Hackenberg), 1988-1991.

Law Clerk for United States District Judge Frank J. Polozola, Middle District of Louisiana, Baton Rouge, La., 1984-1986.

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#### HONORS AND AWARDS

Louisiana Bar Foundation's Distinguished Professor, 2014

President's Award from Baton Rouge Bar Association, 2001.

Paul M. Hebert Law Center Hall of Fame, 1987.

Louisiana Law Review, 1982-84.

Phi Kappa Phi, 1976.

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#### PROFESSIONAL MEMBERSHIPS AND ACTIVITIES

Louisiana State Bar Association, admitted to practice 1984; Editorial Board, *Louisiana Bar Journal*, Recent Developments Editor, 1999-present; Task Force on Notarial Legislation, 2015.

Baton Rouge Bar Association; member 1984 to present; President, 2012; President-elect, 2011; Treasurer, 2010; Secretary, 2009; Director at Large, 2004-2008; Assistant Editor of monthly publication, *Around the Bar*, 1991-present; author of regular feature, Gail's Grammar, 1994 to present; served on Publications, Holiday Star, Volunteer, Law Day, Memorial Ceremony, Luncheon, Court Liaison, and 75<sup>th</sup> Anniversary Committees.

Louisiana Legislative Notary Education Study Committee, HCR 45, member, 2011.

Legal Writing Institute, member, 2003-present, served on ABA Standards, Bar Outreach Committee (chair) and LWI Welcome Committees; poster mentor.

Association of Legal Writing Directors, 2004-present, By-Laws Committee.

Scribes--The American Society of Writers on Legal Subjects, member 2004-present.

Baton Rouge Association of Women Attorneys, member 1984-present; President, 1995.

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#### RECENT PUBLICATIONS

*Louisiana Civil Law Notaries*, 43 S.U. L. Rev. 1 (2015).

*Louisiana Notaries Public*, 301 Around the Bar \_\_\_\_ (forthcoming Nov. 2015).

*Sanctions for Frivolous Civil Appeals in Louisiana*, 75 La. L. Rev. 1125 (2015).

Cited by: Louisiana Second Circuit Court of Appeal during oral argument: *see* Hal Odom Jr., *Second Circuit Highlights*, 22 Bar Review 21 (Sept. 2015).

*Sanctions for Frivolous Civil Appeals: Sincerely...After 50 Years, Should the Standard Change?*, 62 La. B.J. 14 (2015).

*Book Review: Typography for Lawyers*, 60 La. B.J. 124 (2012).

*Tridialectalism*, 25 Second Draft 17 (Fall 2011).

*Appellate Reversal of Workers' Comp Cases: Two out of Three Won't Do*, 255 Around the Bar 9 (Mar. 2011).

*Reaching the Top of the Docket: Louisiana's Preference System*, 56 Loyola L. Rev. 155 (2010).

*After Katrina: A Critical Look at FEMA's Failure to Provide Housing for Victims of Natural Disasters*, 68 La. L. Rev. 443 (2008) (with John K. Pierre).

Cited in: Megan Reid, *Social Policy, "Deservingness," and Sociotemporal Marginalization: Katrina Survivors and FEMA*, 28 Sociological Forum 742, 752 (2013).

Ann Sikes Hornsby, *Roadblock to Recovery: How FEMA's Liability Insurance Mandate Denies Low-Income Disaster Survivors Essential Transportation Benefits*, 96 Marquette L. Rev. 735, 742 n.29 (2013).

Padraic Kenna, *International Instruments on Housing Rights*, J. Legal Affairs & Dispute Resolution in Engineering & Constr. 11 (2010).

Stanwood R. Duval, *Sovereign Immunity, Anachronistic or Inherent: A Sword or a Shield?* 84 Tul. L. Rev. 1471, 1483, 1486 (2010).

Padraic Kenna, *International Instruments on Housing Rights*, J. Leg. Affairs & Dispute Res. in Engr. & Constr. 11 note 4 (Feb. 2010).

Charles W. Gould, *The Right to Housing Recovery After Natural Disasters*, 22 Harv. Hum. Rts. J. 169, 189 (2009).

Olympia Duhart, *Improving the Odds of Government Accountability in the Disaster-Prone Era: Using the 9/11 Fund Factors to Remedy the Problem of Toxic Katrina Trailers*, 24 J. Land Use & Env'tl. L. 253, 260 (2009).

Felice Batlan, *Weathering the Storm Together (Torn Apart by Race, Gender, and Class)*, 20 NWSA J. 163, 170 note 13, 173 note 21 (2008).

*Student Body Diversity: A View from the Trenches*, 38 Cumberland L. Rev. 71 (2008).

**Cited in:** Samantha A. Moppett, *Acknowledging America's First Sovereign: Incorporating Tribal Justice Systems into the Legal Research and Writing Curriculum*, 5 Okla. City U. L. Rev. 267, 285 (2010).

Camille Gear Rich, *Decline to State: Diversity Talk and the American Law Student*, S. Cal. Rev. L. & Soc. Jus. 539, 554 (2009).

***Keeping It Real: Developing a Culturally and Personally Relevant Legal Writing Curriculum***, 10 J. Gender Race & Just. 67 (2006) (with Linda C. Fowler).

**Cited in:** Starla J. Williams, *A Values-Based Pedagogy for the Legal Academy in a Post-Racial Era*, 16 J. Gender, Race & Justice 235, 259 n.149 (2013).

Aida M. Alaka, *Learning Styles: What Differences Do the Differences Make?* 5 Charleston L. Rev. 133, 172 n. 184 (2011).

Samantha A. Moppett, *Acknowledging America's First Sovereign: Incorporating Tribal Justice Systems into the Legal Research and Writing Curriculum*, 35 Okla. City U. L. Rev. 267, 279-81 (2010).

Christie A. Linskens Christie, *Law School: A Multicultural Curriculum Design for Living in the 21st Century*, Multicultural Education 15, 16, 19-20 (Fall 2009).

***Drafting Lucid, Unmistakable (and Valid) Judgments***, 56 La. B.J. 181 (2008).

**Cited in:** La. Prac. Civ. Trial § 13:1 (2015).

La. Prac. Civ. Trial § 13:140 (2015).

***Book Review: My Wars: Nazis, Mobsters, Gambling & Corruption by Colonel Francis C. Grevemberg***, 55 La. B.J. 332 (2008).

***Six Generations of Legal Eagles: The Cunninghams of Natchitoches***, 54 La. B.J. 416 (2007).

***Deep Roots: The Bethard Family of Coushatta***, 54 La. B.J. 429 (2007).

***Book Review: Laws, Custom and Rights: Charles Hatfield and His Family, A Louisiana History*** by Evelyn L. Wilson, 53 La. B.J. 132 (2005).

***Keeping It Real***, 20 Second Draft 21 (Aug. 2005).

***Louisiana Preference Docket Statutes***, 234 Around the Bar 8 (Feb. 2009).

***Post-Katrina FEMA Litigation***, 219 Around the Bar 22 (Sept. 2007).

***Moving Toward Diversity***, 189 Around the Bar 12 (Sept. 2004).

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#### OTHER LEGAL PUBLICATIONS

***Damages for Frivolous Appeal***, 45 La. L. Rev. 137 (1984).

**Cited in:**

*Zeringue v. Zeringue*, 94-1411 (La. App. 1st Cir. 4/7/95), 654 So.2d 721, 723 (Shortess, J., dissenting)

*Hampton v. Greenfield*, 618 So. 2d 859, 865 n.4 (La. 1993) (Ortique, J., dissenting).

*Thibodeau v. Mayor & Councilmen of Morgan City*, 619 So. 2d 595, 608 (La. App. 1st Cir. 1993).

*Rogers v. D'Aubin*, 498 So. 2d 253, 256 (La. App. 1st Cir. 1986).



***Police Expert Witnesses and the Ultimate Issue Rule***, 44 La. L. Rev. 211 (1983).

**Cited in:** Paul C. Giannelli, *Ake v. Oklahoma: The Right to Expert Assistance in a Post-Daubert, Post-DNA World*, 89 Cornell L. Rev. 1305, 1324 n. 110 (2004).

Dana R. Hassin, *How Much Is Too Much? Rule 704(B) Opinions on Personal Use Vs. Intent to Distribute*, 55 U. Miami L. Rev. 667, 673 (2001).

Deon J. Nossel, *The Admissibility of Ultimate Issue Expert Testimony by Law Enforcement Officers in Criminal Trials*, 93 Colum. L. Rev. 231, 247 n. 81 (1993).

***A Cure for Black Robe Envy***, 49 La. B.J. 441 (2002).

***A Proper Proffer Primer***, 180 Around the Bar 16 (Oct. 2003).

***Sailors' and Soldiers' Civil Relief Act of 1940***, 177 Around the Bar 14 (May 2003).

***Frequently Asked Questions about Burial Law in Louisiana***, 160 Around the Bar 21 (Oct. 2001).

***Termite Liability—What You Don't Know Can Hurt You***, 155 Around the Bar 14 (Mar. 2001).

***Appealing Partial Summary Judgments—Avoiding the Article 1915 Trap***, Around the Bar 16 (Sept. 2000).

***Jury Duty: Attorneys Who Have Lived to Tell***, 120 Around the Bar 18 (Oct. 1997).

***First Circuit Bans Superfluous Attachments***, 100 Around the Bar 17 (Sept. 1995).

***The Law of Crawfish***, 97 Around the Bar 12 (Apr. 1995).

***Trap for the Verbose Unwary***, 76 Around the Bar 11 (Mar. 1993).

*Selective Publication—A Plot? Not!* 70 *Around the Bar* 10 (Sept. 1992).

*Appeal and Error*, 7-9 *Around the Bar* 10 (Jan. 1992).

*Loitering, Lolligagging, and Lawyering*, 6-9 *Around the Bar* 14 (Nov. 1990).

*Sex, Services and Society*, 6-3 *Around the Bar* (Mar. 1990).

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#### EDITORIAL SERVICE

Associate Editor, *Fundamentals of Louisiana Notarial Law and Practice* (2015).

Editor, *Recommendations to the Nineteenth Judicial District Court by the Nineteenth Judicial District Court Advisory Committee on Notary Examination* (2004).

Recent Developments Editor, *Louisiana Bar Journal*, 1999-present.

Assistant Editor, *Around the Bar*, 2004-present.

Assistant Editor, *SULC Reflections*, 2012-present.

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#### PROFESSIONAL PRESENTATIONS

*Ten Years After Katrina: Disaster Relief and the Effects of McWaters v. FEMA* (panel discussion), *SULC Journal of Race, Gender and Poverty Symposium*, Baton Rouge, La., Oct. 2015.

*How Scholarship Has Contributed to Respect for Diversity* (panel discussion), *The Louisiana Diversity Forum*, Southern University, Baton Rouge, La., Oct. 2014.

*Hillbillies, Cajuns and Valley Girls: Teaching Students Who Are Native Speakers of Stigmatized Dialects*, Legal Writing Institute Biennial Conference, Philadelphia, Pa., July 2014.

*Reading/Writing Workshop*, 2014 CLEO Presents: Road to Law School, Baton Rouge, La., Feb. 2014.

*Bringing Students to the Bar*, Legal Writing Institute One-Day Workshop, Charleston, S.C., Dec. 2013.

*Effective Judicial Writing*, Louisiana Workers' Compensation Judges Quarterly Meeting, Baton Rouge, La., June 2013.

*The Evolving, More Diverse Legal Writing Classroom*, Legal Writing Institute One-Day Workshop, Host and Organizer, Baton Rouge, La., Dec. 2012.

*Superwomen: Female Attorneys Mastering the Game and the Strategies that Rule*, Emcee, Baton Rouge, La., Nov. 2012.

*The Legal Writing Professor's Role in Regional Accreditation* (with Victoria Van Zandt), Legal Writing Institute Biennial Conference, Palm Desert, Calif., May 2012.

*Membership Has Its Rewards* (panel discussion), Southern University Law Center Law Week, Baton Rouge, La., Mar. 2012.

*Bar Association Involvement* (panel discussion), ABA 13th Circuit Spring Meeting, Loyola Law School, New Orleans, La., Mar. 2012.

*Scholarship for Legal Writing Professors*, Legal Writing Institute's One-Day Workshop, Atlanta, Ga., Dec. 2011.

*The Art of Written Persuasion*, Baton Rouge Bar Association Sizzlin' Summer CLE, Baton Rouge, La., July 2011.

*Writing Recent Developments Articles*, LSBA Mid-Winter Meeting, Section Heads and Committee Chairs, New Orleans, La., Jan. 2011.

*25 Years of Around the Bar* (panel discussion), Baton Rouge Bar Association luncheon, Baton Rouge, La., June 2010.

*Coming of Age: The Role of the Legal Writing Program in the ABA Accreditation Process* (panel discussion), Association of Legal Writing Directors Biennial Conference, Kansas City, Mo., July 2009.

*Why Use ALWD for Your Law Review* (panel discussion), National Conference of Law Reviews, Baton Rouge, La., March 2009.

*Student Body Diversity: A View from the Trenches* (poster presentation), Association of American Law Schools Annual Meeting, San Diego, Calif., January 2009, and Legal Writing Institute Biennial Conference, Indianapolis, Ind., July 2008.

*A Critical Look at Disaster Preparedness Three Years Later: Lessons Learned from Katrina* (with John Pierre), Faculty Colloquium, Southern University Law Center, Baton Rouge, Louisiana, August 2008,.

*Emerging and Persistent Issues in Legal Research and Writing Education and Scholarship* (panel discussion), Southeastern Association of Law Schools annual meeting, Palm Beach, Fla., July 2008.

*Student Body Diversity: A View from the Trenches*, Faculty Colloquium, Southern University Law Center, Baton Rouge, La., April 2008.

*Kool-Aid, IRAC & Afropuffs*, Southeast Legal Writing Conference, Fort Lauderdale, Fla., September 2007.

*Focusing & Condensing Judicial Opinions*, National Association of Appellate Court Attorneys national conference, New Orleans, La., August 2007.

*Legal Writing: A Refresher Course*, Sizzlin' Summer CLE, Baton Rouge, La., July 2007.

*Keeping It Real: Developing a Culturally and Personally Relevant Legal Writing Curriculum* (with Linda C. Fowler), Legal Writing Institute Biennial Conference, Atlanta, Ga., June 2006; Rocky Mountain Regional Legal Writing Conference, Las Vegas, Nev. March 2007; and Lone Star Legal Writing Conference, Fort Worth, Tex., June 2007.

*Equity Pedagogy in the Legal Writing Classroom and Beyond* (panel discussion), Association of Legal Writing Directors Biennial Conference, Denver, Colo., June 2007.

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#### LINKS TO PROFESSIONAL WEBSITES

<http://www.sulc.edu/sulc-faculty/profiles/gstephenson.html> (Southern University Law Center faculty profile)

<http://scholar.google.com/citations?hl=en&user=NYFZWucAAAAJ>  
(Google Scholar)

# Resolution

*Whereas*, Spring Commencement Exercises are scheduled for the campus of Southern University and A&M College at Baton Rouge on Friday, May 13, 2016 at 10:30 a. m. in the F. G. Clark Activity Center; and

*Whereas*, there are approximately **605** prospective graduates at Southern University at Baton Rouge, who are to receive Bachelor's degrees, Master's degrees and Ph.D. degrees.

*Now, therefore be it resolved* that the degrees conferred upon the candidates for graduation at the Commencement Exercises at Southern University and A&M College at Baton Rouge submitted by President-Chancellor Ray L. Belton, upon the approval and recommendation of the Faculty, Council of Academic Deans, and appropriate administration be, and they are hereby approved.

*Be it further resolved* that the list of graduates may be supplemented or modified as is necessary to carry out the intent of this resolution.

# Certificate

We, the duly qualified and acting officers of the Board of Supervisors of the Southern University and Agricultural and Mechanical College, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Southern University Board of Supervisors as its regular meeting on the 22<sup>nd</sup> day of April, 2016.

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Ray L. Belton, Secretary  
Board of Supervisors, Southern University  
and Agricultural and Mechanical College

---

Leon R. Tarver II, Chair  
Board of Supervisors, Southern University  
and Agricultural and Mechanical College



## SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

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BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

April 6, 2016

Dr. Ray Belton  
President-Chancellor  
Southern University and A & M College System  
J. S. Clark Administration Building  
4<sup>th</sup> Floor  
Baton Rouge, Louisiana 70813

**Re: SULC Spring Graduation List**

Dear Dr. Belton:

Attached please find the list of presumptive graduates for the May 7, 2016 graduation for submission to the Board of Supervisors for approval. The 2016 class totals 140 students. I have also attached the Resolution for the conferral of degrees.

This year's commencement speaker will be Governor John Bel Edwards.

Thank you for your consideration.

Sincerely,

John K. Pierre  
Chancellor and Professor of Law  
SULC

## **RESOLUTION**

**WHEREAS**, Law Center Commencement Exercises and scheduled on the campus of Southern University and A&M College at Baton Rouge on Saturday, May 7, 2016 at 10:00 a.m. in the F.G. Clark Activity Center; and

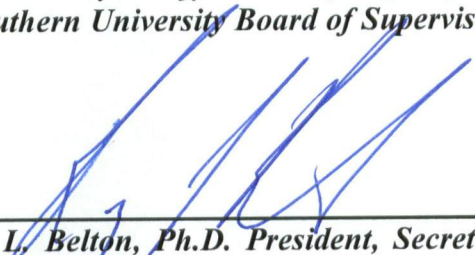
**WHEREAS**, there are approximately 140 prospective graduates at Southern University Law Center at Baton Rouge, who are to receive the Juris Doctor degree; and

**NOW, THEREFORE IT IS RESOLVED** that the degrees conferred upon the candidates for graduation at the Commencement Exercises for Southern University Law Center at Baton Rouge submitted by President Ray Belton and Chancellor John Pierre, upon the approval and recommendation of the Faculty, and appropriate administration officers be, and they are hereby approved.

**BE IT FURTHER RESOLVED** that the list of graduates may be supplemented or modified as is necessary to carry out the intent of this resolution.

## **CERTIFICATE**

*We, the duly qualified and acting officers of the Board of Supervisors of the Southern University and Agricultural and Mechanical College, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Southern University Board of Supervisors at its regular meeting on the 22<sup>nd</sup> day of April 2016.*

  
\_\_\_\_\_  
**Ray L. Belton, Ph.D. President, Secretary  
Board of Supervisors,  
Southern University and Agricultural and  
Mechanical College**

\_\_\_\_\_  
**Leon R. Tarver, II, Ph.D., Chairman  
Board of Supervisors, Southern University  
and Agricultural and Mechanical College**



**SUSLA**  
SOUTHERN UNIVERSITY SHREVEPORT LOUISIANA  
**RESOLUTION**

## 2016 SPRING COMMENCEMENT

*Whereas,* Southern University at Shreveport Louisiana 2016 Spring Commencement is scheduled on Tuesday, May 3 , 2016 at 7:00 p.m. at the Shreveport Convention Center, 400 Caddo Street, Shreveport, La 71101, and

*Whereas,* there are approximately 229 prospective candidates for graduation who expect to receive 164 prospective Associate Degrees, 62 Certificates, and 3 Diplomas from Southern University at Shreveport Louisiana.

*Now Therefore Be It Resolved* that the degrees and certificates will be conferred upon the candidates for graduation during the **2016 Spring Commencement** of SUSLA presented by Dr. Ray L. Belton., President for the Southern University System, Dr. Rodney A. Ellis, Chancellor for Southern University at Shreveport Louisiana, upon the approval and recommendations of the Vice Chancellor of Academic Affairs, the Faculty, and the appropriate administrative staff, and they are hereby approved, and;

*Be It Further Resolved that* the list of graduates may be supplemented or modified as necessary to carry out the intent of this resolution.

### *Certification*

*We,* the duly qualified officers of the Board of Supervisors for the Southern University System, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Southern University System Board of Supervisors at its regular meeting on the 22nd day of April 2016.

\_\_\_\_\_  
Dr. Ray L. Belton  
President  
Southern University System

\_\_\_\_\_  
Dr. Leon R. Tarver II  
Chairman of the Board  
Southern University System Board of Supervisors

# Resolution

*Whereas*, Spring Commencement Exercises are scheduled for the campus of Southern University at New Orleans on Saturday, May 07, 2016 at 4:00p.m. at the UNO Lakefront Arena, 6801 Franklin Avenue, New Orleans, LA 70126; and

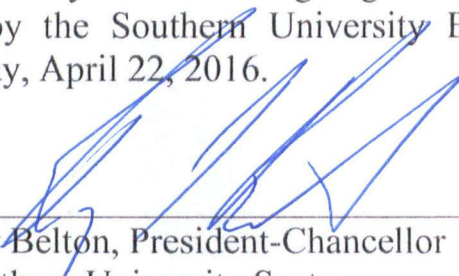
*Whereas*, there are approximately **502** prospective graduates at Southern University at New Orleans, who are to receive Associate degree, Bachelor's degrees, and Master's degrees.

*Now, therefore be it Resolved* that the degrees conferred upon the candidates for graduation at the Commencement Exercises at Southern University at New Orleans submitted by President-Chancellor Ray Belton and Chancellor Victor Ukpolo, upon approval and recommendation of the Faculty, Council of Academic Deans, and appropriate administration be, and they are hereby approved.

*Be it Further Resolved* that the list of graduates may be supplemented or modified as is necessary to carry out the intent of this resolution.

## Certificate

We, the duly qualified and acting officers of the Board of Supervisors of the Southern University System, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Southern University Board of Supervisors at its regular meeting on Friday, April 22, 2016.

  
\_\_\_\_\_  
Ray Belton, President-Chancellor  
Southern University System  
Secretary, Southern University Board of  
Supervisors

\_\_\_\_\_  
Leon R. Tarver, II, Chairman  
Board of Supervisors, Southern University  
System



# Southern University System

## **SU System Policy on Awarding Posthumous Degrees**

## **Policies and Procedures for the Awarding of Posthumous Degrees**

### **Goal:**

To create a policy that standardizes the procedure for the awarding of posthumous degrees

### **Policy:**

Based upon the recommendation of the Chief Academic Officer of a degree-granting campus of the Southern University and A & M College System, a Chancellor may forward to the President the name of a deceased student for the awarding of an honorary posthumous degree. Upon approval by the President, the remaining steps are the same as for the undergraduate procedure (i.e., ratification by the Board of Supervisors).

### **Considerations for Awarding a Posthumous Degree**

- Proof of Death
- Good Academic Standing at the University
- Enrolled at Time of Death or Preregistered
- Cause and Circumstances Surrounding Death
- Familial, Community, or Stakeholder Request
- Statute of Limitation on Requesting Degree

### **Timing of Awarding Degree**

Next Available Ceremony after Southern University Board Approval

### **Program Ceremony**

Printing on Program and Family Recognized During Ceremony

(Effective date, April 22, 2016)



**SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM**  
Office of the Executive Vice President for Academic Affairs and Provost  
J.S. CLARK ADMINISTRATION BUILDING, THIRD FLOOR  
BATON ROUGE, LOUISIANA 70813  
PHONE: (225) 771-4095

April 6, 2016

Dr. Ray L. Belton, President-Chancellor  
Southern University System  
J. S. Clark Administration Building  
4<sup>th</sup> Floor  
Baton Rouge, LA 70813

RE: Honorary Degree Recipient

Dear President-Chancellor Belton:


On Monday, April 4, 2016, I met with the Council of Academic Deans along with the President of the Faculty Senate, Dr. Thomas Miller. During this meeting, we discussed the possibility of awarding an honorary degree to **Joseph Delpit**, Business and Community Leader.

The recommendation was moved by Dr. Albert Samuels, Interim Dean of the College of Behavioral and Social Sciences, and seconded by Dr. Damien Ejigiri, Interim Dean of the Graduate School. The recommendation received unanimous support.

I propose that the Board of Supervisors consider awarding the honorary degree of Doctor of Humane Letters to Business and Community Leader Delpit in recognition for his great achievement and contributions to the state of Louisiana and the Southern University and A&M College System. The degree should be granted pursuant to his availability to attend an official commencement exercise or convocation at the Southern University Baton Rouge campus.

I respectfully await your approval. Thank you for your consideration.

Sincerely,

  
M. Christopher Brown II, Ph.D.  
Executive Vice President and Provost

Approved:   
President-Chancellor Ray L. Belton, Ph.D.

*"Five Campuses, One Vision... Global Excellence"*



Dr. Rodney A. Ellis  
Chancellor



April 20, 2016

Dr. Ray L. Belton  
Southern University System Office  
4<sup>th</sup> Floor, J. S. Clark Administration Building  
Baton Rouge, La. 70813

**Ref: Letter of Intent to develop new program;**

- Certificate of General Studies

Dear Dr. Belton:


This correspondence is directed to your attention seeking your endorsement the Certificate of General Studies as recommended by the Curriculum Committee and Academic Council at Southern University at Shreveport Louisiana (SUSLA). Specifically, the university advances a Letter of Intent to establish the mentioned program.

The Certificate of General Studies is a two semester, one-year degree program comprised of 31 semester credit hours that are embedded in the general core of Associate Degree Programs currently offered at Southern University Shreveport.

This one-year certificate program will support student retention and student completion rates as it will not only allow students to be on track for further education, but also help them see progress toward a degree or other credential.

Therein, your kind consideration is desired, and that of the Southern University Board of Supervisors at the next scheduled meeting.

Respectfully submitted,

  
Rodney Ellis  
Chancellor

RLB/lw

3050 MARTIN LUTHER KING, JR. DRIVE, \* SHREVEPORT, LOUISIANA 71107  
PHONE: (318) 670-9312 \* FAX (318) 670-6374  
TOLL FREE: 1-800-458-1472, EXT 6312

[www.SUSLA.EDU](http://www.SUSLA.EDU)

\*AN EQUAL OPPORTUNITY EMPLOYER BY CHOICE, REGARDLESS OF RACE, CREED, SEX, DISABILITY OR VETERAN STATUS\*\*



April 20, 2016

Dr. Rodney Ellis, Chancellor  
Southern University at Shreveport  
3050 Martin Luther King Drive  
Shreveport, LA 71107

Dear Dr. Ellis:

Please accept this letter as an official request to approve the following program of study:

- Certificate of General Studies

The Certificate of General Studies is a two semester, one-year degree program comprised of 31 semester credit hours that are embedded in the general core of Associate Degree Programs currently offered at Southern University Shreveport.

This one-year certificate program will support student retention and student completion rates as it will not only allow students to be on track for further education, but also help them see progress toward a degree or other credential.

Your consideration is greatly appreciated.

Sincerely,

Rosetta Jones, Ph.D.  
Vice Chancellor  
Academic and Student Affairs

Approved

Unapproved

Dr. Rodney Ellis, Chancellor

Dr. Rodney Ellis, Chancellor

4-20-16

Date

Date

# **ATHLETICS COMMITTEE**

*(Following the Academic Affairs Committee)*

**Friday, April 22, 2016**

Southern University Board of Supervisors Meeting Room

2<sup>nd</sup> Floor, J.S. Clark Administration Building

Baton Rouge, Louisiana 70813

## **AGENDA**

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Informational Item
  - A. 2016 Football Schedule, SUBR
6. Other Business
7. Adjournment

## **MEMBERS**

Atty. Tony M. Clayton – Chair, Dr. Rani G. Whitfield- Vice Chair  
Mr. Raymond Fondel, Jr., Rev. Donald R. Henry, Mr. Richard Hilliard, Mr. Darren G. Mire,  
Dr. Leon R. Tarver II - Ex Officio



## 2016 - SOUTHEN UNIVERSITY FOOTBALL SCHEDULE

DATE	OPPONENT	LOCATION	TIME (CT)
Sat, Sept 03	Louisiana Monroe	Monroe, LA	TBA
Sat, Sept 10	Tulane	New Orleans, LA – Yulman Stadium	TBA
<b>Sat, Sept 17</b>	<b>Alabama State *</b>	<b>A.W. Mumford Stadium</b>	<b>6:00 p.m.</b>
Sat, Sep 24	Alabama A&M*	Huntsville, Ala.	TBA
Sat, Oct 15	Jackson State *	Jackson, Miss.	TBA
<b>Sat, Oct 22</b>	<b>Arkansas-Pine Bluff *</b>	<b>A.W. Mumford Stadium – Homecoming</b>	<b>4:00 p.m.</b>
Sat, Oct 29	Alcorn State *	Lorman, Miss.	TBA
<b>Sat, Nov 05</b>	<b>Texas Southern *</b>	<b>A.W. Mumford Stadium</b>	<b>4:00 p.m.</b>
Sat, Nov 12	Prairie View A&M *	Prairie View, Texas	TBA
<b>Sat, Nov 19</b>	<b>Mississippi Valley State *</b>	<b>A.W. Mumford Stadium</b>	<b>4:00 p.m.</b>
Sat, Nov 26	Grambling State *	New Orleans, La. – Mercedes-Benz Superdome	TBA

\* SWAC Games

# **FINANCE COMMITTEE**

*(Following the Athletics Committee)*

**Friday, April 22, 2016**

Southern University Board of Supervisors Meeting Room  
2<sup>nd</sup> Floor, J.S. Clark Administration Building  
Baton Rouge, Louisiana 70813

## **AGENDA**

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Informational Item
  - A. Interim Financial Report as of March 2016, SUS
6. Other Business
7. Adjournment

## **MEMBERS**

Mr. Myron K. Lawson, Chair, Mr. Calvin W. Braxton, Sr., Vice Chair,  
Atty. Tony Clayton, Dr. Curman L. Gaines, Rev. Donald R. Henry, Mr. Darren Mire  
Dr. Leon R. Tarver II – Ex-Officio

**Southern University System**  
**Comparison of Actual Expenditures to Budgeted Amounts**  
**For Fiscal Year Ending June 30, 2016**  
**As of March 31, 2016**

	Actual as of 3/31/2016	Projected	Total FY 2015-16	Budget as of 6/30/16	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$24,206,570	\$-00	\$24,206,570	\$24,206,570	100.0%	0
Statutory Dedicated	18,127,570	6,752,690	24,880,260	24,880,260	72.9%	0
Funds Due From BOR						
Federal	3,283,894	370,315	3,654,209	3,654,209	89.9%	0
<b>Self Generated</b>						
Tuition - Fall 2015	28,752,910	356,250	29,109,160	28,666,974	100.3%	442,186
Tuition - Spring 2016	25,913,157	284,250	26,197,407	25,702,984	100.8%	494,423
Tuition - Summer	1,388,011	2,102,519	3,490,530	3,490,530	39.8%	0
Out-of-State Fees	8,644,839	349,960	8,994,799	7,101,738	121.7%	1,893,061
Other	6,541,108	6,540,459	13,081,567	12,909,545	50.7%	172,022
InterAgency Transfer	2,381,827	1,091,712	3,473,539	4,896,768	48.6%	(1,423,229)
<b>Total Revenues</b>	<b>\$119,239,886</b>	<b>\$17,848,155</b>	<b>\$137,088,042</b>	<b>\$135,509,578</b>	<b>88.0%</b>	<b>\$1,578,464</b>
<b>Expenditures by Object</b>						
Salaries	\$50,457,885	\$18,019,295	\$68,477,180	\$68,519,820	73.6%	\$(42,640)
Other Compensation	87,424	231,553	318,977	318,977	27.4%	0
Related Benefits	21,758,815	8,756,106	30,514,921	30,522,770	71.3%	(7,849)
<b>Total Personal Services</b>	<b>\$72,304,124</b>	<b>\$27,006,954</b>	<b>\$99,311,078</b>	<b>\$99,361,567</b>	<b>72.8%</b>	<b>\$(50,489)</b>
<b>Travel</b>	<b>\$370,341</b>	<b>\$282,350</b>	<b>\$652,691</b>	<b>\$660,270</b>	<b>56.1%</b>	<b>-\$7,579</b>
Operating Services	8,379,050	5,263,821	13,642,871	13,642,754	61.4%	117
Supplies	704,660	970,034	1,674,694	1,675,465	42.1%	(771)
<b>Total Operating Expenses</b>	<b>\$9,083,710</b>	<b>\$6,233,855</b>	<b>\$15,317,565</b>	<b>\$15,318,219</b>	<b>59.3%</b>	<b>\$(654)</b>
Professional Services	1,019,355	847,434	1,866,789	1,866,789	54.6%	0
Other Charges	3,786,706	2,438,007	6,224,713	6,290,478	60.2%	(65,765)
Debt Services	0	0	0	0	0%	0
Interagency Transfers	4,423,663	1,956,021	6,379,684	6,442,984	69%	(63,300)
<b>Total Other Charges</b>	<b>\$9,229,725</b>	<b>\$5,241,461</b>	<b>\$14,471,186</b>	<b>\$14,600,251</b>	<b>63.2%</b>	<b>\$(129,065)</b>
General Acquisitions	213,409	78,602	292,011	240,751	88.6%	51,260
Library Acquisitions	375,579	87,070	462,649	462,649	81.2%	0
Major Repairs	0	7,000	7,000	7,000	0.0%	0
<b>Total Acquist. &amp; Major Repairs</b>	<b>\$588,988</b>	<b>\$172,672</b>	<b>\$761,660</b>	<b>\$710,400</b>	<b>82.9%</b>	<b>\$51,260</b>
<b>Scholarships</b>	<b>\$6,044,788</b>	<b>\$529,073</b>	<b>\$6,573,861</b>	<b>\$4,858,871</b>	<b>124.4%</b>	<b>\$1,714,990</b>
<b>Total Expenditures</b>	<b>\$97,621,676</b>	<b>\$39,466,365</b>	<b>\$137,088,041</b>	<b>\$135,509,578</b>	<b>72.0%</b>	<b>\$1,578,463</b>

**Southern University Board and System Administration**  
**Comparison of Actual Expenditures to Budgeted Amounts**  
**For Fiscal Year Ending June 30, 2016**  
**As of March 31, 2016**

	Actual as of 3/31/2016	Projected	Total FY 2015-16	Budget as of 6/30/16	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$635,897	\$-00	\$635,897	\$635,897	100.0%	0
Statutory Dedicated	2,052,990	432,812	2,485,802	2,485,802	82.6%	0
Funds Due To/ From Mgmt						
Federal						
<b>Self Generated</b>						
Tuition - Fall 2015						
Tuition - Spring 2016						
Tuition - Summer						
Out-of-State Fees						
Other						
InterAgency Transfer						
<b>Total Revenues</b>	<b>\$2,688,887</b>	<b>\$432,812</b>	<b>\$3,121,699</b>	<b>\$3,121,699</b>	<b>86.1%</b>	<b>\$0</b>
<b>Expenditures by Object</b>						
Salaries	\$837,110	\$368,295	\$1,205,405	\$1,205,405	69.4%	0
Other Compensation		52,000	52,000	52,000	0.0%	0
Related Benefits	260,947	238,175	499,122	499,122	52.3%	0
<b>Total Personal Services</b>	<b>\$1,098,057</b>	<b>\$658,470</b>	<b>\$1,756,527</b>	<b>\$1,756,527</b>	<b>62.5%</b>	<b>\$0</b>
<b>Travel</b>	<b>\$45,853</b>	<b>\$30,147</b>	<b>\$76,000</b>	<b>\$76,000</b>	<b>60.3%</b>	<b>\$0</b>
Operating Services	69,274	38,709	107,983	107,983	64.2%	0
Supplies	5,674	23,756	29,430	29,430	19.3%	0
<b>Total Operating Expenses</b>	<b>\$74,948</b>	<b>\$62,465</b>	<b>\$137,413</b>	<b>\$137,413</b>	<b>54.5%</b>	<b>\$0</b>
Professional Services	49,500	-1,500	48,000	48,000	103.1%	0
Other Charges	14,269	680,565	694,834	694,834	2.1%	0
Debt Services						
Interagency Transfers		408,925	408,925	408,925	0.0%	0
<b>Total Other Charges</b>	<b>\$63,769</b>	<b>\$1,087,990</b>	<b>\$1,151,759</b>	<b>\$1,151,759</b>	<b>5.5%</b>	<b>\$0</b>
General Acquisitions			0	0	0.0%	0
Library Acquisitions						0
Major Repairs						0
<b>Total Acquist. &amp; Major Repairs</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>\$0</b>
<b>Scholarships</b>						<b>\$0</b>
<b>Total Expenditures</b>	<b>\$1,282,627</b>	<b>\$1,839,072</b>	<b>\$3,121,699</b>	<b>\$3,121,699</b>	<b>41.1%</b>	<b>\$0</b>

**Southern University - Baton Rouge**  
**Comparison of Actual Expenditures to Budgeted Amounts**  
**For Fiscal Year Ending June 30, 2016**  
**As of March 31, 2016**

	Actual as of 3/31/2016	Projected	Total FY 2015-16	Budget as of 6/30/16	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$14,279,461		\$14,279,461	\$14,279,461	100.0%	0
Statutory Dedicated	8,899,294	2,856,680	11,755,974	11,755,974	75.7%	0
Funds Due From Mgmt or BOR						
Federal						
<b>Self Generated</b>						
Tuition - Fall 2015	16,061,147	356,250	16,417,397	15,654,873	102.6%	\$762,524
Tuition - Spring 2016	13,988,576	284,250	14,272,826	13,903,178	100.6%	369,648
Tuition - Summer	1,072,513	1,148,017	2,220,530	2,220,530	48.3%	0
Out-of-State Fees	6,094,089	279,798	6,373,887	4,367,840	139.5%	2,006,047
Other	4,919,171	6,453,502	11,372,673	11,372,673	43.3%	0
InterAgency Transfer	2,381,827	1,091,712	3,473,539	4,896,768	48.6%	(1,423,229)
<b>Total Revenues</b>	<b>\$67,696,078</b>	<b>\$12,470,209</b>	<b>\$80,166,287</b>	<b>\$78,451,297</b>	<b>86.3%</b>	<b>\$1,714,990</b>
<b>Expenditures by Object</b>						
Salaries	\$27,559,672	\$9,849,592	\$37,409,264	\$37,409,264	73.7%	0
Other Compensation	63,799	149,678	213,477	213,477	29.9%	0
Related Benefits	12,844,209	5,285,543	18,129,752	18,129,752	70.8%	0
<b>Total Personal Services</b>	<b>\$40,467,680</b>	<b>\$15,284,813</b>	<b>\$55,752,493</b>	<b>\$55,752,493</b>	<b>72.6%</b>	<b>\$0</b>
<b>Travel</b>	<b>\$55,435</b>	<b>\$177,065</b>	<b>232,500</b>	<b>\$232,500</b>	<b>23.8%</b>	<b>\$0</b>
Operating Services	4,515,802	3,742,539	8,258,341	8,258,341	54.7%	0
Supplies	457,222	476,339	933,561	933,561	49.0%	0
<b>Total Operating Expenses</b>	<b>\$4,973,024</b>	<b>\$4,218,878</b>	<b>\$9,191,902</b>	<b>\$9,191,902</b>	<b>103.7%</b>	<b>\$0</b>
Professional Services	706,068	524,929	1,230,997	1,230,997	57.4%	0
Other Charges	3,016,663	690,508	3,707,171	3,707,171	81.4%	0
Debt Services	0	0				
Interagency Transfers	2,324,696	1,277,869	3,602,565	3,602,565	64.5%	0
<b>Total Other Charges</b>	<b>\$6,047,428</b>	<b>\$2,493,305</b>	<b>\$8,540,733</b>	<b>\$8,540,733</b>	<b>70.8%</b>	<b>\$0</b>
General Acquisitions	97,349	0.00	97,349	97,349	100.0%	0
Library Acquisitions	120,184	17,465	137,649	137,649	87.3%	0
Major Repairs	0	7,000	7,000	7,000	0.0%	0
<b>Total Acquist. &amp; Major Repairs</b>	<b>\$217,533</b>	<b>\$24,465</b>	<b>\$241,998</b>	<b>\$241,998</b>	<b>89.9%</b>	<b>\$0</b>
<b>Scholarships</b>	<b>\$5,781,661</b>	<b>\$425,000</b>	<b>\$6,206,661</b>	<b>\$4,491,671</b>	<b>128.7%</b>	<b>\$1,714,990</b>
<b>Total Expenditures</b>	<b>\$57,542,761</b>	<b>\$22,623,526</b>	<b>\$80,166,287</b>	<b>\$78,451,297</b>	<b>73.3%</b>	<b>\$1,714,990</b>

Southern University Law Center  
 Comparison of Actual Expenditures to Budgeted Amounts  
 For Fiscal Year Ending June 30, 2016  
 As of March 31, 2016

	Actual as of 3/31/2016	Projected	Total FY 2015-16	Budget as of 6/30/16	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$2,130,871	\$-00	\$2,130,871	\$2,130,871	100.0%	0
Statutory Dedicated	\$1,531,264	448,701	1,979,965	1,979,965	77.3%	0
Funds Due From Mgmt or BOR						
Federal						
<b>Self Generated</b>						
Tuition - Fall 2015	\$3,385,607	0	3,385,607	3,385,607	100.0%	0
Tuition - Spring 2016	\$3,134,479	-	3,134,479	3,134,362	100.0%	117
Tuition - Summer	\$219,335	480,665	700,000	700,000	31.3%	0
Out-of-State Fees	\$1,221,332	60,162	1,281,494	1,281,494	95.3%	0
Other	\$552,448	19,936	572,384	572,384	96.5%	0
InterAgency Transfer						
<b>Total Revenues</b>	<b>\$12,175,336</b>	<b>\$1,009,465</b>	<b>\$13,184,800</b>	<b>\$13,184,683</b>	<b>92.3%</b>	<b>\$117</b>
<b>Expenditures by Object</b>						
Salaries	5,369,797	1,584,350	6,954,147	6,954,147	77.2%	0
Other Compensation						
Related Benefits	1,693,288	1,081,270	2,774,558	2,774,558	61.0%	0
<b>Total Personal Services</b>	<b>\$7,063,085</b>	<b>\$2,665,620</b>	<b>\$9,728,705</b>	<b>\$9,728,705</b>	<b>72.6%</b>	<b>\$0</b>
Travel	\$146,126	\$28,874	\$175,000	\$175,000	83.5%	\$0
Operating Services	1,502,727	203,978	1,706,705	1,706,588	88.1%	117
Supplies	\$64,864	35,136	100,000	100,000	64.9%	0
<b>Total Operating Expenses</b>	<b>\$1,567,591</b>	<b>\$239,114</b>	<b>\$1,806,705</b>	<b>\$1,806,588</b>	<b>86.8%</b>	<b>\$117</b>
Professional Services	\$174,779	305,732	480,511	480,511	36.4%	0
Other Charges	\$8,646	103,410	112,056	112,056	7.7%	0
Debt Services						
Interagency Transfers	\$87,328	128,495	215,823	215,823	40.5%	0
<b>Total Other Charges</b>	<b>\$270,753</b>	<b>\$537,637</b>	<b>\$808,390</b>	<b>\$808,390</b>	<b>33.5%</b>	<b>\$0</b>
General Acquisitions	\$27,420	47,580	75,000	75,000	36.6%	0
Library Acquisitions	\$255,395	69,605	325,000	325,000	78.6%	0
Major Repairs				-		0
<b>Total Acquist. &amp; Major Repairs</b>	<b>\$282,815</b>	<b>\$117,185</b>	<b>\$400,000</b>	<b>\$400,000</b>	<b>70.7%</b>	<b>\$0</b>
Scholarships	\$174,631	\$91,369	\$266,000	\$266,000	65.7%	\$0
<b>Total Expenditures</b>	<b>\$9,505,001</b>	<b>\$3,679,799</b>	<b>\$13,184,800</b>	<b>\$13,184,683</b>	<b>72.1%</b>	<b>\$117</b>

Southern University at New Orleans  
Comparison of Actual Expenditures to Budgeted Amounts  
For Fiscal Year Ending June 30, 2016  
As of March 31, 2016

	Actual as of 3/31/2016	Projected	Total FY 2015-16	Budget as of 6/30/16	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$3,126,712	\$-00	\$3,126,712	\$3,126,712	100.0%	0
Statutory Dedicated	2,326,846	865,198	3,192,044	3,192,044	72.9%	0
Funds Due From Mgmt or BOR						
Federal						
<b>Self Generated</b>						
Tuition - Fall 2015	5,324,813		5,324,813	5,326,494	100.0%	(1,681)
Tuition - Spring 2016	5,063,069		5,063,069	5,181,928	97.7%	(118,859)
Tuition - Summer		300,000	300,000	300,000	0.0%	0
Out-of-State Fees	301,477	10,000	311,477	422,082	71.4%	(110,605)
Other	841,568	50,000	891,568	789,488	106.6%	102,080
InterAgency Transfer						
<b>Total Revenues</b>	<b>\$16,984,485</b>	<b>\$1,225,198</b>	<b>\$18,209,683</b>	<b>\$18,338,748</b>	<b>92.6%</b>	<b>(129,065)</b>
<b>Expenditures by Object</b>						
Salaries	\$7,814,732	\$3,004,720	\$10,819,452	\$10,819,452	72.2%	0
Other Compensation						
Related Benefits	3,327,689	754,539	4,082,228	4,082,228	81.5%	0
<b>Total Personal Services</b>	<b>11,142,421</b>	<b>3,759,259</b>	<b>14,901,680</b>	<b>14,901,680</b>	<b>74.8%</b>	<b>\$0</b>
Travel	\$0	\$0	\$0	\$0	0.0%	\$0
Operating Services	631,952	786,455	1,418,407	1,418,407	44.6%	0
Supplies	89,234	241,318	330,552	330,552	27.0%	0
<b>Total Operating Expenses</b>	<b>\$721,186</b>	<b>\$1,027,773</b>	<b>\$1,748,959</b>	<b>\$1,748,959</b>	<b>41.2%</b>	<b>\$0</b>
Professional Services			0	0		0
Other Charges	556,937	624,654	1,181,591	1,247,356	44.6%	(65,765)
Debt Services						0
Interagency Transfers	194,280	183,173	377,453	440,753	44.1%	(63,300)
<b>Total Other Charges</b>	<b>\$751,217</b>	<b>\$807,827</b>	<b>\$1,559,044</b>	<b>\$1,688,109</b>	<b>44.5%</b>	<b>(\$129,065)</b>
General Acquisitions				0		0
Library Acquisitions				0		0
Major Repairs				0		0
<b>Total Acquist. &amp; Major Repairs</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.0%</b>	<b>\$0</b>
Scholarships		\$0	\$0	\$0	0.0%	\$0
<b>Total Expenditures</b>	<b>\$12,614,824</b>	<b>\$5,594,859</b>	<b>\$18,209,683</b>	<b>\$18,338,748</b>	<b>68.8%</b>	<b>(\$129,065)</b>

Southern University at Shreveport  
Comparison of Actual Expenditures to Budgeted Amounts  
For Fiscal Year Ending June 30, 2016  
As of March 31, 2016

	Actual as of 3/31/2016	Projected	Total FY 2015-16	Budget as of 6/30/16	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$2,820,954	\$-00	\$2,820,954	\$2,820,954	100.0%	0
Statutory Dedicated	1,895,900	696,012	2,591,912	2,591,912	73.1%	0
Funds Due From Mgmt or BOR						
Federal						
<b>Self Generated</b>						
Tuition - Fall 2015	3,981,343	0	3,981,343	4,300,000	92.6%	(318,657)
Tuition - Spring 2016	3,727,033	0	3,727,033	3,483,516	107.0%	243,517
Tuition - Summer	96,163	173,837	270,000	270,000	35.6%	0
Out-of-State Fees	1,027,941	0	1,027,941	1,030,322	99.8%	(2,381)
Other	227,921	17,021	244,942	175,000	130.2%	69,942
InterAgency Transfer						
<b>Total Revenues</b>	<b>\$13,777,255</b>	<b>\$886,870</b>	<b>\$14,664,125</b>	<b>\$14,671,704</b>	<b>93.9%</b>	<b>\$(7,579)</b>
<b>Expenditures by Object</b>						
Salaries	\$5,778,379	\$2,269,639	\$8,048,018	\$8,048,018	71.8%	\$0
Other Compensation						
Related Benefits	2,470,798	1,094,246	3,565,044	3,565,044	69.3%	0
<b>Total Personal Services</b>	<b>\$8,249,177</b>	<b>\$3,363,885</b>	<b>\$11,613,062</b>	<b>\$11,613,062</b>	<b>71.0%</b>	<b>\$0</b>
Travel	\$24,007	\$5,114	\$29,121	\$36,700	65.4%	\$(7,579)
Operating Services	1,317,874	327,737	1,645,611	1,645,611	80.1%	0
Supplies	38,336	131,426	169,762	169,762	22.6%	0
<b>Total Operating Expenses</b>	<b>\$1,356,210</b>	<b>\$459,163</b>	<b>\$1,815,373</b>	<b>\$1,815,373</b>	<b>74.7%</b>	<b>\$0</b>
Professional Services	65,203	797	66,000	66,000	98.8%	0
Other Charges	190,191	113,870	304,061	304,061	62.6%	0
Debt Services	0					
Interagency Transfers	591,268	132,240	723,508	723,508	82%	0
<b>Total Other Charges</b>	<b>\$846,662</b>	<b>\$246,907</b>	<b>\$1,093,569</b>	<b>\$1,093,569</b>	<b>77.4%</b>	<b>\$0</b>
General Acquisitions	225	12,775	13,000	13,000	1.7%	0
Library Acquisitions						
Major Repairs						
<b>Total Acquist. &amp; Major Repairs</b>	<b>\$225</b>	<b>\$12,775</b>	<b>\$13,000</b>	<b>\$13,000</b>	<b>1.7%</b>	<b>\$0</b>
Scholarships	\$87,296	\$12,704	\$100,000	\$100,000	87.3%	\$0
<b>Total Expenditures</b>	<b>\$10,563,577</b>	<b>\$4,100,548</b>	<b>\$14,664,125</b>	<b>\$14,671,704</b>	<b>72.0%</b>	<b>\$(7,579)</b>



Southern University Agricultural Research and Extension Center  
Comparison of Actual Expenditures to Budgeted Amounts  
For Fiscal Year Ending June 30, 2016  
As of March 31, 2016

	Actual as of 3/31/2016	Projected	Total FY 2015-16	Budget as of 6/30/16	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$1,212,675	\$-00	\$1,212,675	\$1,212,675	100.0%	0
Statutory Dedicated	1,421,276	1,453,287	2,874,563	2,874,563	49.4%	0
Funds Due From Mgmt or BOR						0
Federal	3,283,894	370,315	3,654,209	3,654,209	89.9%	0
<b>Self Generated</b>						
Tuition - Fall 2015						
Tuition - Spring 2016						
Tuition - Summer						
Out-of-State Fees						
Other						
InterAgency Transfer						
<b>Total Revenues</b>	<b>\$5,917,845</b>	<b>\$1,823,602</b>	<b>\$7,741,447</b>	<b>\$7,741,447</b>	<b>76.4%</b>	<b>\$0</b>
<b>Expenditures by Object</b>						
Salaries	\$3,098,195	\$942,699	\$4,040,894	\$4,083,534	75.9%	0
Other Compensation	23,625	29,875	53,500	53,500	44.2%	0
Related Benefits	1,161,884	302,333	1,464,217	1,472,066	78.9%	0
<b>Total Personal Services</b>	<b>\$4,283,704</b>	<b>\$1,274,907</b>	<b>\$5,558,611</b>	<b>5,609,100</b>	<b>76.4%</b>	<b>\$0</b>
<b>Travel</b>	<b>\$98,920</b>	<b>\$41,150</b>	<b>\$140,070</b>	<b>\$140,070</b>	<b>70.6%</b>	<b>0</b>
Operating Services	341,421	164,403	505,824	505,824	67.5%	0
Supplies	49,330	62,059	111,389	112,160	44.0%	0
<b>Total Operating Expenses</b>	<b>\$390,751</b>	<b>\$226,462</b>	<b>\$617,213</b>	<b>\$617,984</b>	<b>63.2%</b>	<b>\$0</b>
Professional Services	23,805	17,476	41,281	41,281	57.7%	0
Other Charges		225,000	225,000	225,000	0.0%	0
Debt Services						0
Interagency Transfers	1,226,091	(174,681)	1,051,410	1,051,410	116.6%	0
<b>Total Other Charges</b>	<b>\$1,249,896</b>	<b>\$67,795</b>	<b>\$1,317,691</b>	<b>\$1,317,691</b>	<b>94.9%</b>	<b>\$0</b>
General Acquisitions	88,415	18,247	106,662	55,402	159.6%	0
Library Acquisitions						
Major Repairs						
<b>Total Acquist. &amp; Major Repairs</b>	<b>\$88,415</b>	<b>\$18,247</b>	<b>\$106,662</b>	<b>\$55,402</b>	<b>159.6%</b>	<b>\$0</b>
<b>Scholarships</b>	<b>\$1,200</b>	<b>\$-00</b>	<b>1,200</b>	<b>\$1,200</b>	<b>100.0%</b>	<b>\$0</b>
<b>Total Expenditures</b>	<b>\$6,112,886</b>	<b>\$1,628,561</b>	<b>\$7,741,447</b>	<b>\$7,741,447</b>	<b>79.0%</b>	<b>\$0</b>

# PERSONNEL AFFAIRS COMMITTEE

(Following the Finance Committee)

Friday, April 22, 2016

Southern University Board of Supervisors Meeting Room

2<sup>nd</sup> Floor, J.S. Clark Administration Building

Baton Rouge, Louisiana 70813

## AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments

1. Action Items

- A. Approval of Personnel Action on Positions greater than \$60,000

Name	Title	Salary
1. Dr. David Sunday Adegboye	Professor of Biology (Tenured) New Appointment, SUNO	\$87,602
2. Henry Thurman	Interim Executive Director of Facilities Services New Appointment, SUBR	\$61,605
3. Eli Guillory	Interim System Director of Facilities Planning, SUS	\$79,133
4. Walfredo Javier	Professor Math, Physics, and Science and math, Education	N/A

- B. Approval of Employment Contract for Chancellor John Pierre, SULC

2. Information Item
  - A. Updated Employment Agreement for Chancellor Rodney Ellis, SUSLA
3. Other Business
4. Adjournment

## MEMBERS

Atty. Patrick D. Magee, Chair, Mrs. Ann A. Smith, Vice Chair,  
Mr. Calvin W. Braxton, Sr., Atty. Tony M. Clayton, Mr. Myron K. Lawson, Rev. Samuel C. Tolbert, Jr.  
Dr. Leon R. Tarver II – Ex-Officio

JOB CLASS				
JOB CODE				
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER									
-----------------	--	--	--	--	--	--	--	--	--

CAMPUS: SUS  SUBR  SULAC  SUAREC  SUNO  SUSLA

EMPLOYMENT CATEGORY: 9-MONTH  12-MONTH   OTHER  (Specify) \_\_\_\_\_

<input type="checkbox"/> Academic	<input checked="" type="checkbox"/> Non-Academic	<input type="checkbox"/> Civil Service
<input type="checkbox"/> Temporary	<input type="checkbox"/> Part-time ( _____ % of Full Time)	<input type="checkbox"/> Restricted
<input type="checkbox"/> Tenured	<input type="checkbox"/> Undergraduate Student	<input type="checkbox"/> Job Appointment
<input type="checkbox"/> Tenured Track	<input type="checkbox"/> Graduate Assistant	<input type="checkbox"/> Probationary
<input type="checkbox"/> Other (Specify) _____	<input type="checkbox"/> Retiree Return To Work	<input type="checkbox"/> Permanent Status

Previous Employee Endas Vincent Reason Left Retirement  
 Date Left March 4, 2016 Salary Paid \$79,133.00

**Profile of Person Recommended**

Length of Employment April 25, 2016 To June 30, 2016

Effective Date April 25, 2016

Name Eli Guillory SS# 00019461 Sex M Race\* B  
(Last 4 digits only)

Position Title: Interim Director of Facilities Planning Department: Facilities Planning

Check One  Existing Position \*Visa Type (See Reverse Side): 

--	--	--

New Position Expiration Date: \_\_\_\_\_

(Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience 33 Southern University Experience 21

Degree(s): Type/Discipline (BA-Education): Bachelor of Architecture Institution/Location: Southern University and A&M College Year: 1982

Current Employer Southern University Baton Rouge - Physical Plant

**Personnel Action**

Check One  New Appointment  Continuation  Sabbatical  Leave of Absence  
 Transfer  Replacement  Other (Specify) \_\_\_\_\_

Recommended Salary \$79,133.00 Salary Budgeted \$79,133.00

Source of Funds State Budget

Identify Budget: 111005-11303 Location \_\_\_\_\_  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of: From \_\_\_\_\_ To \_\_\_\_\_  
 Position Executive Director of Facilities Services Interim Director of Facilities Planning  
 Status \_\_\_\_\_  
 Salary Adjustment \$68,450.00 \$79,133.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by

Southern University:

\*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
111005-11303	\$79,133.00

\*See Reverse Side

Graduate School signature (if, applicable):

[Signature] 4/13/16 [Signature] 4/13/16  
 Supervisor Date Dean/Unit Head Date  
[Signature] 4/14/16 [Signature] 4/13/16  
 Vice Chancellor Date Chancellor Date  
 Director/Personnel Date Vice President/Finance Date  
[Signature] 4/14/16 [Signature]  
 President Date Business Affairs/Comptroller Date  
 Chairman/S.U. Board of Supervisors Date



# Eli Gerard Guillory III

## **Southern University and A & M College**

Office of Facility Services/Physical Plant and Architecture Planning  
Post Office Box 11815  
Baton Rouge, Louisiana 70813

225-771-2786 office

225-771-2378 fax

[eli\\_guillory@subr.edu](mailto:eli_guillory@subr.edu) office email

Home Address:

5923 Tarrytown Ave.

Baton Rouge, LA 70808

225-925-2988 home

[eliq@cox.net](mailto:eliq@cox.net) home email

## **OBJECTIVE**

Promote a quality linkage for Architectural Planning, Construction and Facility Maintenance with other professionals in a comprehensive effort that will enable an outstanding development for the university in meeting goals for the students as required by the State of Louisiana Board of Regents and University.

## **EDUCATION**

### ***National Council of Architectural Registration Board***

IDP-Architectural Development Program

May 21, 1982 - June 4, 1985

### ***Southern University and Agricultural & Mechanical College***

Professional degree, Bachelor of Architecture/Engineering

Accredited five-year program

Baton Rouge, Louisiana

May 21, 1982

## **PROFESSIONAL EXPERIENCES**

### **Public Sector:**

*Southern University and Agricultural & Mechanical College Systems*

Office of Facility Services October 1, 2001 to Present, Executive Director

Office of Facilities Planning October 1, 1994 to November 30, 2001, Facilities Planner

## **Private Architectural / Engineering Practice Sector:**

*Bodman, Webb, Noland and Guidroz, Architects* March 1988 to September 1994

*John Desmond and Associates, Architects / planners* May 1982 to February 1988

### *Southern University Cooperative Education Program*

- H. L. Thurman and Associates, Architects January 1982 to May 1982
- Barbay and Associates, Architects-Engineers December 1979 to Dec. 1981
- Franklin L. Lassiter and Associates, Architects June 1979 to November 1979

## **PROFESSIONAL EXPERIENCES**

### **Public Sector:**

#### ***Southern University and Agricultural & Mechanical College System***

Office of Facility Services/Physical Plant

Oct. 1, 2001 to Present

Post Office Box 11815 BR, LA 70813 225-771-4740

#### *Responsibilities:*

Directing five departments; Physical Plant, Custodial, Landscaping, Fire & Life Safety, Risk Management and Insurance that provides Architectural Planning, Construction, Engineering Planning, Safety, Operation and Maintenance Services to the University's physical site and facilities Architectural.

- Direct recruiting, training, supervision, developmental and coaching responsibilities for the "in-house" facilities Directors, Maintenance Staff, Construction Manager and Accreditation team.
- Develop and maintain ongoing performance evaluations, progress tracking, and adherence to both college and industry standards
- Leading by example, setting both the direction and tone of the team.
- Respond to needs and address concerns of internal departments and staff to ensure their goals and objectives are being met.
- Optimize team productivity through effective maintenance and PM work-order management and ongoing process reevaluation.
- Actively involved and partnered with other Operations Departments regarding project management, event coordination, process and capital improvement, ADA, safety and security, administrative services, and human resources, etc.
- Flexibility as required to work nights, weekends, with 24-hour emergency response availability.
- Develop and implement procedures and policies and work practices.
- Execute capital and expense plans for college owned and leased facilities, procurement and supply inventory.
- Assist the Board of Supervisors, President, Vice President, Chancellors and Vice Chancellors in the preparation of Capital Outlay, Major Repairs and Act 971 expense budget plans, long-range planning, lease negotiations, process evaluation, reporting, etc.
- Supervise and direct maintenance and physical plant support and external contractor personnel if required with food services.

- Coordinate all business-critical equipment shutdowns, maintenance, service and repairs
- Cultivate long-term relationships with vendors and service representatives.
- Work closely with Divisional Senior Leadership to develop and proactively ensure facility and general operational service needs are meeting the campus and functional objectives.
- Directs the development and implementation of preventive maintenance schedules and upgrades.
- Makes recommendations on ADA and other compliance issues
- Over sees all energy and utility-related operations, including audits, and negotiations with commodities providers.
- Support campus space planning, while directing both mid-range and small scale campus/facilities renovation and preservation.
- Work closely with SUS Foundation and Office of Facilities Planning in the planning, reviewing and inspection of major construction projects.

Mediate and listen to both sides of employees and supervisors conflicts that may arise between employees. Keeping their concerns private and respect their dignity, thoughts and ideas by showing sincere interest in addressing the problems which you value them with great appreciation for a resolution. Understand behaviors that may cause any complaints in order to optimize individual performance.

***Southern University and Agricultural & Mechanical College System***

Office of Facilities Planning                      Oct.1, 1994 to Nov. 1, 2000  
P.O. Box 9887, Baton Rouge, LA 70813    225-771-3670

*Responsibilities:*

The responsibility involves direction of all campus building expansion/renovation planning and construction management for SU Baton Rouge, SU New Orleans and SU Shreveport-Bossier campuses. This includes helping with supervising long-range master plan development and feasibility studies for budget, preparation of annual capital outlay budget request for acquiring lands, buildings and equipment. Also direct the preparation of architectural and engineering preliminary programs for all major alterations to existing facilities and new construction. Review available funds for construction and collaborate with State Legislative, Board of Regents, Facility Planning & Control, Umbrella Agency, User Agency and Designers.

Establish Architectural building program, review site and environmental climatic analysis factors for energy conservation. Coordinate Civil, Structural, Mechanical, Plumbing and Electrical documents and specifications with consulting engineers. Review construction cost; research all building codes that translate into design development. Organize and coordinate bid reviews, construction administration and inspection observation.

**SU Baton Rouge**

Founded – April 10, 1880  
Student Enrollment – 8,957 + Faculty and Staff – 1,477  
Campus area-512 acres + Experimental Farm 372 acres  
Buildings – 121 + Buildings consist of 3.1 million S.F.  
Total Revenue, FY 00 \$100,533,129.  
Value of Physical Plant - \$222,389,287

**SU Law Center**

Founded – September, 1947  
Student Enrollment – 387 + Faculty and Staff – 87

**SU New Orleans**                      Founded – September 4, 1956  
Student Enrollment – 4,340 + Faculty and Staff – 415  
Campus area - 60 Buildings – 13  
Total Revenue, FY 00 \$33,834,737  
Value of Physical Plant - \$55,747,620

**SU Shreveport/Bossier**              Founded – May 11, 1964  
Student Enrollment – 1,210 + Faculty and Staff – 143  
Campus area – 103 acres  
Buildings –11  
Total Revenue, FY 00 \$11,137,250  
Value of Physical Plant - \$17,614,989

## **ARCHITECTURAL PROJECTS**

### **Public Sector:**

#### ***Southern University and Agricultural & Mechanical College System***

- **SU-Baton Rouge**
- **SU-New Orleans**
- **SU-Shreveport**
- **SU-Law Center**
- **SU-Cooperative Extension**

New Cooperative Extension & Center for Small Farms Research Facility \$6,000,000  
New Cooperative Extension Facility Arena Complex - \$2,509,000 – 70,000 sf  
New USDA National Plant Data Center \$200,000  
New Greenhouse \$400,000  
New Civil/Mechanical/Engineering & Electronics Technology \$11,000,000 - 116,000 sf  
New Honors College \$900,000 - 7,500 sf  
New Dormitories Phase 1, 2, 3 & 4 \$55,000,000  
New Student Health Center \$350,000  
New Student Pavilion \$200,000  
New A. W. Mumford Stadium Addition & Renovation \$26,000,000  
New USB Health Physical Education Complex \$5,735,000

T. H. Harris Hall Complex Renovation - \$2,800,000  
Archives House, ***Historic Preservation*** Renovation - \$250,000  
Clifford T. Seymour Physical Education Building Renovation \$3,050,000  
Home Economics Building Renovation \$2,000,000  
Smith-Brown Memorial Union Renovation \$5,848,000  
Southern Laboratory School Renovation

F. G. Clark Activity Center Renovation \$4,940,000 - planning & construction stage  
Army ROTC, ***Historic Preservation*** Renovation - \$1,276,000 - planning stage  
Navy ROTC, ***Historic Preservation*** Renovation - \$630,000 - planning stage  
Intramural Sports Recreation Facility – planning stage \$8,500,000  
Lee Hines Baseball Stadium – planning & construction stage \$800,000  
Married / Graduate Students Apartments – planning stage  
New SUNO Science and Education Building – planning stage \$2,000,000  
New SUNO College of Business & School of Social Work – planning stage \$3,500,000  
Dormitories Phase 4 planning & construction stage \$25,000,000



- 4 buildings 50 units per building at 59,780 each
- Bluff soil condition & erosion – planning & construction \$800,000  
 Dormitories Phases 1, 2 & 3 planning & construction stage \$35,000,000

Telecommunications Fiber-Optic Network Infrastructure  
 Electronic Distance Learning / Video-conferencing units  
 Security and Monitoring System  
 Asbestos Abatement  
 Master Planning of Road Improvements  
 Master Planning of Parking Lot Improvements  
 Americans with Disabilities Act-Improvements  
 Re-roofing of campus buildings

## **PROFESSIONAL EXPERIENCES**

### **Private Architectural & Engineering Practice Sector:**

#### ***Bodman, Webb, Noland and Guidroz, Architects***

8316 Kelwood Avenue, Baton Rouge, Louisiana 70806  
 225.216-3770 - March 21, 1988 to September 30, 1994  
 Mr. Sit Wong

#### ***John Desmond and Associates, Architects / planners***

703 Laurel Street, Baton Rouge, Louisiana 70802  
 May 21, 1982 to February 1, 1988

#### ***H. L. Thurman and Associates, Architects***

2845 79<sup>th</sup> Avenue, Baton Rouge, LA 70807  
 225-235-4969 *SU Cooperative Education Program* January 1982 to May 1982

#### ***Barbay and Associates, Architects-Engineers***

P. O. Box 66424, Baton Rouge, Louisiana 70896  
*SU Cooperative Education Program* December 1979 to Dec. 1981

#### ***Franklin L. Lassiter and Associates, Architects / planners***

2563 Monte Sano Ave. Baton Rouge, LA 70807  
 225.356.2161 *SU Cooperative Education Program* June 1979 to November 1979

### Responsibilities in the above private sectors:

Establishing Architectural building programs, Schematic Design and Construction Documents. Site and environmental climatic analysis factors for energy conservation and physical planning. Coordinate Construction Documents for Civil, Structural, Mechanical, Plumbing and Electrical with consulting engineers. Project Job Captain, research building construction estimating cost analysis for project budget, building codes, site zoning & ADA Code research. Translate design development documents into construction document drawings, materials & specification research, construction bid review, organize and coordinate construction administration & inspection observation. Gain the knowledge and experience to work with clients, architects, engineers, developers, attorneys, building officials and contractors.

**ARCHITECTURAL PROJECTS in the Private Practice Sector:**  
***Bodman, Webb, Noland & Guidroz, Architects***

Corps of Engineers

L.C. Saurage US Army Reserve Center, Baton Rouge, LA

This \$3,250,000 project involved the complete demolition of an existing Army Reserve Center and its replacement with a new building and supporting facilities which includes in the design of Administrative Offices, Library and Classrooms, Armory unit storage, and Training areas.

New Kindergarten Building for  
Episcopal High School, Baton Rouge, LA

Old Hammond Highway & North Flannery Road  
Fire Station No. 17 & 18, Baton Rouge, LA

St. Luke's Episcopal Church  
New Education Building, Baton Rouge, LA, 9000 S.F., Cost \$ 580,000

St. Luke's Episcopal Renovations  
Bishop Pope Hall & Classrooms, Baton Rouge, LA

Gillis Long Hansen's Disease Center Renovations / ***Historic Preservation***, Carville, LA

Major Building Expansions, Lighting Arrester System, Underground Fuel Storage Tanks & Roof Replacements for ***BellSouth Telecommunications***.

Buildings Located in Louisiana:

Abbeville, Alexandria, Avondale, Baker, Bastrop, Bayou Vista, Broussard, Bogalusa, Bunkie, Crowley, Crowville, Columbia, Covington, Deridder, Denham Springs, Donaldsonville, Dulac, Erath, Eunice, Ferriday, Franklin, Franklinton, Fort Necessity, Harrisonburg, Hessmer, Houma, Independence, Iowa, Jeanerette, Jennings, Jonesville, Kentwood, Krutz Springs, Lacombe, Lafayette, Lafayette Pont Des Mouton Rd., Lake Charles, Lake Providence, Lawtel, Leesville, Loreauville, Lutcher, Burr Ferry, Mer Rouge, Melville, Merryville, Montegut, Monroe, Mount Hermon, Natchitoches, Newellton, New Iberia, Hornbeck, Oakdale, Oak Hills, Opelousas, Pearl River Pine, Port Barre, Raceland, Rayville, Ruston, Sicily Island, Springfield, St. Francisville, St. Gabriel, St. Joseph, St. Martinville, Thibodaux, Tioga, Vidalia, Waterproof, Washington, Weeks Island, Youngsville & Zachary.

**MAJOR RE-ROOFING / REPAIRS**

- Rubicon Chemical Plant - Geismer, LA
- PPG Industries, Lake Charles, LA, \$2,500,000
- Washington Correctional Institute, Angie, LA, 1725 Squares
- LSU Geology Building Annex, Cost \$233,600
- SU F.G. Clark Activity Center, 67,200 S.F., Cost \$440,000
- Louisiana School For The Deaf, 160,000 S.F.
- Southern University Jones Hall Dormitory
- Southern University Health Research & Lee Hall

**ARCHITECTURAL PROJECTS in the Private Practice Sector:**  
***John Desmond and Associates***

Lindy Claiborne Boggs Center For Energy And  
Biotechnology Tulane University, New Orleans, Louisiana

- This \$12,000,000 six-story 90,000 square feet energy efficient building includes laboratories, classrooms and offices in addition to state of the art instrumentation. (Biomedical, Chemical, Petroleum Engineering)

Florida Boulevard Baptist Church, Baton Rouge, LA, Cost \$1,800,000

Schwegmann Lake Oaks Plaza  
Shopping Center, New Orleans, LA

Renovation And Expansion To L.S.U. Union  
Louisiana State University, Baton Rouge, LA, Cost \$3,000,000

Louisiana State Archives Building, Baton Rouge, LA

- This \$10,000,000 project includes a four-story building with granite and pre-cast concrete exterior facing separated by a courtyard from a one-story records management building.

St. Paul Lutheran Church Addition And  
Multi-Purpose Building, Baton Rouge, LA, Cost \$450,000

Dr. & Mrs. Donald J. Lemieux Residence, Toledo Bend Lake, LA

Mental Health / Mental Rehabilitation Facilities  
Canton, Texas

- Mental Health & Workshop Facility 14,000 SQ. FT.  
Tyler, Texas
- Day Training Center & Children's Residential Facility, 8,800 SQ. FT.  
Athens, Texas
- Outpatient Office Building with Industrial Workshop, 24,000 SQ. FT.

Pennington Biomedical Research Center, Baton Rouge, Louisiana

- This \$30,000,000 "nutritional" project consists of five concrete frame buildings totaling 224,000 SQ. FT. The buildings are clad in architectural pre-cast concrete panels and tinted glazing. Project Includes the Administration, Laboratory, Animal Care, Out- Patient, and Central Stores / Utility Buildings.

Louisiana Naval War Memorial And Nautical Historic Center, Baton Rouge, LA

- This \$2,660,000 project consists of 23,000 sq. ft. steel frame building clad in aluminum and mirror glass with an outside exhibition garden and a concrete and steel observation tower, It also contains a memorial court.

**ARCHITECTURAL PROJECTS in the Private Practice Sector:**  
***John Desmond and Associates***

First Christian Church, Baton Rouge, LA

Deselle Funeral Home, Baton Rouge, LA

Louisiana Department of Public Safety  
Administration Building, Baton Rouge, LA

- This 240,000 square feet building will accommodate 900 people.

Louisiana Department of Public Safety  
Data Processing Center, Baton Rouge, LA, Cost \$2,500,000

United States Housing Embassy, Monrovia, Liberia - West Africa

Residence for Mr. & Mrs. John F. Schwegmann, New Orleans, LA

Our Lady of Mercy Catholic Church Renovations and Addition, Baton Rouge, LA

***H. L. Thurman and Associates***

Greater Bethlehem Temple Apostolic Faith Church, Jackson, Mississippi

***Barbay and Associates, Architects-Engineers***

Ryan Airport Additions And Renovations, Baton Rouge, LA, Cost \$6,177,000

Cajun Electric Headquarters, Baton Rouge, LA, Cost \$2,523,000

St. Patrick Catholic Church & Parish Hall Multi-Purpose Building  
Baton Rouge, LA, Cost \$649,655

Louisiana State University Agronomy Research Laboratory  
Baton Rouge, LA, Cost \$8,000,000

***Franklin L. Lassiter and Associates***

Shopping Center Planning & Renovation, Baton Rouge, LA

**ORGANIZATION AFFILIATIONS**

- Southern University Alumni EBRP Chapter
- Stratford Place Homeowner's Association-President 1996 -1998
- Capitol City Golf Association
- Southern University Alumni Federation
- Southern University Alumni SUBR Home Chapter - President 1995-1997
- Southern Building Code Congress International
- IFMA Baton Rouge Chapter 1996-2010
- American Institute Of Architects 1982-1995
- Louisiana Architects Association 1982-1995
- Baton Rouge Chapter Of The American Institute Of Architects 1982-1995
- National Council of Architectural Registration Board - IDP
  - Knights of St. Peter Claver

**CIVIC & PROFESSIONAL AFFILIATIONS**

**Guest Lecturer, Speaker & Visiting Thesis Critic:**

- McKinley Senior High
- Glasgow Middle School, Career Awareness Program
- Brownfields Elementary Magnet, Career Awareness Program
- I CARE, Scotlandville Middle School
- Southeast Middle School, Career Awareness Programs
- Southern University and A&M College System, College of Architecture
- United States House of Representatives Congressional Career Day

**Publications:** American Institute of Architects Baton Rouge Chapter-News Letter  
Intern Architect Development Program, IDP News Letter

**Participant:** State of Louisiana Historic Preservation-Committee 2003-06  
YMCA Youth Sports Baseball & Basketball – Coach 1997 to 2001  
Golf Clinic, Hook-A-Kid on Golf - Coach  
St. Aloysius Boy Scouting Pack 7, Parent Assistant 2000  
St. Aloysius Cub Scout Pack 7 Den 7, Parent Assistant  
BREC Youth Recreational Basketball – Coach 1996  
City Parish Government, Inner City Community Planning & Charrette  
1996 Olympic Torch Relay Celebration Committee  
AIA Regional/Urban Design Assistance Team, City Planning  
American Institute of Architects, National  
Convention/Conferences

**Collegiate Honors and Activities:**

- Youth Inner City Outreach in Architecture and Mathematics (1977-1982)
- Southern University National Academic Dean's List (1977 to 1982)
- Honorable mention, National Architectural Student Design Contest (1978)
- American Institute of Architectural Students SU Chapter (1977 to 1982)
- Southern University Most Outstanding Architectural Student (1979 & 1980)

**Professional & Technical Continuing Education Seminars**

- Louisiana Association of Higher Education Facility Officers
- CSI Construction Specifications Institute & IFMA
- LA Department of Economic Development: LA Contractors Accreditation Institute
- Louisiana Department of Natural Resources: Energy Management Systems to reduce energy cost & study energy conservation, November 9, 1998.
- LA State Facility, Planning & Control: Certificate of Completion, Conflict Resolution, Change Orders and Time Extensions.
- LA Architects Association, Advance Building Principles and Code Applications.
- LA State Office of Risk Management, National Safety Council.
- FP&C Major Repairs & Re-Roofing Application by email.
- Americans with Disabilities Act Accessibility & Life Safety Code
- Staff development and maintaining written implementation records
- Legal Concepts in Architectural
- SBCCI Advance Building Principles and Code Applications.
- Mechanical & Electrical systems for campus planning.
- AISI Standing Seam Metal Roof System

- Maintenance and Repairs cost
- (Styrene Butadiene Styene) Polymer blend with Asphalt, reinforced with fiberglass mat as a Modified Bitumen membrane.
- Sprinklers, Fire Suppression, Fire and Smoke Alarm System.
- Bob Brooks School of Real Estate and Insurance, Inc.
- Abatement of Asbestos containing materials.
- AutoCAD Training – LSU Department of Engineering.

## INDEPENDENT RESEARCH

Extensive on site observation of architectural design planning for urban land development, inner city revitalization & historic preservation, university campus planning and documentation of building construction. *This is one way to keep abreast of the changes in architecture planning and design.*

- Montgomery AL, Atlanta GA, Charlotte NC, Richmond VA - 2001
- New Orleans Louisiana - 2000 & 2002
- Phoenix, Arizona & San Antonio Texas - 1999
- Minneapolis & Saint Paul, Minnesota - 1998
- Baltimore MD, Philadelphia PA, Manhattan New York - 1994 & 2001
- Los Angeles, California, - 1991, 1993 & 2005
- Las Vegas, Nevada - 1991, 1993 & 1999
- Nassau Bahamas - 1990
- Houston, Texas – 1989, 2000, 2002 - 2010
- North Coast of Jamaica -1987
- Ancient Mayan Architecture, North Yucatan Peninsula - 1985
- Washington D.C., Boston MA, Manhattan New York - 1985
- San Francisco, California - 1984
- Chicago ILL & St. Louis MO - 1977 & 1978

## REFERENCES:

### Southern University

Mr. Walter Guidry Jr., former SU Board of Supervisors	337.515.2071
Mr. John Belton, former SU Board of Supervisors	318.680.6904
Chancellor Freddie Pitcher, SULC (retired)	225.603.4313
Chancellor Leodrey Williams, SUAG (retired)	225.337.4377
Mr. Louis Hightower, Director, Physical Education	225.771.2954
Dr. Donald R. Andrews, Dean, College of Business	225.771.5640
Dr. Robert H. Miller, Jr. Dean, College of Sciences	225.771.5170

### Private Sector

Dr. Clarence Thornton, Attorney at Law	225.343.8282
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JOB CLASS				
JOB CODE				
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER	2	m	9	7	1	0
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CAMPUS: SUS  SUBR  SULAC  SUAREC  SUNO  SUSLA

EMPLOYMENT CATEGORY: 9-MONTH  12-MONTH  OTHER  (Specify) \_\_\_\_\_

<input type="checkbox"/> Academic	<input checked="" type="checkbox"/> Non-Academic	<input type="checkbox"/> Civil Service
<input type="checkbox"/> Temporary	Part-time ( _____ % of Full Time)	<input type="checkbox"/> Restricted
<input type="checkbox"/> Tenured	<input type="checkbox"/> Undergraduate Student	<input type="checkbox"/> Job Appointment
<input type="checkbox"/> Tenured Track	<input type="checkbox"/> Graduate Assistant	<input type="checkbox"/> Probationary
<input type="checkbox"/> Other (Specify) _____	<input type="checkbox"/> Retiree Return To Work	<input type="checkbox"/> Permanent Status

Previous Employee Eli Guillory Reason Left Promotion  
 Date Left April 25, 2016 Salary Paid \$68,450.00

**Profile of Person Recommended**

Length of Employment April 25, 2016 To June 30, 2016  
 Effective Date April 25, 2016

Name Henry Thurman SS# 00016267 Sex M Race\* B  
(Last 4 digits only)

Position Title: Interim Executive Director of Facility Services Department: Facility Services

Check One  Existing Position \*Visa Type (See Reverse Side):   
 New Position Expiration Date: \_\_\_\_\_

(Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience 21 Southern University Experience 15  
 Degree(s): Type/Discipline (BA-Education): Bachelor of Architecture Institution/Location: Southern University and A&M College Year: 1994

Current Employer Southern University Baton Rouge - Physical Plant

**Personnel Action**

Check One  New Appointment  Continuation  Sabbatical  Leave of Absence  
 Transfer  Replacement  Other (Specify) \_\_\_\_\_

Recommended Salary \$61,605.00 Salary Budgeted \$68,450.00

Source of Funds State Budget

Identify Budget: 26355 Location \_\_\_\_\_  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of: From To  
 Position Assistant Director of Physical Plant Interim Executive Director of Facility Services

Status \_\_\_\_\_  
 Salary Adjustment \$52,500.00 \$61,605.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

\*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
26355	\$61,605.00

\*See Reverse Side

Graduate School signature (if, applicable):

B. Pugh 4/13/16  
 Supervisor Date

B. Pugh 4/13/16  
 Dean/Unit Head Date

J. S. Bourcien 4/17/16  
 Vice Chancellor Date  
 Director/Personnel Date

Flannery McEnt 4/17/16  
 Chancellor Date  
 Vice President/Finance Date  
 Business Affairs/Comptroller

[Signature] 4/17/16  
 President Date

[Signature]  
 Chairman/S.U. Board of Supervisors Date

This information is requested solely for the purpose of determining compliance with Federal Civil Rights Laws and does not affect employment consideration.

**ETHNIC ORIGIN (Please check one):**

Hispanic or Latino  Non-Hispanic or Non-Latino

**RACE (Please check all that apply):**

White, not of Hispanic origin. A person having origins in any of the original people of Europe, North Africa, or the Middle East

Black, not of Hispanic Origin. A person having origins in any of the Black racial groups of Africa.

Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origins, regardless of race.

Asian or Pacific Islander. A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.

American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.

**COMMENTS:**

EMPLOYEE REGULAR WORK SCHEDULE: 8:00 AM -5:00 PM

EMPLOYEE DIRECT SUPERVISOR: Benjamin Pugh

SUPERVISOR/DEPARTMENT CONTACT NUMBER 225-771-5021

NUMBER OF EMPLOYEES SUPERVISED, (if any) \_\_\_\_\_

HR USE ONLY: STATUS (circle one): EXEMPT NON-EXEMPT

**GUIDELINES:** All employees, students, graduate assistants being employed through the use of this form are to report to and be cleared by the Human Resources before any employment is offered and before starting to work. All students are to bring with them clearance from the Financial Aid office, Statement of Account (fee receipt), and a class schedule. All prospective employees/students must bring a pictured ID, social security card, birth certificate, certificate of naturalization, resident alien card, H1-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens.

Documentation must be provided for review and approval by Human Resources before employment is offered.

**CLASS OF EMPLOYMENT (VISA STATUS):**

TYPE	CODE	EXPIRES
United States Citizen/Certificate of Naturalization	US	
Resident Alien	RA	
H-1 Visa (Distinguished Merit & Ability)	H1	
J-1 Visa (Exchange Visitor Program)	J1	
F-1 Visa (Student Emp. FT Student at S.U.)	F1	
OPI (F-1 Visa-INS Prior Approval-"Practical Work Experience")	F0	

**Do Not Write Below This Area**

**For Human Resource and Budgetary Control Use Only!**

**PAF APPROVAL PROCESS CHECKLIST** (Must have the information outlined below):

- Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- Application for Employment Form Administrative Positions/Civil Service Application for classified employees)
- Authority to Release (signed by employee) (submitted to Human Resources with Criminal/Background Check form)
- Supervisory Criminal/Background Check Form (completed by employee/verified and signed by supervisor)
- Exemptions Survey Form (signed by employee and budget head)
- Proposed Employee Appointment
- Proposed Employee Clearance
- Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (if applicable)

SOUTHERN UNIVERSITY SYSTEM  
 BUDGET OFFICE  
 21001-26355-61001-21001  
 APR 14 2016

*[Signature]*  
 FUNDS AVAILABLE



JOB CLASS				
JOB CODE				
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER									
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CAMPUS: SUS  SUBR  SULAC  SUAREC  SUNO  SUSLA   
 EMPLOYMENT CATEGORY: 9-MONTH  12-MONTH  OTHER  (Specify) \_\_\_\_\_

Academic  Non-Academic  Civil Service  
 Temporary  Part-time ( \_\_\_\_\_ % of Full Time)  Restricted  
 Tenured  Undergraduate Student  Job Appointment  
 Tenured Track  Graduate Assistant  Probationary  
 Other (Specify) \_\_\_\_\_  Retiree Return To Work  Permanent (Status 2010)

Previous Employee Walfredo Javier Reason Left Illness  
 Date Left January 19, 2016 Salary Paid \$62,963

**Profile of Person Recommended**

Length of Employment 01/13/2016 To 5/13/2016  
 Effective Date 1/19/2016

Name Walfredo Javier SS# xxx-xx-2003 Sex Male Race\* Asian  
 (Last 4 digits only)  
 Position Title: Professor Department: Math, Physics, and Science and Math Education

Check One  Existing Position \*Visa Type (See Reverse Side):  U  S

New Position Expiration Date: \_\_\_\_\_  
 (Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience 45 Southern University Experience 16  
 Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:  
BS - Engineering University of the Philippines, Diliman, Quezon City Philippines 1963  
MS - Mathematics University of the Philippines, Diliman, Quezon City Philippines 1972  
PhD - Mathematics Bowling Green State University, Ohio 1982

Current Employer Southern University at Baton Rouge

**Personnel Action**

Check One  New Appointment  Continuation  Sabbatical  Leave of Absence  
 Transfer  Replacement  Other (Specify) \_\_\_\_\_

Recommended Salary \$62,963 Salary Budgeted \$62,963

Source of Funds State Funds

Identify Budget: 211001-22478-21000 Location Dept. of Math, Physics, and SMED  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of: From \_\_\_\_\_ To \_\_\_\_\_

Position \_\_\_\_\_  
 Status \_\_\_\_\_  
 Salary Adjustment \_\_\_\_\_

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:  
 \*See Reverse Side

Source of Funds	Amount

Comments: (Use back of form)

\*See Reverse Side Graduate School signature (if, applicable):

Hesteria M. Llanes 3/31/16 Louise Henry 3/31/16  
 Supervisor Date Dean/Unit Head Date  
M. O. ... 3/31/16  
 Vice Chancellor Date  
 Director/Personnel Date  
 Vice President/Finance Date  
 Business Affairs/Comptroller Date  
 President Date  
 Chairman/S.U. Board Date  
 of Supervisors

This information is requested solely for the purpose of determining compliance with Federal Civil Rights Laws and does not affect employment consideration.

**ETHNIC ORIGIN (Please check one):**

Hispanic or Latino  Non-Hispanic or Non-Latino

**RACE (Please check all that apply):**

White, not of Hispanic origin. A person having origins in any of the original people of Europe, North Africa, or the Middle East.

Black, not of Hispanic Origin. A person having origins in any of the Black racial groups of Africa.

Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origins, regardless of race.

Asian or Pacific Islander. A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.

American Indian or Alaskan Native. A person having origins in any of the original peoples of North American, and who maintains cultural identification through tribal affiliation or community recognition.

**COMMENTS:**

Dr. Walfredo Javier had a medical emergency on January 18, 2016 and is currently under his doctors' care. This PAF is being submitted to accompany Dr. Javier's formal request for a medical leave of absence.

**EMPLOYEE REGULAR WORK SCHEDULE:**

8:00 a.m. to 5:00 p.m., M-F

**EMPLOYEE DIRECT SUPERVISOR:**

Dr. Katrina Cunningham, Mathematics Program Leader

**SUPERVISOR/DEPARTMENT CONTACT NUMBER:**

(225) 771-5180

**NUMBER OF EMPLOYEES SUPERVISED (if any):**

**HR USE ONLY: STATUS (circle one):** EXEMPT NON-EXEMPT

**GUIDELINES:** All employees, students, graduate assistants being employed through the use of this form are to report to and be cleared by the Human Resources before any employment is offered and before starting to work. All students are to bring with them clearance from the Financial Aid office, Statement of Account (fee receipt), and a class schedule. All prospective employees/students must bring a pictured ID, social security card, birth certificate, certificate of naturalization, resident alien card, H1-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens.

**Documentation must be provided for review and approval by Human Resources before employment is offered.**

**CLASS OF EMPLOYMENT (VISA STATUS):**

TYPE	CODE	EXPIRES
United States Citizen/Certificate of Naturalization	US	
Resident Alien	RA	
H-1 Visa (Distinguished Merit & Ability)	H1	
J-1 Visa (Exchange Visitor Program)	J1	
F-1 Visa (Student Emp. FT Student at S.U.)	F1	
OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")	F0	

**Do Not Write Below This Area**

**For Human Resource and Budgetary Control Use Only!**

**PAF APPROVAL PROCESS CHECKLIST (Must have the information outlined below):**

- Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- Application for Employment Form Admin/Fac/Uncl Positions(Civil Service Application for classified employees)
- Authority to Release (signed by employee) (submitted to Human Resources with Criminal/Background Check form)
- Supervisory Criminal/Background Check Form (completed by employee/ verified and signed by supervisor)
- Exemptions Survey Form (signed by employee and budget head)
- Proposed Employee Appointment
- Proposed Employee Clearance
- Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

REQUEST FOR LEAVE OF ABSENCE FORM  
SOUTHERN UNIVERSITY SYSTEM

CAMPUS: SUS \_\_\_\_\_ SUBR  \_\_\_\_\_ SULAC \_\_\_\_\_ SUAREC \_\_\_\_\_ SUNO \_\_\_\_\_ SUSLA \_\_\_\_\_

Name of Employee: Walter R. Javier SSN: \_\_\_\_\_

Address: 237 Heatherwood Dr, Baton Rouge, LA, 70805 Phone: 225-767-0413

Title: Professor Math Highest Degree: PhD

Birth Date: July 17/1942

NO. OF CONSECUTIVE FISCAL YEARS ACTIVE SERVICE AT THIS INSTITUTION: 15

EFFECTIVE DATE OF LEAVE: 1/19/2016 ANTICIPATED RETURN DATE: 5/13/2016

Purpose of leave Requested (click one):

- a. Professional or Cultural Improvement (Must have prior approval from Chancellor) \_\_\_\_\_
- b. Rest and Recuperation (Statement from two (2) physicians\* must be attached)
- c. Independent Study or Research Statement \_\_\_\_\_
- d. Military \_\_\_\_\_
- e. Maternity (Statement from one (1) physician\* must be attached) \_\_\_\_\_

\*must be attending physician

TYPE OF LEAVE REQUESTED (check one):

- a. with pay
- b. without pay \_\_\_\_\_

LENGTH OF LEAVE REQUESTED: (No. of weeks, not to exceed 36 weeks) 18

MANNER IN WHICH THIS LEAVE, IF GRANTED, WILL BE SPENT:

Rest & Recuperation Treatment for physical ailments

DO YOU WISH TO RETAIN FRINGE BENEFITS? (if yes, total contribution of premium must be paid to Human Resources/Comptroller's Office in Advance)

Teacher Retirement	Yes <input checked="" type="checkbox"/>	No _____
State Retirement	Yes <input checked="" type="checkbox"/>	No _____
Group Insurance	Yes <input checked="" type="checkbox"/>	No _____
Elected Supplemental Benefits	Yes <input checked="" type="checkbox"/>	No _____

I hereby agree to comply with the provisions of the Southern University Board of Supervisors' policy on leaves of absence.

03/17/2016  
DATE

W. R. Javier  
SIGNATURE OF APPLICANT

PRIOR LEAVE RECORD FROM THIS INSTITUTION:

Date of Last Leave: \_\_\_\_\_  
Purpose of Last Leave: \_\_\_\_\_

TYPE OF LAST LEAVE:

With pay \_\_\_\_\_ Amount: \_\_\_\_\_  
Without Pay \_\_\_\_\_  
Length of last leave: \_\_\_\_\_

Signature of Chairperson \_\_\_\_\_  
Signature of College Dean 03/30/16 \_\_\_\_\_  
Signature of Chief Academic Officer \_\_\_\_\_

Signature of Campus Chancellor \_\_\_\_\_ Signature of System President \_\_\_\_\_

DATE \_\_\_\_\_ DATE \_\_\_\_\_

Signature of Appropriate Committee Chairperson \_\_\_\_\_ Signature of Chairman of the Board \_\_\_\_\_

Date \_\_\_\_\_ Date \_\_\_\_\_

## **EMPLOYMENT AGREEMENT**

The Board of Supervisors of Southern University and Agricultural and Mechanical College (Board) hereby extends as Chancellor of Southern University Law Center (SULC), John K. Pierre, and (Chancellor) who hereby accepts the following terms of employment.

### **TERM OF EMPLOYMENT**

The employment established in this Agreement is for an initial term of three (3) years and one (1) month, commencing on April 1, 2016 and ending on June 30, 2019.

The Board affirms the Chancellor's initial appointment as a full professor with tenure at SULC.

### **DUTIES AND CONDITIONS OF EMPLOYMENT**

The Chancellor shall report and be responsible to the Board through the System President as required in the Board's by-laws.

The Chancellor's employment shall be subject to all other rules, orders and regulations established and adopted by the Board, as amended from time to time except as such rules, orders and regulations conflict with the express terms of this Agreement.

The Chancellor shall comply with all other laws and regulations applicable to his specific office and public officials.

The Chancellor will be subject to an annual review by the System President to be conducted in a manner and by a procedure determined by the System President. The President along with the Chancellor will establish performance goals. The goals and objectives will be the basis for his performance review for the three (3) years of the Agreement and any extensions thereof.

### **COMPENSATION**

The Chancellor shall be paid an annual salary of two hundred eighteen thousand two hundred eighty three dollars and ninety six cents (\$218,283.96) for the term of this Agreement as compensation for his services while serving as Chancellor. This annual salary will be paid in the form of equal monthly installments no later than the last calendar day of each month in accordance with SUS's payroll procedures.

The Chancellor shall receive a housing allowance of thirty-five thousand dollars (\$35,000.00) annually and an automobile allowance of fifteen thousand dollars (\$15,000.00) annually, which shall be paid in the form of equal monthly installments no later than the last calendar day of each month in accordance with SUS's payroll procedures.

The Chancellor will be eligible to participate in the benefits plans for health, insurance, retirement and any other benefits that are available for full time administrative employees.

The Chancellor will be required to meet the following benchmarks annually. The President through the Board has the discretion and the decision to provide incentive compensation to the Chancellor based upon the following benchmarks. The benchmarks are listed below:

1. Improve overall graduation from the base year of 2015-2016.
2. Increase retention rates from the base year of 2015-2016.
3. Improve alumni participation and alumni giving from the base year of 2015-2016.
4. Improve bar passage rates from the base year of 2015-2016.
5. Increase faculty scholarship and research based upon the scholarship and research of the last SULC AALS report.

## **TERMINATION**

### Termination Without Cause

The Chancellor may be terminated without cause at the recommendation of the System President with approval of the Board. If the Chancellor is terminated without cause, he shall have the right to select an option as stated herein. If the Chancellor is terminated without cause and elects to become a full-time professor, he shall be entitled to eighty percent (80%) of his salary that he would have received as Chancellor for the balance of the initial term of this Agreement.

The Chancellor, upon termination as Chancellor without cause, shall have the right to: (a) remain at SULC and assume the position of full professor with tenure at SULC or such other campus as may be mutually agreed upon by the parties or (b) he may elect to leave SULC. For purposes of this paragraph, the Chancellor shall receive eighty percent (80%) of his salary for the balance of the term of this agreement and upon the end of the term of this agreement, the Chancellor's faculty compensation shall be calculated as the average of the three highest paid faculty salaries in the department where the Chancellor is tenured.

If the Chancellor elects to leave SULC following a termination without cause he will not be entitled to any further compensation beyond amounts earned as of his last day of employment. Any amounts owed Chancellor under this section shall be paid in the form of a lump sum no later than fifteen (15) days after Chancellor's last day of employment.

The parties agree that the above payments represent liquidated damages and are all that is due should the Agreement be terminated without cause, except ordinary claims for benefits accrued and vested as of Chancellor's termination under any pension or welfare benefit plan sponsored and/or maintained by SUS for the benefit of full-time administrative employees.

## Resignation

The Chancellor shall provide the System President with notice of resignation of at least ninety (90) days unless such notice is waived by the System President or occasioned by illness or disability. If the Chancellor voluntarily elects to leave his position as Chancellor during the term of employment herein he shall be entitled to assume his appointment as a full professor with tenure within the Southern University System at the President's approval. He shall be compensated at the average of the three highest paid faculty in the department he is tenured. The Chancellor is not entitled to summer faculty pay unless agreed by the President. His faculty position will begin at the start of the fall or spring semester immediately following the expiration of the ninety (90) day notice period or following the effective date of his resignation should it be sooner.

## Expiration

After the end of the term of employment specified herein, the Chancellor shall revert to his position as an at-will Chancellor without any action required on the part of the President or Board. The Chancellor shall continue as Chancellor on an at-will basis upon expiration of this agreement subject to the same terms and conditions as other unclassified administrative staff. In the event the Chancellor is terminated or resigns after the expiration of this agreement, he shall be entitled to assume his appointment to the faculty at the same compensation as if he has resigned during the term of this agreement.

## Termination For Cause

If the Chancellor is terminated for cause, he shall be terminated from all positions with SULC immediately, including his position as a tenured faculty member. If terminated for cause, with the exception of amounts earned prior to the Chancellor's termination date and ordinary claims for benefits accrued and vested as of Chancellor's termination under any pension or welfare benefit plan sponsored and/or maintained by SUS for the benefit of full-time administrative employees, the Chancellor shall be entitled to no further payments whatsoever after his termination date. The reasons for termination shall be provided to the Chancellor in writing and he shall be afforded an opportunity of not less than ten (10) days to respond to such notice and a due process hearing before the Board or a designated Board Committee.

The Board may terminate the Chancellor for cause for the following reasons but not limited to:

Conviction of a crime of moral turpitude;

A finding of academic dishonesty as that term is defined in the Faculty Handbook;

Felony indictment for a crime of moral turpitude or other crime which would bring SUSLA's and Southern University System's reputation in disrepute;

Neglect of duty; and

Disability (defined as an inability to fulfill the duties of Chancellor, with the provision of reasonable accommodations, for a period of at least ninety (90) consecutive days.).

## **SERVICE ON CORPORATE BOARDS**

The Chancellor may serve as a member of the Board of Directors of other public or private corporations so long as such service is not a violation of any law and will not interfere with or detract from the performance of his duties and responsibilities as Chancellor or create any conflict of interest involving or affecting the SULC. The Chancellor shall obtain approval from the System President prior to accepting an appointment to, or agreeing to continued service on, any such Board. The System President shall not unreasonably withhold its approval.

## **EDUCATIONAL BENEFITS**

The Chancellor and the members of his immediate family shall be entitled to any privileges or benefits of attendance at SULC or such other campus within the Southern University System as afforded other full-time employees of the SULC or other campuses within the Southern University System.

## **NOTICES**

Any notice required or desired to be given under this Agreement shall be deemed given if given in writing, sent by postage prepaid certified mail, or hand delivery to:

Chancellor John K. Pierre, and/or delivered to him at his office at SULC.

President, Dr. Ray L. Belton, Southern University System, 4<sup>th</sup> Floor, J.S. Clark Administration Building, Baton Rouge, La. 70813

With copies to the General Counsel, Tracie Woods, Southern University System, 4<sup>th</sup> Floor, J.S. Clark Administration Building, Baton Rouge, La. 70813

## **ENTIRE CONTRACT**

This Agreement constitutes the entire understanding and agreement between the Board and the Chancellor with regard to all matters related to his employment. There are no other agreements, conditions or representations, oral written, express or implied, with regard thereto. This Agreement may be amended only in writing and signed by both parties thereto.

IN WITNESS WHEREOF, this Agreement is executed by John K. Pierre, Chancellor, Southern University Law Center; Dr. Ray L. Belton, President, Southern University System; Dr. Leon R. Tarver II, Chairman, Board of Supervisors of Southern University and Agricultural and Mechanical College, as of the \_\_\_\_\_ day of \_\_\_\_\_, 2016.

CHANCELLOR,  
SOUTHERN UNIVERSITY LAW  
CENTER

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JOHN K. PIERRE

PRESIDENT, SOUTHERN UNIVERSITY  
SYSTEM

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DR. RAY L. BELTON

CHAIRMAN, BOARD OF SUPERVISORS  
OF SOUTHERN UNIVERSITY AND  
AGRICULTURAL AND MECHANICAL  
COLLEGE

---

DR. LEON R. TARVER II





# SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

J.S. CLARK ADMINISTRATION BUILDING  
4TH FLOOR  
BATON ROUGE, LOUISIANA 70813

OFFICE OF THE  
PRESIDENT - CHANCELLOR  
(225) 771-4680

FAX NUMBER  
(225) 771-5522

April 15, 2016

Dr. Leon R. Tarver II, Chairman  
Southern University Board of Supervisors  
Office of the Board of Supervisors  
J.S. Clark Administration Building, 4<sup>th</sup> Floor  
Baton Rouge, LA 70813

## **RE: Employment Agreement, Dr. Rodney Ellis, SUSLA Chancellor**

Dear Chairman Tarver:

As requested at the March, 2016 meeting of the Southern University Board of Supervisors, attached is the updated Employment Agreement for SUSLA Chancellor, Dr. Rodney Ellis that includes the annual benchmarks. Also, listed below is the Summary of the Employment Agreement for Chancellor Ellis.

### **Summary of Employment Agreement Dr. Rodney Ellis, SUSLA Chancellor**

**Term of Employment:** Three (3) years-04/01/16-06/30/16

**Annual Compensation:** Salary-160,000; Housing Allowance-35,000; Car Allowance-15,000

#### **Annual Benchmarks:**

1. Improve overall graduation rates from the base year of 2015-2016.
2. Increase enrollment and retention rates from the base year of 2015-2016.
3. Increase FTE enrollment from the base year of 2015-2016.
4. Increase partnerships that will increase visibility and financial resources from the base year of 2015-2016.

*"Five Campuses, One Vision... Global Excellence"*

[WWW.SUS.EDU](http://WWW.SUS.EDU)

## Termination

### With Cause:

1. Conviction of a crime or moral turpitude;
2. A finding of academic dishonesty as the term is defined in the Faculty Handbook;
3. Felony indictment for crime of moral turpitude;
4. Neglect of Duty; or
5. Disability.
  - a. No additional compensation and will have an opportunity to have a due process hearing before the Board or a designated Board Committee.

### Without Cause:

1. If the Chancellor elects to become a Professor-salary will be 80% of salary during the term of his agreement. At the end of the term, the Chancellor's salary will be the average of three highest paid faculty members' salaries in the department the Chancellor is tenured.

## Resignation

1. Can assume a position of professor within SU System upon the approval of the System President. The Chancellor's salary will be the average of the three highest paid professors in the department he is tenured. The Chancellor will not receive summer pay unless it is approved by the President.

Thank you for your input on the matter.

Sincerely,



Ray L. Belton  
President-Chancellor  
Southern University System

Attachment

RLB/RMM/vhm

## **EMPLOYMENT AGREEMENT**

The Board of Supervisors of Southern University and Agricultural and Mechanical College (Board) hereby extends as Chancellor of Southern University Shreveport (SUSLA), Rodney A. Ellis, and (Chancellor) who hereby accepts the following terms of employment.

### **TERM OF EMPLOYMENT**

The employment established in this Agreement is for an initial term of three (3) years and two (2) months, commencing on April 1, 2016 and ending on June 30, 2019.

The Board affirms the Chancellor's initial appointment as a full professor with tenure at SUSLA. The Chancellor will be tenured in the department that meets SAACS credentialing requirements.

### **DUTIES AND CONDITIONS OF EMPLOYMENT**

The Chancellor shall report and be responsible to the Board through the System President as required in the Board's by-laws.

The Chancellor's employment shall be subject to all other rules, orders and regulations established and adopted by the Board, as amended from time to time except as such rules, orders and regulations conflict with the express terms of this Agreement.

The Chancellor shall comply with all other laws and regulations applicable to his specific office and public officials.

The Chancellor will be subject to an annual review by the System President to be conducted in a manner and by a procedure determined by the System President. The President along with the Chancellor will establish performance goals. The goals and objectives will be the basis for his performance review for the three (3) years of the Agreement and any extensions thereof.

### **COMPENSATION**

The Chancellor shall be paid an annual salary of one hundred sixty thousand dollars (\$160,000.00) for the term of this Agreement as compensation for his services while serving as Chancellor. This annual salary will be paid in the form of equal monthly installments no later than the last calendar day of each month in accordance with SUS's payroll procedures.

The Chancellor shall receive a housing allowance of thirty-five thousand dollars (\$35,000.00) annually and an automobile allowance of fifteen thousand dollars (\$15,000.00) annually, which

shall be paid in the form of equal monthly installments no later than the last calendar day of each month in accordance with SUS's payroll procedures.

The Chancellor will be eligible to participate in the benefits plans for health, insurance, retirement and any other benefits that are available for full time administrative employees.

The Chancellor will be required to meet the following benchmarks annually. The President through the Board has the discretion and the decision to provide incentive compensation to the Chancellor based on the following benchmarks. The benchmarks are as follows:

1. Improve overall graduation rates from the base year of 2015-2016
2. Increase enrollment and retention rates from the base year of 2015-2016.
3. Increase FTE enrollment from the base year of 2015-2016.
4. Increase partnerships that will increase visibility and financial resources from the base year of 2015-2016.

## **TERMINATION**

### Termination Without Cause

The Chancellor may be terminated without cause at the recommendation of the System President with approval of the Board. If the Chancellor is terminated without cause, he shall have the right to select an option as stated herein. If the Chancellor is terminated without cause and elects to become a full-time professor, he shall be entitled to eighty percent (80%) of his salary that he would have received as Chancellor for the balance of the initial term of this Agreement.

The Chancellor, upon termination as Chancellor without cause, shall have the right to: (a) remain at SUSLA and assume the position of full professor with tenure at SUSLA or such other campus as may be mutually agreed upon by the parties or (b) he may elect to leave SUSLA. For purposes of this paragraph, the Chancellor shall receive eighty percent (80%) of his salary for the balance of the term of this agreement and upon the end of the term of this agreement, the Chancellor's faculty compensation shall be calculated as the average of the three highest paid faculty salaries in the department where the Chancellor is tenured.

If the Chancellor elects to leave SUSLA following a termination without cause he will not be entitled to any further compensation beyond amounts earned as of his last day of employment. Any amounts owed Chancellor under this section shall be paid in the form of a lump sum no later than fifteen (15) days after Chancellor's last day of employment.

The parties agree that the above payments represent liquidated damages and are all that is due should the Agreement be terminated without cause, except ordinary claims for benefits accrued

and vested as of Chancellor's termination under any pension or welfare benefit plan sponsored and/or maintained by SUS for the benefit of full-time administrative employees.

### Resignation

The Chancellor shall provide the System President with notice of resignation of at least ninety (90) days unless such notice is waived by the System President or occasioned by illness or disability. If the Chancellor voluntarily elects to leave his position as Chancellor during the term of employment herein he shall be entitled to assume his appointment as a full professor with tenure within the Southern University System upon the approval of the President. He shall be compensated at the average of the three highest paid faculty in the department he is tenured. The Chancellor is not entitled to summer faculty pay unless agreed by the President. His faculty position will begin at the start of the fall or spring semester immediately following the expiration of the ninety (90) day notice period or following the effective date of his resignation should it be sooner.

### Expiration

After the end of the term of employment specified herein, the Chancellor shall revert to his position as an at-will Chancellor without any action required on the part of the President or Board. The Chancellor shall continue as Chancellor on an at-will basis upon expiration of this agreement subject to the same terms and conditions as other unclassified administrative staff. In the event the Chancellor is terminated or resigns after the expiration of this agreement, he shall be entitled to assume his appointment to the faculty at the same compensation as if he has resigned during the term of this agreement.

### Termination For Cause

If the Chancellor is terminated for cause, he shall be terminated from all positions with SUSLA immediately, including his position as a tenured faculty member. If terminated for cause, with the exception of amounts earned prior to the Chancellor's termination date and ordinary claims for benefits accrued and vested as of Chancellor's termination under any pension or welfare benefit plan sponsored and/or maintained by SUS for the benefit of full-time administrative employees, the Chancellor shall be entitled to no further payments whatsoever after his termination date. The reasons for termination shall be provided to the Chancellor in writing and he shall be afforded an opportunity of not less than ten (10) days to respond to such notice and a due process hearing before the Board or a designated Board Committee.

The Board may terminate the Chancellor for cause for the following reasons but not limited to:

Conviction of a crime of moral turpitude;

A finding of academic dishonesty as that term is defined in the Faculty Handbook;

Felony indictment for a crime of moral turpitude or other crime which would bring SUSLA's and Southern University System's reputation in disrepute;

Neglect of duty; and

Disability (defined as an inability to fulfill the duties of Chancellor, with the provision of reasonable accommodations, for a period of at least ninety (90) consecutive days.).

### **SERVICE ON CORPORATE BOARDS**

The Chancellor may serve as a member of the Board of Directors of other public or private corporations so long as such service is not a violation of any law and will not interfere with or detract from the performance of his duties and responsibilities as Chancellor or create any conflict of interest involving or affecting the SUSLA. The Chancellor shall obtain approval from the System President prior to accepting an appointment to, or agreeing to continued service on, any such Board. The System President shall not unreasonably withhold its approval.

### **EDUCATIONAL BENEFITS**

The Chancellor and the members of his immediate family shall be entitled to any privileges or benefits of attendance at SUSLA or such other campus within the Southern University System as afforded other full-time employees of the SUSLA or other campuses within the Southern University System.

### **NOTICES**

Any notice required or desired to be given under this Agreement shall be deemed given if given in writing, sent by postage prepaid certified mail, or hand delivery to:

Chancellor Rodney A. Ellis, and/or delivered to him at his office at SUSLA.

President, Dr. Ray L. Belton, Southern University System, 4<sup>th</sup> Floor, J.S. Clark Administration Building, Baton Rouge, La. 70813

With copies to the General Counsel, Tracie Woods, Southern University System, 4<sup>th</sup> Floor, J.S. Clark Administration Building, Baton Rouge, La. 70813

**ENTIRE CONTRACT**

This Agreement constitutes the entire understanding and agreement between the Board and the Chancellor with regard to all matters related to his employment. There are no other agreements, conditions or representations, oral written, express or implied, with regard thereto. This Agreement may be amended only in writing and signed by both parties thereto.

IN WITNESS WHEREOF, this Agreement is executed by Dr. Rodney A. Ellis, Chancellor, Southern University Shreveport; Dr. Ray L. Belton, President, Southern University System; Dr. Leon R. Tarver II, Chairman, Board of Supervisors of Southern University and Agricultural and Mechanical College, as of the \_\_\_\_\_ day of \_\_\_\_\_, 2016.

CHANCELLOR,  
SOUTHERN UNIVERSITY  
SHREVEPORT

\_\_\_\_\_  
DR. RODNEY A. ELLIS

PRESIDENT, SOUTHERN UNIVERSITY  
SYSTEM

\_\_\_\_\_

DR. RAY L. BELTON

CHAIRMAN, BOARD OF SUPERVISORS  
OF SOUTHERN UNIVERSITY AND  
AGRICULTURAL AND MECHANICAL  
COLLEGE

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DR. LEON R. TARVER II



# **SOUTHERN UNIVERSITY BOARD OF SUPERVISORS**

(Following the Personnel Affairs Committee)

**Friday, April 22, 2016**

Southern University Board of Supervisors Meeting Room

2<sup>nd</sup> Floor, J.S. Clark Administration Building

Baton Rouge, Louisiana 70813

## **AGENDA**

1. Call to Order and Invocation
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Special Presentation
  - A. Men's & Women's Basketball, SUBR
6. Action Item
  - A. Minutes of the March 18, 2016 regular meeting of the Board of Supervisors
  - B. Committee Reports and Recommendations
  - C. Request Approval to Restructure the SU Agricultural and Research Center
  - D. Request Approval of Strategic Plan, SUBR
  - E. Request Authorization to Search for SUNO Chancellor
  - F. Request to grant Degrees Posthumously to Annette January and Lashuntae Benton, SUBR
  - G. Resolutions
7. Informational Items
  - A. Legislative Update
  - B. System President's Report
  - C. Campus Reports
8. Other Business
9. Adjournment

# Southern University Board of Supervisors

9:00 a.m.

Friday, March 18, 2016

Southern University-Baton Rouge  
2<sup>nd</sup> Floor; J. S. Clark Administration Building  
Baton Rouge, Louisiana

## Minutes

The meeting of the Southern University Board of Supervisors was called to order by Chairman Leon R. Tarver II. The invocation was given by The Rev. Joe R. Gant.

### PRESENT

Dr. Leon R. Tarver II, Mr. Calvin W. Braxton, Sr., Atty. Tony Clayton, Mr. Dominique Diamond, Mr. Raymond Fondel, Dr. Curman Gaines, Rev. Joe R. Gant, Rev. Donald Ray Henry, Mr. Richard Hilliard, Mr. Myron Lawson, Atty. Patrick Magee, Mr. Darren Mire, Mr. Michael Small, Mrs. Ann Smith, Rev. Samuel Tolbert and Dr. Rani Whitfield.

A quorum was established.

### UNIVERSITY PERSONNEL ATTENDING

System President Ray Belton, Chief of Staff Robyn Merrick, Executive Vice President of Academic Affairs and Provost (EVPAAP) M. Christopher Brown, Vice President for Finance and Business Affairs Flandus McClinton, Chancellor Victor Ukpolo (SUNO), Interim Chancellor Adell Brown (SUAREC), Interim Chancellor Sam Gilliam (SUSLA), and Atty. Alfreda Diamond, (SULC)

### BOARD COUNSEL

Attys. Winston Decuir, Jr. and Tracie Woods

### AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion of Rev. Gant and seconded by Mr. Myron Lawson the agenda was adopted with the following change: to invert the order of agenda Item 4-Public Comments and agenda Item 5-Special Presentations.

Motion carried unanimously

### AGENDA ITEM 5: SPECIAL PRESENTATIONS

Special Presentations were made as listed below.

- **Devon Gales** – President-Chancellor Belton presented a resolution to Devon Gales and his mother and father on behalf of the Board and the University System. Board members also presented the Gales family with a Holy Bible.
- **SUBR Honda All-Star Quiz Bowl Team** – Executive Vice President and Provost M. Christopher Brown introduced Professor Deadra James Mackie, coach of the SUBR Quiz Bowl team, and informed Board members that the team would be travelling to Torrance, CA April 2-4 to participate in the national competition. Professor Mackie allowed members of the team to introduce themselves.
- **Southern University Laboratory School Basketball Athletes Grades 5<sup>th</sup> - 9<sup>th</sup>** - EVPAAP M. Christopher Brown introduced the SU Laboratory School 5<sup>th</sup>-9<sup>th</sup> grade boys basketball team. Coach Kevin Augustine thanked the Board for supporting them and also thanked Southern Lab athletics staff and the school's Interim Director Kim Williams. He stated that the group has never lost a game. The team was recognized for winning the Louisiana Youth Sports Junior High School State Basketball Championship held in Grambling, LA. Each member of the team introduced themselves. Dr. Rani Whitfield commended the team and coaching staff and presented certificates of achievement on behalf of the Board of Supervisors and the University System.
- **SUNO Girl's Track Team** - Dr. Victor Ukpolo introduced Yhann Plummer, coach for the SUNO Women's Track team and interim athletic director at SUNO. Coach Plummer stated that the team garnered their first championship in 12 years. Team members introduced themselves.

- **LIGO Presentation** – In the absence of Dr. Stephen McGuire, Dr. Luria Young made remarks about the recent detection of gravitational waves and introduced SUBR alumnus Everett Parker who was in the LIGO control room when the detection occurred. Dr. Moustapha Diack, co-principal investigator of the LIGO program gave remarks about his involvement. Dr. Young also announced an upcoming LIGO Science Saturday activity and invited members of the Board to attend.
- **SUBR Music Department Initiatives** - Dr. Thomas Miller announced upcoming Music Department events including an opera, jazz festival, and faculty recital. Dr. Casarotti also spoke to members of the Board about performance activities in the department and possible collaborations with the SU Marching Band in his home country of Brazil.

#### **AGENDA ITEM 4: PUBLIC COMMENTS**

None

#### **AGENDA ITEM 6: ACTION ITEMS**

##### **A. Minutes of the February 19, 2016, regular meeting of the Southern University Board of Supervisors**

On the motion of Rev. Joe R. Gant and seconded by Rev. Donald R. Henry the minutes of the February 19, 2016, meeting were presented for approval.

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for the Southern University System, that the minutes of the February 19, 2016, regular meeting of the Board of Supervisors, be and it is hereby approved.

##### **B. COMMITTEES**

###### **1. Academic Affairs Committee**

The Academic Affairs Committee was called to order by Mrs. Ann Smith, Chair.

###### **Roll Call**

Present: Mrs. Ann A. Smith, Dr. Curman Gaines, Vice Chair, Atty. Tony M. Clayton, Rev. Joe R. Gant, Jr., Mr. Michael Small, Dr. Rani G. Whitfield, Dr. Leon R. Tarver II

Absent: **None**

A quorum was established.

###### **Items for Consideration by the Academic Affairs Committee**

- **Honorary Degree for Governor John Bel Edwards, 2016 Commencement Speaker, SUNO**  
Chancellor Victor Ukpolo stated that the faculty of the College of Arts and Sciences voted favorably to recommend that Governor John Bel Edwards be awarded an honorary degree
- **Approval of Endowed Professorship Policy**
- **Myra A. Kleinpeter Endowed Professorship in Science, SUBR**
- **Endowed Professorship Appointments, SUBR**

<b>Endowed Professorship</b>	<b>Appointee</b>	<b>School/Department</b>
1. Alphonse Jackson-Casino Rouge Endowed Professorship	Dr. Revathi Hines	Public Administration
2. Rupert Richardson/Casino Rouge Endowed Professorship	Dr. Eric Horent	Public Administration
3. Louis Jetson-Lamar Corporation	Dr. William Arp III	Political Science
4. Leon Tarver/Casino Rouge Endowed Professorship	Dr. Leslie Taylor-Grover	Public Administration
5. Barbara Dixon/Kellogg Endowed Professorship	Dr. Bernestine McGee	Agriculture, Family and Consumer Sciences
6. BASF Corporation Endowed Professorship	Dr. Edwin Walker	Chemistry
7. Walter Dumas Endowed Professorship	Dr. Wesley Gray	Environmental Toxicology
8. Formosa/Prince Hall Endowed Professorship	Dr. Edward Doomes	Chemistry
9. James & Ruth Smith Endowed Professorship	Dr. Zhu Hua Ning	Agricultural, Family and Consumer Sciences
10. James & Ruth Smith Endowed Professorship	Dr. Stephen McGuire	Physics
11. James & Ruth Smith Endowed Professorship	Dr. Rao Uppu	Environmental Toxicology
12. Dr. James and Jewel Prestage Kellogg Endowed Professorship in Nursing	Dr. Cheryl Taylor	School of Nursing
13. Baton Rouge Area Foundation Endowed Professorship in Nursing	Dr. Janet S. Rami	School of Nursing
14. Baton Rouge General/General Health System Endowed Professorship in Nursing	Dr. Sharon Bator	School of Nursing
15. Our Lady of the Lake Regional Medical Center Endowed Professorship in Nursing	Dr. Wanda Spurlock	School of Nursing
16. Woman's Hospital Endowed Professorship in Nursing	Dr. Sandra Brown	School of Nursing
17. College of Engineering/Contractor's Educational Trust Fund Endowed Professorship	Dr. Joshua Joseph	Civil Engineering
18. School of Architecture/Contractor's Educational Trust Fund Endowed Professorship	Dr. Patrick Carriere	Civil Engineering
19. Formosa Plastic Endowed Professorship in Mechanical Engineering	Dr. Patrick Mensah	Mechanical Engineering
20. The Entergy Corporation Endowed Professorship	Dr. Fred Lacy	Electrical Engineering
21. Dow Chemical Company Endowed Professorship	Dr. Samuel Ibekwe	Mechanical Engineering
22. Cleo Fields Endowed Professorship in Mass Communication	Dr. Mahmoud Braima	Mass Communications
23. Community Coffee/Frank Hayden Memorial Endowed Professorship in the Arts	Dr. Addie Dawson-Euba	Fine Arts

<b>Endowed Professorship</b>	<b>Appointee</b>	<b>School/Department</b>
24. Joseph Kermit Haynes/Casino Rouge Endowed professorship	Dr. Tonya Rose	Education
25. Isabel Herson/Casino Rouge Endowed Professorship in Education	Dr. James Taylor	Education
26. Isaac Greggs/Casino Endowed Professorship in Education	Dr. Nathan Haymer	Music
27. Rosalie Guidry Daste Endowed Professorship in Urban Education	Dr. Luria Young	Curriculum and Instruction
28. Emma Glynn Trust Fund Endowed Professorship	Dr. Diana Kelly	Curriculum and Instruction
29. Joseph R. Glynn Endowed Professorship for Education	Dr. VerJanis Peoples	Curriculum and Instruction
30. Kleinpeter Family College of Education Professorship	Dr. Curtis Mustiful	Curriculum and Instruction
31. Tolor E. White/Casino Rouge Endowed Professorship in Accounting	Dr. Koffi Dodor	Accounting, Finance and Economics
32. Ben D. Johnson, Sr. Endowed Professorship in Business	Dr. Aloyce Kaliba	Accounting, Finance and Economics
33. W.E. "Bill" Tucker Endowed Professorship in Business	Dr. Sung C. No	Accounting, Finance and Economics
34. Peter Moncrieffe Endowed Professorship in Business	Dr. Mysore Ramaswamy	Management and Marketing
35. Dr. E. C. Harrision Endowed Professorship in Business	Dr. Stephen Jaros	Management and Marketing
36. The Coca-Cola Foundation Endowed Professorship in Business	Dr. Melissa Waters	Accounting, Finance and Economics
37. The Coca-Cola Foundation Endowed Professorship in International Business	Dr. Vasantha Chigurupati	Accounting, Finance and Economics
38. George Leon Netterville/Kellogg Endowed Professorship	Dr. Vineeta Hingorami	Accounting, Finance and Economics
39. Houston Alumni Endowed Professorship in Business	Dr. Victor Mbarika	Management and Marketing
40. Southern University Business & Industry Cluster Endowed Professorship	Dr. Kimberly Powell	Management and Marketing
41. The Lincoln J. Harrison-Coca Cola Foundation Endowed Professorship in Accounting	Dr. Mary Darby	Accounting, Finance and Economics

On the motion of Atty. Tony Clayton and seconded by Dr. Gaines all items for consideration by the Academic Affairs Committee were presented for approval.

Motion carried unanimously.

On the motion of Atty. Tony Clayton and seconded by Rev. Gant the Academic Affairs Committee adjourned.

Motion carried unanimously.

## **2. Finance Committee**

The Finance Committee was called to order by Mr. Myron Lawson, chair.

### **Roll Call**

Present: Mr. Myron Lawson, Mr. Calvin Braxton, Atty. Tony M. Clayton, Dr. Curman Gaines, Rev. Donald Henry, Mr. Darren Mire, Dr. Leon R. Tarver II

Absent: **None**

A quorum was established

### **Items for Consideration by the Finance Committee**

- **Approval of BA-7 #6 –To Transfer Funds to SUSLA as authorized by the BOR’s approval of the 2<sup>nd</sup> quarter Grad Act Performance Improvement Contract Report**
- **Approval of BA-7 #7 – Reduction in State General Funds (\$67,802) and Statutory Dedicated Funds (\$95,952) as mandated for the Southern University System in HB 122 of the FY16 Special Session.**
- **Consideration of a resolution of the Southern University System to settle claims in Oil RE: Spill by the Oil Rig Deep Water Horizon in the Gulf of Mexico, MDL No. 2179 District U.S. Court, Eastern District of Louisiana**

Upon the motion of Atty. Tony Clayton and seconded by Mr. Calvin Braxton that the items for consideration by the Finance Committee be approved.

The motion carried unanimously.

On the motion of Atty. Tony Clayton and seconded by Rev. Donald R. Henry the Finance Committee adjourned.

## **3. Personnel Affairs Committee**

The Personnel Affairs Committee was called to order by Atty. Patrick Magee, chair.

### **Roll Call**

Present: Atty. Patrick Magee, Mrs. Ann Smith, Mr. Calvin Braxton, Atty. Tony M. Clayton, Mr. Myron Lawson, Rev. Samuel C. Tolbert, Jr., Dr. Leon R. Tarver II

Absent: **None**

A quorum was established

### **Items for Consideration by the Personnel Affairs Committee**

- **Approval of Employment Contract for Dr. Rodney Ellis, SUSLA**

A copy of Dr. Ellis' contract was distributed to Board members.

Atty. Tony Clayton stressed the importance of receiving items for consideration in a timely manner. He also indicated that the contract did not seem to protect the interest of the University and was more favorable for the employee. In addition, Atty. Clayton noted that there were no benchmarks included in the contract.

Dr. Belton explained that in order to attract the best candidates certain terms are standard and common practice in higher education when hiring university chancellors. President Belton stated that the document has changed in that there is a time period included of 3 years and also the fact that the salary is comparable to that of their peers.

Rev. Gant stated that even though it may be common practice to grant tenure, the University is operating in uncommon times and perhaps the common practice may not be feasible at this time. He stated that he prefers to deal with positions and not a particular person.

Dr. Tarver stated that the contract is an evolving document and contains certain protections that the University has to provide to individuals at this administrative level. He stated that there is nothing unusual about the contract presented and that it does not differ from any other contracts that have been done in recent years for chancellors at other campuses in the system.

**Call for the Question by Rev. Tolbert and seconded by Atty. Tony Clayton.**

**Roll Call Vote:**

**Yeas: Atty. Patrick Magee, Mrs. Ann Smith, Mr. Calvin Braxton, Atty. Tony Clayton  
Mr. Myron Lawson, Rev. Samuel Tolbert, Dr. Leon R. Tarver**

**Nays: None**

**Debate ends.**

Mr. Myron K. Lawson made a substitute motion to ratify the contract subject to the benchmarks that are agreed upon by the President-Chancellor and the board chair. Atty. Tony Clayton asked whether or not the contract includes offering tenure. Attorney Winston Decuir stated that the contract is written with the provision of tenure.

Atty. Tony Clayton made a substitute motion to table the approval of the contract at this time.

**Motion failed for lack of a second.**

**Roll Call Vote on Mr. Lawson's substitute motion:**

**Yeas: Mr. Myron K. Lawson**

**Nays: Atty. Tony Clayton, Atty. Patrick Magee, Mrs. Ann Smith, Mr. Calvin Braxton**

**Abstentions: Rev. Samuel Tolbert**

**Motion failed.**

Discussion on the original motion ensued.

Mr. Lawson asked what would be the impact of the Chancellor not having a contract as of April 1. President-Chancellor Belton stated that a delay would inhibit the leadership from moving the campus forward. He also stated that it would inhibit the University's ability to attract and hire subsequent leaders at this level given the fact that it is a common practice at other universities.

Chairman Tarver stated that it is important to grant tenure to persons at the level of chancellor because it affords the individual some level of protection from retaliation when he or she has to exercise certain decisions in the administrative position. In addition, it would be unfair to have some chancellors in the SU System with tenure and others without tenure. Chairman Tarver stated that perhaps the topic of contracts should be discussed during the upcoming retreat and that the Board should not delay approval of the contract at the expense of an individual who is prepared to begin working.

For clarity, Personnel Committee Chair Atty. Patrick Magee restated the original motion which is the approval of the contract as written.

**Rev. Samuel Tolbert called for the question with a second by Mr. Myron K. Lawson.**

**Roll Call Vote on the question:**

**Yeas: – Atty. Patrick Magee, Mrs. Ann Smith, Mr. Calvin Braxton, Atty. Tony Clayton,  
Mr. Myron Lawson**

**Nays – None**

**Motion carried and debate ended.**

For clarity, Atty. Winston DeCuir stated that the Board was now at the point of voting on the original motion which would be accepting the terms of the contract as presented.

**Roll Call Vote:**

**Yeas: Rev. Samuel Tolbert and Dr. Leon R. Tarver**

**Nays: Atty. Patrick Magee, Mrs. Ann Smith, Mr. Calvin Braxton, Atty. Tony Clayton,  
Mr. Myron Lawson**

**Motion Failed.**

Mrs. Ann Smith questioned whether or not another contract would be presented to the Board at the next meeting.

**Chairman Tarver called for a 5-minute recess.**

**-RECESS-**

**MEETING RECONVENES**

Upon the motion of Rev. Joe R. Gant and seconded by Mr. Myron Lawson the Board reconvened.



## **C. Committee Reports and Recommendations**

### **1. Academic Affairs Committee**

Upon the motion of Atty. Tony Clayton and seconded by Mr. Myron Lawson that the actions taken by the Academic Affairs Committee be approved.

The motion carried unanimously.

### **2. Finance Committee**

Upon the motion of Mr. Calvin Braxton and seconded by Mrs. Ann Smith that the actions taken by the Finance Committee be approved

The motion carried unanimously.

### **(Board reconvened without roll call)**

#### **Roll Call:**

Dr. Leon R. Tarver, Mr. Calvin W. Braxton, Atty. Tony Clayton, Mr. Dominique Diamond, Mr. Raymond Fondel, Dr. Curman Gaines, Rev. Joe R. Gant, Rev. Donald R. Henry, Mr. Richard Hilliard, Mr. Myron Lawson, Atty. Patrick Magee, Mr. Darren Mire, Mr. Michael Small, Mrs. Ann Smith, Rev. Samuel Tolbert, Dr. Rani Whitfield

#### **All members present.**

Upon the motion of Mr. Myron Lawson and seconded by Atty. Tony Clayton that the reports of the Academic Affairs Committee and the Finance Committee be adopted.

Motion passed unanimously.

**RESOLVED** by the Board of Supervisors for Southern University, that the actions taken by the Academic Affairs Committee and the finance committee be and they are hereby approved.

### **3. Personnel Committee**

Upon the motion of Atty. Tony Clayton and seconded by Mr. Myron Lawson that the full Board will make the decision on the approval of the contract of the Chancellor of Southern University at Shreveport subject to the deliverables being delineated in the written contract by President-Chancellor Belton.

Roll Call Vote:

**Yeas:** Dr. Leon R. Tarver, Mr. Calvin W. Braxton, Mr. Dominique Diamond, Mr. Raymond Fondel, Dr. Curman Gaines, Rev. Joe R. Gant, Rev. Donald R. Henry, Mr. Richard Hilliard, Mr. Myron Lawson, Mr. Darren Mire, Mr. Michael Small, Mrs. Ann Smith, Rev. Samuel Tolbert, Dr. Rani Whitfield

**Nays:** Rev. Joe R. Gant, Atty. Patrick Magee

**RESOLVED** by the Board of Supervisors for Southern University, that the contract for the Chancellor at the Shreveport campus be amended to include deliverables and it is hereby approved.

**D. Request Suspension of the Southern University Agricultural Research and Extension Center Chancellor Search**

President-Chancellor Belton stated that he would like to explore other models that may benefit the System in carrying out its land grant mission.

In response to questions about a timeline and Board input into exploring other models, President- Chancellor Belton stated that he would submit ideas about the organizational structure during the upcoming Board Retreat. In response to a question about the leadership in the Ag Center, President Belton stated that during the Retreat, Board members would be involved in the discussion as it relates to the type of leadership that the Ag Center may need based on the new model that will be adopted. He also stated that some administrative efficiencies could be realized immediately.

Upon the motion of Dr. Curman Gaines and seconded by Atty. Tony Clayton that the chancellor search for the Southern University Agricultural Research and Extension center be suspended.

Roll Call Vote:

**Yeas:** Dr. Leon R. Tarver, Mr. Calvin W. Braxton, Mr. Dominique Diamond, Mr. Raymond Fondel, Dr. Curman Gaines, Rev. Joe R. Gant, , Mr. Richard Hilliard, Mr. Myron Lawson, Atty. Patrick Magee, Mr. Darren Mire, Mr. Michael Small, Mrs. Ann Smith, Rev. Samuel Tolbert, Dr. Rani Whitfield

**Nays:** Rev. Donald R. Henry, Mr. Domonique Diamond

Motion carried.

**RESOLVED** by the Board of Supervisors for Southern University, that the search for Chancellor of the Southern University Agricultural Research and Extension Center be suspended and it is hereby approved.

***(At the request of Dr. Victor Ukpolo, SUNO Chancellor, Chairman Tarver yielded the floor to allow Dr. Ukpolo to address the Board)***

Dr. Victor Ukpolo announced his resignation as Chancellor of the Southern University New Orleans campus. He thanked members of the Board for their support over the years and recognized his wife who also thanked Board members for their support over the years.

**E. Finalists interviews for Chancellor, SU Law Center**

**PUBLIC INTERVIEW OF FINALISTS WERE AS FOLLOWS:**

1. Atty. John M. Guidry
2. Atty. Russell Jones
3. Atty. John Pierre
4. Atty. Roederick White

**Executive Sessions followed each candidate's public interview.**

Chairman Tarver announced that the Board would be convening for executive session and no actions would be taken nor any votes taken during the executive sessions.

Upon the motion by Mr. Myron Lawson and seconded by Rev. Joe R. Gant the Board convened for executive session.

Motion passed unanimously.

Upon the motion by Rev. Joe R. Gant and seconded by Atty. Tony Clayton the board reconvened.

**Roll Call:**

Dr. Leon R. Tarver, Mr. Calvin W. Braxton, Atty. Tony Clayton, Mr. Dominique Diamond, Mr. Raymond Fondel, Dr. Curman Gaines, Rev. Joe R. Gant, Rev. Donald R. Henry, Mr. Richard Hilliard, Mr. Myron Lawson, Atty. Patrick Magee, Mr. Darren Mire, Mr. Michael Small, Mrs. Ann Smith, Rev. Samuel Tolbert, Dr. Rani Whitfield

**All members were present.**

President Belton presented Atty. John Pierre as the candidate recommended for the position of Chancellor of the SU Law Center.

Upon the motion of Rev. Gant and seconded by Mr. Calvin Braxton, Atty. John Pierre was recommended for the position of Chancellor of the SU Law Center.

Atty. Tony Clayton entered a substitute motion to accept Professor Roederick White as Chancellor of the SU Law Center.

**Roll Call Vote on Substitute Motion:**

**Yeas:** Mr. Domonique Diamond and Atty. Tony Clayton

**Nays:** Dr. Leon R. Tarver, Mr. Calvin W. Braxton Rev. Donald R. Henry, Mr. Raymond Fondel, Dr. Curman Gaines, Rev. Joe R. Gant, , Mr. Richard Hilliard, Mr. Myron Lawson, Mr. Darren Mire, Mr. Michael Small, Mrs. Ann Smith, Dr. Rani Whitfield

**Absentions:** Atty. Patrick Magee, Rev. Samuel Tolbert

**Motion Failed.**

**Roll Call Vote on Original Motion:**

**Yeas:** Dr. Leon R. Tarver, Mr. Calvin W. Braxton, Atty. Tony Clayton, Mr. Dominique Diamond, Mr. Raymond Fondel, Dr. Curman Gaines, Rev. Joe R. Gant, Rev. Donald R. Henry, Mr. Richard Hilliard, Mr. Myron Lawson, Atty. Patrick Magee, Mr. Darren Mire, Mr. Michael Small, Mrs. Ann Smith, Rev. Samuel Tolbert, Dr. Rani Whitfield

**Nays:** None

**Absentions:** None

**Motion Passed Unanimously.**

**F. Resolutions**

Upon the motion by Rev. Samuel Tolbert and seconded by Mr. Myron Lawson the following resolutions were approved:

**Condolences:**

**The Edward Rubin, Jr. Family.** Mr. Rubin, 38, a 2006 alumnus of the Southern University Law Center and the son of Judge Edward Rubin of the 15<sup>th</sup> JDC passed away on February 27.

**The Robert Smith Family.** Mr. Smith, a retired lieutenant with the University Police Department at SUBR, passed away on March 4.

**The Leonard Wilmer Family.** LTC Wilmer, an alumnus of SUBR and former professor of chemistry and math at Southern University Shreveport, passed away on February 21.

**The Edward Gilmore Family** Mr. Gilmore, brother of SUNO's Purchasing Director, Marilyn Manuel. Mr. Gilmore passed away February 15.

**The Bernice Cospers Family.** Mrs. Cospers, mother of SUNO Campus Police Officer Stanley Cospers Sr. passed away February 28.

**The William Arp Jr. Family.** Mr. Arp, a native of Oakdale, LA, and father of SUBR Public Policy Professor William Arp III and Father-in-Law of System Vice President for Finance Flandus McClinton passed away on February 24.

**Commendations:**

**Dr. Sandra Brown,** SUBR School of Nursing professor and director of the Nurse Practitioner (NP) and Doctor of Nursing Practice (DNP) Program was inducted into the Louisiana State Nurses Association (LSNA) Hall of Fame during the 15<sup>th</sup> annual Louisiana Nurses Foundation Nightingale Awards and Gala.

**Dr. Wanda Spurlock,** SUBR School of Nursing professor, was named "Nursing Educator of the Year," during the 15<sup>th</sup> annual Louisiana Nurses Foundation Nightingale Awards and Gala.

**RESOLVED** by the Board of Supervisors for Southern University, that the resolutions be and they are hereby approved.

**AGENDA ITEM 7: Informational Items**

**A. Interim Financial Report as of December 2015, SUS**

System Vice President for Finance and Business Affairs Flandus McClinton reviewed the written financial report that was included in the packet for each Board member.

**B. Legislative Update**

Mr. Rodney Braxton of Southern Strategies-LA appeared before the board and reviewed a summary of the bills that would affect higher education and those that are scheduled to be brought before the Legislature during the current session. Each Board member received a copy of the summary. He informed Board members that there remains a \$70 million shortfall in the state budget and stated that there would probably be a special session immediately following the regular session to address the state's budget issues. Dr. Tarver asked that Mr. Braxton prepare a synopsis of all of the bills for the board retreat in April.

**C. System President's Report**

President-Chancellor Ray Belton publicly acknowledged the work of Dr. Victor Ukpolo in his role as Chancellor of the New Orleans campus and commended him for his 15 years of leadership. He stated that the Dr. Ukpolo has been an effective administrator and that the campus foundation is stronger because of him. Dr. Belton also thanked the Law Center Chancellor Search Committee for their invaluable work in bringing forth finalists for the position.

**D. Campus Reports**

**SUNO** - Dr. Victor Ukpolo submitted a printed copy of the report which was included in the meeting packet.

**SUSLA** - Mr. Sam Gilliam submitted a written report that was included in the Board packet. Mr. Gilliam informed Board members that there was massive flooding in the area and commended Communications Director Krystle Grindley for assisting in mobilizing the Red Cross to set up a shelter for those persons impacted in the area. He also thanked the campus police for their assistance during the flooding.

**SUAREC** - Dr. Adell Brown submitted a written report of the activities of the SU Agricultural, Research and Extension Center. He announced that the Annual Livestock Show would be held March 5-7.

**SULC** - Atty. John Pierre submitted a written report to Board members with updates and news from the SU Law Center. Atty. Pierre announced that Lt. Governor Billy Nungesser was the featured guest speaker for the Maritime Law Society event on March 15. Also on March 15, the Louisiana Supreme Court was in Session at the SULC, to hear oral arguments on a family law case. The session is part of an ongoing effort to educate and inform students and the general public about the work of the Louisiana Supreme Court. Chancellor Pierre also acknowledged Student Bar Association President Patrick Harrington whose tenure would be ending as Student Bar Association president on April 15.

**SUBR** – Dr. M. Christopher Brown stated that reports had been submitted to the Southern Association of Colleges and Schools for both SUBR and SUNO campuses. He also reminded Board members that SU Day at the Capitol would be held March 31 and announced that former SUBR Public Policy professor Eric Horent was named Undersecretary in the Division of Management and Finance at the LA Department of Children and Family Services.

**E. Board Retreat**

Chairman Tarver announced that the Board would have its Spring Retreat Thursday, April 21 at the A.W. Mumford Fieldhouse.

**AGENDA ITEM 8: Other Business**

Board member Fondel stated that both the men's and women's basketball teams at SUBR made appearances in post-game season championships in the Southwestern Athletic Conference. He stated that he'd like to recognize the teams during the next board meeting. Mr. Fondel also reminded Board members of National Signing Day that would be held April 23.

Board member Patrick Magee also stated that he and Rev. Donald R. Henry attended the HBCU Expo held at 1<sup>st</sup> Community Antioch B.C. in Litcher, LA. They publicly thanked Dr. Brandon Dumas and Mr. Robert Rene for assisting in the endeavor.

**AGENDA ITEM 9: Adjournment**

Upon the motion by Mr. Myron Lawson and seconded by Atty. Tony Clayton the meeting adjourned.



Southern University and A&M College

# STRATEGIC PLAN

**FY 2016-2021**

Chancellor Ray Belton, PhD



**PENDING SU BOARD APPROVAL**

**creating leaders**

Southern's Commitment to Excellence

***DRAFT***



## IMPLEMENTING LEADERSHIP

Southern will undertake the implementation of this strategic plan in keeping with the approval of the SU Board of Supervisors. Based on the goals and strategies articulated in this plan, annual action plans will be crafted to implement specific initiatives. These action plans will be implemented by Southern's administration and other responsible offices at various levels of academic, as well as, non-academic units with oversight and accountability.

This implementation will engage and empower faculty, staff, students, and other constituents through Southern's structure of institutional governance. Using this strategic plan as an overall framework, each college, school, and other academic or non-academic unit will develop its own strategic plan demonstrating congruity and consistency with the University's strategic plan. These plans will outline their respective strategies and improve their national and international competitiveness. The plan recognizes the interdependence of various funding sources and the importance of partnership in supporting key initiatives. The plan will account for the University's dependence on both public and private sources of contribution, including fees and tuition, sponsored funding, internal reallocations, private giving, and state funding.

Resource development, annual budget allocations, and reallocations will demonstrate alignment with the priorities of the strategic plan and related initiatives. Comprehensive assessment of progress on the strategic plan, including the specifically defined metrics and benchmarks for peer comparisons, will be conducted every year. This will involve the participation of assessment committees with representation from appropriate University constituencies. This culture of assessment/data-driven decisions will also include annual assessment of funding investments regarding the progress on critical benchmarks and metrics. Based on this assessment and changes in the funding environment, mid-course adjustments may be made to the strategic plan as appropriate.

Annual progress reports will be presented to the Board of Supervisors, and will be made widely available to the campus stakeholders, state/national/international audiences, and the public through forums, a Web site, and reports. Thus, the implementation and progress assessment of the strategic plan will demonstrate transparency and commitment to accountability. Together with the Board of Supervisors and the breadth of Southern's constituents it serves, the entire Southern community looks forward to building critical resources and implementing this strategic plan to achieve its goals toward a galvanizing vision.





# ACKNOWLEDGEMENTS



*This Strategic Plan was made possible by:*

- The dedication and persistence of the following units and individuals:

The Office of Research and Strategic Initiatives  
 The Chancellor's Office  
 The Office of Enrollment Management  
 The Division of Information Technology

The Division of Institutional Research and Assessment  
 The Division of Research Administration  
 The College of Engineering and Computer Science

- Strategic Plan Committee:

Michael A. Stubblefield, Chair  
 Ella Kelly, Priority Leader  
 Carlos Thomas, Priority Leader

Patrick Carriere, Priority Leader  
 Robyn Merrick, Priority Leader

- Statistical Reviewer and Editor:

Albertha Lawson

- The following Priority Group Leaders and Members:

Priority 1	Priority 2
Ella Kelly, Co-Chair - Academic Affairs	Carlos Thomas, Co-Chair - Information Technology
Alma Thornton, Co-Chair - College of Social & Behavioral Science	Pamela Jones, Co-Chair - Budget Office
Damien Ejigiri, Co-Chair - Graduate School	Bronwyn Dickson, Facilitator - ORSI
Melanie Johnson, Facilitator - ORSI	Delores Brown - Aramark
Kamran Abdollahi - College of Sciences & Agriculture	Doze Butler, College of Sciences & Agriculture
Jason Baum - Athletics	Nicholas Harris - SGA President
Cary Clark-Hollins, Comptroller	Revathi Hines - College of Social & Behavioral Sciences
Raymond Clarke - Enrollment Management	Dwayne Jerro College of Engineering
Marcus Coleman - Student Affairs	Chris Jones - Athletics
Earl Doomes - Retired Administrator	Madan Kundu - College of Nursing & Allied Health
John Dyar - Follett Book Store Manager	Norma Lemond-Frank - Sponsored Programs
Ronald Harrison - Lab School	Thomas Miller - Faculty Senate
Jocelyn Johnson - Police Chief	Brandon Parker - CTLE
Habib Mohamadian - College of Engineering & Computer Science	Janet Rami - College of Nursing & Allied Health
Tamara Montgomery - Career Services	Shanice Sam - Miss SU
Robert Nissen - Safety	Patrice Scott - Xerox
Verjanis Peoples - Academic Affairs	Cordell Veal - Building & Grounds
Trayvean Scott - Athletics	Ethel Washington - Human Resources
Henry Thurman - Facilities Planning	Urban Wiggins - PAIR
	Luria Young - College of Education, Arts & Humanities



# MORE ACKNOWLEDGEMENTS

► The following Priority Group Leaders and Members:

Priority 3	Priority 4
Patrick Carriere, Co-Chair - College of Engineering	Robyn Merrick, Co-Chair - Alumni Affairs
Reginald Rackley, Co-Chair - University Research Council	Will Campbell, Co-Chair - Small Business Development Center
Deidre Hardy-Street, Facilitator - ORSI	Francesca Mellieon-Williams, Facilitator - ORSI
Diola Bagayoko - College of Sciences & Agriculture	Margaret Ambrose - Retired Administrator
William Broussard - Athletics	Donald Andrews - College of Business
Jack Brown -Custodians	Sandra Brown - College of Nursing & Allied Health
Preston Castille - SU Alumni President	Kim Chavis - Title III
Treymane Criner - Naval ROTC	Jeff Conyers - Athletics
Lisa Delpit - College of Education, Arts & Humanities	Eli Guillory - Facilities Planning
Brandon Dumas - Student Affairs	Nathan Haymer - SU Marching Band
Jocelyn Freeman - College of Social & Behavioral Sciences	Anna Jones - SUS Foundation Chair
Latonya Green-Jones - Auxillary Services	Patrick Mensah - University Research Council
Anthony Jackson - Student Affairs	Grace Namwamba - College of Sciences & Agriculture
Toni Jackson - Staff Senate	Emma Perry - Library
Kevin Johnson Traffic & Parking	Laquitta Thomas - SU Business & Industry Cluster
Guoqiang Li - College of Engineering & Computer Science	Catrice Tolbert - College of Social & Behavioral Sciences
Sara Martin - Enrollment Management	Samuel Washington - Center for Governmental Contracting Services
Stephen McGuire - College of Sciences & Agriculture	
Robert Miller - College of Sciences & Agriculture	
Zhu Ning - College of Sciences & Agriculture	
Ed Pratt - Media Relations	
Ronyelle Ricard - Chancellor's Office	
Cheryl Taylor - School of Nursing	
Shirley Wade - Student Health	
Celeste Wilkinson - Sponsored Programs Accounting	



# Call to Leadership

**1 | Call to Institutional Service** This letter from President Ray L. Belton is a roadmap to Southern University’s path forward. President Belton has outlined the difficulties faced by the University that are addressed in this plan.

**2 | Guiding Principles** Envision, Engage, and Enact are built on Southern University’s original Land Grant Mission of Service.

**3 | Mission, Vision and Core Values** The University’s Mission and Vision have been revised to better fit the primary objective of this strategic plan. As it has always done in the past, the University’s “*Creation of Leaders*” now becomes a focal point in its planning process.

**4 | Management/Accountability** Provides a brief discussion of how, through a continual process, the Strategic Plan will be implemented and assessed.

**5 | Timeline and Milestones** The initial plan of action for SU Board adoption of the Strategic Plan. This timeline also includes the process of individual training sessions for updates to college, department, and unit strategic plans to ensure uniformity and adherence to the campus’ overall Strategic Plan 2016-2021.

**6 | Strategic Priorities** Each of the four Strategic Priorities is covered in detail. Priorities include:

- 1) Enhance the Academic Experience, p. 7;
- 2) Strengthen Core Values, p. 17;
- 3) Enable Collaboration Through Community and Global Partnerships, p. 20;
- and 4) Heighten Institutional Effectiveness, p. 26.





# Letter from the President: A Call to Institutional Service

*Dear Southern University Community:*

Southern University and A&M College was chartered in 1880 by act of the Louisiana Legislature and opened its doors on March 7, 1881 with twelve students. In 1890, the Second Morrill Act of 1890 designated Southern University as a Land grant University by the federal government. As we continue into this 21st century, sustainable growth will be marked by innovation spawned by cooperation among government, business, and educational institutions on an international platform. The general welfare and material well-being of the citizens of Louisiana depend on the State's present actions to develop a strong, entrepreneurial economy, characterized by knowledge, innovation, and speed. Based on four tenets of development (education, research, business practices, and global engagement), the Southern University Strategic Plan will be a catalyst in creating and growing an engagement-based society. Southern University will build upon its historical mission as an 1890 Land grant Institution, international need for global sustainability, and enact the priorities and strategies contained herein.

The challenge ahead is to redefine Southern University as an HBCU of highest caliber in all avenues offered – education, infrastructure, research and global engagement. Southern University intends to excel while creating new, viable fields for inquiry, knowledge gathering, and exploration; significantly contributing human resources to the international workforce and adding to the global economy.

The Strategic Plan to Envision, Engage and Enact a Call to Leadership is a living document that will indeed be adapted as the University progresses toward its goal of “creating a more educated population” through a continued and expanded commitment to enrolling and ensuring the success of students from a full range of cultural, ethnic, and socioeconomic backgrounds, particularly those who represent the first generation in their family to attend college. (Simon, 2009) Southern University, while charged in these challenging economic times with producing much from little, strives to provide both for its students and its community. We harken to the age old call of service and resoundingly answer with this unique global vision.

*Sincerely,*

Ray L. Belton  
President-Chancellor



## Guiding Principles

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The Strategic Plan to Envision, Engage and Enact a Call to Leadership works to achieve excellence in every single facet of the University's operations, with a focus on academic distinction. The Plan's primary objective is to continue in the path of the University's rich history and secure financial support and human equity (our students) to advance the mission of the School well past the 21st Century.

At the center of this plan is the land-grant mission of Southern University and A&M College, as it has been redefined, to serve a unique and diverse population of Louisiana, the nation, and the world through the nurturing, creation and engagement of human resources to support global demands by *Creating Leaders* that are visionaries, engagers, and enactors.

### Envision

In order to truly create an atmosphere at Southern University that enables its students to discover career and life pathways by providing them with the necessary skills, resources and experiences needed to successfully achieve their goals. The expectation is that whatever Southern does in education, research and public service is of the highest quality, is transformative, has intellectual merit, and provides a broader, internationalized impact.

### Engage

The second guiding principle of this plan should allow for engagement in four unique, but correlated ways. Of utmost importance is student engagement in the learning process – actively involving students. Second is student engagement in the object of study – emphasis is placed on stimulating students' learning through direct experiences in something unknown or experiential learning. Another means of engagement is student engagement in context of the subject of study – the reasoning behind the context and why it works or multidisciplinary learning. And finally, student engagement with the human condition or service learning. Southern University intends to utilize these essential characteristics of an undergraduate education to prepare its students for a life-long career in the twenty-first century.

### Enact

It is the University's sole responsibility to ensure that its students succeed in the global market. To enact this measure/degree of success not only the attitudes and behaviors of its students, but those of its faculty and staff should be influenced to produce positive change. Only through training, and building upon a solid practice, while improving education and workplace performance can Southern begin to enact this goal.



# Mission, Vision and Core Values

## New Synergies

*“Southern University and A&M College provides this plan of new synergies aligning the university institutional strategic plan with the requirements of Louisiana Act 1465. The plan contains benchmarks intended to foster recruitment, promote global partnerships; retain and graduate highly competitive students in an effective and efficient manner while responding to educational and industry needs.”*

## Mission Statement

Southern University serves a unique and diverse population of Louisiana, the nation, and the world through the nurturing, creation and the holistic development of its students by **Creating Leaders** that are entrepreneurs, negotiators, visionaries, collaborators, and lifelong learners ready to meet the needs and contribute to the success of the global workforce.

## Vision

Southern University and A&M College will set a standard of excellence and expand its presence across the globe by providing models of excellence in diversity, education, research, workforce solutions and universal engagement by embracing its land grant principle and thereby affecting change in and around the Southern University Community.

## Core Values

**I**nnovation - Ensure SU promotes unique pathways to prominence in the global workforce through the development of innovative degree programs and research centers.

**D**iversity - Ensure SU continues to diversify both its student and faculty populations through active recruitment efforts based on sound data assessment.

**E**xcellence - Ensure SU strives toward excellence in everything it does, from administrative services to infrastructure development.

**A**ccountability - Ensure SU meets the needs of its local, state, national and global stakeholders as well as matches the priorities/mandates of all reporting and accreditation requirements.

**S**ervice - Ensure SU provides the necessary services to its constituency to promote the creation of leaders across its infrastructure.



## Management

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Too often strategic plans are created and ultimately fail because more energy is exerted on strategy design with little time spent devising an effective means of implementation. The 2016 – 2020 Strategic Plan will not only provide a strategy, but also a means of implementation to ensure all of its objectives are addressed. To successfully execute this strategy, it must be the focus of every person – faculty, staff and student at Southern University and A&M College. It will be the responsibility of the SU administration to create, monitor, and reward that focus as it is expressed. In order to provide such leadership required to successfully implement the strategies contained herein, the “Three Cs of Strategy” – Clarify, Communicate, and Cascade - will be utilized.

### Clarify the Strategy

The SU Strategic Plan will be presented in a framework that will guide implementation choices and will ultimately determine the direction of the University.

### Communicate the Strategy

The SU Strategic Plan will be disseminated at every level of the organization using multiple mediums. Internal Moodle discussion boards, blogs, message boards, podcasts, and departmental meetings will be used to communicate what the strategy is and how the work of each of the University’s members will be guided by that strategy.

### Cascade the Strategy

The SU Strategic Plan will be cascaded throughout the University organization and get to the practical and tactical components of people’s jobs every day. Deans, department heads and other managers will be involved in this process so that they can aid in translating the elements of the strategy to their own functional areas.



## Accountability

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For a strategic plan to be actionable and accountable, it needs to have tactics with measures that are not vague or general but specific and actionable as well as measurable. Building in the concept of accountability at every step in the strategic planning process will help to keep it concrete and not general or vague. The more specific SU can be at every step in the strategic planning process, the better the chances the goals will be achieved.

Once the plan is deployed and operating, the program/academic units should develop tactics they will undertake to help achieve the strategic goals. These units must ensure that the tactics developed are specific, measurable, and actionable. It will be critical in the accountability process to also define *when* these tactics will be achieved.

In order to be properly accountable, the SU Strategic Plan will need to be tracked. Tracking does not have to be difficult or complex. It does need to be organized, done on a regular schedule, and centralized. Southern University will develop a process to track its strategic goals and associated action items/tactics.

## Timeline and Milestones

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## Priority 1: Enhance the Academic Experience

Southern University and A&M College, the flagship of the Southern University System, is strategically placed in Louisiana state government to serve numerous principal clients and users. By providing and implementing a broad-based, multi-level, postsecondary education unit, the University's clients include all the citizens in Louisiana who avail themselves of the numerous services provided by the institution. These services are delivered to students enrolled in the degree programs and the citizens who participate in non-degree activities. Additionally, as an entity that is a part of the higher education system that drives economic development, the University's clients extend beyond students to all citizens who benefit from a healthy economy. As an institution that contributes to workforce and [economic development](#), job training and retraining, Louisiana's businesses and industries are primary clients and users of the University's academic and non-academic services. And, finally, as an institution committed to being accountable for the expenditure of citizens' tax dollars, the primary clients and users of the University's programs are all of the state's citizens who contribute tax revenues to state government.

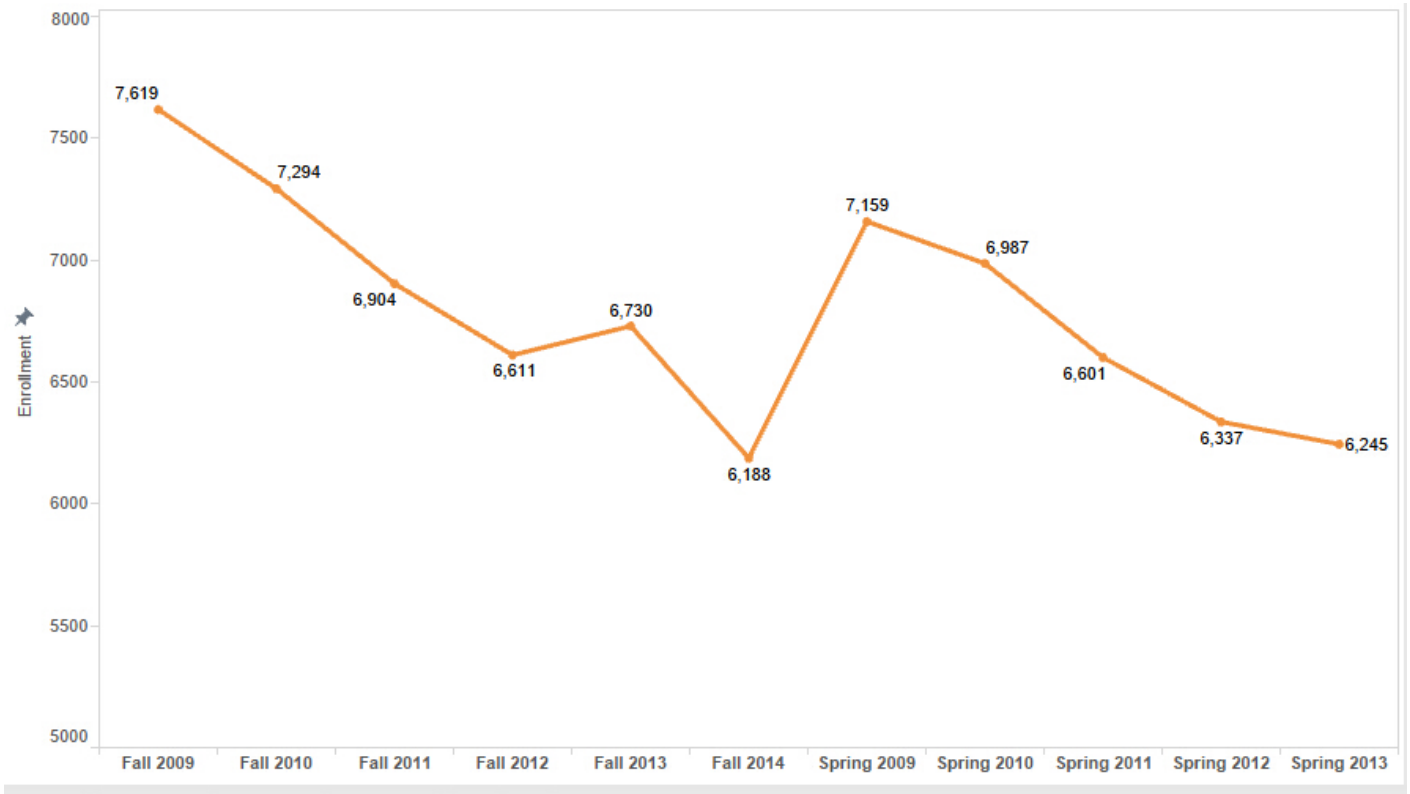


“Understanding must have impact on assumptions of practice and the affective and motivational dimensions of learning.”

Southern University recognizes that much work needs to be done to improve its academic standing. The following charts show a steady decline in enrollment, retention and graduation rates. These issues have been used as justification for the Priority Goals and Objectives on the pages following.

# PRIORITY 1: Goal P1.1: Ensure Quality and Accountability

## Southern University Enrollment Rates 2009 - 2013

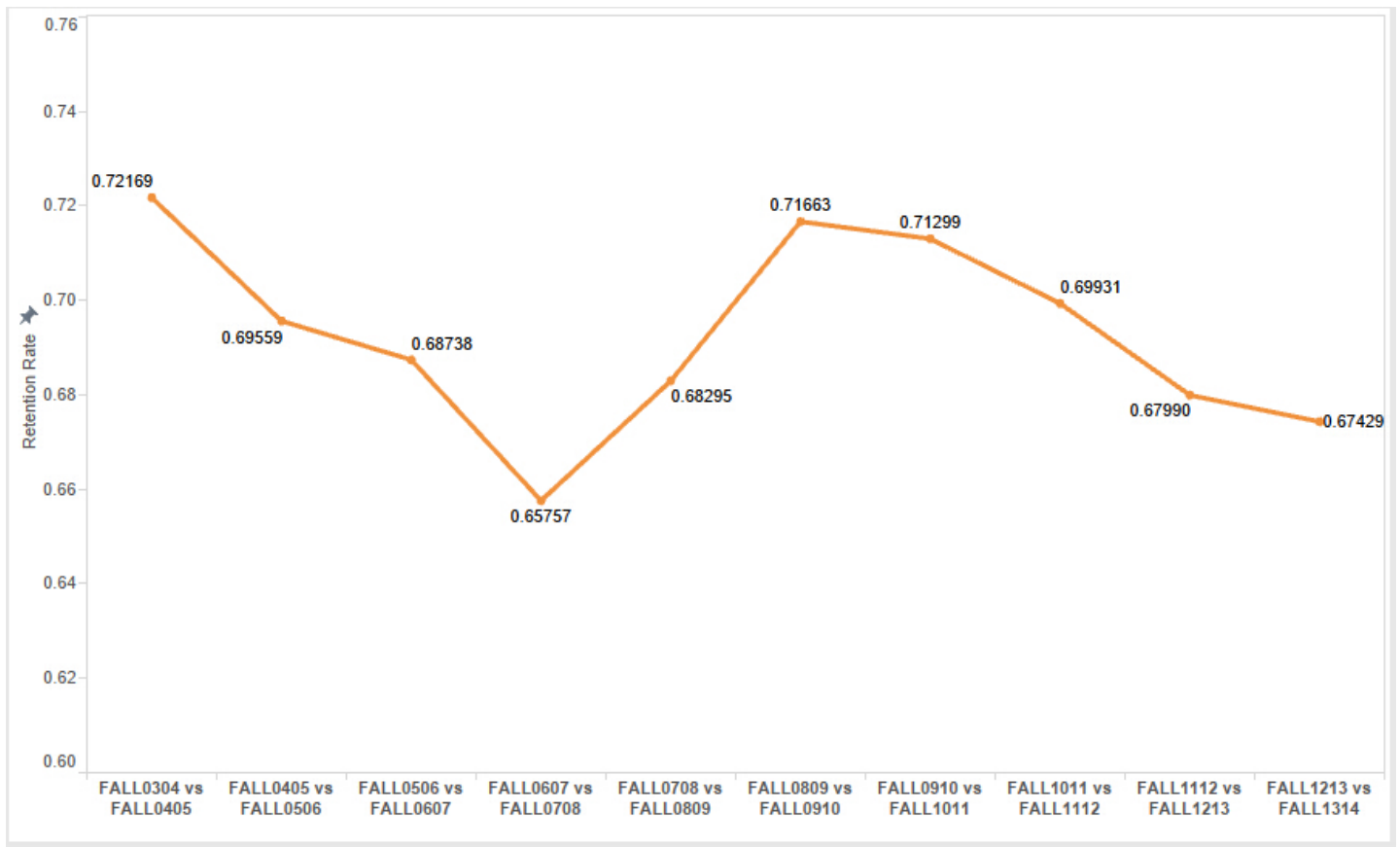


SOURCE: Board of Regents SPSRETN



# PRIORITY 1: Goal P1.2: Increase Opportunities for Student Access and Success

## Southern University Retention Rates 2003 - 2014

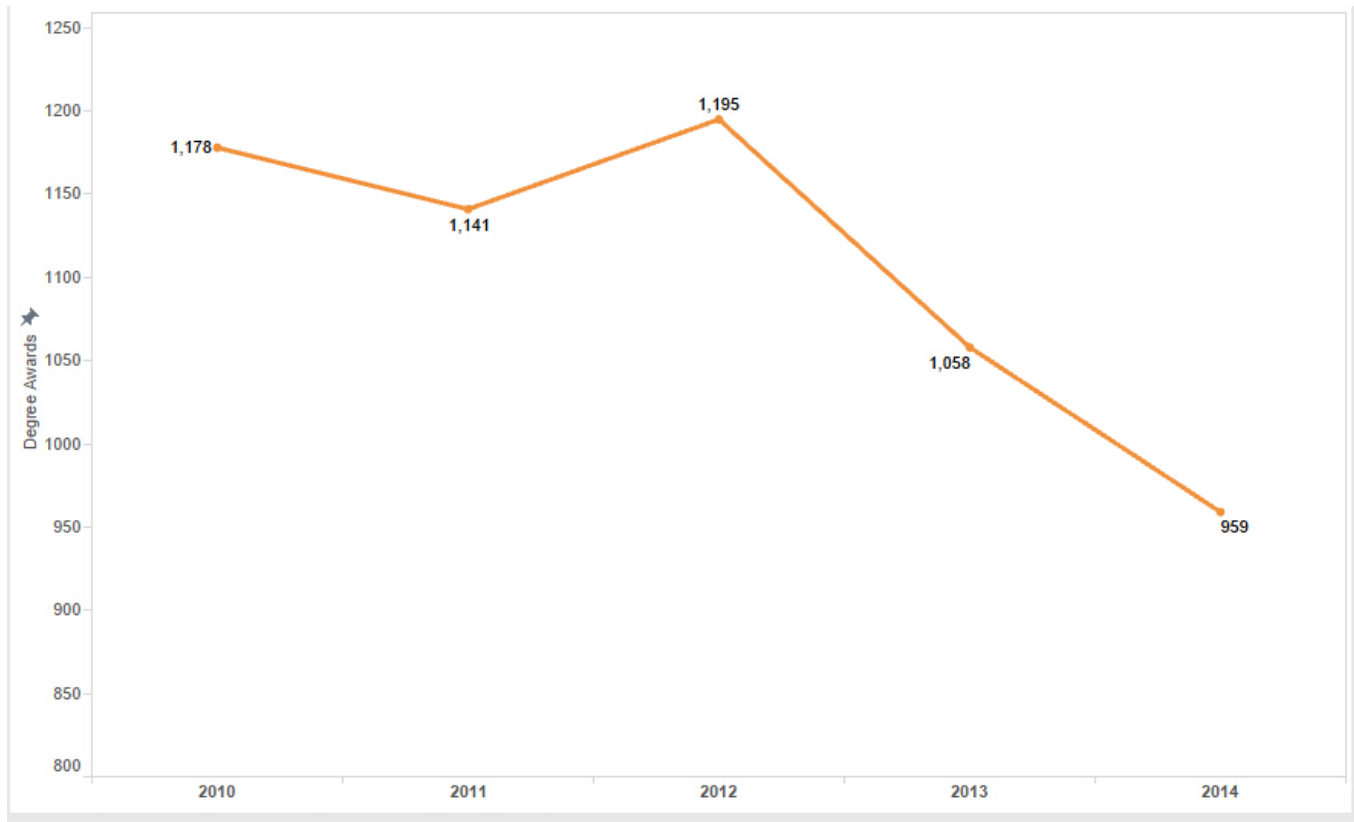


SOURCE: Board of Regents SPSRETN

# PRIORITY 1: Goal P1.2: Increase Opportunities for Student Access and Success



## Southern University Degrees Awarded 2010 - 2014



SOURCE: National Center for Education Statistics (NCES) and Board of Regents Statewide Completers System



## Goal P1.1: Ensure Quality and Accountability.

Objectives	Strategies	Timeline	Accountability	Performance Indicators
<p><b>Objective P1.1</b> Decrease the census day headcount enrollment in public postsecondary education by 1.3% from the baseline level of 6.622 to 6.523 by fall 2018-2019 (Baseline year FY2012-13).</p> <p><b>Note:</b> <i>SUBR projects enrollment declines to stabilize in 2015-16 with marginal increases occurring in 2016-17 and continuing through 2018-19.</i></p>	<p><b>Strategy 1.1.1:</b> Promote distance-learning activities statewide.</p> <p><b>Strategy 1.1.2:</b> Ensure seamless transfers between SUBR and other campuses.</p> <p><b>Strategy 1.1.3:</b> Ensure access to programs and services to citizens with disabilities.</p> <p><b>Strategy 1.1.4:</b> Promote dual enrollment agreements with public school districts.</p>		<p><b>Principle:</b> <b>Academic Affairs</b></p> <p><b>Institutional Research and Assessment (IRA)</b></p> <p>Student Affairs</p> <p>Academic Colleges and Departments</p>	<p><u>Output:</u> Number of students enrolled (as of the Census day) at Southern University (SUBR).</p> <p><u>Outcome:</u> Percent change in the number of students enrolled (as of the Census day) at SUBR.</p> <p><u>SOURCE:</u> Board of Regents SSPSLOAD</p>

## Goal P1.2: Increase Opportunities for Student Access and Success.

Objectives	Strategies	Timeline	Accountability	Performance Indicators
<p><b>Objective P1.2.1</b> Increase the percentage of first-time, full-time, degree-seeking freshmen retained to the second Fall by 3.6 percentage points from the fall 2011 baseline level of 69.0% to 72.6% by Fall, 2018-19 (retention of the 2017 cohort).</p>	<p><b>Strategy 1.2.1.1:</b> Implement admissions criteria at SUBR to optimize student recruitment and retention.</p> <p><b>Strategy 1.2.1.2:</b> Develop campus-wide and college/department retention assessment systems.</p> <p><b>Strategy 1.2.1.3:</b> Expand academic and training support/resource centers at SUBR.</p> <p><b>Strategy 1.2.1.4:</b> Continue statewide assessment of service utilizing student opinion surveys.</p>		<p><b>Principle:</b> <b>Academic Affairs</b></p> <p><b>Student Affairs and Enrollment</b></p> <p><b>Institutional Research and Assessment (IRA)</b></p> <p>Academic Colleges and Departments</p>	<p><u>Output:</u> Percentage of first-time, full-time, degree-seeking freshmen retained to the second year in public, postsecondary education at the same institution.</p> <p><u>Outcome:</u> Percentage point change in the percentage of first-time, full-time, degree-seeking freshmen retained to the second year at the same institution.</p> <p><u>SOURCE:</u> Board of Regents SPSRETN</p>





## Goal P1.2: Increase Opportunities for Student Access and Success.

Objectives	Strategies	Timeline	Accountability	Performance Indicators
<p><b>Objective P1.2.2</b> Increase the percentage of first-time in college, full-time, degree-seeking students retained to the third Fall at SUBR by 9 percentage points from the Fall 2010 (Fall 2014) cohort to Fall 2012 (Fall 2016) baseline level of 57% to 66% by Fall 2018 (Fall 2020) (retention of the 2016 cohort).</p>	<p><b>Strategy 1.2.2.1:</b> Implement all academic advising, policies, procedures and standards.</p> <p><b>Strategy 1.2.2.2:</b> Evaluate and revise programs designed to ensure proficiency attainment in Math, Science and English.</p> <p><b>Strategy 1.2.2.3:</b> Establish a program to minimize academic stop-outs. [Academic Stop-outs are students who may sit out one or more semesters prior to completing degree.]</p> <p><b>Strategy 1.2.2.4:</b> Involve all university academic support activities to increase student retention.</p> <p><b>Strategy 1.2.2.5:</b> Monitor progress through external assessments and external student satisfaction surveys.</p>		<p><b>Principle:</b> <b>Academic Affairs</b></p> <p><b>Student Affairs and Enrollment</b></p> <p><b>Institutional Research and Assessment (IRA)</b></p> <p>Academic Colleges and Departments</p>	<p><u>Output:</u> Percentage of first-time, full-time, degree-seeking freshmen retained to the following third fall at the same institution.</p> <p><u>Outcome:</u> Percentage point change in the percentage of first-time, full-time, degree-seeking freshmen retained to the following third fall at the same institution.</p> <p><u>SOURCE:</u> Board of Regents SPSRETN &amp; Collateral Data Profile Sets at the campus Level.</p>



## Goal P1.2: Increase Opportunities for Student Access and Success.

Objectives	Strategies	Timeline	Accountability	Performance Indicators
<p><b>Objective P1.2.3</b>            Increase the three/six-year graduation rates defined and reported in the National Center of Education Statistics (NCES) Graduation Rate Survey (GRS) at SUBR by 3.1 percentage points from the academic year 2010-11 baseline level of 29.3% to 32.4% in FY 2018-19. (Fall 2013 cohort)</p>	<p><b>Strategy 1.2.3.1:</b>            Implement admissions criteria at SUBR to optimize retention and graduation rates.</p> <p><b>Strategy 1.2.3.2:</b>            Develop campus-wide and college/department specific retention and graduation assessment systems.</p> <p><b>Strategy 1.2.3.3:</b>            Expand efforts to encourage transfer from two-year colleges to SUBR.</p>		<p><b>Principle:</b>  <b>Academic Affairs</b></p> <p><b>Student Affairs and Enrollment</b></p> <p><b>Institutional Research and Assessment (IRA)</b></p> <p>Academic Colleges and Departments</p>	<p><u>Output:</u> Percentage of students identified in a first-time, full-time, degree-seeking cohort graduating within three/six-years from postsecondary education.</p> <p><u>Outcome:</u> Number of students identified in a first-time, full-time, degree-seeking cohort graduating within three/six-years from postsecondary education.</p> <p><u>SOURCE:</u> National Center for Education Statistics (NCES)</p>



## Goal P1.2: Increase Opportunities for Student Access and Success.

Objectives	Strategies	Timeline	Accountability	Performance Indicators
<p><b>Objective P1.2.4</b> Increase the total number of completers for all awards levels in a given academic year from the baseline year number of 1,257 in academic year 2011-12 to 1,293 in academic year 2018-19.</p>	<p><b>Strategy 1.2.4.1:</b> Assess admission criteria at SUBR to optimize recruitment, retention and graduation rates. In addition, maintain open enrollment policy to increase enrollment of first-time, full-time, degree-seeking students at SUSLA and to continually expand academic programs.</p> <p><b>Strategy 1.2.4.2:</b> Develop college/department retention assessment systems.</p> <p><b>Strategy 1.2.4.3:</b> Expand academic and training support resource centers.</p> <p><b>Strategy 1.2.4.4:</b> Expand academic programs including the establishment of new instructional degree certification programs which are sensitive to workforce development needs.</p> <p><b>Strategy 1.2.4.5:</b> Expand efforts to encourage transfer of dual enrollment students.</p> <p><b>Strategy 1.2.4.6:</b> Expand availability and use of degree audits to facilitate progression toward a degree.</p>		<p><b>Principle:</b> <b>Academic Affairs</b></p> <p><b>Student Affairs and Enrollment</b></p> <p><b>Institutional Research and Assessment (IRA)</b></p> <p>Academic Colleges and Departments</p>	<p><u>Output:</u> Total number of completers for all award levels.</p> <p><u>Outcome:</u> Percent change in the number from the baseline year.</p> <p><u>SOURCE:</u> Board of Regents Statewide Completers System.</p>



## Goal P1.2: Increase Opportunities for Student Access and Success.

Objectives	Strategies	Timeline	Accountability	Performance Indicators
<p><b>Objective P1.2.5</b> Increase the number of Education students with Praxis passage rates by 1.5 percentage points from the average system wide 2011-12 base year listing of 98.0% to 99.5% in 2018-19.</p>	<p><b>Strategy 1.2.5.1:</b> Assess the graduation criteria at SUBR (link to Praxis passage rates).</p> <p><b>Strategy 1.2.5.2:</b> Expand academic and supplemental training resource centers in support of Praxis preparation.</p>		<p><b>Principle:</b> <b>Academic Affairs</b> <b>Student Affairs and Enrollment</b> <b>Institutional Research and Assessment (IRA)</b></p> <p>Academic Colleges and Departments</p> <p>College of Education and Behavioral Sciences</p>	<p><u>Output:</u> Number of students passing the Praxis exam.</p> <p><u>Outcome:</u> Percent change in the passage rate on the Praxis certification exam.</p> <p><u>SOURCE:</u> Louisiana Department of Education.</p>
<p><b>Objective P1.2.6</b> Increase the number of BSRN NCLEX passage rates by 1.6 percentage points above the 2011-12 base year listing of 86.4% to 88.0% in 2018-19.</p>	<p><b>Strategy 1.2.6.1:</b> Assess the graduation criteria at SUBR School of Nursing and Allied Health.</p> <p><b>Strategy 1.2.6.2:</b> Expand academic and supplemental training resource centers at the School of Nursing and Allied Health in support of instructional degree certification programs.</p>		<p><b>Principle:</b> <b>Academic Affairs</b> <b>Student Affairs and Enrollment</b> <b>Institutional Research and Assessment (IRA)</b></p> <p>Academic Colleges and Departments</p> <p>School of Nursing and Allied Health</p>	<p><u>Output:</u> Number of students passing the NCLEX licensure exam.</p> <p><u>Outcome:</u> Percent change in the passage rate on the NCLEX licensure exam.</p> <p><u>SOURCE:</u> Louisiana State Board of Nursing.</p>

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***Creating a Global Curriculum***— where teaching, learning, research and assessment take place and where institutional management, planning, staffing, and decision-making unite to create the next generation of student matriculation. An educational ecosystem, therefore should include, not only university buildings, but also a combination of home, classrooms, teaching and research laboratories, and an international/global community that collaborate to bring the wider world into day-to-day instruction and provide a rich array of learning opportunities. Southern University, through the implementation of its Strategic Plan, hopes to provide an educational ecosystem that will induce change in its students that will match the university’s overall mission.

The promotion of New Academic Offerings, Student, Faculty and Staff Excellence is grounded in the university’s academic values and core principles. This will involve implications of perspectives for learning, curriculum development, **course delivery through innovative means such as online instruction, virtual laboratories and student-lead inquiry**, and knowledge attainment at SU; and different learning concepts and concept formation.

Southern University and A&M College is committed to excellence and accountability. Accountability can be defined in many ways. The concepts utilized in the SUBR strategic planning process emphasize the significance of the institution as a place where students become critical thinkers, leaders, entrepreneurs and lifelong learners. The concepts also give meaning to SUBR as an economic engine and an institution that is committed to research and productivity. These concepts extend the institution’s definition of productivity far beyond student retention and graduation rates.

*“...changes in curriculum must incorporate multicultural design in order to provide an integrative educational experience.”*

Southern University is not only dedicated to changing its academic environment, but all units of support that aid in the management systems that help create a vibrant campus economy & high quality of life. All while respecting the need to sustain natural resources and protect the environment in which SU students live and work. Again, the goals and objectives shown on the following pages bear proof.



## Goal P2.1: Improve institutional quality and promote accountability.

Objectives	Strategies	Timeline	Accountability	Performance Indicators
<p><b>Objective P2.1</b> Review and assess the effectiveness of institutional policies and procedures in the current environment.</p>	<p><b>Strategy 2.1.1:</b> Conduct a formative assessment and analysis of institutional policies and procedures.</p> <p><b>Strategy 2.1.2:</b> Conduct a summative analysis of institutional policies, procedures and processes.</p> <p><b>Strategy 2.1.3:</b> Develop new and/or revise old institutional review processes to increase efficiency and productivity.</p>		<p><b>Principle:</b> <b>Institutional Research and Assessment (IRA)</b> <b>Chancellor's Office</b> <b>Finance and Administration</b> Academic Affairs Office of Research and Strategic Initiatives</p>	<p><u>Output:</u> Number of institutional policies reviewed and updated.</p> <p><u>Outcome:</u> Percentage point change in the number of policies revised and/or updated.</p> <p><u>SOURCE:</u> Institution and Departmental Databases</p>
<p><b>Objective P2.2</b> Implement policy and procedure checkpoints.</p>	<p><b>Strategy 2.2.1:</b> Develop a system of checkpoint assessment.</p> <p><b>Strategy 2.2.2:</b> Conduct an annual review of checkpoint assessment.</p>		<p><b>Principle:</b> <b>Institutional Research and Assessment (IRA)</b> <b>Chancellor's Office</b> <b>Finance and Administration</b> Academic Affairs Office of Research and Strategic Initiatives</p>	<p><u>Output:</u> Number of policy checkpoints assessed.</p> <p><u>Outcome:</u> Percentage points in the number of policies checked</p> <p><u>SOURCE:</u> Institution and Departmental Databases</p>

**Enable Collaboration Through**



**Community and Global Partnerships**

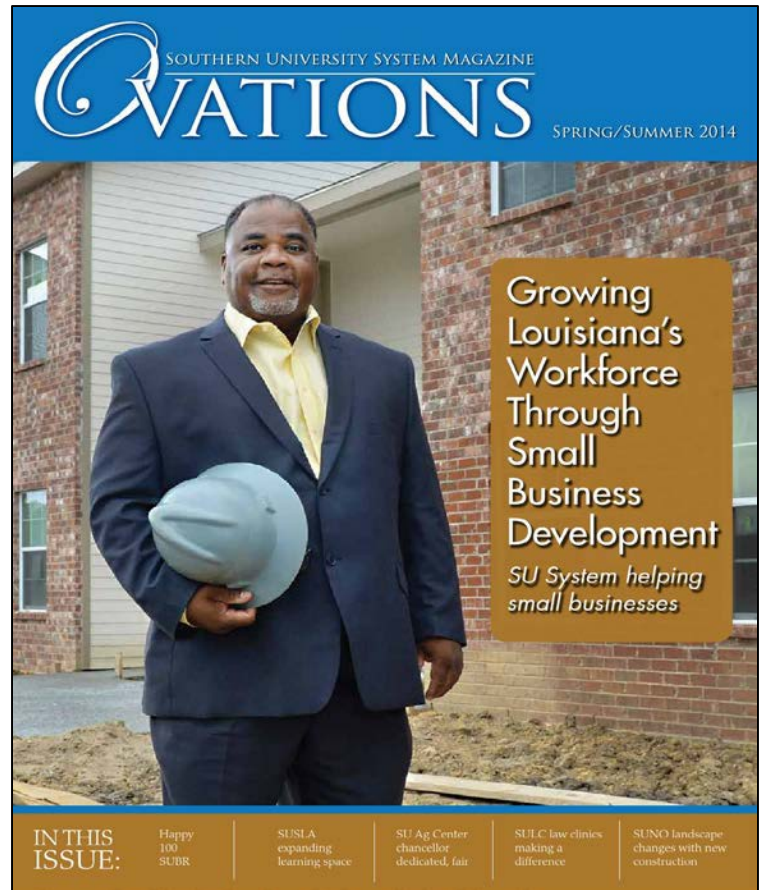
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Southern University and A&M College is committed to meeting the needs of the community, as well as national and global education and workforce needs. SUBR continually strives to engage in community outreach activities, support community and **economic development** and encourage participation in cross-cultural collaborations in order to implement our corporate citizenship model. As a tertiary institution in an increasingly global world, SUBR is dedicated to maintaining a diverse student population through the successful recruitment and retention of top international students. Through strong global research collaborations and business partnering SUBR is focused on meeting the human capital and workforce needs of the future.

To understand universal engagement, we must understand that the University is not the first place people are engaged. Universal engagement causes seemingly unrelated things to depend on each other in order for the SU to achieve. This will involve improving the process of effectively engaging all its constituents toward the University's ultimate success.



“Faculty, staff, students and the university community working together to change policy, **benefit community economics**, serve the world’s constituents and make a global difference.”





## Goal P3.1: Increase the number of community, national and global partnerships.

Objectives	Strategies	Timeline	Accountability	Performance Indicators
<p><b>Objective P3.1</b> Develop and offer specialized programs that involve partnerships between institutions, global, local, business and industry, national laboratories, research centers, and other institutions.</p>	<p><b>Strategy 3.1.1:</b> Enhance the current undergraduate and graduate research opportunities</p> <p><b>Strategy 3.1.2:</b> Develop undergraduate career pathway models.</p> <p><b>Strategy 3.1.3:</b> Create a successful model with research and development as a driver of <b>economic development</b> in partnerships with other universities, national laboratories, research centers, both nationally and internationally.</p> <p><b>Strategy 3.1.4:</b> Link research initiatives to market needs and trends through global partnerships with business and industry.</p>		<p><b>Principle:</b></p> <p><b>Office of Research and Strategic Initiatives</b></p> <p><b>Chancellor's Office</b></p> <p><b>Finance and Administration</b></p> <p><b>Division of Information Technology</b></p> <p>Academic Affairs</p> <p>Academic Colleges and Departments</p> <p>Research Centers</p> <p>Governmental Contracting Unit</p> <p>Business and Industry Cluster</p>	<p><u>Output:</u> Number of community, state, national and international partnerships activated.</p> <p><u>Outcome:</u> Percentage point change in the number of existing partnerships.</p> <p><u>SOURCE:</u> Institution and Departmental Databases</p>



## Goal P3.1: Increase the number of community, national and global partnerships.

Objectives	Strategies	Timeline	Accountability	Performance Indicators
<p><b>Objective P3.2</b> Increase the number of SUBR students that engage in global education and research experiences.</p>	<p><b>Strategy 3.2.1:</b> Develop a funding model to facilitate international education and research experiences.</p> <p><b>Strategy 3.2.2:</b> Create and implement a policy to provide seamless transfers of international credit hours.</p> <p><b>Strategy 3.2.3:</b> Expand efforts to encourage transfer from two-year colleges to SUBR.</p>		<p><b>Principle:</b></p> <p><b>Office of Research and Strategic Initiatives</b></p> <p><b>Chancellor's Office</b></p> <p><b>Finance and Administration</b></p> <p><b>Division of Information Technology</b></p> <p>Academic Affairs</p> <p>Academic Colleges and Departments</p> <p>Research Centers</p> <p>Governmental Contracting Unit</p> <p>Business and Industry Cluster</p>	<p><u>Output:</u> Number of community, state, national and international partnerships.</p> <p><u>Outcome:</u> Percent change in the number of partnerships</p> <p><u>SOURCE:</u> Institution and Departmental Databases</p>

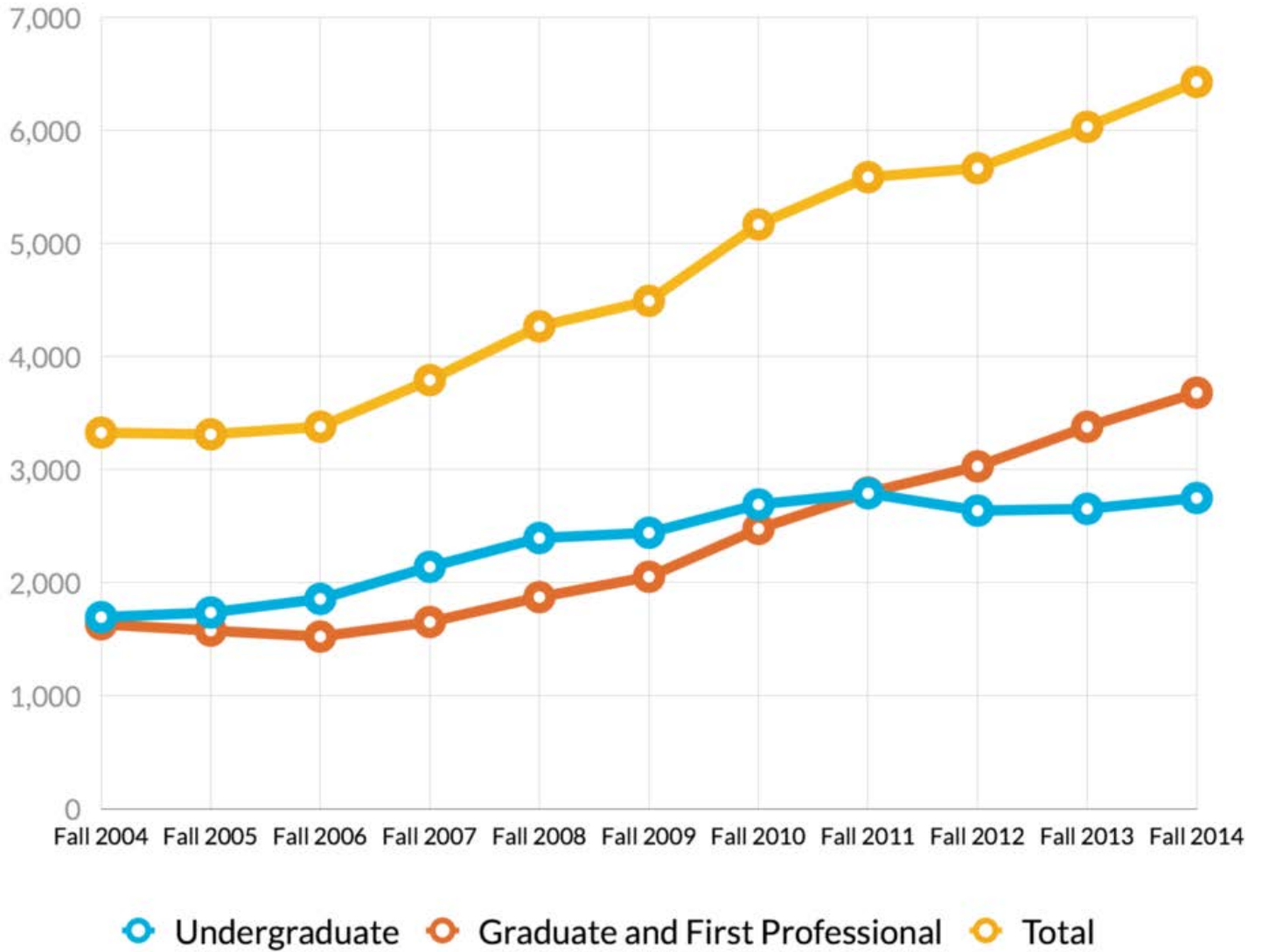
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## Goal P3.1: Increase the number of community, national and global partnerships.

Objectives	Strategies	Timeline	Accountability	Performance Indicators
<p><b>Objective P3.3</b> Increase the number of national and international degree-seeking students at SUBR.</p>	<p><b>Strategy 3.3.1:</b> Create 2+2 model for international degree programs.</p> <p><b>Strategy 3.3.2:</b> Establish educational and research relationships with accredited international schools.</p>		<p><b>Principle:</b> <b>Academic Affairs</b></p> <p><b>Finance and Administration</b></p> <p><b>Office of Research and Strategic Initiatives</b></p> <p>Division of Information Technology</p> <p>Academic Affairs</p> <p>Academic Colleges and Departments</p> <p>Research Centers</p> <p>Governmental Contracting Unit</p> <p>Business and Industry Cluster</p>	<p><u>Output:</u> Percentage of first-time, full-time, degree-seeking international students.</p> <p><u>Outcome:</u> Percentage point change in the percentage of first-time, full-time, degree-seeking international students.</p> <p><u>SOURCE:</u> Board of Regents SPSRETN &amp; Collateral Data Profile Sets at the campus Level.</p>

# Heighten Institutional Effectiveness





IE provides the end result to determine how well the Institutional Mission is being fulfilled. The institution's goal for IE is for it to function as the catalyst of SU outcomes assessment, meaning IE focuses on measuring how well students are learning in the programs and measuring how well administrative units are operating. Figure 4.1 adapted from (Nichols and Nichols, 2000) as cited in in Virginia Highlands Community College 2013-2014 Institutional Effectiveness Strategic Plan provides an illustration of the relationship between Priority 4 and the institution's and SUBR Strategic Plan.

Effective investment in education requires strategic investment in the facilities in which teaching and learning occurs. To ensure that facilities continue to support the changing needs and demands of the knowledge economy, substantial initial and sustained investments are needed. This will involve improving the process by which decisions are made relating to large-scale investments in its educational infrastructure, with a view to maximizing the benefits of the university's initial investment in education.

Southern University and A & M College is committed to institutional effectiveness and a long-term commitment to transparency, and the assessment of the effectiveness of its programs and services. Under new leadership, and with a focus on Southern Association of Colleges of Schools (SACSCOC) standards, the institutional priorities, goals and mission of the college, IE have taken on an institutionalized commitment to excellence. IE supports the Institution's strategic plan that outlines actions that are taken to implement the Institutional Mission, Goals and Vision.

*“universities must develop and utilize their campuses in a way that is consistent with the institution’s overall goals for a sustainable future; while integrating sustainability in research and teaching.”*

***Creating a Method to Drive Policy that Will Aid in the Implementation of Effective Research Practices and/or Activities*** – the dynamics of scientific fields, knowledge and innovation for development, and studies of risks and risk management (including social intelligence). National economies increasingly compete on the basis of innovation, and, in the race for global innovation advantage it is important to recognize that university research and industrial collaboration must be placed at the forefront of national economic policy. SU should similarly acknowledge its importance when developing campus policy. throughout the following pages.



## Goal P4.1: Assist academic and administrative departments in planning appropriate assessment and evaluation measurements.

Objectives	Strategies	Timeline	Accountability	Performance Indicators
<p><b>Objective P4.1</b> Development of a statistically sound data driven assessment process.</p>	<p><b>Strategy 4.1.1:</b> Review the current assessment process.</p> <p><b>Strategy 4.1.2:</b> Create an assessment environment of institutional ownership at all levels of the institution.</p> <p><b>Strategy 4.1.3:</b> Promote faculty engagement in the assessment process via research opportunity and student involvement.</p> <p><b>Strategy 4.1.4:</b> Utilize technology to provide ongoing feedback on progress issues in need of attention.</p> <p><b>Strategy 4.1.5:</b> Utilize technology to create assessment networks across campus.</p>		<p><b>Principle:</b></p> <p><b>Division of Institutional Effectiveness and Research</b></p> <p><b>Chancellor's Office</b></p> <p><b>Finance and Administration</b></p> <p><b>Division of Information Technology</b></p> <p>Academic Affairs</p> <p>Academic Colleges and Departments</p>	<p><u>Output:</u> Data- driven statistical assessment model at all levels of the University (i.e. Dashboard).</p> <p><u>Outcome:</u> Number of effective institutional statistical models utilized.</p> <p><u>SOURCE:</u> Institution and Departmental Databases</p>

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## Goal P4.2: Provide leadership to the institution’s strategic planning process.

Objectives	Strategies	Timeline	Accountability	Performance Indicators
<p><b>Objective P4.2</b> Review and revise current policies; and develop new polices as needed.</p>	<p><b>Strategy 4.2.1:</b> Develop a system of checkpoint assessment.</p> <p><b>Strategy 4.2.2:</b> Conduct an annual review of checkpoint assessment.</p> <p><b>Strategy 4.2.3:</b> Promote assessment via faculty development and engagement.</p> <p><b>Strategy 4.2.3:</b> Engage faculty and students in the assessment policy development processes</p> <p><b>Strategy 4.2.5:</b> Enhance opportunities for campus-wide participation in the institutional effectiveness process</p> <p><b>Strategy 4.2.6:</b> Provide accurate and timely assessment analysis feedback</p>		<p><b>Principle:</b></p> <p><b>Office of Research and Strategic Initiatives</b></p> <p><b>Chancellor’s Office</b></p> <p><b>Finance and Administration</b></p> <p><b>Division of Information Technology</b></p> <p>Academic Affairs</p> <p>Academic Colleges and Departments</p>	<p><u>Output:</u> Number of institutional and departmental policies assessed.</p> <p><u>Outcome:</u> Effective institutional and departmental polices and processes.</p> <p><u>SOURCE:</u> Institution and Departmental Databases</p>



**Goal P4.3: Analyze and disseminate information about the University in support of institutional decision-making, planning, and reporting.**

Objectives	Strategies	Timeline	Accountability	Performance Indicators
<p><b>Objective P4.3</b> Provide Institutional-wide assessment professional development training and assistance.</p>	<p><b>Strategy 4.3.1:</b> Work to build and sustain the University's capacity for excellence.</p> <p><b>Strategy 4.3.2:</b> Create and maintain an inclusive, equitable and diverse IE environment.</p>		<p><b>Principle:</b> <b>Chancellor's Office</b></p> <p><b>Human Resources</b></p> <p><b>Finance and Administration</b></p> <p>Division of Information Technology</p> <p>Academic Affairs</p> <p>Student Affairs</p> <p>Academic Colleges and Departments</p>	<p><u>Output:</u> Number of professional trainings offered and the number of departments assisted in data analysis and research.</p> <p><u>Outcome:</u> An environment of inclusiveness and improved collaboration.</p> <p><u>SOURCE:</u> Internal and External Databases.</p>



## Southern University and A&M College at Baton Rouge **CHANCELLOR'S REPORT**

### *Significant Achievements / Accomplishments*

#### **Honors College Scholars Receive Scholarship Award**



Pictured (left – right) are Deadra Mackie, assistant professor, SUBR Honors College; Diola Bagayoko, dean, Honors College and director, the Timbuktu Academy and LS-LAMP, and SU System distinguished professor of physics; Jonalyn Fair, SUBR Honors College student; Joyner Deamer, SUBR Honors College student; and Valery Jones, administrative assistant IV, SU Honors College.

Ms. Jonalyn Fair and Mr. Joyner Deamer, students in the Dolores Margaret Richard Spikes Honors College, were recently each awarded an academic scholarship founded and funded by the Par 3 Golf Association Dallas Metroplex Chapter.



The \$550 awards, named in honor of SU alumni, the late John A. Woods and the late Tyrell Mack, were presented through the Southern University Alumni Federation (SUAF) to SUBR students in STEM academic areas who have a 3.5 grade point average or above, and who show service leadership.

Ms. Fair, a math and physics major from Houma, is an Honors College Ambassador, and also tutors for the Applied Literacy and Learning Center. Mr. Deamer, a native of Carbondale, Illinois, is a civil engineering major who is a member of the SUBR Honda Quiz Bowl Team, and an Honors College Ambassador.

The Par 3 Golf Association Dallas Metroplex Chapter has five members who are graduates of Southern University: Elmer "El" Corbin, Joseph "Joe" Gaddis, Thurston "T.J." Jones, Herman Manning, and Dave Thomas. Johnny Stephens serves as the chapter's president.

## **SUBR Alumna Appointed Deputy Under Secretary**

Dr. Kim Hunter Reed, SU Alumna, was recently appointed Deputy Under Secretary of the U.S. Department of Education effective March 28, 2016.

Dr. Reed holds a doctorate in Public Policy from Southern University and A&M College and a Masters of Public Administration and a Bachelor's Degree in Broadcast Journalism from Louisiana State University.

She has also served as Chief of Staff for the Louisiana Board of Regents, and in various campus leadership roles including Executive Vice President for the University of Louisiana System, Executive Assistant to the President and Interim Vice President of Student Affairs at Southeastern Louisiana University, and as a faculty member at Southern University. Dr. Reed recently chaired the higher education transition team for Louisiana's new governor, John Bel Edwards, and has served in the administration of two previous Louisiana governors in the roles of Deputy Chief of Staff, State Policy Director and Press Secretary.





## SUBR Students and Faculty Present at National Political Scientists Conference



Two undergraduate students and five faculty members from SUBR's Department of Political Science recently attended the National Conference of Black Political Scientists (NCOBPS) in Jackson, Mississippi on March 16-20, 2016. The theme of the 47<sup>th</sup> national conference was, *"Black Power, Black Lives: The State of Black Politics 50 Years after the March against Fear."*

The presentations represented a few trending research topics in the discipline of political science. The students showcased their research in a student-dedicated poster session. Arnedia Wallace's research was entitled, "An Issue in Race Relations Today: An Examination of the Disparity in Mass Incarceration and Policy Solutions," and Sicqora Williams' research was entitled, "Success of Phase Two and Phase Three Black Politicians in State and Nationwide Campaigns: Examining the Campaigns of Senators Carol Moseley Braun, Cory Booker, and President Barack Obama."

"We are very proud of the wealth of research that emanates from these scholars. We are especially excited to see our two stellar students undertake this opportunity to discuss their research and findings in a national conference setting," said Revathi I. Hines, Alphonse Jackson Professor of Political Science at SUBR, who serves as the students' faculty mentor.

The following professors from the Nelson Mandela School of Public Policy and Urban Affairs presented papers at NCOBPS: Revathi Hines (political science), Melanie Johnson-Cunningham (political science), Leslie Taylor-Grover, (political science), Eric Horent (public administration), and Albert Samuels, interim dean, College of Social and Behavioral Sciences.



The National Conference of Black Political Scientists (*NCOBPS*) is organized to study, enhance, and promote the political aspirations of people of African descent in the United States and throughout the world. It aims to contribute to the resolution of the many challenges that black people confront. The organization promotes research in and critical analysis of topics usually overlooked and/or marginalized in political science scholarship.

The first meeting of NCOBPS was held in April, 1969 at Southern University under the leadership of the late Jewel Limar Prestage, who served as chair of the Department of Political Science at that time. Since its inception, NCOBPS has developed into a powerful vehicle for elevating the study of African Americans and the African Diaspora within the discipline of political science. Additionally, it has also played a significant role in encouraging more African Americans to pursue graduate study in the field and has created important networking opportunities for black political scientists.

## SUBR Student Wins Distinguished Media Award

SUBR student, Don Green, won the "Photo Shoot-out" competition in the "Best of Show" contest to earn a David L. Adams Apple Award at the national College Media Association's (CMA) convention held in New York City, on March 12-15, 2016. For the second consecutive year, the SUBR Office of Student Media has earned the national award at the CMA's annual meeting.



Mr. Green, a junior social work major from Baton Rouge, is a photographer for the SUBR Office of Student Media, contributing to the student newspaper (*The Southern DIGEST*), magazine (*Ego*), and yearbook (*The Jaguar*). He was among a group of 10 SUBR students that traveled to New York for the convention. "I am thankful for the opportunity to represent Southern University in a competition against schools from across the country. I am humbled that SU believes in my gift of photography," Mr. Green said.



The David L. Adams Apple Awards are named in honor David L. Adams, a longtime College Media Advisers stalwart and adviser at Indiana University, who died in 2007.

"We are so elated that Mr. Green had the opportunity to represent Southern University in such a positive way. In the Office of Student Media, we promote enthusiasm, motivation and most of all productivity. It's truly a joy to see our student staffers excel at such high levels and for that we show gratitude to them for the excellent work that they do not only while at conference, but each week within the office," said Jermaine Proshee, adviser and graphics and publications manager.

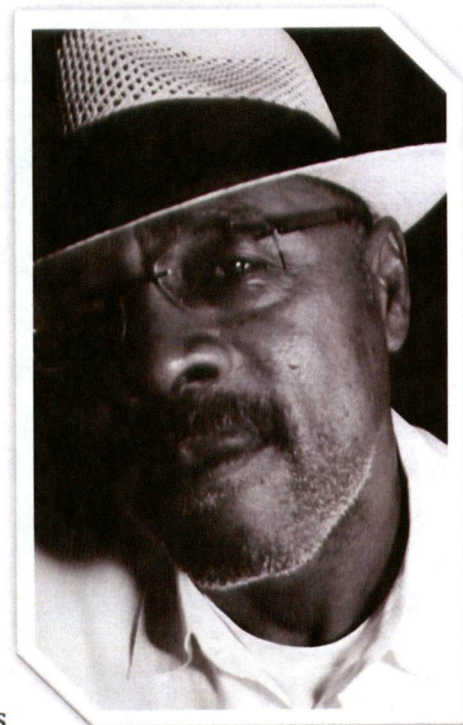
Last year, the SUBR student magazine won an Apple award for "Best Magazine Spread." "Our students show extreme dedication and commitment to their crafts on a daily basis. It is especially rewarding to see their work being selected nationally amongst their peers. We are pleased that we can give them the opportunity to hone their skills and display them on a national stage," said Heather Freeman, director of Office of Student Media.

## Second Poetry Collection Published by Professor John Smith

John Warner Smith, an adjunct professor in the Department of English, recently released his second book-length collection of poetry, *Soul Be A Witness: Songs to Boys of Color*, published by MadHat Press. Mr. Smith's first collection, *A Mandala of Hands* (Aldrich Press / Kelsay Books) was published in 2015.

In the summer of 2013, Professor Smith sat to write a poem as a reply to a Father's Day letter he received from his son Patrick. The response eventually became his second book-length collection of poems.

"The poems of *Soul Be A Witness: Songs to Boys of Color*," Mr. Smith says, "speak truth of and to boys and men of color as only an African-American son, father, and grandfather can."





## Southern University and A&M College at Baton Rouge CHANCELLOR'S REPORT

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His new collection "attempts to go beyond history, biography and contemporary influences to capture the inner, spiritual struggles and possibilities -- archetypal

forces -- that shape and ultimately define the individual and collective journey toward manhood and selfhood," said the writer.

The epic title poem, "Soul Be A Witness," puts the reader inside a Lafayette Parish courtroom and the monologues of eleven different characters in the 1922 trial of Emile Hebert, a young Creole war veteran accused of murder. The controversial trial brought National Guardsmen to the grounds of the courthouse for the first time in parish history - at the peak of the KKK's dominance in Louisiana.

"In many ways," Professor Smith says, "Emile epitomizes every native son of America who is a victim of law enforcement and criminal justice. The poems in the collection call upon the inner-self, the soul if you will, to be a witness to itself . . .to witness its good and evil, its weaknesses, shortcomings and vulnerabilities, but invariably, to know its abiding strength and power over injustice and adversity."

Professor Smith's poems have been nominated for a Pushcart Prize and for the Sundress Best of the Net Anthology. He earned his MFA in creative writing at the University of New Orleans. His poetry can be found at [www.johnwarnersmith.com](http://www.johnwarnersmith.com).

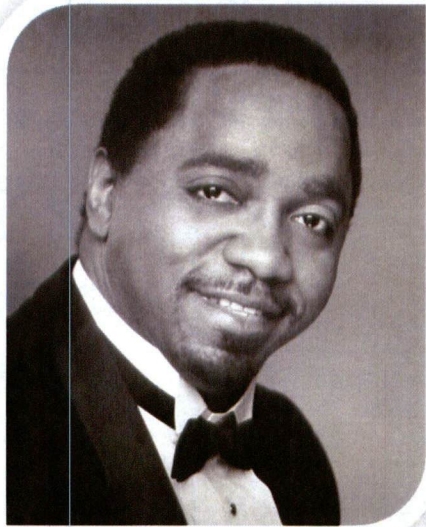


SUBR English adjunct professor John Warner Smith's second collection of poetry, *Soul Be A Witness: Songs to Boys of Color*, is scheduled for release in mid-April from MadHat Press.





## Professor Richard Hobson Shines at Music Recital



Richard Hobson, affiliate artist/ professor of voice and director of opera at SUBR, performed a recital on April 5, 2016, at 7:30 p.m., in the recital hall in the Debose Fine Arts Building.

Songs from Germany, France, and America were featured at the recital including a duet with soprano Sandra Moon, assistant professor of voice from LSU, and negro spirituals--some arranged by Charles Lloyd, professor of music, SUBR. Mr. Lloyd also accompanied the performances at the piano.

Mr. Hobson sang on the roster of the Metropolitan Opera for 13 years and also at the New York City Opera for three years. He sung Porgy in Gershwin's *Porgy and Bess* in Europe and South America, and also performed on Broadway in New York in Hal Prince's production of *Showboat*.

## LS-LAMP Students from SUBR Attend National Research Conference

Four Southern University and A&M College Baton Rouge (SUBR) students in the Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP) attended the LS-LAMP Research Symposium in National Harbor, Maryland on February 22-24, 2016. The theme of this National Science Foundation (NSF) conference was, "A TRUE GAME CHANGER - Aiming High and Making a Difference: Recognizing 25 years of Excellence in the LS-LAMP Program." The event honored the late Representative Louis Stokes for his achievements and his lifetime of public service.



## Southern University and A&M College at Baton Rouge **CHANCELLOR'S REPORT**

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Dr. Diola Bagayoko, dean of the Dolores Margaret Richard Spikes Honors College, director of the Timbuktu Academy, and LS-LAMP statewide program director, and the students participated in the conference. SUBR scholars attending were Lamar Burton, a senior agricultural sciences major, Jasmond Tucker, a junior biology major, Jonalyn Fair, a freshman mathematics and physics major, and QuoVadis Savoy, a freshman electrical engineering major. Mr. Burton and Mr. Tucker showcased their technical research during the poster presentation session.

LS-LAMP ([www.subr.edu/lslamp](http://www.subr.edu/lslamp)) is a statewide, comprehensive, systemic mentoring, and institutional transformation program. Its central objective is to substantially increase the number and quality of minority students enrolling in and completing baccalaureate degrees in science, technology, engineering, and mathematics (STEM), and subsequently going on to pursue graduate studies in STEM disciplines. The Alliance is composed of 12 Louisiana institutions of higher education and the Louisiana Universities Marine Consortium (LUMCON), a research facility. The Louisiana institutions include Dillard, Grambling State, Southern (Baton Rouge and New Orleans), Xavier University, University of Louisiana at Lafayette, McNeese State University, University of New Orleans, Tulane University, LSU, and community colleges (Southern University Shreveport and Nunez Community College). Southern University and A&M College serves as the lead institution for LS-LAMP.



"For over the past 25 years, LS-LAMP has made its mark to encourage and cultivate scholars of STEM disciplines at the 12 LAMP institutions and into the future workforce of tomorrow. LS-LAMP continues to impact STEM education in Louisiana," said Dr. Bagayoko.

## **SUBR's Youngest Graduate Focused on STEM**



Mr. Polite Stewart Jr., the youngest student to graduate from SUBR, received his undergraduate degree in physics at 18 years old. He began attending SUBR as an undergraduate student when he was 14 years old in the fall semester of 2008, after spending two years in Timbuktu Academy program.

After Mr. Stewart received his physics degree, he decided to work for two years as a post-

baccalaureate and research associate at the

Lawrence Berkley National Lab (LBNL) in Berkley, California. Throughout Stewart's time at LBNL, he received valuable research experience in a number of subjects, ranging from computer science to physics, to mechanical engineering, in terms of design and manufacturing.

During his two years of post-baccalaureate work, Mr. Stewart became conscious of his hands-on learning preference and passion for helping others in a more immediate way than physics could offer. He then came to recognize that engineering was his preferred field, and thus became more focused on becoming a bio-medical engineer and starting his own company. Mr. Stewart plans to use this company as a way to distribute medical devices at a lower cost than the market gives via 3-D printing and a few other mediums.

While Mr. Stewart became emotionally attached to California due to all the experience he gained there, he made it a point to come back to Southern University, where he is currently enrolled, and work towards a bachelor's degree in mechanical engineering and a master's degree in materials science and engineering, simultaneously.

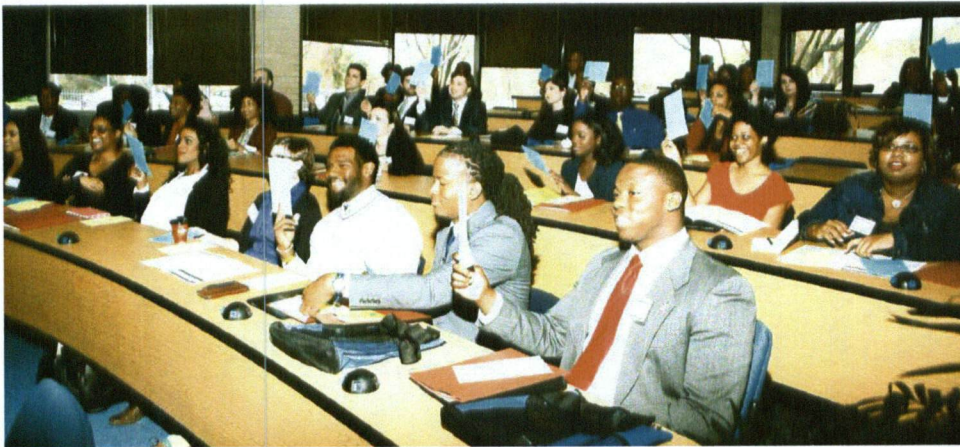


## TWENTY-THIRD ANNUAL PRE-LAW DAY

Surviving Law School: What You Need to Succeed” proved to be an attractive theme for the approximately 160 prospective students who attended the 23rd annual SULC Pre-Law Day on February 19.

SULC administrators, faculty, staff, alumni, and current students who were on hand to meet participants found an eager group ready to receive information on admissions, financial aid, career decisions, academic support services, and campus involvement. According to remarks of those who completed an evaluation of the program at day's end, the introduction to law studies at SULC was "a wonderful and valuable experience."

"I enjoyed learning what Southern University wants in a law student and I hope that I can be an SULC student in the future," one student noted. Another stated: "No complaints! I'm sold on SULC!"



Prospective students attending Pre-Law Day shared that they learned a great deal of useful information that just might persuade many to make SULC their choice for law studies.

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### SPECIAL POINTS OF INTEREST

- Faculty & Staff News

## CLINIC NEWS



### FACULTY & STAFF NEWS

**Cynthia N. Reed, director of CLE and alumni affairs,** was the featured speaker for the 2016 Founders' Day Celebration for the Greater Baton Rouge Area Chapters of Alpha Kappa Alpha Sorority, Incorporated, February 27, at the Crowne Plaza Hotel. The theme was "Continuing A Legacy of Empowerment: 108 Years and Counting."

**Prof. Michelle Ghetti** attended the annual meeting of the Fellows of the United States Supreme Court on February 25, 2016 in Washington, D.C. This year, the two-day event sponsored by the Supreme Court Historical Society included a presentation by Justice Stephen Breyer on how world events and law affect the Supreme Court, a reception and banquet at the Supreme Court building, and a meeting of alumni fellows from around the country.

Virginia Listach, Clinical Director, the Tax Clinic, and the Southern Teacher's and Parents' Federal Credit Union presented a workshop on Urban Financial Education, "Getting to the Root of the Problem" and tax related issues on March 26, 2016, at the Southern University Law Center. Several more workshops are scheduled for the future.

The Civil/Family/Administrative clinic presented a workshop to Grandparent's Raising Grandchildren on family law issues such as: adoption, custody, kinship care, Medicaid/Medicare and social security benefits on March 2, 2016.

Virginia Listach, Clinic Director/Moot Court Board Advisor, presented a discussion on clinical legal education and moot court. She also demonstrated a mock moot court presentation to the Pre-Law Society's undergraduate students from campuses across Louisiana on March 12, 2016. The SULC Moot Court Board will be hosting a regional Pre-Law Society Moot Court Competition in October 2016.

The SULC Moot Court Board hosted its annual Intra-School Moot Court Competition on February 27, 2016. From this competition, 10 new board members were chosen. They were sworn-in in an induction ceremony conducted March 18, 2016. The Honorable Katrina Jackson was the guest speaker.

The Louisiana Bar Association has tasked the Clinics from all 4 law schools with aiding in the selection of a student representative to participate in the bar's "Access to Justice Developing Leadership" internship program. The student selected was 1L, Kara Brown. Jones Walker is our host law firm, and Ms. Brown will participate in leadership training and exposure to the court system, non-profit legal service providers, and Southeast Legal Services this summer. The SULC Law clinic will be hosting an event in conjunction with the Honorable Judge Brian Jackson and LSU.

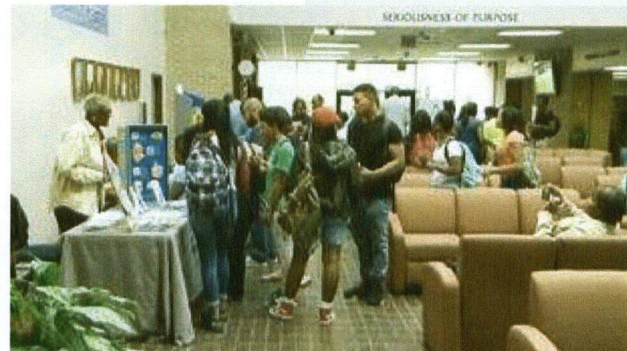
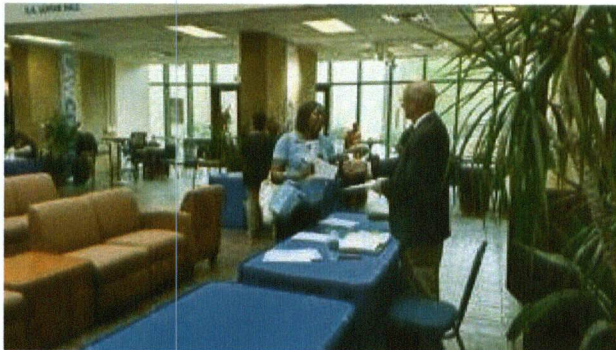
Kelly Carmena, Supervising Attorney for the criminal law clinic, was on LPB Louisiana Public Square episode last week. The title was "Justice on Hold: Louisiana's Public Defender Shortage." She sat along with Hillar Moore, Sean Collins, Jack Harrison, and others who held a discussion with a panel of experts on the subject which included the State Public Defender James Dixon to discuss the public defender crisis and how it affects defendants waiting for resolutions in their cases. It aired March 30, 2016.

## The 30th Anniversary Commemoration of Two Challenges to the Legal System that Changed Louisiana Judiciary Forever



*Clark v. Roemer* and *Chisom v. Edwards* Remembered 30 Years Later --From left, Ernest Johnson, '76, lead attorney in the *Clark v Roemer* case; Interim Chancellor John K. Pierre; Louisiana Attorney General Jeff Landry; Arthur Thomas, '76, attorney; former Gov. Edwin W. Edwards, official involved in the settlement of the cases; President-Chancellor Ray L. Belton, Southern University and A&M College; Judge Yvette Alexander, Baton Rouge City Court; Judge Janice Clark, '76, of the 19th Judicial District Court, lead plaintiff; Judge Freddie Pitcher, Jr., (retd.), '73; Judge John M. Guidry, '87, First Circuit Court of Appeal; Judge Pamela Taylor-Johnson, '79, East Baton Rouge Parish Juvenile Court; and former Louisiana Attorney General Richard Ieyoub, official involved in the settlement of the cases.

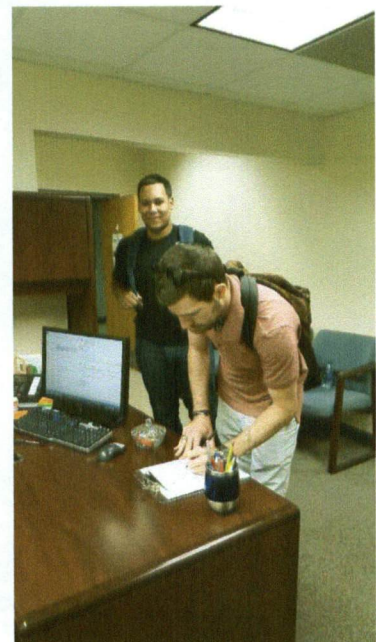
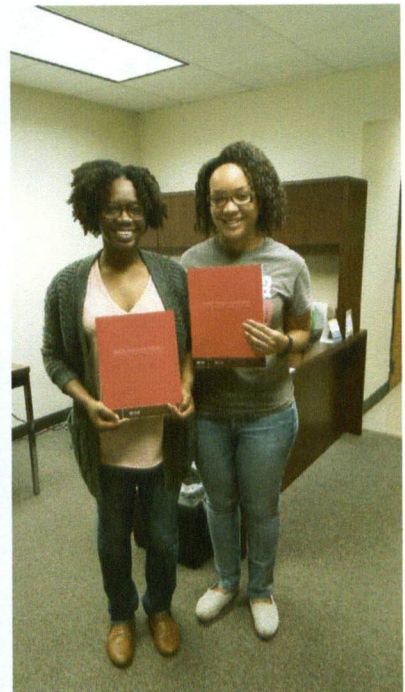
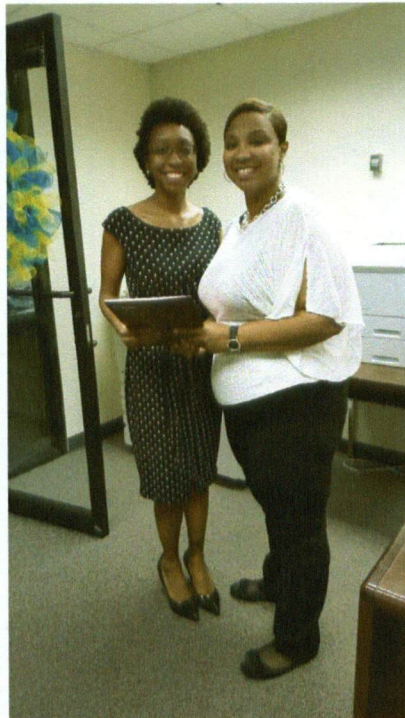
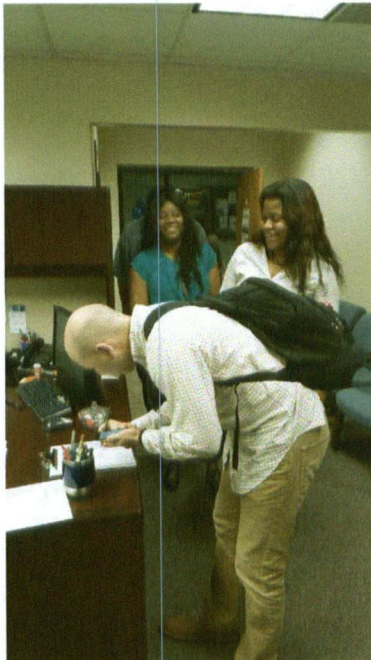
## HEALTH AND WELLNESS DAY

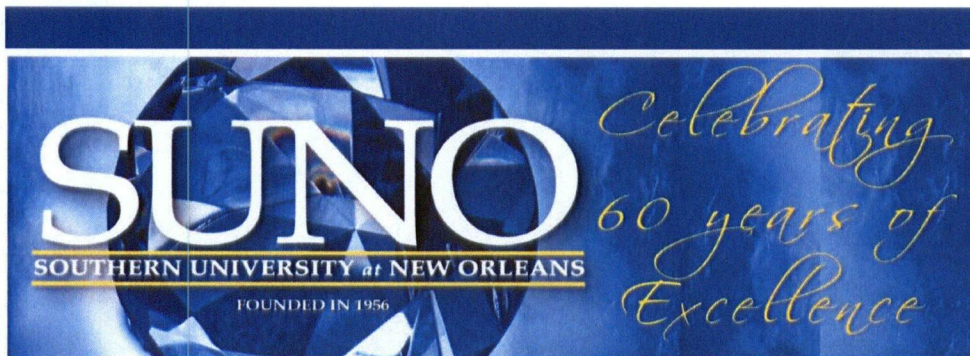


On March 30, 2016, the Office of Academic Support held a Professional Wellness Day event in which different organizations presented information to help law school students handle the stresses of law school. Organizations and businesses set up information tables in the atrium and there was a speaker series that followed. Organizations present at the event were the SU Health Center, University Counselor Center, Judges and Lawyers Assistance Program, SU Agriculture Research and Extension Center, Total Care Injury & Pain Centers, NOLA Girl Gone Green, and Primerica.

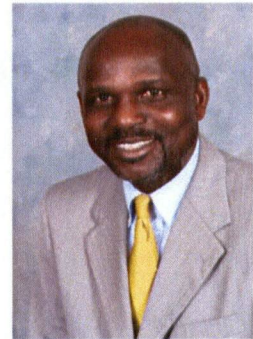
## FINANCIAL AID EXIT DAY

The SULC Office of Financial Aid held an Exit Day Monday, March 14, 2016. The Office of Financial Aid staff answered questions, provided information on Loan Reduction Assistance Program (LRAP) and Bar Loan information, distributed Department of Education pamphlets and publications explaining debt management, repayment, consolidation, and forbearance. The students also received assistance in completing the online exit counseling, if needed. Approximately 75 prospective graduates took advantage of the financial aid exit day to ensure a smoother graduation check out.





March 2016



## A Message from the Chancellor

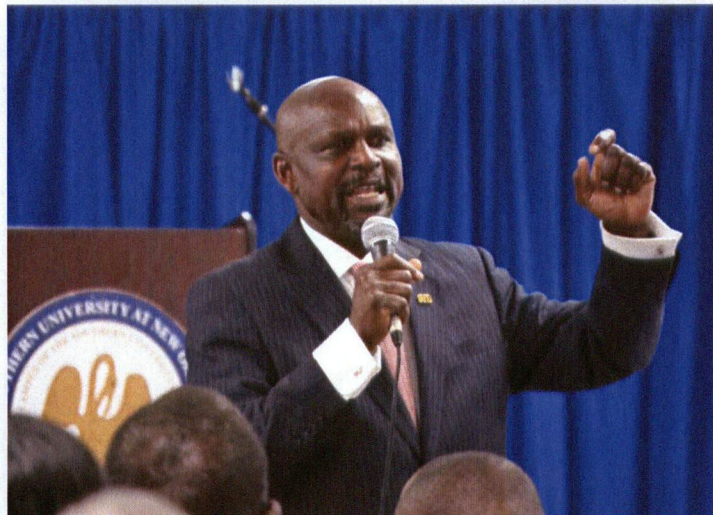
# Chancellor Ukpolo Announces Resignation

**D**r. Victor Ukpolo announced his resignation as Chancellor, effective June 30, 2016. He has served as Chancellor for 10 years.

"I am truly grateful to America, the Southern University System and SUNO for giving me an opportunity to lead this University for the past 10 years," Dr. Ukpolo

said. "I came to America from Nigeria 44 years ago as a young man with \$200 in my pocket and worked my way up from a dishwasher to become the head of a University. Now it is time for me to start my gradual transition back to Nigeria."

After he steps down, Dr. Ukpolo plans to return to the classroom to teach at SUNO before eventually returning to Nigeria as the patriarch of his family. "It is my hope that I still have some productive years to give back to my homeland," he said.



"My parents, particularly my mother, had not supported my idea to come to America because they feared losing me, but I assured them that I would be back in five years," Dr. Ukpolo added. "Now, 44 years later, I am finally able to keep that promise."

Dr. Ukpolo was appointed Chancellor on Jan. 6, 2006. He led SUNO during a critical time in the University's history, rebuilding the campus that was submerged in flood waters after Hurricanes Katrina and Rita. During his tenure, the Univer-

sity built its first-ever housing complex, an Information Technology Center, a new College of Business & Public Administration Building, and a Small Business Incubator on the newly developed Lake Campus.

Dr. Ukpolo also oversaw the renovations of the University Center, the Leonard S. Washington Memorial Library and the first floor

of the Bashful Administration Building. In addition, four new buildings are slated to be constructed: the Education Building, the Natural Sciences Building, the Arts, Humanities and Social Sciences Building, and the Millie M. Charles School of Social Work. The University broke ground on the new Social Work building in November 2015. SUNO experienced impressive student population growth under Dr. Ukpolo's leadership. Immediately after Hurricane Katrina, he launched an aggressive marketing

SEE UKPOLO, PAGE 2



# SUNO Opens New Forensic Science Lab

The University hosted a Ribbon-Cutting Ceremony for the new Forensic Science Lab March 18 in the Conference Center.

The lab, located in the New Science Building, features ergonomic furniture, a DNA Sequencer, a Pressure Cycler, two inverted microscopes, stereoscopes and numerous kits for evidence collection and drug analysis. Grants from Title III Programs, the Board of Regents and a collaboration with Pressure Biosciences, Inc. in Boston, MA were used to help pay for the new lab and equipment, which costs about \$1 million.



SUNO began offering Forensic Science as a major in 2013. It is one of four Historically Black Colleges and Universities in the country to offer such a program, and the only university in Louisiana to do so. The program, in which 68 students are enrolled, expects to have its first graduates this May.

In January, three Forensic Science students began an internship at the office of Orleans Parish Coroner's Office with Dr. Jeffrey Rouse. Now SUNO students have an opportunity to gain experience at crime scenes and autopsies while receiving valuable networking connections from the Coroner's Office.

"We are very excited about our new lab," said Dr. Pam Marshall, director of the Forensic Science Program. "We have a lot of unique equipment that will allow our students to be exposed to things they will see in a crime lab while using cutting-edge equipment."

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## Ukpolo continued

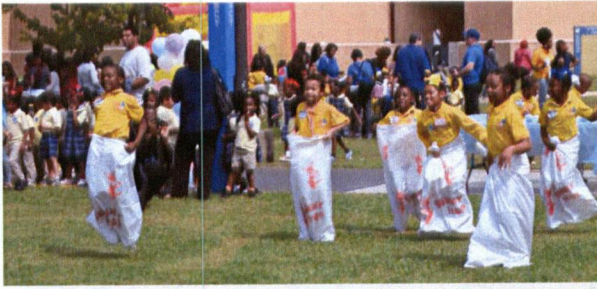
and reorganization campaign, which included the introduction of four innovative online programs to attract displaced students. Despite projections that only 1,200 to 1,500 of the 3,600 students enrolled before the storm would return, more than 2,100 students came back to continue their education on the new Lake Campus in trailers supplied the Federal Emergency Management Agency (FEMA) and the U.S. Army Corps of Engineers. With enrollment climbing faster than any other four-year institution in Louisiana, SUNO not only moved back to its original location in the winter of 2008, but is also experienced unprecedented growth.

Looking toward future generations, Dr. Ukpolo established an innovative dual enrollment program to allow qualified high school students to earn college credits at the University. He also continues to support the Honoré Center for Undergraduate Achievement, created to reverse the trend of fewer African American males graduating from college, while increasing the number of male-certified classroom teachers in urban settings. Programs such as these demonstrate Dr. Ukpolo's care, commitment and concern for SUNO's students, many who, like him, are the first in their families to attend college.

"As I leave my post as Chancellor, I wish the University and the Southern System well. I still will be here to serve SUNO and the system -- just in a different capacity -- as I make my gradual transition back to Nigeria."

Dr. Ukpolo, formerly the Southern University System's Vice President for Academic and Student Affairs, previously served as Associate Vice President for Academic Affairs at California State University in Los Angeles. He also served as Associate Vice Chancellor for Academic Affairs/Special Assistant to the Chancellor for Academic Research for the Tennessee Board of Regents. He started his career as an Assistant Professor of Economics at Austin Peay State University, where he also held an administrative post as Executive Assistant to the President.

## SPESA Easter Extravaganza Draws Local Children



*Students for the Prevention and Education of Substance Abuse hosted its annual Easter Egg Hunt March 16 in the Quad. Elementary school students from the area enjoyed a spacewalk, face painting and other fun activities.*

## Two Speakers Help CAAAS Celebrate Women's History Month

The Center for African and African-American Studies (CAAAS) hosted two events in March in the Conference Center to celebrate Women's History Month.

The first event on March 26 featured Johnny Massey, a historian, educator and community attorney, who lectured on "Gender Equality in the Black Civil Rights Movement."

On March 17, Dr. Patricia Newton was the keynote speaker. Newton is the CEO and medical director of the Black Psychiatrists of America, and president and medical director of Newton & Associates.

CAAAS is a Title III-funded program.



*Johnny Massey, (left photo) and Dr. Patricia Newton gave lectures as part of the CAAAS Women's History Month Celebration.*

## Dr. Grant Receives 1st Patent; Dr. Belisle Receives His 6th

Dr. Donna Grant, Vice Chancellor of Student Affairs, has received her first design patent for a fictional character, "Grant the Red Bear. Similar to other make-believe characters, such as "Barney," Grant the Red Bear entertains children of all ages. Dr. Grant also has a line of educational products centered around Grant the Red Bear.



Meanwhile, Dr. William Belisle, Director for Grants and Sponsored Programs, has received his sixth utility patent, Patent Number 9,300,230 "Apparatus for Elevating and Manipulating Object," issued by the U.S. Patent and Trademark Office.



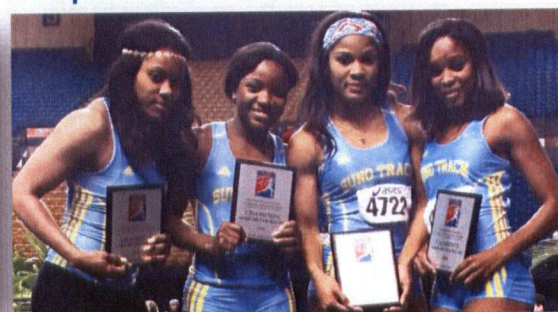
The patent is for a see-through rectangular shaped enclosure equipped with electromagnets at its base and sides. The enclosure is used to elevate magnetic or electromagnetic objects and then manipulate the elevated object movement around the inside of the chamber.

The apparatus will be used to further study and teach electromagnetic, scientific, physical and mathematical principles in high school, university, research and other classrooms and laboratories in ways not previously available. During the Fall of 2015, one of the LSU Mechanical and Electrical Engineering (MEI) Senior Capstone Project Teams selected this patented apparatus for their project and has completed testing and building the first prototype that will be presented in April.

The prototype will be shipped to a large scientific education company awaiting a sample of the apparatus for consideration. Dr. Belisle has prosecuted 'Pro Se' all but one of the six utility patent applications he has received and has a small, but useful understanding of the complex patent prosecution process. He continues the process of technology transfer and commercialization regarding this and the other five patented products in hopes of generating economic development for Louisiana.

## Women's Track Team Wins 2 Championships at Indoor Nationals

Senior Orenthia Bennett (pictured in left photo) won the women's 400m and was a member of the winning women's 4x400m relay team as she led SUNO to a sixth place finish at the NAIA Indoor Track & Field Championships at the Dave Walker Track on the campus of East Tennessee State University Saturday. It was SUNO's best finish at the meet since it claimed the NAIA title in 1997.



Bennett picked up her second national championship running the anchor leg of the 4x400 meter relay. SUNO's team of Hylton, Green, Leonie Robinson, and Bennett finished with a time of 3:43.79, nearly two seconds better than the runners-up.

"I'm so impressed with this team," said Coach Yhann Plummer, a former national champion for SUNO himself. "They have worked so hard to put themselves to compete against the very best. They train every day without complaint, they fight through injuries, and nothing deters them. I'm just extremely proud of them and of my assistant coach Younne Reid for his work, in particular, with these ladies."

Southern University  
Agricultural Research and Extension Center  
Chancellor's report

Adell Brown, Jr.

Presented to:  
**BOARD OF SUPERVISORS**  
Southern University and A&M System

**Adell Brown, Jr.**  
Interim Chancellor

**Gina E. Eubanks**  
Vice Chancellor for Extension

**Linda Batiste**  
Director of Finance

**Christopher Rogers**  
Director of Technology Services

**Editors**

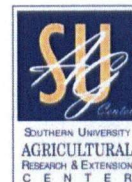
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Southern University  
Agricultural Research and  
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Interim Chancellor; Ray  
Belton, System President;  
Leon R. Tarver II, Chairman,  
Board of Supervisors. It is  
issued in furtherance of the  
Cooperative Extension Work  
Act of December 1971, and the  
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Program, in cooperation with  
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*Linking Citizens of Louisiana with Opportunities for Success*

## SMALL FARMER CONFERENCE BRINGS PARTICIPANTS TO SU AG CENTER

Small farmers from across the state gathered at the Southern University Agricultural Research and Extension Center from March 17-19 for the 6<sup>th</sup> annual Louisiana Small Farmer Conference.

The three-day conference, themed “Ownership and Growth of Louisiana’s Small Family Farms,” was designed to educate, provide expanded awareness of educational opportunities, USDA programs and services and other resources to help small farmers stay in business.

The event was the ideal venue for new and beginning farmers, small and urban farmers, agricultural business owners, community leaders, backyard gardeners and community based organizations.

The Opening Session was presided over by Dawn Mellion-Patin, Ph.D., Conference organizer. The keynote address was given by Vernon L. Jones, Ph.D., Administrator of the Cooperative Extension Program at Langston University and SU alum.

The conference covered the topics of: *Soil Health: Key to Successful Farming*, demonstrated by Stuart Gardner, Rangeland Management Specialist and Brandon Waltman, Resource Soil Scientist, Natural Resources Conservation Service. *Keeping the Farm in the Family*, presented by Allison J. Sabine, Attorney at WAFB news video is available at <http://bit.ly/22s5oyG>.

Law, Sabine Law Firm, LLC. *Financing and Protecting Your Small Farm*, presented by Terrick Boley, Farm Loan Manager, Tangipahoa FSA Office and Reginal Ellis, County Executive Director, East Feliciana FSA Office, Farm Service Agency.

Other topics covered were: *Managing the Farm as a Business; Opportunities for Market Gardeners; Best Management Practices for a Beef Cattle Operation; and Mitigating Agricultural Risk on Your Farm.*

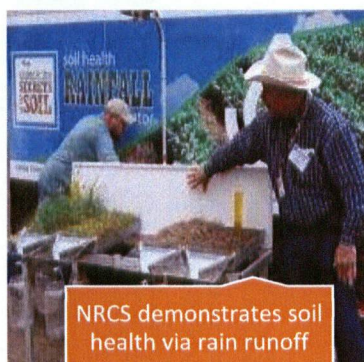
The conference included concurrent and networking sessions; a panel discussion with USDA agencies; the Louisiana Living Legend Banquet, which honors individuals who have made significant contributions to Southern University in the areas of Agriculture, Family and Consumer Sciences, and ended with the first session of the 2016 class of the Louisiana Small Farmer Agricultural Leadership Institute.

*“We experienced unprecedented success as 140 people attended the conference, which was featured in the Metro Section of The Advocate (front page on Friday); the CBS, NBC and ABC local affiliates covered the conference and interviewed attendees and 15 new eager farmers are excited about beginning this leadership journey with us,”* said Dawn Mellion-Patin, Ph.D., Agricultural Specialist and event coordinator.

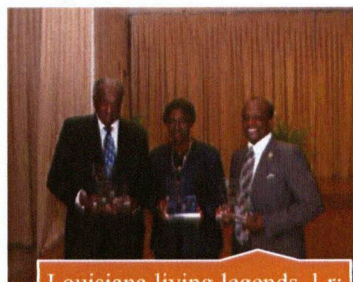
Dr. Patin can be reached at 225-771-2242 or via e-mail at [dawn\\_mellion@suagcenter.com](mailto:dawn_mellion@suagcenter.com).



L-r: Drs. Eubanks, Strain, Jones, and Mellion-Patin on National Ag Day



NRCS demonstrates soil health via rain runoff



Louisiana living legends, l-r: Holiday, Mcgee stands in for Fields, and Jones

## 12<sup>TH</sup> ANNUAL PROCUREMENT CONFERENCE



Dr. Brown interacts with participant Wilbert Jones



Conference participants interact with vendors



Networking session



London, left, and Eubanks present a plaque to Alvinette Teal, panelist (center).

On March 22nd, the Southern University Agricultural Research and Extension Center and its Center for Rural and Small Business Development (CRSBD) along with other partners, United States Small Business Administration (SBA), Louisiana Economic Development (LED), Louisiana Small Business Development Center, Goodwork Network and Louisiana Procurement Technical Assistance Center (PTAC) held the 12<sup>th</sup> Annual “Connecting Businesses with Contracts” Procurement Conference.

This event convened more than 400 participants which included contractors, non-profit organizations, small business owners, exhibitors, and other individuals who were able to network, receive educational training that enhanced their business knowledge, acquired pointers on how to position themselves to obtain private business and governmental contracts, as well as, guidance regarding improving their economic status which will propel them to the next level.

Several workshops were conducted during the conference; namely, Tax Reduction Strategies,

Protecting Business Assets and 6 Figure Retirement Planning, a Procurement Panel Discussion on Understanding State Purchasing Procedures, “Now what? Increasing the Potential of Success for your Business,” Obtaining and Keeping Your Contractor’s License, How the Bank Reviews Assets and Your Financial Statements and Making Your Decisions Based on Financial Statements.

The conference concluded with a luncheon in the Cotillion Ballroom highlighting three successful businesses via a panel discussion: Carousel Medicaid Equipment, LLC; Jesco Environmental and Geotechnical Services, Inc. and Ponchatrain Partners, LLC.

Dr. Adell Brown, Jr., Interim Chancellor of the Southern University Agricultural Research and Extension Center; Dr. Gina E. Eubanks, Vice Chancellor of Extension; and Ms. Gloria D. London, Director of the Center for Rural and Small Business Development were on hand to bring greetings to conference participants.

For additional information about the SU Ag Center’s Center for Rural and Small Business Development, visit [www.crsbd.com](http://www.crsbd.com) or call 225.771.2242.

The SU Ag Center joined the country in celebrating National Ag Day (NAD) on March 15. The theme for this year's NAD was "Stewards of a Healthy Planet." Youth and adults across Louisiana were engaged in agricultural activities throughout the day at various schools and community events.

As agriculture professionals, we are Stewards of a Healthy Planet—a future for people, animals and nature.

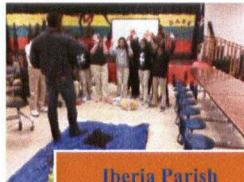
A statement from USDA Ag Secretary Vilsack on NAD is available at <http://1.usa.gov/1QXUnxD>. Louisiana Ag Commissioner Mike Strain was interviewed on the significance of National Ag Day, and the video is available on YouTube at <http://bit.ly/1VuMjpV>.

In Baton Rouge, the SU Lab School's seventh graders were among those who participated in the 2016 National Ag Day event hosted by the Southern University Agricultural Research and Extension Center. Activities centered on composting for a healthier soil and environment.

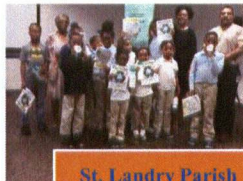
The Southwest Center for Rural Initiatives joined the celebration in St. Landry Parish.



EBR Parish



Iberia Parish



St. Landry Parish

Mike Guidry of the St. Landry Parish-Opelousas Recycling Center facilitated enrichment on the importance of recycling to students in the Youth Educational Support After-School Program. Participants gained knowledge on their roles and responsibilities to maintain and care for our planet, while also learning about the many ways recycled materials are utilized in sustainable agriculture.

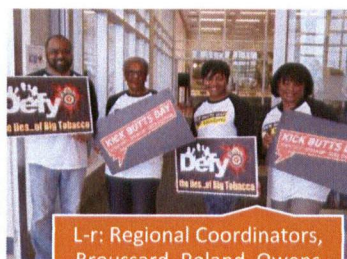
"From making compost to learning that they can make money from recycling goods (cans, bottles, etc.), the students really enjoyed learning about recycling on National Ag Day," said event organizer, Krystle J. Washington.

Many students also committed to begin recycling and encouraging others in their households and communities to do the same. To view pictures from the event, visit #SUAGDay2016 on Instagram or Facebook. Iberia Parish also took part in the event.

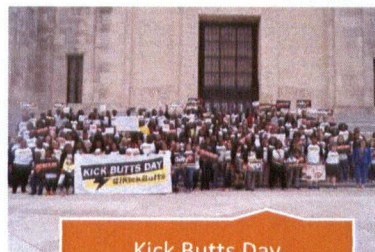
The National Ag Day Committee at SU Ag Center comprised of Renita Woods Marshall, Kenyetta Nelson-Smith, Tiffany Franklin, LaKeeshia Lusk, Janana Snowden, Mila Berhane, Stephanie Elwood, De'Shoyn York, Chris Chappell, and Marlin Ford.

## KICKING BUTTS AT THE STATE CAPITOL

Kick Butts Day (KBD) is a national day of activism that encourages youth to stand out, speak up and seize control against Big Tobacco. On March 16, Communities of Color Network (CoC) Regional Coordinators, Hendrix Broussard, Frankie Poland, LaTonya Owens and Urina Holt participated in the Kick Butts Day activities at the Louisiana State Capitol sponsored by the Louisiana Campaign for Tobacco-Free Living. About 250 students, teachers, youth leaders and health advocates participated in the event. CoC staff provided demonstrations to attendees regarding the damage that smoking does to the body, answered questions regarding the dangers of



L-r: Regional Coordinators, Broussard, Poland, Owens and Holt at KBD event



Kick Butts Day participants at the Capitol

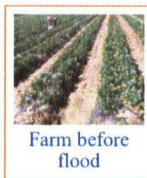
tobacco use and assisted in other areas to make this a successful event. In addition to this, statewide, CoC coordinators conducted individual KBD activities within their parish jurisdictions at churches, schools, and civic organizations.

## SU AG AGENTS ASSIST FARMERS WITH FLOODED STRAWBERRY FIELDS

Farmers in Tangipahoa Parish had major concerns after the recent flood. The 19 inches of record-breaking rain that fell in the Florida Parishes left many strawberry growers with unmarketable crops. What had been shaping up to be a decent season has quickly turned into a bad situation heading into the annual Ponchatoula Strawberry Festival. The most recent flood that occurred can reduce yields and even kill plants, but usually will not result in the contamination of produce with human pathogens. Berry crops can tolerate a great deal of flooding when they are dormant, but when actively growing in spring, flooding for any length of time can be detrimental.

In this area, growers need several rain-free days so the soils can drain and draw in air to stimulate root growth. Once the plant's roots get adequate oxygen they will begin to grow and absorb the nutrients present in the soil. Many plant diseases, such as Phytophthora and Botrytis, will be much worse following flooding rains. Producers should closely monitor crops and manage these diseases.

Phytophthora spores are spread under flooded conditions, so chemical treatment will be needed to manage susceptible crops.



Farm before flood



Farm after flood

A local produce farm lost its early spring and summer crops of Top Pick Purple hull peas, snap beans, and horticultural beans. The farm's five acres of strawberries were also affected after the heavy rainfall.

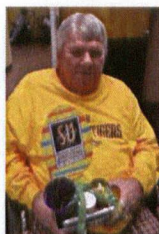
Another producer, Mendez farm located in Independence, LA lost about 95% of its 8,000 berry plants. The disaster has caused a huge delay of spring garden preparation. The Tangipahoa River pushed the gravel pit off the banks and affected areas along old US 51 and Hwy 51. Area producers are hoping they can plant their summer crops. The biggest concerns for area farmers is the Ponchatoula Strawberry Festival scheduled for April. No matter how carefully a grower prepares the field, the size of the harvest will be determined in large part by the weather. Ideal growing conditions for strawberries include cool nights and warm, sunny days, weather that falls short of this may quickly and irreversibly damage the crop.



## SU AG CENTER PARTNERS WITH LOCAL BUSINESSES TO DONATE EASTER BASKETS TO NURSING HOME

Many in South Louisiana celebrated the Easter weekend by attending church services and spending time with their loved ones. The SU Ag Center partnered with Missy Radio, Addictive Strands, the Outstanding Mature Girlz Organization (OMG), Jessica Cain, and Cumulus Media to add to this heavily celebrated tradition. On Saturday, March 26, SU Ag Center's Assistant Area Agent, Nicolette Gordon delivered Easter baskets to the St. Helena Parish Nursing Home. Eight baskets were sponsored by local businesses on behalf of OMG Club Members Chriterra Brumfield, Kyla Bryant, Symone Bryer, Shanika Holmes, Allanee Janeau, Kenneadei Lee, and Ariel Scott. These young ladies adopted grandparents at the nursing home last year to fulfill their community service commitment as members of the club.

"If I'm ever placed in a nursing home, I want people to come and bring things like this to me,"



Mr. Eric Sullivan holds his Easter basket from O.M.G. Club

said Montrell Fagget, Owner of Addictive Strands. "I want people to come and just see about me."

The baskets were filled with Palmers Lotion, Vaseline, Hand Sanitizer, Aloe Vera Socks, Crystal Globes, WXOK cups, and Gospel CD's from various artists. "The baskets were just the right size for their aged, but wise hands," said Gordon.

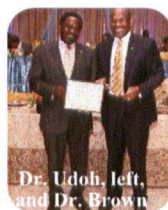
Easter concluded the holiday visits to the St. Helena Parish Nursing Home for the Adopt-A-GP (grandparent) Community Service Initiative, but the SU Ag Center is gearing up for the 2016-2017 school year!

For more information on how you can partner to enhance our Adopt-A-GP! Community Service Initiative, contact Nicolette Gordon in the Tangipahoa Parish Extension Office at 985.748.9381, or in the St. Helena Parish Extension Office at 225.222.4136.

## SU AG CENTER RECOGNIZED AT SYSTEM SERVICE AWARDS CEREMONY

Southern University's 136<sup>th</sup> Founders' Day was celebrated on March 9, 2016. The first African-American woman to travel into space, Dr. Mae Jemison, was the keynote speaker for a combination Community Prayer Brunch and Convocation in observation of the event.

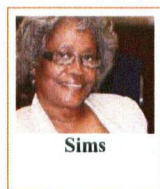
The main program in a series of events held throughout the day in honor of the annual recognition themed, "Southern University: Continuing the Journey, Surpassing Boundaries," was held at the F.G. Clark Activity Center.



Dr. Udoh, left, and Dr. Brown

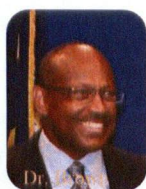
The celebration culminated in the employee service awards dinner honoring individuals who have served 20, 30 and 40 years at the university.

Among the honorees were members of the SU Ag Center with a combined total of 110 years of dedicated service. Honored were: Interim Chancellor Adell Brown, Jr. with 40 years of service; Oscar Udoh, Coordinator for Planning and Evaluation with 30 years; and Sarah Sims, Extension Agent, Madison Parish also with 40 years. Congratulations for a job well done!



Sims

### DR. BROWN SPEAKS ABOUT AGRICULTURE AND THE LAND GRANT PROGRAM



SU Ag Center's interim Chancellor Dr. Adell Brown, Jr. spoke on the *Outlook on Agriculture Radio Broadcast* to discuss the history, state, and impact of the land-grant

mission. You can listen to the whole interview by visiting <https://goo.gl/VSGwnR>

## DR. GINA EUBANKS APPOINTED TO BREADA BOARD



Southern University Ag Center's Vice Chancellor for Extension Gina E. Eubanks was appointed to the board of the Big River Economic & Agricultural Development Alliance

(BREADA) during one of the organization's recent board meetings.

BREADA began in 1996 when Chris Campany recruited a group of farmers to start Baton Rouge's first farmers market as part of his Master's thesis at Louisiana State University. From that group, the Red Stick Farmers Market was created and the first farmers market was held the same year. BREADA also received its 501 © 3 non-profit organization status in 1996 and began working to increase economic opportunities for small farmers.

BREADA entered into a partnership with the Baton Rouge Area Foundation and the State of Louisiana to open the Main Street Market, which serves as an incubator for small businesses. To date, the organization has established a mobile farmers market that provides access to fresh fruits and vegetables to limited access neighborhoods and a kids club that teaches healthy lifestyles to children.

BREADA has a mission of, "building healthy and strong local food systems; increasing the sustainability of independent local farmers, fishers and food producers; and to foster stewardship of land and community through public markets."

As a member of the board, Eubanks and the other 15 board members will oversee the policies implemented by the organization to assist small farmers and promote the idea of purchasing locally grown food.

Eubanks has been employed with the Southern University System since the 1990s when she joined the faculty as Coordinator of Family and Consumer Sciences. She would continue to rise through the ranks to be named Vice Chancellor for Extension at the Southern University Agricultural Research and Extension Center in 2002.

In May of 2013, Eubanks was named Associate Vice Chancellor and Program Leader for Nutrition and Food Sciences at the Louisiana State University AgCenter. She currently serves in a dual appointment at both the SU and LSU Ag Centers.

Prior to her employment at Southern, Eubanks taught at Alcorn State University, Oklahoma State University and Virginia Tech.

She received a B.S. degree in clothing and textiles from Southern University in 1977. Eubanks earned an M.S. degree in clothing and textiles merchandising in 1978 and a Ph.D. in home economics in 1987, both degrees are from Oklahoma State University.

## LINDA BATISTE APPOINTED TO SACSCOC SPECIAL COMMITTEE



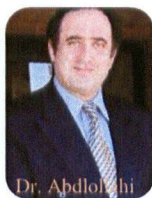
Director of Finance at the SU Agricultural Research and Extension Center Linda Batiste was recently appointed to serve on a Special Committee with the Southern

Association of Colleges and Schools Commission on Colleges (SACSCOC).

Her first assignment is to review Virginia State University's first monitoring report in April 2016. The committee's primary responsibility to the institution and the commission is to determine whether the institution is in compliance with the relevant standards as related to the fifth year interim report addressing compliance standards.

**PUBLICATION:**

**DR. KAMRAN ABDOLLAHI**, Program Leader and Graduate Director of Urban Forestry co-authored three refereed journal research articles with LSU Bioenergy collaborators.



Dr. Abdollahi

The research work was partially funded through the United States Department of Agriculture, National Institute of Food and Agriculture (USDA-NIFA). Dr. Kamran Abdollahi, Dr. Dorin Boldor of LSU and his research team have been collaborating for more than five years to improve the capacity of SU and Louisiana in Bioenergy and Biofuel research and education.

Charles Henkel, Pranjali D. Muley, Kamran K. Abdollahi, and Dorin Boldor. Pyrolysis of energy cane bagasse and invasive Chinese tallow tree (*Triadica sebifera* L.) biomass in an inductively heated reactor. 2016. *Energy Conversion and Management Journal*. 2016. Vol. 109. Pages. 175-183.

Pranjali D. Muley, Kamran K. Abdollahi, and Dorin Boldor. Pyrolysis and Catalytic Upgrading of Pinewood Sawdust Using an Induction Heating Reactor. 2015. *Energy & Fuels Journal*. 2015. Vol. 29: Issue.11: Pages. 7375-7385.

Pranjali, D. Muley, Charles Henkel, Kamran K. Abdollahi, Cosmin Marculescu, and Dorin Boldor. *A critical comparison of pyrolysis of cellulose, lignin, and pine sawdust using an induction heating reactor. Energy Conversion and Management Journal*. 117 (2016) 273-280.

A multidisciplinary research project was developed by Southern University Agricultural Research and Extension Center and the Louisiana State University Agricultural Research and Extension Center in collaboration with the USDA Forest Service, Southern Region to address the critical needs to develop scalable, cost-saving biofuels and associated processing technologies from sustainable, alternative, non-food feedstocks (urban wood-waste and energy cane biomass).

The importance of this project stems from several factors: 1. utilization of wood-waste and non-food feedstocks for biofuel and bioenergy production; 2. utilization of low-cost processing methods which will effectively increase biofuels competitiveness; 3. environmental and economic impact of non-food plants that grow on marginal, non-agricultural land. The successful project outcomes are: (a) benefiting the agricultural community by encouraging sustainable diversification of agricultural production in LA and Southern USA; (b) help develop rural and urban areas by promoting economic diversification and growth emphasizing bio-based energy and products technologies; (c) developing and strengthening R&D programs via enhanced collaboration and coordination of bio-energy research efforts; (d) developing cost saving, scalable, technologies for biofuel feedstock processing; (e) accelerating the technology transfer process from research to commercialization using existing agreements with industry partners; and (f) benefiting the people of the US through development, distribution, and implementation of bio-based energy technologies, therefore promoting energy independence.

The project also provided support and funding for several SU Urban Forestry graduate students. Dr. S.P. Davis completed his dissertation work in 2015. A comparative compositional study of lignocellulosic urban forest biomass by neutral/acid detergent fiber analysis by *Davis, S.P., Jr.*, Southern University and Agricultural and Mechanical College, 2015, 96 pages; 10002299. In UMI/ProQuest. 2015. Dissertation Advisor: Dr. Kamran Abdollahi.

**FATEMEH MALEKIAN**, Nutrition Professor



presented a webinar to the American Assn. of Family & Consumer Sciences on the Cooperative Extension's health and wellness framework.

This webinar was presented nationally as a part of national

Health Literacy working group efforts.

The file has can be accessed at <http://bit.ly/1SudqyL>

**JAMES MCNITT**, Professor Emeritus, has published an article entitled



“ALTERNATIVE AND ENRICHED HOUSING SYSTEMS FOR BREEDING DOES: A REVIEW” available online at <http://bit.ly/1MbKxIw>.



**KRYSTAL STEWART**, SU Ag Center Assistant Extension Agent for Orleans Parish, appeared on WBOK 1230 a.m.'s Community Bulletin Board Radio Show on March 22 to talk about the youth services that the Center provides in Orleans Parish.

During the 30 minute show, Stewart discussed the history and mission of the Southern University Agricultural Research and Extension Center, as well as, the Y.E.S. After School, Career Development, and Etiquette Programs, 4-H Clubs, and Community Gardening projects that are held throughout the parish.

Stewart also provided listeners which information on the recently held 4-H Public Speaking Contest and National Ag Day events. She further shared information on the upcoming Youth and Family Expo and the “Creating Healthy Enjoyable Foods” (C.H.E.F.) Summer Cooking Camps.

For additional information about the SU Ag Center's youth programs in Orleans Parish contact, Krystal Stewart at 504.658.2900.

## UPCOMING EVENTS:

**April 30:** Small ruminant field day at LSU Vet School in Baton Rouge. Contact Dr. Renita Marshall at 225-771-0252.

**June 16-18:** Family and Youth Expo at SU Ag Center in Baton Rouge. Contact Dr. Wanda Burke at 225-771-5184.

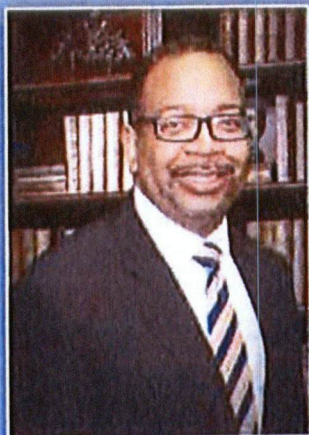
# Chancellor's Report



Excellence • Integrity • Accountability • Service

April 2016

Volume 1 • Number 1



## SUSLA Welcomes Dr. Rodney A. Ellis

Dr. Rodney Ellis, a Buckner higher-education consultant, is the former Chancellor of Central Louisiana Technical Community College (CLTCC). Dr. Ellis held this title from February 2013 to June 2015. In this role, he worked diligently to inform the community about the benefits of a technical and community college education. He successfully secured nearly \$5 million in federal grant funding, secured \$650,000 in private funding commitments to start new and upgrade existing programs, restructured and rebranded a 7-campus organization, reduced the budget deficit by \$1.2 million, expanded student activities and program offerings, secured \$19 million from the state legislature for a new building, secured \$5.3 in non-state funding for this new building, achieved reaffirmation from the college's

accrediting body, increased the public's awareness and image of the college, and developed a new 5-year strategic plan, among other things.

Dr. Ellis also served briefly at the Louisiana Community and Technical College System (LCTCS) where he focused on special academic and student affairs initiatives that help Louisiana community colleges achieve the goals in "Our Louisiana 2020: Building the Workforce of Tomorrow," LCTCS's six-year strategic plan. LCTCS serves over 175,000 credit and non-credit students, and 36,000 adult basic education learners at 13 community and technical colleges on over 50 campuses.

Dr. Ellis previously served as Executive Vice President at Atlanta Technical College in Atlanta, Georgia. Ellis worked at Atlanta Technical College for nearly thirteen years where he also served as vice president of IT, planning and development and director of institutional development. Prior to his service at Atlanta Technical College, Dr. Ellis served as Institutional Effectiveness Specialist at the Technical College System of Georgia and senior research specialist at the Roosevelt Warm Springs Institute for Rehabilitation.

He earned his doctorate in Higher Education Administration, with a specialization in Community and Technical College Leadership, from the University of Georgia; a Master of Science in Judicial Administration from Auburn University at Montgomery; and a Bachelor of Arts in Political Science from the University of Alabama.

Dr. Ellis has over twenty years of experience in postsecondary education. He specializes in academic and student affairs policy development and compliance, institutional effectiveness and research, accreditation compliance, resource acquisition and management, public-private partnership development, board development and strategic planning.

### EXECUTIVE TEAM MEMBERS

Dr. Regina Robinson

Brandy Jacobsen

Dr. Rosetta Jones

Janice Sneed

Dr. Melva K. Williams

### CHANCELLOR'S CABINET MEMBERS

JoAnn Warren-Brown

Major Brock

Levi Brown (SGA)

Darrin Dixon

Fatina Elliott

Richard Haley (SCB)

Dr. Barry Hester

Sonya Hester

Rosalyn Holt

Joseph LaCour Jr.

Carolyn Miller

Chief Marshall Nelson

Tiffany Varner

Dr. Terence Vinson

Dr. Wanda Waller

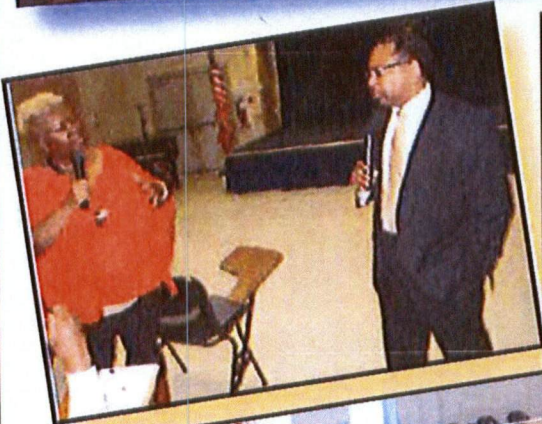
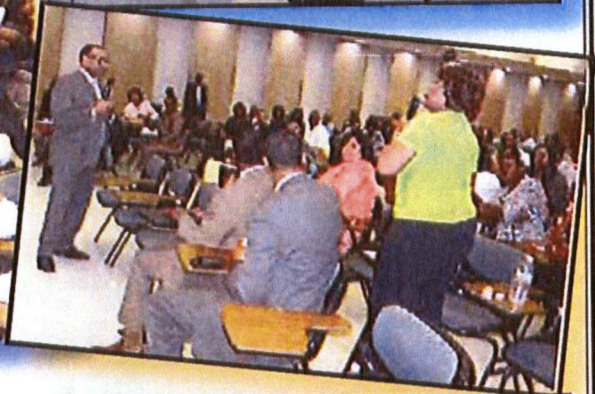
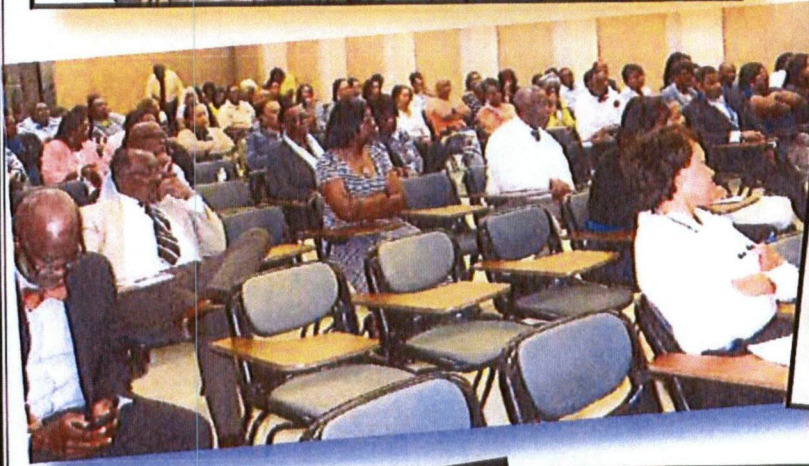
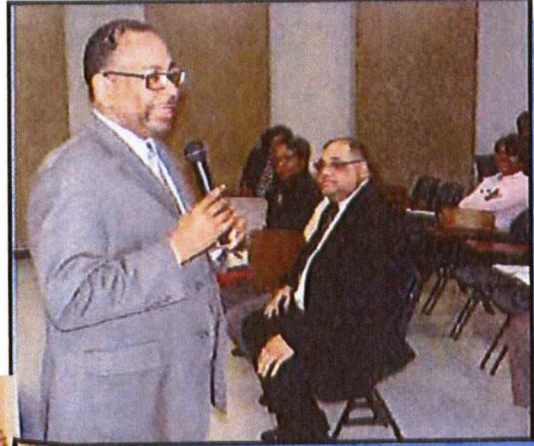
Dr. Regina Webb

Frank Williams Jr.

Linzola Winzer, Recording Secretary

# Shreveport's Community College

*A QUICK SNAPSHOT with Dr. Ellis on campus during meet and greet sessions with faculty, staff and students.*



## SUSLA GRADUATES SECOND PRACTICAL NURSING CLASS



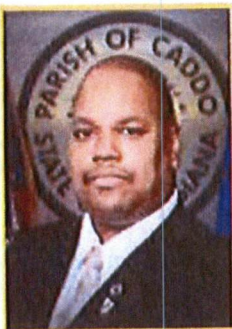
The Practical Nursing (PN) Program at Southern University at Shreveport celebrated the completion of its second class of students on Wednesday, March 2, 2016 during a pinning ceremony. The event was held at Southern University at Shreveport with over 200 guests in attendance. This graduating class of sixteen (16) students nearly doubles the program's inaugural graduating class of nine students.

*"We hope that as the news of our nursing programs continue to spread throughout Caddo and neighboring parishes, our enrollment will continue to grow,"* noted SUSLA Dean of Nursing Tiffany Varner.

The Practical Nursing program was approved in 2012 with funding from the Caddo Parish Commission. *"The Commission has always been supportive of Southern University at Shreveport, so when we approached them for assistance with this much needed program, they were eager to help and we are so appreciative,"* said Janice Sneed, Vice Chancellor for Community and Workforce Development.



Janice Sneed, VC  
for Community and  
Workforce Development



*"The Caddo Parish Commission understands the importance of having high quality training programs in demand driven fields for the economic stability of our parish and region. We applaud SUSLA on the establishment of yet another quality training program that will improve the quality of life of hundreds of individuals and their families for years to come. This was a great investment on the part of the Caddo Parish Commission,"* remarked Caddo Parish Commissioner Lyndon B. Johnson.

The PN program is currently in the process of screening applicants for its upcoming class. Interested students may contact the School of Nursing at (318) 670-9641 or (318) 670-9531.

## SUSLA COMMEMORATES SOUTHERN UNIVERSITY SYSTEM AT ANNUAL FOUNDERS DAY

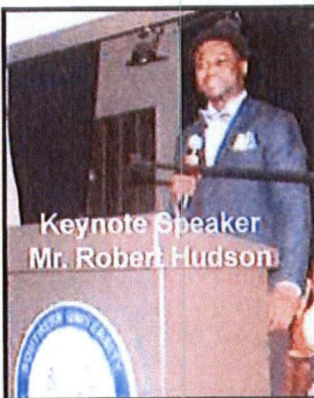
After an initial postponement due to rain and inclement weather, SUSLA commemorated the history and inception of the Southern University System at its annual Founders' Day Celebration held on Wednesday, March 30, 2016, 10:00 am, in the Gym at the MLK Campus. This year's theme, "*Southern University: Continuing the Journey, Surpassing Boundaries*", paid homage to Southern's 136 year history and honored former Southern University at Shreveport administrator and supporter, Dr. Mary Louise Wilson. Wilson served as the institution's Interim Chancellor in 1993.

Southern University was officially chartered by Legislative Act 87 in 1880, opening in New Orleans, Louisiana with twelve students. The current flagship institution opened in 1914 in Baton Rouge, Louisiana, officially approved to receive land grant funds through the 1890 Morrill Act. Southern University in Shreveport (SUSLA) was officially authorized and opened its doors in 1964. Today the Southern University System contains five campuses and is the only historically Black college and university (HBCU) system in the nation.



Dr. Mary L. Wilson with Interim Chancellor, Mr. S. Albert Gilliam

The March 30 Founders' Day commemoration featured keynote speaker Mr. Emmanuel Hudson, who serves as Band Director at Booker T. Washington High School, as well as historical reflection and tributes to the System's 136-year history.



Student ambassadors with honoree, service award recipients, Founders' Day honoree and Interim Chancellor Gilliam.



**(40 YEARS)** *Dr. Georgia Brown and Rosalyn Holt*; **(20 YEARS)** *David Fogleman and Claudine Matthews*; **(10 YEARS)** *Cheryl Blackshire, Alicia Griffin, Glen Harris, Nelwrynn Hunter, Tanya Norris and Harolyn Wilson.*



Immediately following the ceremony, a community forum was held with Dr. Wilson. The forum's theme was "*Surviving Through Fiscal Responsibility*".

Mr. S. Albert Gilliams served as moderator for the Forum



## SUSLA ANSWERS THE CALL DURING HISTORIC RAIN AND FLOODING

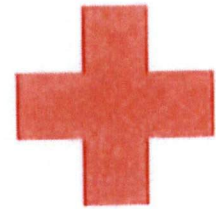
SUSLA heeded the call in an effort to assist with disaster relief as the Shreveport-Bossier area contended with record breaking rainfall. Massive inland flooding resulted as local rivers and bayous crested and overtopped their banks, impacting and displacing many residents from their homes. SUSLA responded to the need by partnering with the American Red Cross to utilize SUSLA as a disaster relief shelter site.

*"The University was ready to do their part in aiding fellow citizens who were affected by this disaster," remarked Darrin Dixon, SUSLA Director of Small Business Development and the University's liaison to the Red Cross. "It is our obligation as part of this community to extend resources to those who have been displaced, and we were more than willing to rise to challenge to help."*

The SUSLA shelter, located in the Health and Physical Education Complex (Gym), was staffed by the Red Cross for a little over a week, and served 5 -6 families during flooding. Several community partners and stakeholders assisted in providing items to those families utilizing the shelter. The SUSLA Faculty Senate also provided much needed water and non-perishable food and snacks.

*"We are thankful to the way that the University community pitched in to make sure that our facilities were up and ready to go, even on a 'rain' day", said Dixon. "We could not have done it without the facilitation and help of Lt. Jeff Ivey and the University Police, as well as the help of University Facilities and others on campus, such as Mr. Steve Lucy and Mrs. Krystle Grindley."*

The Red Cross deployed two other shelters in the affected area, with the SUSLA shelter being the location for Caddo residents.



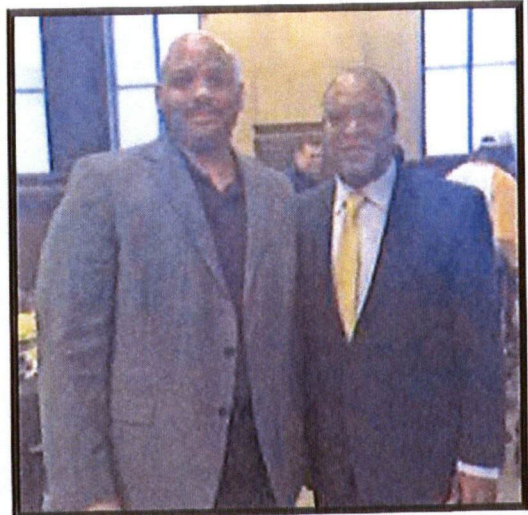
**American  
Red Cross**



## FOULES ADDRESSED CHAMPIONSHIP ATHLETES AS KEYNOTE SPEAKER

Elbert Foules, SUSLA Director of Retention and Athletic Director was selected to be the keynote speaker at Alcorn State University's Championship Ring Ceremony banquet.

Foules, an alumnus of Alcorn State, was chosen to address the championship winning athletes, discussing his life experiences as a college and professional athlete, and how those opportunities and time at Alcorn State University has shaped his life and career.



Foules with Alcorn State Pres. Dr. Al Rankin



*"As a former college athlete, I know the struggles and challenges that students face, but also the reward from being involved in athletics at this level,"* noted Foules. *"I believe it is important to give back to our student athletes, especially those at our HBCU's, to encourage and inspire them to keep moving forward and to accomplish great things."*

## SPORTS NEWS

PORT CITY JAGUARS HIGHLIGHTS

## JAGUAR ATHLETICS ROUNDS OUT SUCCESSFUL SEASON

*The Men's and Women's basketball teams have completed the 2015-2016 season. Here's a recap on how they did!*

*The Port City Jaguars finished with a 19-9 overall record and a 5-1 in in conference play.*

The Jaguars claimed the L.A.A.C.C Championship Title after defeating Baton Rouge Community College 69-58 in February. SUSLA became ranked number one as they began play in the Region 23 Tournament, which was held in Clinton, Mississippi on March 4-7. Although the Jaguars were narrowly defeated by East Mississippi in the semi-finals, the tournament marked the first time in school history that a SUSLA team held the number one spot in regionals.

Individual Jaguar players also made notable marks. *Sophomore DeAngelo McClinton made the All Region Tournament Team.*

## Lady Jaguars Basketball 2015-16 Highlights



The SUSLA Lady Jaguars Basketball team is looking forward to next season as they have finished out a tough run for the 2015-16 season. The Lady Jaguars fell short with an overall record of 8-20 and a conference record of 4-5. Although the Lady Jaguars season took several growing pains, there were still some very successful moments during the course of the season.

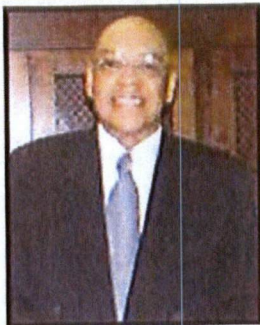
The Lady Jaguars kicked off the season with sophomore point guard Savona "Pool" Robinson signing a National Letter of Intent to play basketball at Southern Arkansas University for the 2016-17 season. Among her are sophomores Temekia Bonner of Ringgold, Louisiana, and Tra'Von Williams of Moscow, Tennessee who will also be members of the graduating class of 2016.

The Lady Jaguars ventured into philanthropy this season while partnering up with the Susan G. Komen Foundation of Northwest Louisiana, hosting their annual Breast Cancer Awareness "Pink Out" Game that resulted in a \$500.00 donation to Komen for research and education.

The Lady Jaguars coaching staff is hitting the recruiting trail—and invite all who are interested an opportunity to be a part of the Lady Jaguars family! The Lady Jaguars will host tryouts on April 9, 2016 at 2:00pm in SUSLA's gymnasium. Participants are asked to wear their own workout clothing and basketball shoes.

The Lady Jaguars are beginning their post-season workouts, are excited for the future and ask that you continue to show your unwavering support for our student-athletes.

***Congratulations to the Port City Jaguars on a successful season!***



SUSLA'S FACULTY, STAFF  
AND STUDENTS ARE PLEASED  
TO ANNOUNCE  
MR. S. ALBERT GILLIAM  
AS "JAGUAR OF THE MONTH"  
FOR APRIL 2016

# JAGUAR OF THE MONTH

*Thank you Mr. Gilliam for your  
commitment, time and your  
unwavering dedicated service  
to Southern University at Shreveport.*

## Honors & Awards Program

Thursday, April 14, 2016

10:00 a.m.

Jesse N. Stone Lecture Hall

ALL Faculty, Staff and Students  
are encouraged to attend.

Keynote Speaker

WILLIAM C. BRADFORD, JR.  
City Attorney, City of Shreveport



THE  
BEST

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JONES

*Honors & Awards Program*

baustln/GS-DMC/2016



## 2016 Commencement Speaker

# Bernice A. King

Chief Executive Officer of the King Center

*"The pride and treasure of our nation is our youth. Any nation that neglects the teaching and the upbringing of its youth is a nation on the decline"* **-Bernice A. King**

Bernice A. King (Be A King) is the Chief Executive Officer of The King Center, which was founded by her mother in 1968. She was appointed to this position in January 2012 by the Board of Trustees. Nationally and internationally known as one of the most powerful, motivating and life-changing orators and speakers on the circuit today, Bernice leaves her audiences speechless and challenges

people to RAISE THE STANDARD. Born the youngest daughter of the late Coretta Scott King and Dr. Martin Luther King, Jr., Bernice began her oratorical journey when she spoke in her mother's stead at the United Nations at age 17.

Bernice is a graduate of Spelman College with a Bachelor of Arts degree in Psychology and a Masters of Divinity and Doctorate of Law Degrees from Emory University. She has also received an honorary Doctorate of Divinity degree from Wesley College. In honor of her mother, Coretta Scott King, Bernice returned to her alma-mater at Spelman College to announce the establishment of the Be A King' Scholarship. She is currently a member of the State Bar of Georgia, she serves on the HOPE Southeastern Board of Directors of Operation HOPE, and she is a member of the International Women's Forum.

With a strong passion for youth and the next generation Bernice founded Be A King, whose mission is to re-brand and re-image generations of people to elevate the way they Think, Act, Learn, Love, Live, and Lead. In September 2007, she launched the first Be A King Summit in Montgomery, Alabama on the campus of Alabama State University. Through Be A King she hopes to develop a nation of young people who will impact the global marketplace and transform the world culture with a KINGdom mindset.

Bernice has been featured on numerous television shows, in magazines, as a television commentator and is the recipient of a host of awards and accolades. In April 2008, Bernice was one of the fifteen delegates selected to meet Pope Benedict XVI during his visit to the United States, and in 2015, she was invited by the White House for Pope Francis' visit. A noted author, she has to her credit, *Hard Questions, Heart Answers*, a compelling and inspiring book.

She is an innovative, energetic and committed leader dedicated to fulfilling the calling of taking her parents legacy and The King Center into a new era.

**Tuesday, May 3, 2016**  
**7:00 pm**  
**Shreveport Convention Center**

# Commencement



SOUTHERN UNIVERSITY  
BOARD OF SUPERVISORS, SYSTEM PRESIDENT,  
CHANCELLOR, FACULTY, STAFF  
AND  
GRADUATING CLASS OF 2016  
REQUEST THE HONOR OF YOUR PRESENCE  
AT THE  
SPRING COMMENCEMENT  
TUESDAY, MAY 3, 2016  
7:00 P.M.

SHREVEPORT CONVENTION CENTER  
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SHREVEPORT, LOUISIANA



*Excellence • Integrity • Accountability • Service*

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*“The Community College of Shreveport, Louisiana”*