



SOUTHERN UNIVERSITY SYSTEM BOARD OF SUPERVISORS

MEETING

9 a.m.

Friday, February 23, 2018

2nd Floor

J.S. Clark Administration Building
Southern University and A&M College
Baton Rouge, Louisiana

Academic Affairs Committee

ACADEMIC AFFAIRS COMMITTEE

Friday, February 23, 2018

9:00 AM

2nd Floor J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana

AGENDA

1. Call to Order and Invocation
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Special Presentation(s)
 - *Recognition of \$20,000 Donation by Retired Professor Winston Riddick in Honor of the late, Jesse N. Stone, Jr.*
 - *Recognition of Dr. Rachel Emanuel and Ms. Carla Ball on publishing a new book on the history of the Southern University Law Center*
6. Informational Item(s)
 - A. Dual Enrollment: An Overview of the Southern University System
 - B. Retention Update (SUBR)
8. Other Business
9. Adjournment

MEMBERS

Dr. Curman L. Gaines – Chair, Mr. John L. Barthelemy – Vice Chair
Atty. Tony M. Clayton, Dr. Leroy Davis, Mr. Armond Duncan, Leon R. Tarver,
Mrs. Ann A. Smith-Ex Officio



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

February 2, 2018

RECEIVED
FEB 02 2018
OFFICE OF THE CHANCELLOR

Dr. Ray L. Belton
System President and Chancellor
Southern University System
J.S. Clark Administration Building, 4th Floor
Baton Rouge, Louisiana 70813

Re: Recognition of Dr. Rachel Emanuel and Ms. Carla Ball on publishing a new book on the history of the Southern University Law Center

Dear Dr. Belton:

Dr. Rachel Emanuel, who recently retired from Southern University Law Center and Ms. Carla Ball, a staff member at the Southern University Law Center, collaborated to author and publish a new book on the history of the Southern University Law Center as part of the Law Center's 70th anniversary. I would like to present copies of this book to the Southern University System Board of Supervisors at the February 23, 2018 meeting and recognize the great work done by Dr. Rachel Emanuel and Ms. Ball.

If you have any questions, please feel free to contact me.

Sincerely

John K. Pierre, Chancellor



SOUTHERN UNIVERSITY LAW CENTER

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Dr. Ray L. Belton
System President and Chancellor
Southern University System
J.S. Clark Administration Building, 4th Floor
Baton Rouge, Louisiana 70813

Re: Recognition of \$20,000.00 Donation by Retired Professor Winston Riddick in Honor of Dr. Jesse N. Stone, Jr.

Dear Dr. Belton:

During the 2017-2018 academic year, the Southern University Law center has been celebrating its 70th anniversary. Dr. Jesse N. Stone, Jr. was a member of that first law school class during the 1947-1948 academic year. Retired Professor Winston Riddick, a long-time friend and professional colleague of Dr. Stone has made a generous gift to the Law Center in the amount of \$20,000.00 in honor of his legacy and lifetime contributions as a civil rights attorney and leader, educational leader, and a visionary. I request that the Law Center be allowed to recognize the generous gift of Dr. Riddick at the February 23, 2018 Southern University Board of Supervisors meeting.

If you have any questions, please feel free to contact me.

Sincerely

John K. Pierre, Chancellor



DUAL ENROLLMENT: AN OVERVIEW OF THE SOUTHERN UNIVERSITY SYSTEM

Dr. James H. Ammons, Jr.
Executive Vice President/Executive Vice Chancellor

Southern University Board of Supervisors' Meeting
Friday, February 23, 2018
9:00am



OUTLINE

- Background of Dual Enrollment (DE)
- Overall DE Data in Louisiana
- SU System Data
- SU System Data Compared to Other Institutions in Louisiana
- Concerns
- Recommendations
- Next Steps
- Questions and Answers



What is Dual Enrollment (DE)?

- An opportunity that introduces students to college-level courses while in still in high school
- Could result in helping students better prepare for college and potentially decrease their time to degree completion
- Allows students to experience what college-level coursework is like and may pique their interest in attending college
- Allow students to explore career fields while in high school
- Students could potentially graduate with an associate's degree or work skills certifications along with their high school diploma.
- Courses taken through dual enrollment frequently cost less in tuition and fees.

Board of Regents, 2/5/18



New Minimum Requirements for DE

The Louisiana Board of Regents (LA BoR) recently revised its Academic Affairs Policy 2.22 – Student Eligibility Requirements for DE.

- ✓ Cumulative high school GPA of at least 2.5 (2.75 effective Fall 2019)
- ✓ Achieve or exceed an ACT (or equivalent) composite score of 19, with sub-scores of 19 in Math and 18 in English
- ✓ High school students who meet other readiness indicators, but are in need of remediation, based on ACT/equivalent scores in either mathematics or English must be making progress to address necessary remediation to enroll in any courses on the Articulation Matrix.
 - Students with <18 in ACT English may be allowed to enroll in mathematics courses for DE, if they concurrently address their reading/writing deficiencies; and
 - Students with <19 in ACT Math may be allowed to enroll in English, foreign language, history, or introductory social sciences, humanities, or arts survey courses for DE if they concurrently address their mathematics deficiency.
 - Because it is important that DE students graduate college-ready, before enrolling in any courses on the Master Articulation Matrix in the spring semester/term of the senior year, a student must be able to demonstrate college readiness in both English and mathematics.



Process for Assessment of DE SU System

- A review of dual enrollment across the SU System was conducted to assess its overall operations and current impact in the State
 - Reviewed and analyzed data provided by the LA BoR
 - Assessed data provided by each SU System campus
 - Concerns, recommendations and next steps are offered



High School Students Enrolled in College Courses, Fall Semesters

| Fall Semester | Universities | Colleges | Total PR Students |
|---------------|--------------|----------|-------------------|
| 2000 | 205 | 296 | 501 |
| 2001 | 279 | 430 | 709 |
| 2002 | 269 | 363 | 632 |
| 2003 | 406 | 1,758 | 2,164 |
| 2004 | 385 | 2,247 | 2,632 |
| 2005 | 659 | 2,555 | 3,214 |
| 2006 | 1,079 | 4,098 | 5,177 |
| 2007 | 2,117 | 8,011 | 10,128 |
| 2008 | 4,811 | 9,483 | 14,294 |
| 2009 | 4,859 | 12,780 | 17,639 |
| 2010 | 6,073 | 12,949 | 19,022 |
| 2011 | 7,369 | 12,113 | 19,482 |
| 2012 | 8,663 | 13,184 | 21,847 |
| 2013 | 9,410 | 13,091 | 22,501 |
| 2014 | 10,211 | 12,998 | 23,209 |
| 2015 | 11,464 | 11,912 | 23,376 |
| 2016 | 13,286 | 9,989 | 23,275 |

Participation in Dual Enrollment and Total HS Enrollment, Grades 10-12

| Race/ Ethnicity | LA Preparatory Students in Fall 2016, by Race | | Public HS Enrollment, Fall 2016 | |
|---------------------------|---|-------------|---------------------------------|-------------|
| | # Preparatory Students | Percentage | Total HS Students Grades 10-12 | Percentage |
| White, Non-Hispanic | 12,989 | 56% | 68,282 | 48% |
| Black, Non-Hispanic | 4,774 | 21% | 60,846 | 43% |
| Hispanic of any Race | 843 | 4% | 7,285 | 5% |
| Other (including Unknown) | 4,669 | 19% | 5,589 | 4% |
| Total | 23,276 | 100% | 142,002 | 100% |



SOUTHERN UNIVERSITY SYSTEM
DUAL ENROLLMENT DATA

* DE (Dual Enrollment) = PR (Preparatory) Enrollment
** FTIC (First Time in College) = After HS

Table 1: Preparatory Dual Enrollment (DE) Students from 2010-11 through 2015-16

| DE* Students who Enrolled in a Louisiana Postsecondary Institution (as a FTIC**) after HS Graduation | | | |
|--|------------|-------------------------|--------------|
| DE in 2-Yr/Colleges | | DE in 4-Yr/Universities | |
| SUSLA | 738 | SUBR | 242 |
| | | SUNO | 1,127 |
| Totals, 2Yr | 738 | Totals, 4Yr | 1,369 |

Table 2: Students Continuing At their DE Institution (2010-11 through 2015-16)

| DE Students Who Enrolled as FTIC in a LA Public Postsecondary | | FTIC at Same Institution as DE in HHS | |
|---|--------------|---------------------------------------|------------|
| SUSLA | 738 | 316 | 16% |
| Totals, 2Yr | 738 | 116 | 16% |
| SUBR | 242 | 516 | 48% |
| SUNO | 1,127 | 159 | 14% |
| Total, 4Yr | 1,369 | 275 | 20% |

Table 3: Total FTIC Students with HS Preparatory (Dual) Enrollments

| Institution | FTIC w/Preparatory (DE) Enrollment | | | | TOTAL FTIC w/DE (% of Total in LA) | |
|--------------------|------------------------------------|------------|-------------------------------|------------|------------------------------------|-------------|
| | DE from Same Institution | | DE from Different Institution | | | |
| SUSLA | 116 | 18% | 527 | 82% | 643 | 1% |
| Totals, 2Yr | 116 | 18% | 527 | 82% | 643 | 1% |
| SUBR | 116 | 6% | 1,759 | 94% | 1,875 | 3% |
| SUNO | 159 | 43% | 208 | 57% | 367 | 1% |
| Totals, 4Yr | 275 | 69% | 1,967 | 76% | 2,242 | 4% |
| Total LA | 16,223 | 24% | 50,946 | 76% | 67,169 | 100% |

Source: LA Board of Regents, Academic Affairs Agenda
11 Dec 2017



Preparatory (Dual Enrollment) Students from 2010-11 through 2015-16

| DE* Students who Enrolled in a Louisiana Postsecondary Institution (as a FTIC**) after HS Graduation | | | | |
|--|---------------|---------|---------------------------|---------------|
| DE in 2-Yr / Colleges | | Ranking | DE in 4-Yr / Universities | |
| SCLTC | 5,388 | 1 | SLU | 7,254 |
| SLCC | 4,798 | 2 | La Tech | 4,474 |
| BRCC | 3,816 | 3 | ULM | 3,996 |
| Northshore | 3,672 | 4 | McNeese | 2,916 |
| Nunez | 2,933 | 5 | NSULA | 2,552 |
| RPCC | 2,832 | 6 | LSUS | 2,475 |
| NWLTC | 2,144 | 7 | LSU | 1,726 |
| BPCC | 2,060 | 8 | ULL | 1,679 |
| LDCC | 1,966 | 9 | LSUA | 1,219 |
| LSUE | 1,621 | 10 | SUNO | 1,127 |
| Sowela | 1,439 | 11 | Nicholls | 784 |
| CLTCC | 1,146 | 12 | UNO | 387 |
| Delgado | 934 | 13 | SUBR | 242 |
| SUSLA | 738 | 14 | Grambling | 166 |
| Fletcher | 685 | 15 | | |
| Totals, 2-Yr | 36,172 | | Totals, 4-Yr | 30,997 |

* DE (Dual Enrollment) = PR (Preparatory) Enrollment
** FTIC (First Time in College) = After HS



Students Continuing at their DE Institution, 2-YR (2010-11 through 2015-16)

| DE* Students Who Enrolled as FTIC in a LA Public Postsecondary | FTIC at <u>Same Institution</u> as DE* in HS | |
|--|--|------------------|
| SCLTC | 5,388 | 523 10% |
| SLCC | 4,798 | 1,381 29% |
| BRCC | 3,816 | 894 23% |
| Northshore | 3,672 | 293 8% |
| Nunez | 2,933 | 376 13% |
| RPCCC | 2,832 | 659 23% |
| NWITC | 2,144 | 341 16% |
| BPCC | 2,060 | 510 25% |
| LDCC | 1,966 | 426 22% |
| LSUE | 1,621 | 314 19% |
| Sowers | 1,439 | 482 33% |
| CLTCC | 1,146 | 213 19% |
| Delgado | 934 | 269 29% |
| SUSLA | 738 | 116 16% |
| Fletcher | 685 | 119 17% |
| Totals, 2-Yr | 36,172 | 6,916 19% |

Students Continuing at their DE Institution, 4-YR (2010-11 through 2015-16)

| DE* Students Who Enrolled as FTIC in a LA Public Postsecondary | FTIC at <u>Same Institution</u> as DE* in HS | |
|--|--|-------------------|
| SLU | 7,254 | 2,280 31% |
| La Tech | 4,474 | 1,247 28% |
| ULM | 3,896 | 1,552 39% |
| McNeese | 2,916 | 1,734 59% |
| NSULA | 2,552 | 810 32% |
| LSUS | 2,475 | 394 16% |
| LSU | 1,726 | 1,093 63% |
| ULL | 1,679 | 1,089 65% |
| LSUA | 1,219 | 316 26% |
| SUNO | 1,127 | 159 14% |
| Nicholls | 784 | 326 42% |
| UNO | 387 | 107 28% |
| SUBR | 242 | 116 48% |
| Grambling | 166 | 44 27% |
| Totals, 4-Yr | 30,997 | 11,287 36% |



RECOMMENDATIONS

- Dual Enrollment on each campus must be an integral part of its strategic plan.
- Each campus must review its organizational chart to ensure that dual enrollment is in the best place to function effectively.
- Effective policies and efficient processes, facilitated by the Office of the VP for Policy, Planning and Institutional Effectiveness, that guide dual enrollment must be developed, implemented and maintained at each campus
- A consistent data collection process must be implemented at each campus to provide evidence for improvement (baseline data must be collected).
- Communicate with other campuses, such as SLU, on best practices



RECOMMENDATIONS

- Increase the number of schools participating in dual enrollment
 - Brand DE for the SU System and at each campus
 - Implement a Public Relations campaign
 - Foster greater communications with schools (principals, counselors and teachers)
- Closely monitor the progress of DE students by each campus DE Leader
- Ensure that student support services are offered for greater retention of DE students
- DE students serve as a pool of qualified applicants for enrollment at each campus so quality customer service in and out class is key.
- Quickly move towards placing dual enrollment courses online



Next Steps

- Each campus must submit a Strategic Implementation Plan (SIP) for increasing the number of students participating in DE and the quality of the program.
- The SIP will be due to the Office of the EVP/EVC by March 21, 2018.
- Campus operations will be assessed annually via annual reports on DE from each campus submitted to the Office of the EVP/EVC in collaboration with the Office of Policy, Planning and Institutional Effectiveness.



Dual Enrollment: A Great Opportunity

Dual enrollment is a grand opportunity for each campus in the SU System.

Opportunity to

- serve as a pipeline for enrollment in collaboration with the pre-college programs such as TRIO and various summer camps
- strengthen the skills of potential incoming students
- increase the pool of applicants for enrollment
- increase the enrollment numbers at each campus



Retention Update

February 2018

Presented By:

Dr. Alex Appeaning

Vice-President for Strategic Planning, Policy and Institutional Effectiveness

Southern University System



Reported By: SU System's Office of Strategic Planning, Policy and Institutional Effectiveness

SUBR CAMPUS DATA - First-time Freshman Retention Fall 2016 - Fall 2017 (Data Source: SUBR IRA Office)

| CIP | MAJOR | Fall 2016 Cohort | Retained Fall 2017 | | | | | | | |
|--------------|--|------------------|-----------------------|-------------|------------|-------------|--------------|-------------|------------|-------------|
| | | | Retained in Fall 2017 | % | Same Major | % | Major Change | % | NO SHOW | % |
| 10000 | Agricultural Sciences | 23 | 19 | 82.6 | 18 | 78.3 | 1 | 4.3 | 4 | 17.4 |
| 30508 | Urban Forestry | 3 | 1 | 33.3 | 0 | 0.0 | 1 | 33.3 | 2 | 66.7 |
| 90102 | Mas Communication | 31 | 19 | 61.3 | 17 | 54.8 | 2 | 6.5 | 12 | 38.7 |
| 110701 | Computer Science | 36 | 32 | 88.9 | 27 | 75.0 | 5 | 13.9 | 4 | 11.1 |
| 131202 | Elementary Teacher Education | 25 | 13 | 52.0 | 12 | 48.0 | 1 | 4.0 | 12 | 48.0 |
| 131203 | Junior High/Intermediate/Middle School Teacher Education | 4 | 4 | 100.0 | 1 | 25.0 | 3 | 75.0 | 0 | 0.0 |
| 140801 | Civil Engineering, General | 38 | 25 | 65.8 | 21 | 55.3 | 4 | 10.5 | 13 | 34.2 |
| 141001 | Electrical, Electronics And Communication Engineering | 24 | 14 | 58.3 | 7 | 29.2 | 7 | 29.2 | 10 | 41.7 |
| 141901 | Mechanical Engineering | 62 | 39 | 62.9 | 34 | 54.8 | 5 | 8.1 | 23 | 37.1 |
| 150303 | Electrical, Electronic & Communication Engineering Tech/Technician | 7 | 6 | 85.7 | 4 | 57.1 | 2 | 28.6 | 1 | 14.3 |
| 190101 | Home Economics, General | 9 | 6 | 66.7 | 6 | 66.7 | 0 | 0.0 | 3 | 33.3 |
| 230101 | English Language And Literature, General | 7 | 5 | 71.4 | 4 | 57.1 | 1 | 14.3 | 2 | 28.6 |
| 260101 | Biology, General | 95 | 56 | 58.9 | 48 | 50.5 | 8 | 8.4 | 39 | 41.1 |
| 270199 | Math and Physics | 10 | 4 | 40.0 | 3 | 30.0 | 1 | 10.0 | 6 | 60.0 |
| 400501 | Chemistry, General | 14 | 11 | 78.6 | 8 | 57.1 | 3 | 21.4 | 3 | 21.4 |
| 420101 | Psychology, General | 57 | 35 | 61.4 | 30 | 52.6 | 5 | 8.8 | 22 | 38.6 |
| 430104 | Criminal Justice Studies | 80 | 47 | 58.8 | 41 | 51.3 | 6 | 7.5 | 33 | 41.3 |
| 440701 | Social Work | 31 | 21 | 67.7 | 20 | 64.5 | 1 | 3.2 | 10 | 32.3 |
| 451001 | Political Science, General | 20 | 18 | 90.0 | 15 | 75.0 | 3 | 15.0 | 2 | 10.0 |
| 451101 | Sociology | 8 | 6 | 75.0 | 4 | 50.0 | 2 | 25.0 | 2 | 25.0 |
| 500903 | Music - General Performance | 27 | 18 | 66.7 | 14 | 51.9 | 4 | 14.8 | 9 | 33.3 |
| 510204 | Speech-Language Pathology And Audiology | 9 | 7 | 77.8 | 5 | 55.6 | 2 | 22.2 | 2 | 22.2 |
| 512309 | Recreational Therapy | 14 | 7 | 50.0 | 4 | 28.6 | 3 | 21.4 | 7 | 50.0 |
| 512310 | Vocational Rehabilitation Counseling | 11 | 9 | 81.8 | 4 | 36.4 | 5 | 45.5 | 2 | 18.2 |
| 513801 | Nursing (BSN) | 255 | 167 | 65.5 | 144 | 56.5 | 23 | 9.0 | 88 | 34.5 |
| 520201 | Business Administration And Management, General | 94 | 47 | 50.0 | 36 | 38.3 | 11 | 11.7 | 47 | 50.0 |
| 520301 | Accounting | 16 | 14 | 87.5 | 11 | 68.8 | 3 | 18.8 | 2 | 12.5 |
| 520801 | Finance, General | 8 | 6 | 75.0 | 4 | 50.0 | 2 | 25.0 | 2 | 25.0 |
| 521401 | Business Marketing And Marketing Management | 27 | 15 | 55.6 | 14 | 51.9 | 1 | 3.7 | 12 | 44.4 |
| 540101 | History | 6 | 2 | 33.3 | 2 | 33.3 | 0 | 0.0 | 4 | 66.7 |
| Total | | 1051 | 673 | 64.0 | 558 | 53.1 | 115 | 10.9 | 378 | 36.0 |

Reported By: SU System's Office of Strategic Planning, Policy and Institutional Effectiveness

SUBR CAMPUS DATA - First-time Freshman Retention Fall 2015 - Fall 2016 (Data Source: SUBR IRA Office)

| CIP | MAJOR | Fall 2015 Cohort | Retained Fall 2016 | | | | | | | |
|--------------|--|------------------|-----------------------|-------------|------------|-------------|--------------|-------------|------------|-------------|
| | | | Retained in Fall 2016 | % | Same Major | % | Major Change | % | NO SHOW | % |
| 10000 | Agricultural Sciences | 32 | 22 | 68.8 | 16 | 50.0 | 6 | 18.8 | 10 | 31.3 |
| 30508 | Urban Forestry | 11 | 9 | 81.8 | 8 | 72.7 | 1 | 9.1 | 2 | 18.2 |
| 90102 | Mas Communication | 40 | 23 | 57.5 | 18 | 45.0 | 5 | 12.5 | 17 | 42.5 |
| 110701 | Computer Science | 47 | 28 | 59.6 | 22 | 46.8 | 6 | 12.8 | 19 | 40.4 |
| 131202 | Elementary Teacher Education | 16 | 11 | 68.8 | 11 | 68.8 | 0 | 0.0 | 5 | 31.3 |
| 131203 | Junior High/Intermediate/Middle School Teacher Education | 7 | 3 | 42.9 | 1 | 14.3 | 2 | 28.6 | 4 | 57.1 |
| 140801 | Civil Engineering, General | 41 | 21 | 51.2 | 14 | 34.1 | 7 | 17.1 | 20 | 48.8 |
| 141001 | Electrical, Electronics And Communication Engineering | 32 | 18 | 56.3 | 13 | 40.6 | 5 | 15.6 | 14 | 43.8 |
| 141901 | Mechanical Engineering | 64 | 39 | 60.9 | 35 | 54.7 | 4 | 6.3 | 25 | 39.1 |
| 150303 | Electrical, Electronic & Communication Engineering Tech/Technician | 31 | 18 | 58.1 | 8 | 25.8 | 10 | 32.3 | 13 | 41.9 |
| 190101 | Home Economics, General | 11 | 11 | 100.0 | 11 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| 230101 | English Language And Literature, General | 13 | 7 | 53.8 | 5 | 38.5 | 2 | 15.4 | 6 | 46.2 |
| 260101 | Biology, General | 79 | 49 | 62.0 | 34 | 43.0 | 15 | 19.0 | 30 | 38.0 |
| 270199 | Math and Physics | 10 | 7 | 70.0 | 5 | 50.0 | 2 | 20.0 | 3 | 30.0 |
| 309999 | Multi/Interdisciplinary Studies, Other | 16 | 9 | 56.3 | 7 | 43.8 | 2 | 12.5 | 7 | 43.8 |
| 400501 | Chemistry, General | 17 | 12 | 70.6 | 9 | 52.9 | 3 | 17.6 | 5 | 29.4 |
| 420101 | Psychology, General | 48 | 30 | 62.5 | 24 | 50.0 | 6 | 12.5 | 18 | 37.5 |
| 430104 | Criminal Justice Studies | 82 | 56 | 68.3 | 50 | 61.0 | 6 | 7.3 | 26 | 31.7 |
| 440701 | Social Work | 45 | 25 | 55.6 | 20 | 44.4 | 5 | 11.1 | 20 | 44.4 |
| 451001 | Political Science, General | 17 | 15 | 88.2 | 12 | 70.6 | 3 | 17.6 | 2 | 11.8 |
| 451101 | Sociology | 6 | 4 | 66.7 | 3 | 50.0 | 1 | 16.7 | 2 | 33.3 |
| 500903 | Music - General Performance | 22 | 19 | 86.4 | 17 | 77.3 | 2 | 9.1 | 3 | 13.6 |
| 510204 | Speech-Language Pathology And Audiology | 6 | 5 | 83.3 | 5 | 83.3 | 0 | 0.0 | 1 | 16.7 |
| 512309 | Recreational Therapy | 21 | 13 | 61.9 | 12 | 57.1 | 1 | 4.8 | 8 | 38.1 |
| 512310 | Vocational Rehabilitation Counseling | 21 | 13 | 61.9 | 9 | 42.9 | 4 | 19.0 | 8 | 38.1 |
| 513801 | Nursing (BSN) | 269 | 174 | 64.7 | 141 | 52.4 | 33 | 12.3 | 95 | 35.3 |
| 520201 | Business Administration And Management, General | 117 | 63 | 53.8 | 51 | 43.6 | 11 | 9.4 | 55 | 47.0 |
| 520301 | Accounting | 17 | 13 | 76.5 | 10 | 58.8 | 3 | 17.6 | 4 | 23.5 |
| 520801 | Finance, General | 13 | 9 | 69.2 | 6 | 46.2 | 3 | 23.1 | 4 | 30.8 |
| 521401 | Business Marketing And Marketing Management | 21 | 11 | 52.4 | 10 | 47.6 | 1 | 4.8 | 10 | 47.6 |
| 540101 | History | 5 | 2 | 40.0 | 2 | 40.0 | 0 | 0.0 | 3 | 60.0 |
| Total | | 1177 | 739 | 62.8 | 589 | 50.0 | 149 | 12.7 | 439 | 37.2 |

Athletics Committee

ATHLETICS COMMITTEE
(Following Academic Affairs Committee)
Friday, February 23, 2018

2nd Floor J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - A. Request Approval of Employment Contract Extension for Director of Athletics (SUBR)
6. Informational Item
 - A. Resolution to Explore the Establishment of a Football Program at Southern University-Shreveport
7. Other Business
8. Adjournment

MEMBERS

Atty. Tony M. Clayton – Chair, - Mr. Raymond Fondel – Vice Chair,
Rev. Donald R. Henry, Atty. Patrick Magee, Atty. Domoine Rutledge, Mr. Mike Small
Mrs. Ann A. Smith- Ex Officio

EXECUTIVE SUMMARY
OF THE FIRST AMENDMENT OF THE EMPLOYMENT AGREEMENT FOR
ATHLETIC DIRECTOR ROMAN P. BANKS

- **TERM-** Three (3) year extension Term extended to June 1, 2024

- **COMPENSATION-**
 - Effective June 1, 2018, Athletic Director shall receive two hundred twelve thousand dollars (\$212,000.00) base salary.
 - Athletic Director will receive a car allowance of six hundred dollars (\$600.00) per month for annual cost of seven thousand two hundred dollars (\$7,200.00)



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

February 19, 2018

Honorable Members of the Board,

Enclosed you will find the contractual agreement and supporting documentation pertaining to the contract extension and salary adjustment for Mr. Roman Banks, Director of Athletics- Southern University and A&M College-Baton Rouge (SUBR). Mr. Banks' leadership has made a significant contribution to the progression of SUBR's athletic program, therefore, after careful consideration and the evaluation of his performance, I respectfully submit to you a recommendation for the extension of employment, along with a salary adjustment effective June 1, 2018. The specific terms and conditions are contained herein.

Should you have any questions, please feel free to contact me.

Kindest regards,


Ray L. Belton, Ph.D.

President-Chancellor

Southern University System

Five Campuses, One Vision... Global Excellence

WWW.SUS.EDU

EXECUTIVE SUMMARY
OF THE FIRST AMENDMENT OF THE EMPLOYMENT AGREEMENT FOR
ATHLETIC DIRECTOR ROMAN P. BANKS

- **TERM-** Three (3) year extension Term extended to June 1, 2024

- **COMPENSATION-**
 - Effective June 1, 2018, Athletic Director shall receive two hundred twelve thousand dollars (\$212,000.00) base salary.
 - Athletic Director will receive a car allowance of six hundred dollars (\$600.00) per month for annual cost of seven thousand two hundred dollars (\$7,200.00)

**FIRST AMENDMENT FOR THE
EMPLOYMENT CONTRACT OF ATHLETICS DIRECTOR
ROMAN P. BANKS**

This amendment is made and entered into on the 23rd day of February 2018 between Southern University System Board of Supervisors (“Board”) and Roman P. Banks (Athletics Director). This agreement constitutes an amendment to the employment contract of the Athletics Director at Southern University in Baton Rouge, Louisiana (University). This agreement shall be effective on April 1, 2017 and shall remain in effect through June 1, 2024. This amendment shall become effective on June 1, 2018.

I. Term

- a. The amendment shall extend the term of the Athletic Director’s contract three (3) years. The amendment extends the agreement until June 1, 2024.

II. Compensation and Employee Benefits

- a. Athletics Director shall receive the following compensation for services and satisfactory performance of this agreement. University shall pay Athletic Director a base annual salary for the term of this agreement, on a monthly basis an annual base salary of two hundred and twelve thousand dollars (\$212,000.00). The salary shall be effective on June 1, 2018 and shall be effective until June 1, 2024.
- b. Athletics Director shall receive a six hundred dollars (\$600.00) a month car allowance. The annual cost shall be seven thousand two hundred (7,200.00)

III. All other terms of the Employment Agreement of Athletics Director shall remain in effect.

IN WITNESS WHEREOF, the parties hereto have executed this agreement, or caused this agreement to be executed on the date shown below.

Roman P. Banks
Athletic Director

Date

Dr. Ray Belton
President-Chancellor
Southern University System

Date

Chairwoman Ann A. Smith
Southern University Board of Supervisors

Date

RESOLUTION

Beginning an exploratory effort to start a football program at Southern University at Shreveport Louisiana

WHEREAS, SOUTHERN UNIVERSITY AT SHREVEPORT LOUISIANA (SUSLA), located at 3050 Dr. Martin Luther King Jr. Drive, Shreveport, Louisiana seeks to request permission to begin an exploratory effort to consider a football program; and,

WHEREAS, SUSLA Athletics is currently part of the National Junior College Athletic Association (NJCAA); and

WHEREAS, the NJCAA's Southwest Junior College Football Conference, Mississippi Association of Junior & Community Colleges and the Independent Conference has twenty-three football programs in Arkansas, Mississippi and Texas region as potential competitors of a newly formed football program at SUSLA; and,

WHEREAS, the state of Louisiana also has two SWAC teams, one SEC team, a Conference USA and two Sun Belt Conference teams to serve as a potential pipeline for athletes; and,

WHEREAS, any such football program at SUSLA will be the only community college in the state to have a football program and provide an additional opportunity for students from the Caddo Parish and Bossier Parish school districts' 14 high school football programs to play at the collegiate level; and

WHEREAS, it is the intent that any such football program at SUSLA will support Southern University Baton Rouge Jaguars football program with quality student-athletes as recruits; and

NOW, THEREFORE, BE IT ORDERED, RESOLVED AND ADJUDICATED by Southern University at Shreveport, that all matters, facts, and things hereinabove set out and set forth be the order of the University and that an exploratory effort begin to consider the start of a football program at the University.

SO ORDERED AND ADJUDGED this the 21th day of February 2018.

Facilities and Property Committee

FACILITIES AND PROPERTY COMMITTEE

(Following the Athletics Committee)

Friday, February 23, 2018

9:00 AM

2nd Floor J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Informational Item(s)
 - A. Priority Projects Updates, by Campuses
6. Other Business
7. Adjournment

MEMBERS

Rev. Donald R. Henry – Chair, - Dr. Rani Whitfield – Vice Chair,
Dr. Leroy Davis, Mr. Raymond Fondel, Jr., Mr. Richard Hilliard, Dr. Leon R. Tarver II
Mrs. Ann A. Smith- Ex Officio

Southern University System

Office of Facilities Planning

FACILITIES PROJECT UPDATES

February 1, 2018

SU Baton Rouge

Capital Outlay New Projects part 1:

- SU System Campus Major Repairs and Deferred Maintenance Projects - Projects are in progress by campus Facility Director
 - **J. S. Clark Annex** Roof Replacement
Partin Roofing **\$136,000** – Completed November 7, 2017
 - **Benjamin Kraft Physical Plant** Roof Replacement
RYCARS Construction **\$237,090** – **98% Completed**
Duration time to complete the project: January 2018/Feb 2018
 - **W.W. Stewart Hall** Roof Replacement (\$300,000)
Chatmon Construction bid amount **\$258,580** – Completed
Duration time to complete the project: 90 days / January 2018
 - **Rodney G. Higgins Hall** Roof Replacement
LA Roofing **\$189,400** – **98% completed**
Duration time for bidding and construction July to January 2018/Feb 2018
 - **ADA** entrance door upgrades (\$50,000) – under construction
Neighborhood Restoration of BR **\$44,500** **98% complete**
 - **Central Plant** mechanical system upgrades/repairs (**\$310,000**)
Construction repairs in progress by **TRANE 90% complete** and CMC 100% completed.
 - **Mechanical System HAVC** repairs to Lee Hall, Fisher Hall, Stewart Hall and Seymour Gym. Buildings (**\$123,535**) work in progress by Watson Mechanical Services, Inc.- time duration to complete the project October 2017 to November 2017 / Feb 2018 – **75% complete.**
 - **J. S. Clark Adm. Building Roof Replacement** – AFC \$143,205
Mougeot Architecture; were contracted to prepare construction bid documents by FP&C. **in planning phase**

John B. Cade Library Fire Alarm System Upgrade

- FP&C State funded project; Mel Engineering designer
- AFC- \$240,800 (*AFC available funds for construction*)
- Advertisement for bids is set for March 2017 / bid April 2017
- Bid opening May 2, 2017. Facility Automation \$218,882
Construction completion time set for November 2017 – **Complete**

Mechanical System Upgrades Capital Outlay part 2 projects:

SU Mini Lab / Compliance Center State I.D. 02186/122:

Scope of Work – Upgrade existing Air Handling Unit system and provide an open Protocol Automated Control system for energy savings of equipment.

Estimated Cost: \$150,000 less FP&C Admin. Cost \$4,500 3%.

The State Project No. 19-615-16-01, F.19002156 A/E and AFC Budget: \$145,500

- Out on emergency bid

Ruffin Paul Sr. Central Plant State I.D. 09463 / 174:

Scope of Work – Upgrade existing Galvanized Cooling Towers w/ (2) New Motors, Gearbox, Sump Heaters repairs and re-wired for proper operation. Install New Cooling Tower fills for heat transfer and cooling tower shall be cleaned along with appropriate water treatment. Estimated Cost: \$225,000 less FP&C Admin. Cost \$6,750 3%.

The State Project No. 19-615-16-01, F.19002157 A/E and AFC Budget: \$218,250

- PO is pending to proceed with upgrades

JW Fisher Hall State I.D. 02142 / 90:

Scope of Work – Upgrade exiting Mechanical Classrooms/Office Fan Coil Units, make repairs to existing C.W. & H.W branch piping and flushing of existing coils & main piping system. Estimated Cost: \$100,000 less FP&C Admin. Cost \$3,000 3%.

The State Project No. 19-615-16-01, F.19002158 A/E and AFC Budget: \$97,000

- David Mougeot / Thompson Luke A/E – Planning Phase for bidding

J. Lee Hall State I.D. 02164 / 153 & Health Research State I.D. 02213 / 153A:

Scope of Work - Upgrade exiting Mechanical Classrooms Fan Coil Units / Office Fan Coil Units, make repairs to existing C.W. & H.W branch piping and flushing of existing coils & main piping system. Some isolation valves on main lines and fresh air A/H unit for (Health Research) may need replacing etc. (V.O.J.) Estimated Cost: \$100,000 less FP&C Admin. Cost \$3,000 3%. The State Project No. 19-615-16-01, F.19002159 A/E and AFC Budget: \$97,000

- MEL INC Engineering, Mr. Morgan Watson, PE – Planning Phase for bidding

W W Stewart Hall State I.D. 02170 /160

Scope of Work – Upgrade Mechanical units for the following locations (2) air handling units in the (Auditorium), ceiling A/H unit in (Mass Communication) area TV network room, upgrade Mechanical fan coil floor units in classrooms 103 &104, 342 and main lobby area. Estimated Cost: \$100,000 less FP&C Admin. Cost \$3,000 3%.

The State Project No. 19-615-16-01, F.19002160 A/E and AFC Budget: \$97,000

- GIS Engineering Mr. Seneca Toussant, P.E. – Planning Phase for bidding

T A Debose Music Hall State I.D. 02143 / 91

Scope of Work – Upgrade Mechanical HVAC and dehumidifying system for proper operation. Estimated Cost: \$125,000 less FP&C Admin. Cost \$3,750 3%.

The State Project No. 19-615-16-01, F.19002161 A/E and AFC Budget: \$121,250

- GIS Engineering Mr. Seneca Toussant, P.E. – Planning Phase for bidding

W. H. James Hall State I.D. 02169 / 159

Scope of Work – Upgrade Mechanical Air Handling Unit located in the basement which supplies air to the entire building. New VFD's will be installed along with an Open Protocol Automated Control system (v.o.j.).

Estimated Cost: \$ 100,000 less FP&C Admin. Cost \$3,000 3%

The State Project No. 19-615-16-01, F.19002162 A/E and AFC Budget: \$97,000

- David Mougeot / Thompson Luke A/E– Planning Phase for bidding

A O. Williams Hall State I. D. 12846 / 183

Scope of Work – Upgrade/repair existing Mechanical HAVC system Variable Air Volume air reheat units, air handling unit, boilers, energy management system components and temperature controls. Estimated Cost: \$ 100,000 less FP&C Admin. Cost \$3,000 3%.

The State Project No. 19-615-16-01, F.19002163 A/E and AFC Budget: \$97,000

- MEL INC Engineering, Mr. Morgan Watson, PE– Planning Phase for bidding

ADA Compliance projects:

- **A. W. Mumford Stadium ADA Compliance and Upgrades**
\$7,900,000 for planning and construction. March 2017 planning phase, bidding February 2018, construction completion set for February 2019
- **T. T. Allain Hall ADA Compliance and Upgrades** – \$1,010,000 planning and construction. March 2017 planning phase: Design Development 21July17, bidding December 2017, construction completion set for December 2018.
- **F. G. Clark Activity Center ADA Compliance and Upgrades** – \$7,450,000 planning & construction. April 2017 planning phase, bidding February 2018, construction completion set for January 2019.

SUBR Infrastructure project for *Mechanical and Electrical system upgrades*

The evaluation committee has submitted questions to the purchasing director pertaining to **Bernhard company** proposal for responses (*pending*) for the final approval to execute a contract to proceed with the infrastructure project.

SUBR Title Projects

Athletic project upgrades are in design planning and assessment cost phase (*Mougeot Architecture*).

- Soccer, Volley Ball, Softball, and Track/Field events

Hurricane Gustav repairs for various buildings

- Office of Risk Management (**ORM**) AFC Budget approved by ORM and FP&C
- **Remaining projects** in progress with the State Office of Risk Management and SUBR Physical Plant Department and out for bid advertisement. (a list of projects & status of completion to be provided by FP&C and SUBR Physical Plant % of Completion)

SUBR Collections & Receivables / Lottie Anthony - Hurricane Gustav repairs:

- FP&C AFC \$121,834.00 – Designer: Jerry Campbell & Associates 225.381.9435
- Bid Aug 31, 2016 and Notice to Proceed September 30, 2016 with 270 days to complete the project (Oct 2016 to June 2017) (repairs of plaster, ceiling work, flooring and painting) (Abatement work is involved in this project).
- General Contractor- Honore Companies LLC, Bid amount \$126,000
- Construction duration time of completion: November 2107 - Completed

SUBR Title III funded projects:

School of Computer Science Renovations (East Building Old School of Architecture) J. W. Grand, Inc. bid \$233,000 construction duration time is set for July 31, 2017 to October 14, 2017 / Nov 2017. 100% Completed

ADA E. C. Harrison Street Upgrades

The Luster Group, LLC bid \$388,808 construction duration time is set for July 24, 2017 to December 31, 2017. - **95% Completed**
-pending completion of concrete sidewalk westside of T. T. Allain

Frank Hayden Hall ADA Restrooms at main Lobby

Pending design/CD's and set budget amount for upgrades (\$56,000)

John B. Cade Library 4th floor S/E ceiling tile and lighting upgrades

Project is **out for bids January 2018** (\$125,000 AFC budget)

J. B. Moore Hall Smart Classroom Renovation

General Contractor; Honore Companies LLC (\$250,000 AFC budget)

Southern University New Police Station

Design programing and assessment planning phase by SUBR and SUPD staff in progress to set a construction budget.

Disaster Event Dec 8-11, 2015 to August 2016: Mississippi River Flooding / sloughing-off of the Ravine, Bluff, various locations and building a new Bridge.

- Pending assessment review report by GOHSEP, ORM & FEMA to fund the project.
- Ravine/Bluff - State Capital Outlay Request for funding (\$8,000,000) FY 17-18. pending approval for FY 2018-19.
- **Bridge / Ravine** - State Capital Outlay Request for funding (\$7,800,000) FY 17-18, funding was approved in conjunction with DOTD office for \$10,000,000.
 - Topographic Survey: December 2017
 - Preliminary Plans: February 2018
 - Final Bid Plans: April 2018
 - Advertise for bids in May or June 2018
 - Construction timeline 6 to 9 months pending update from Mr. Corey Landry of DOTD **July 2018 to March 2019.**
 - *Review designing a Water Lake (3 ft. deep) apart of the ravine system just West of the New Bridge Site that will be for student gathering to appreciate the beautiful natural terrain and landscaping, as recommended by **the Honorable SU board member Mr. Tony Clayton.** A wooden platform walking trail would be incorporated into this design.*



Inclement Weather issues

John B. Cade Library –January 18th freeze causing water pipe leak w/ major flooding on each of the four floors. Building dry-out was completed on February 1 by Guarantee Restoration Services. State Risk Management Department to proceed with planning and bidding to make the required repairs – in progress.

SU Foundation projects on SUBR campus

The “Tony Clayton Championship Plaza” – in progress to execute construction

SU New Orleans

Capital Outlay New Projects:

- SU System Campus Major Repairs and Deferred Maintenance Projects, in progress by campus Facility Director
 - **SUNO Cafeteria Roof Replacement** (\$325,000) out for bids: low bidder was E. Cornell Malone Corp. \$183,350 pre-construction meeting October 4, 2017 and **completion is set for February 2018.**



- **SUNO University Center Roof Replacement** (\$437,979) – Bid opening November 28, 2017 – bid at \$418,275.00 w/ pending Low bidder: **Rycars Construction.** The pre-construction Feb. 6, 2018



- **University Center HVAC 3 air handling unit upgrades** (\$236,264) Bid opening November 15, 2017. Bid at \$224,900 and low bidder was Gallo Mechanical – **work in progress**
- **University Center Parking lot repairs** (\$60,000 budget) bids are under review to proceed with construction.
- **Electrical System repairs** (\$40,000 budget) bids are under review to proceed with repairs.
- **Mechanical system and underground piping repairs** (\$50,000 budget) bids are under review to proceed with repairs.

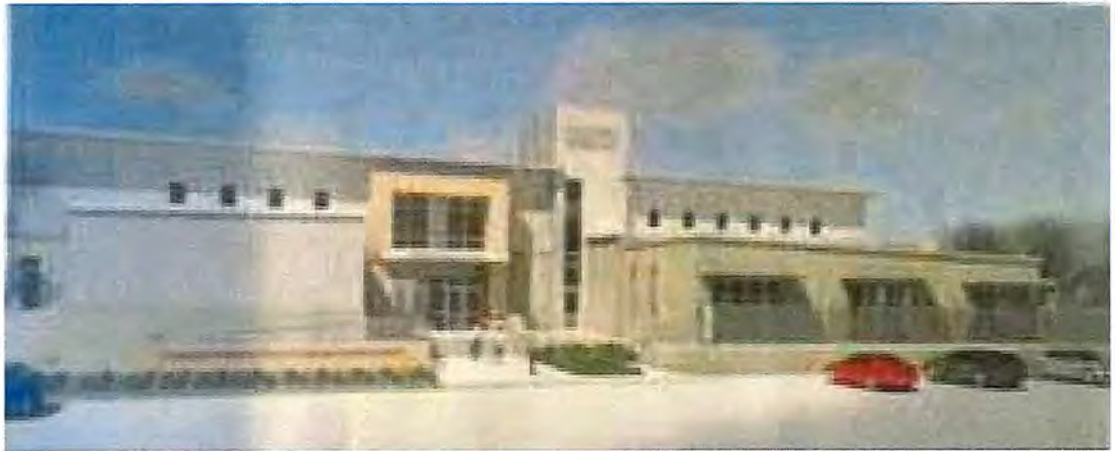
SUNO New Natural Science Building – completion set for Oct. 2018

- Architect Selections were made on Wednesday, May 15, 2013.
- FP&C project manager: Mr. David Van Alstine 504 568 2414
- Architects: Sizzler Thompson Brown – Awarded Natural Science Building. Science building will change from 3 to 4 stories to house Science, Sch. of Nursing, Math, Physics, Health Information Management Systems, Biology, Chemistry and Forensic Science. It will consist of a total of 107,435 sq. ft. and will be located on the Park Campus. Construction Document Phase complete. Budget increased to \$27,750,000.
- Bid Advertisement: September 2016
- Bid Opening set for October 27, 2016
- General Contractor: Roy Anderson Corporation \$26,609,000
- Notice to Proceed: January 2, 2017. Construction in progress.
- Construction duration time: 558 days /18.6 months July 2018



SUNO New Education and Human Development Building (*lake campus*)

- FP&C project manager: Mr. David Van Alstine 504 568 2414
- Verges Rome Architects – Awarded Education and Human Development Building,
This building will be two stories in height and have a total of 49,114 square feet.
Project will be located on the Lake Campus. Construction Documents 100% complete. Cost of the project is budgeted at \$11, 608,000.
- Bid Advertisement: bids open December 13, 2017
- General Contractor: Frank A. Anzalone General Contractors, Inc.
- Bid amount: \$10,480,000
- Notice to Proceed: January 2018. Construction in progress.
- Construction duration time: 18 months
-



SUNO New Arts, Humanities and Social Sciences Building - completion set for October 2018



- FP&C project manager: Mr. David Van Alstine 504-568-2414
- Chasm + Fusion Architects – Awarded Arts & Humanities and Social Science Bldg.
Project will be located on the Park Campus. Building will consist of a three (3) story office and lab wing with the auditorium and proscenium tower extending to nearly five stories. The building will have 70,640 square feet. Estimated cost of the project is \$21,200,000.
- Construction Bid Documents completed: March 2016
- Bid Advertisement: September 2016
- Bid Opening: October 18, 2016
- Low Bidder: Roy Anderson Corporation at \$24,197,000 / \$21,200,000
- General Contractor: Roy Anderson Corporation – Approval from FP&C April 2017
- **Construction duration time: 558 days /18.6 months Oct. 2018**
- Pre-Construction meeting: 12 April 2017
- Under Construction (set up for groundbreaking ceremony June 16, 2017)

SUNO New School of Social Work- completion set for January 2018

- FP&C project manager: Mr. David Van Alstine 504 568 2414
- Architect: Waggoner & Ball Architects
- AFC budget is \$10, 257,000
- Pre-bid meeting scheduled for October 15, 2015
- General Contractor: Lamar Contractors LLC
- Bid amount: \$9,910,000
- Construction has started: November 2015
- Completion scheduled for October 2017 / November 2017 – delays in construction by G.C. – pending punch list items pending completion.



SUNO University Center Swimming Pool repairs

- FP&C project manager: Mr. David Van Alstine 504-568-2414
- Executed Contract/Notice to proceed Date: 14 Aug 2017 w/ JH Refrigeration, LLC for \$59,800 pool repairs + \$64,000 c.o. 1 re-coating pool + \$35,000 c.o. 2 replacement of existing mechanical duct system
- Construction duration time: **January 2018 project completed**



SUNO Campus lighting site inspection notes:

- *Planning and bidding is underway (meeting with electrical contractor for estimated cost and troubleshooting existing underground and building wiring/fixture issues)*
- **FP&C approved \$50,000 for repairs/upgrades - great progress!**



SU Shreveport

Capital Outlay New Projects:

- SU System Campus Major Repairs and Deferred Maintenance Projects – in progress by campus Facility Director
 - **Campus HVAC** system repairs, \$98,786 – **95% complete**
 - **Campus sidewalk** Safety Compliance, \$95,000 – **PO is pending**
 - **Gymnasium** roofing repairs, \$155,000 – **PO is pending**
 - **ADA** Compliance for doors and walkways, \$125,000 – **PO is pending**
 - **Lighting** upgrades, \$25,000 – **100 % completed**

SUSLA New Science and General Classroom “A. Jackson” Building - Main Campus - **Completed**

- FP&C project manager: Stephen Losavio 225-342-0832 / Sara McCann
- FP&C Funding of \$6,300,000 available to begin the New Classroom Building.
- Architect: KSA, Inc.
- Project bid October 8, 2014,
- General Contractor: ELA Group, Inc.
- Bid amount: \$6,159,076
- Executed Contract/Notice to proceed Date: February 11, 2015.
- Construction project completion date: January/Feb/April/June 2017/August 2017/January 2018
- Furnishing budget \$420,000 by FP&C (SUSLA to provide list of furnishings and IT equipment, phone system at D-Mark) – Completed



SUSLA Renovation to Allen Building / School of Nursing - 600 Texas Street, Shreveport, LA (Downtown) - completion set for March 2018

- FP&C project manager: Sara McCann 318-676-7984 or 318-469-6658 cell
- Project No.: 19-618-07S-01, Part 01 – State ID S28020 – Site Code: 7-09-025
- AFC: \$3,500,000
- Architects: KSA, Inc. (John Selmer 318-344-8443 cell)
- Bid date: April 19, 2016
- General Contractor: ELA Group, Inc.
- Bid amount: \$3,350,000 *base bid*
- Executed Contract/Notice to proceed Date: September 12, 2016
- Duration time to complete the project: 420 days / September to November 7, 2017

Notes: Funding required for Furnishing and Equipment (F&E)

SUSLA New Dental Hygiene (Learning Center) - 3050 Martin Luther King Jr. Drive Bldg N - Completed January 2018

- Funding source: one-time State funding
- Budget AFC amount: \$900,000
- Designer: *(Bills & Partners) / Whitlock & Shelton*
- Bid date: 11/05/2014
- General Contractor: Whitlock & Shelton Bid amount: \$801,800
- Executed Contract/Notice to proceed date: 3/24/2015 / 4/01/2015
- Duration time to complete the project: 180 days
- Construction project completion date: Pending re-design / October 2017/ January 2018
- Planning of a new parking lot for 50 spaces - budget \$250,000



SU Ag Center (*Southern University Agricultural Research and Extension Center*)

1. **SUAG Horticulture Storage Building Renovations** – *SUAG main campus*

- Budget: \$291,046
- Williams and Williams Architecture designer fee \$27,000
- AFC: \$263,400
- Bid amount: \$263,000 General Contractor: Thornville Services
- Construction project completion date: September/October 2017/ **pending punch list completion December 2017**. Outstanding progress!



2. **SUAG New Pesticide Storage Shed Building**– *SUAG Experimental Lab Farm*

- Budget: \$242,522
- Architect: Williams and Williams Architecture - designer fees \$25,400
- AFC: \$217,122
- Construction Bid Documents and Spec's completed April 28, 2017
- Bid Advertisement: Set for December 2017.
- **Pre-Bid meeting 2Feb2018**

3. **A.O. Williams Hall Renovation**

- FP&C project manager: Tony Palotta 225.342.0827
- Budget amount is \$2,764,630
- Project was awarded to Engineer – Quebedeaux Engineers / Architect – Crump Wilson and Associates
- Estimated cost is approximately \$2,300,000.00
- Design phase started 4/27/2016
- Design team is working with FP&C to finalize a design solution within the budget amount - pending completion February/April/May/June 2017.
- Duration time of bidding and construction-August 2017 bidding / Nov. 2017 to November 2018 construction. Bid open 19Dec2017
- **Sienna Construction LLC – low bidder \$1,647,000**



4. New Multipurpose Building, Agriculture Research & Extension Center at the Experimental Lab Farm/North Campus - **Completion set for JULY 2018**



- FP&C project manager: Alan Antoine 225.342.3443
- Waiting on FP&C to have the building re-designed within the AFC budget of \$1,300,000 and Fee \$113,873 + \$3,700 reimbursable expense.
- LA Architectural Selection Board: September 22, 2016
- Designer selected by the FP&C/LAAS Board: Domain Architecture
- Design Planning and Construction Bid Document Phase- November 2, 2016 to May 2017
- State Fire Marshal /IBC/FP&C/NFPA/ADA reviews: May 10, 2017 (2 to 3 weeks for review)
- Bid Date: pending June 2017 (30 days) Contract Award (July 2017 (30 days))-
- Pre-bid meeting is set for August 2, 2017 and bid opening August 16, 2017
- Construction time (allow for 7 months / 210 days + 45days) Sept / Oct. 2017 to March 2018/April 2018
- Low Bidder: **Blount General Contractors, LLC - \$1,199,000**
- **Pre-construction December 14, 2017**

5. Child Care Center Renovation upgrades - **Completion set for March 2018**

- Budget cost: \$252,000.
- Further code review in progress as required to upgrade existing playground equipment to meet code. upgrade playground surface to meet code (*new 2" rubber lay over new 4" concrete slab*).
- Construction bid documents are 90% complete (Mr. H. Thurman) for renovations (restroom upgrade to meet ADA code, Kitchen upgrade to meet code, upgrade 3 existing exterior doors for security access, metal covered walkway, covered entry at driveway, replace playground fencing to meet code, additional concrete sideway for ADA access.
- Bid Advertisement: pending for August 2017
- Low Bidder: Charles Carter Construction - \$218,300

Prepared By:

Eli G. Guillory III

Director

Southern University System

Office of Facilities Planning

225-771-2786 office 225-573-0811 cell

SU System

Tracie Woods JD, GC SUS 225-771-2211

Cedric Upshaw JD, ADA SUS 225-771-5565

Flandus McClinton Jr. V.P. SUS 225-771-6278

Gloria Matthews SUS 225-771-3476

Kimberly Knighton SUS 225-771-5372

SU Baton Rouge

Benjamin Pugh, VC SUBR 225-771-5021

Frank Maurice Pitts SUBR 225-771-2488

Henry L. Thurman III SUBR 225-771-2413

Kim Ross SUBR 225-771-3491

Kestee Weir III SUBR 225-771-6235

Tracie A. Abraham SUBR 225-771-3590

Linda Antoine SUBR 225-771-4580

SU Law Center

Terry Hall, VC SULC 225-771-2506

Angela Gaines SULC 225-771-4931

SU Agricultural Center

Linda M. Batiste, VC SUAG 225-771-5707

James L. Mahomes SUAG 225-771-2242

Christopher Rogers SUAG 225-771-5669

Eugene Runles SUAG 225-771-2262

Oscar Udoh SUAG 225-771-2090

SU New Orleans

Jullin Renthropoe, VC SUNO 504-286-5117

Shaun Lewis SUNO 504-286-5295

Tracey Webster SUNO 504-286-5297

Marilyn Manuel SUNO 504-286-5020

Harry Doughty SUNO 504-286-5117

SU Shreveport

Brandy Jacobsen, VC SUSLA 318-670-9371

Janice Sneed, VC SUSLA 318-670-9471

Leslie McClellon SUSLA 318-670-9300

Darrell Street SUSLA 318-670-9378

Sophia Lee SUSLA 318-670-9355

Southern Strategy Group

Rodney Braxton SSG 255-381-0166

Kevin Cunningham SSG 255-381-0166

Finance Committee

FINANCE COMMITTEE
(Following the Facilities and Property Committee)

Friday, February 23, 2018

9:00 AM

2nd Floor J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Informational Item(s)
 - A. Interim Financial Report as of January 2018 (SUS)
6. Other Business
7. Adjournment

MEMBERS

Atty. Domoine Rutledge—Chair, Mr. Richard Hilliard—Vice Chair
Atty. Tony Clayton, Rev. Joe R. Gant, Jr., Rev. Donald R. Henry, Dr. Leon R. Tarver II,
Mrs. Ann A. Smith- Ex Officio

Southern University System
Comparison of Actual Expenditures to Budgeted Amounts
For Fiscal Year Ending June 30, 2018
As of January 31, 2018

| | Actual as of 1/31/2018 | Projected | Total FY 2017-18 | Budget FY 2017-18 | Actual as % of Budget | Over (Under) Budget |
|---|---------------------------|---------------------|----------------------|----------------------|--------------------------|------------------------|
| Revenues | | | | | | |
| General Fund Direct | \$25,407,936 | \$16,082,445 | \$41,490,381 | \$41,490,381 | 61.2% | 0 |
| Statutory Dedicated | 898,757 | 3,563,526 | 4,462,283 | 4,705,283 | 19.1% | (243,000) |
| Funds Due From BOR | | | | | | |
| Federal | 1,043,432 | 2,610,777 | 3,654,209 | 3,654,209 | 28.6% | 0 |
| Self Generated | | | | | | |
| Tuition - Fall 2017 | 32,413,928 | 227,914 | 32,641,842 | 33,135,133 | 97.8% | (493,291) |
| Tuition - Spring 2018 | 29,154,846 | 540,820 | 29,695,666 | 30,593,884 | 95.3% | (898,218) |
| Tuition - Summer | 2,048,969 | 2,248,744 | 4,297,713 | 4,083,158 | 50.2% | 214,555 |
| Out-of-State Fees | 8,390,590 | 242,814 | 8,633,404 | 7,727,543 | 108.6% | 905,861 |
| Other | 5,225,648 | 6,008,592 | 11,234,240 | 9,907,909 | 52.7% | 1,326,331 |
| InterAgency Transfer | 1,814,708 | 1,597,079 | 3,411,787 | 3,411,787 | 53.2% | 0 |
| Total Revenues | \$106,398,815 | \$33,122,711 | \$139,521,526 | \$138,709,287 | 76.7% | \$812,239 |
| Expenditures by Object | | | | | | |
| Salaries | \$41,107,792 | \$29,623,232 | \$70,731,024 | \$69,017,312 | 59.6% | \$1,713,712 |
| Other Compensation | 138,180 | 191,297 | 329,477 | 329,477 | 41.9% | 0 |
| Related Benefits | 17,915,931 | 12,578,891 | 30,494,822 | 31,785,123 | 56.4% | (1,290,301) |
| Total Personal Services | \$59,161,903 | \$42,393,420 | \$101,555,324 | \$101,131,912 | 58.5% | \$423,412 |
| Travel | \$281,489 | \$458,443 | \$739,932 | \$743,637 | 37.9% | (\$3,705) |
| Operating Services | \$8,231,896 | \$5,946,862 | \$14,178,759 | \$14,269,679 | 57.7% | (90,920) |
| Supplies | 760,974 | 677,660 | 1,438,633 | 1,587,960 | 47.9% | (149,327) |
| Total Operating Expenses | \$8,992,870 | \$6,624,522 | \$15,617,392 | \$15,857,639 | 56.7% | (\$240,247) |
| Professional Services | \$1,011,683 | \$925,981 | \$1,937,664 | \$1,771,932 | 57.1% | 165,732 |
| Other Charges | 1,113,100 | 4,886,153 | 5,999,253 | 6,100,158 | 18.2% | (100,905) |
| Debt Services | 0 | 0 | 0 | 0 | 0.0% | 0 |
| Interagency Transfers | 3,446,049 | 2,718,324 | 6,164,373 | 6,164,373 | 55.9% | 0 |
| Total Other Charges | \$5,570,832 | \$8,530,458 | 14,101,290 | \$14,036,463 | 39.7% | \$64,827 |
| General Acquisitions | \$43,857 | \$121,175 | \$165,032 | \$165,032 | 26.6% | 0 |
| Library Acquisitions | 282,316 | 205,333 | 487,649 | 437,649 | 64.5% | 50,000 |
| Major Repairs | 0 | 90,000 | 90,000 | 25,000 | 0.0% | 65,000 |
| Total Acquist. & Major Repairs | \$326,173 | \$416,508 | \$742,681 | \$627,681 | 52.0% | \$115,000 |
| Scholarships | \$6,388,858 | \$351,493 | \$6,740,351 | \$6,311,955 | 101.2% | \$428,396 |
| | | | | | | |
| Total Expenditures | \$80,722,125 | \$58,774,844 | \$139,496,970 | \$138,709,287 | 58.2% | \$787,683 |

Southern University Board and System Administration
Comparison of Actual Expenditures to Budgeted Amounts
For Fiscal Year Ending June 30, 2018
As of January 31, 2018

| | Actual as of 1/31/2018 | Projected | Total FY 2017-18 | Budget FY 2017-18 | Actual as % of Budget | Over (Under) Budget |
|---|---------------------------|--------------------|---------------------|----------------------|--------------------------|------------------------|
| Revenues | | | | | | |
| General Fund Direct | \$1,816,653 | \$1,142,532 | \$2,959,185 | \$2,959,185 | 61.4% | 0 |
| Statutory Dedicated | | | | | | |
| Funds Due To/ From Mgmt | | | | | | |
| Federal | | | | | | |
| Self Generated | | | | | | |
| Tuition - Fall 2017 | | | | | | |
| Tuition - Spring 2018 | | | | | | |
| Tuition - Summer | | | | | | |
| Out-of-State Fees | | | | | | |
| Other | | | | | | |
| InterAgency Transfer | | | | | | |
| Total Revenues | \$1,816,653 | \$1,142,532 | \$2,959,185 | \$2,959,185 | 61.4% | \$0 |
| Expenditures by Object | | | | | | |
| Salaries | \$718,931 | \$620,718 | \$1,339,649 | \$1,339,649 | 53.7% | 0 |
| Other Compensation | 30,333 | \$34,167 | 64,500 | 64,500 | 47.0% | 0 |
| Related Benefits | 231,310 | \$420,662 | 651,972 | 651,972 | 35.5% | 0 |
| Total Personal Services | \$980,574 | \$1,075,547 | \$2,056,121 | \$2,056,121 | 47.7% | \$0 |
| Travel | \$36,423 | \$89,463 | \$125,886 | \$137,594 | 26.5% | (\$11,708) |
| Operating Services | \$40,032 | \$61,120 | 101,152 | \$114,000 | 35.1% | (12,848) |
| Supplies | 10,004 | \$58,807 | 68,811 | 68,811 | 14.5% | 0 |
| Total Operating Expenses | \$50,036 | \$119,927 | \$169,963 | \$182,811 | 27.4% | (\$12,848) |
| Professional Services | \$99,000 | \$79,000 | 178,000 | \$178,000 | 55.6% | \$0 |
| Other Charges | 0 | \$236,753 | 236,753 | 236,753 | 0.0% | 0 |
| Debt Services | 0 | 0 | 0 | 0 | 0.0% | 0 |
| Interagency Transfers | 0 | 0 | 0 | 0 | 0.0% | 0 |
| Total Other Charges | \$99,000 | \$315,753 | \$414,753 | \$414,753 | 23.9% | \$0 |
| General Acquisitions | \$2,575 | \$89,925 | 92,500 | \$92,500 | 0.0% | 0 |
| Library Acquisitions | 0 | 0 | 0 | 0 | 0.0% | 0 |
| Major Repairs | 0 | \$25,000 | 25,000 | 25,000 | 0.0% | -00 |
| Total Acquist. & Major Repairs | \$2,575 | \$114,925 | \$117,500 | \$117,500 | 0.0% | \$0 |
| Scholarships | 5,706 | \$44,700 | \$50,406 | 50,406 | 11.3% | \$0 |
| Total Expenditures | \$1,174,314 | \$1,760,315 | \$2,934,629 | \$2,959,185 | 39.7% | (\$24,556) |

Southern University - Baton Rouge
 Comparison of Actual Expenditures to Budgeted Amounts
 For Fiscal Year Ending June 30, 2018
 As of January 31, 2018

| | Actual as of 1/31/2018 | Projected | Total FY 2017-18 | Budget FY 2017-18 | Actual as % of Budget | Over (Under) Budget |
|---|---------------------------|---------------------|---------------------|----------------------|--------------------------|------------------------|
| Revenues | | | | | | |
| General Fund Direct | \$11,862,436 | \$7,515,875 | \$19,378,311 | \$19,378,311 | 61.2% | 0 |
| Statutory Dedicated | 463,163 | 1,439,099 | 1,902,262 | 1,902,262 | 24.3% | 0 |
| Funds Due From Mgmt or BOR | | | | | | |
| Federal | | | | | | |
| Self Generated | | | | | | |
| Tuition - Fall 2017 | 19,536,714 | 227,914 | 19,764,627 | 20,230,630 | 96.6% | \$(466,003) |
| Tuition - Spring 2018 | 17,712,257 | 179,987 | 17,892,244 | 18,104,445 | 97.8% | (212,201) |
| Tuition - Summer | 1,231,481 | 1,321,209 | 2,552,690 | 2,552,690 | 48.2% | 0 |
| Out-of-State Fees | 5,849,891 | 173,724 | 6,023,615 | 4,810,043 | 121.6% | 1,213,572 |
| Other | 2,798,509 | 4,870,302 | 7,668,811 | 6,991,823 | 40.0% | 676,988 |
| InterAgency Transfer | 1,814,708 | 1,597,079 | 3,411,787 | 3,411,787 | 53.2% | 0 |
| Total Revenues | \$61,269,159 | \$17,325,189 | \$78,594,347 | \$77,381,991 | 79.2% | \$1,212,356 |
| Expenditures by Object | | | | | | |
| Salaries | \$22,624,943 | \$16,477,720 | \$39,102,663 | \$37,167,030 | 60.9% | 1,935,633 |
| Other Compensation | 78,680 | 134,797 | 213,477 | 213,477 | 36.9% | 0 |
| Related Benefits | 10,740,644 | 6,454,049 | 17,194,693 | 17,693,096 | 60.7% | (498,403) |
| Total Personal Services | \$33,444,267 | \$23,066,566 | \$56,510,833 | \$55,073,603 | 60.7% | \$1,437,230 |
| Travel | \$37,070 | \$192,930 | 230,000 | \$230,000 | 16.1% | \$0 |
| Operating Services | 4,626,085 | 2,626,304 | 7,252,389 | 7,846,728 | 59.0% | (594,339) |
| Supplies | 486,370 | 423,291 | 909,661 | 909,661 | 53.5% | 0 |
| Total Operating Expenses | \$5,112,455 | \$3,049,595 | \$8,162,050 | \$8,756,389 | 112.4% | (\$594,339) |
| Professional Services | 655,534 | 231,337 | \$886,871 | \$886,871 | 73.9% | \$0 |
| Other Charges | 409,611 | 3,245,560 | 3,655,171 | 3,475,171 | 11.8% | 180,000 |
| Debt Services | 0 | 0 | 0 | 0 | 0.0% | 0 |
| Interagency Transfers | 1,493,902 | 1,800,005 | 3,293,907 | 3,293,907 | 45.4% | 0 |
| Total Other Charges | \$2,559,047 | \$5,276,902 | \$7,835,949 | \$7,655,949 | 33.4% | \$180,000 |
| General Acquisitions | 37,961 | 5,571 | \$43,532 | \$43,532 | 87.2% | \$0 |
| Library Acquisitions | 13,704 | 123,945 | 137,649 | 137,649 | 10.0% | 0 |
| Major Repairs | 0 | 0 | 0 | 0 | 0.0% | 0 |
| Total Acquist. & Major Repairs | \$51,665 | \$129,516 | \$181,181 | \$181,181 | 28.5% | \$0 |
| Scholarships | \$5,462,061 | \$212,273 | \$5,674,334 | \$5,484,869 | 99.6% | \$189,465 |
| Total Expenditures | \$46,666,565 | \$31,927,782 | \$78,594,347 | \$77,381,991 | 60.3% | \$1,212,356 |

Southern University Law Center
 Comparison of Actual Expenditures to Budgeted Amounts
 For Fiscal Year Ending June 30, 2018
 As of January 31, 2018

| | Actual as of 1/31/2018 | Projected | Total FY 2017-18 | Budget FY 2017-18 | Actual as % of Budget | Over (Under) Budget |
|---|---------------------------|--------------------|---------------------|----------------------|--------------------------|------------------------|
| Revenues | | | | | | |
| General Fund Direct | \$2,459,727 | \$1,556,601 | \$4,016,328 | \$4,016,328 | 61.2% | 0 |
| Statutory Dedicated | \$52,099 | 155,573 | 207,672 | 207,672 | 25.1% | 0 |
| Funds Due From Mgmt or BOR | | | | | | |
| Federal | | | | | | |
| Self Generated | | | | | | |
| Tuition - Fall 2017 | \$3,174,727 | | 3,174,727 | 2,940,403 | 108.0% | 234,324 |
| Tuition - Spring 2018 | \$2,901,646 | | 2,901,646 | 2,830,085 | 102.5% | 71,561 |
| Tuition - Summer | \$237,162 | 462,838 | 700,000 | 700,000 | 33.9% | 0 |
| Out-of-State Fees | \$1,588,075 | | 1,588,075 | 1,417,500 | 112.0% | 170,575 |
| Other | \$1,602,416 | 169,720 | 1,772,136 | 1,653,087 | 96.9% | 119,049 |
| InterAgency Transfer | | | | | | |
| Total Revenues | \$12,015,852 | \$2,344,732 | \$14,360,584 | \$13,765,075 | 87.3% | \$595,509 |
| Expenditures by Object | | | | | | |
| Salaries | 4,469,195 | 3,162,760 | 7,631,955 | 7,367,094 | 60.7% | 264,861 |
| Other Compensation | | | 0 | 0 | 0.0% | 0 |
| Related Benefits | 1,415,377 | 1,502,608 | 2,917,985 | \$2,817,337 | 50.2% | 100,648 |
| Total Personal Services | \$5,884,572 | \$4,665,368 | \$10,549,940 | \$10,184,431 | 57.8% | \$365,509 |
| Travel | \$108,888 | \$66,112 | \$175,000 | \$150,000 | 72.6% | \$25,000 |
| Operating Services | 347,121 | 1,314,072 | 1,661,193 | 1,611,193 | 21.5% | 50,000 |
| Supplies | \$64,652 | 45,348 | 110,000 | 100,000 | 64.7% | 10,000 |
| Total Operating Expenses | \$411,773 | \$1,359,420 | \$1,771,193 | \$1,711,193 | 24.1% | \$60,000 |
| Professional Services | \$112,334 | 526,907 | 639,241 | 609,241 | 18.4% | 30,000 |
| Other Charges | 179,676 | 109,281 | 288,957 | 288,957 | 62.2% | 0 |
| Debt Services | | | 0 | 0 | 0.0% | 0 |
| Interagency Transfers | 65,662 | 205,591 | 271,253 | 271,253 | 24.2% | 0 |
| Total Other Charges | \$357,672 | \$841,779 | \$1,199,451 | \$1,169,451 | 30.6% | \$30,000 |
| General Acquisitions | | | \$0 | \$0 | 0.0% | \$0 |
| Library Acquisitions | 268,612 | 81,388 | 350,000 | 300,000 | 89.5% | 50,000 |
| Major Repairs | | 65,000 | 65,000 | 0 | 0.0% | 65,000 |
| Total Acquist. & Major Repairs | \$268,612 | \$146,388 | \$415,000 | \$300,000 | 89.5% | \$115,000 |
| Scholarships | \$236,073 | \$13,927 | \$250,000 | \$250,000 | 94.4% | \$0 |
| | | | | | | |
| Total Expenditures | \$7,267,590 | \$7,092,994 | \$14,360,584 | \$13,765,075 | 52.8% | \$595,509 |

Southern University at New Orleans
Comparison of Actual Expenditures to Budgeted Amounts
For Fiscal Year Ending June 30, 2018
As of January 31, 2018

| | Actual as of 1/31/2018 | Projected | Total FY 2017-18 | Budget FY 2017-18 | Actual as % of Budget | Over (Under) Budget |
|---|---------------------------|--------------------|---------------------|----------------------|--------------------------|------------------------|
| Revenues | | | | | | |
| General Fund Direct | \$3,776,896 | \$2,393,012 | \$6,169,908 | \$6,169,908 | 61.2% | 0 |
| Statutory Dedicated | 135,968 | 457,771 | 593,739 | 593,739 | 22.9% | 0 |
| Funds Due From Mgmt or BOR | | | 0 | 0 | 0.0% | 0 |
| Federal | | | 0 | 0 | 0.0% | 0 |
| Self Generated | | | | | | |
| Tuition - Fall 2017 | 6,121,777 | | 6,121,777 | 6,086,247 | 100.6% | 35,530 |
| Tuition - Spring 2018 | 5,277,415 | 690,184 | 5,967,599 | 5,967,599 | 88.4% | 0 |
| Tuition - Summer | 185,403 | 195,000 | 380,403 | 300,000 | 61.8% | 80,403 |
| Out-of-State Fees | 482,910 | 117,090 | 600,000 | 600,000 | 80.5% | 0 |
| Other | 612,630 | 621,901 | 1,234,531 | 704,237 | 87.0% | 530,294 |
| InterAgency Transfer | | 0 | | | | |
| Total Revenues | \$16,592,999 | \$4,474,958 | \$21,067,957 | \$20,421,730 | 81.3% | \$646,227 |
| Expenditures by Object | | | | | | |
| Salaries | \$6,685,882 | \$4,529,718 | \$11,215,600 | \$11,127,757 | 60.1% | 87,843 |
| Other Compensation | 0 | | 0 | 0 | 0.0% | 0 |
| Related Benefits | 2,799,492 | 1,577,451 | 4,376,943 | 5,167,226 | 54.2% | (790,283) |
| Total Personal Services | 9,485,374 | 6,107,169 | 15,592,543 | 16,294,983 | 58.2% | (\$702,440) |
| Travel | \$17,669 | \$42,331 | \$60,000 | \$60,000 | 29.4% | 0 |
| Operating Services | 1,768,470 | 1,263,193 | \$3,031,663 | \$2,188,045 | 80.8% | 843,618 |
| Supplies | 126,166 | 42,334 | 168,500 | 168,500 | 74.9% | 0 |
| Total Operating Expenses | \$1,894,636 | \$1,305,527 | \$3,200,163 | \$2,356,545 | 80.4% | \$843,618 |
| Professional Services | 25,804 | 28,016 | \$53,820 | \$53,820 | 47.9% | \$0 |
| Other Charges | 452,684 | 790,708 | 1,243,392 | 977,274 | 46.3% | 266,118 |
| Debt Services | | | 0 | 0 | 0.0% | 0 |
| Interagency Transfers | 103,133 | 299,295 | 402,428 | 402,428 | 25.6% | 0 |
| Total Other Charges | \$581,621 | \$1,118,019 | \$1,699,640 | \$1,433,522 | 40.6% | \$266,118 |
| General Acquisitions | 0 | 0 | \$0 | \$0 | 0.0% | \$0 |
| Library Acquisitions | 0 | 0 | 0 | 0 | 0.0% | 0 |
| Major Repairs | 0 | 0 | 0 | 0 | 0.0% | 0 |
| Total Acquist. & Major Repairs | \$0 | \$0 | \$0 | \$0 | 0.0% | \$0 |
| Scholarships | \$457,007 | \$58,604 | \$515,611 | \$276,680 | 165.2% | \$238,931 |
| Total Expenditures | \$12,436,307 | \$8,631,650 | \$21,067,957 | \$20,421,730 | 60.9% | \$646,227 |

Southern University at Shreveport
Comparison of Actual Expenditures to Budgeted Amounts
For Fiscal Year Ending June 30, 2018
As of January 31, 2018

| | Actual as of 1/31/2018 | Projected | Total FY 2017-18 | Budget FY 2017-18 | Actual as % of Budget | Over (Under) Budget |
|---|---------------------------|--------------------|---------------------|----------------------|--------------------------|------------------------|
| Revenues | | | | | | |
| General Fund Direct | \$3,379,662 | \$2,138,765 | \$5,518,427 | \$5,518,427 | 61.2% | \$0 |
| Statutory Dedicated | 53,828 | 140,779 | 194,607 | 194,607 | 27.7% | 0 |
| Funds Due From Mgmt or BOR | | | | | | |
| Federal | | | | | | |
| Self Generated | | | | | | |
| Tuition - Fall 2017 | 3,580,711 | 0 | 3,580,711 | 3,877,853 | 92.3% | (297,142) |
| Tuition - Spring 2018 | 3,263,528 | (329,351) | 2,934,177 | 3,691,755 | 88.4% | (757,578) |
| Tuition - Summer | 394,923 | 269,697 | 664,620 | 530,468 | 74.4% | 134,152 |
| Out-of-State Fees | 469,714 | (48,000) | 421,714 | 900,000 | 52.2% | (478,286) |
| Other | 212,093 | 346,669 | 558,762 | 558,762 | 38.0% | 0 |
| InterAgency Transfer | | | | | | |
| Total Revenues | \$11,354,459 | \$2,518,559 | \$13,873,018 | \$15,271,872 | 74.3% | (\$1,398,854) |
| Expenditures by Object | | | | | | |
| Salaries | \$4,283,001 | \$2,891,490 | \$7,174,491 | \$7,749,116 | 55.3% | (\$574,625) |
| Other Compensation | | | 0 | 0 | 0.0% | 0 |
| Related Benefits | 1,809,608 | 1,535,522 | 3,345,130 | 3,447,393 | 52.5% | (102,263) |
| Total Personal Services | \$6,092,609 | \$4,427,012 | \$10,519,621 | \$11,196,509 | 54.4% | (\$676,888) |
| Travel | \$27,203 | | \$27,203 | \$44,200 | 61.5% | (\$16,997) |
| Operating Services | \$1,209,587 | \$545,275 | \$1,754,862 | \$2,132,213 | 56.7% | \$(377,351) |
| Supplies | 44,923 | 19,850 | 64,773 | 224,100 | 20.0% | (159,327) |
| Total Operating Expenses | \$1,254,510 | \$565,125 | \$1,819,635 | \$2,356,313 | 53.2% | (\$536,678) |
| Professional Services | \$111,732 | \$35,000 | \$146,732 | \$11,000 | 1015.7% | \$135,732 |
| Other Charges | 71,129 | 261,190 | 332,319 | 636,342 | 11.2% | (304,023) |
| Debt Services | | | 0 | 0 | 0.0% | 0 |
| Interagency Transfers | 390,075 | 383,433 | 773,508 | 773,508 | 50% | 0 |
| Total Other Charges | \$572,936 | \$679,623 | \$1,252,559 | \$1,420,850 | 40.3% | (\$168,291) |
| General Acquisitions | \$705 | \$3,295 | \$4,000 | \$4,000 | 17.6% | \$0 |
| Library Acquisitions | | | 0 | 0 | 0.0% | 0 |
| Major Repairs | | | 0 | 0 | 0.0% | 0 |
| Total Acquist. & Major Repairs | \$705 | \$3,295 | \$4,000 | \$4,000 | 17.6% | \$0 |
| Scholarships | \$228,011 | \$21,989 | \$250,000 | \$250,000 | 0.0% | \$0 |
| Total Expenditures | \$8,175,974 | \$5,697,044 | \$13,873,018 | \$15,271,872 | 53.5% | (\$1,398,854) |

Southern University Agricultural Research and Extension Center
Comparison of Actual Expenditures to Budgeted Amounts
For Fiscal Year Ending June 30, 2018
As of January 31, 2018

| | Actual as of 1/31/2018 | Projected | Total FY 2017-18 | Budget FY 2017-18 | Actual as % of Budget | Over (Under) Budget |
|---|---------------------------|--------------------|---------------------|----------------------|--------------------------|------------------------|
| Revenues | | | | | | |
| General Fund Direct | \$2,112,562 | \$1,335,660 | \$3,448,222 | \$3,448,222 | 61.3% | \$0 |
| Statutory Dedicated | 193,699 | 1,370,304 | \$1,564,003 | 1,807,003 | 10.7% | (243,000) |
| Funds Due From Mgmt or BOR | | | | | | 0 |
| Federal | 1,043,432 | 2,610,777 | \$3,654,209 | 3,654,209 | 28.6% | 0 |
| Self Generated | | | | | | |
| Tuition - Fall 2017 | | | | | | |
| Tuition - Spring 2018 | | | | | | |
| Tuition - Summer | | | | | | |
| Out-of-State Fees | | | | | | |
| Other | | | | | | |
| InterAgency Transfer | | | | | | |
| Total Revenues | \$3,349,693 | \$5,316,741 | \$8,666,434 | \$8,909,434 | 37.6% | (\$243,000) |
| Expenditures by Object | | | | | | |
| Salaries | \$2,325,840 | \$1,940,826 | \$4,266,666 | \$4,266,666 | 54.5% | \$0 |
| Other Compensation | 29,167 | 22,333 | \$51,500 | 51,500 | 56.6% | 0 |
| Related Benefits | 919,500 | 1,088,599 | \$2,008,099 | 2,008,099 | 45.8% | 0 |
| Total Personal Services | \$3,274,507 | \$3,051,758 | \$6,326,265 | 6,326,265 | 51.8% | \$0 |
| Travel | \$54,236 | \$67,607 | \$121,843 | \$121,843 | 44.5% | \$0 |
| Operating Services | \$240,602 | \$136,898 | \$377,500 | \$377,500 | 63.7% | \$0 |
| Supplies | 28,858 | 88,030 | 116,888 | 116,888 | 24.7% | 0 |
| Total Operating Expenses | \$269,460 | \$224,928 | \$494,388 | \$494,388 | 54.5% | \$0 |
| Professional Services | \$7,279 | \$25,721 | \$33,000 | \$33,000 | 22.1% | \$0 |
| Other Charges | | 242,661 | \$242,661 | 485,661 | 0.0% | (243,000) |
| Debt Services | | | 0 | 0 | 0.0% | 0 |
| Interagency Transfers | 1,393,277 | 30,000 | \$1,423,277 | 1,423,277 | 97.9% | 0 |
| Total Other Charges | \$1,400,556 | \$298,382 | \$1,698,938 | \$1,941,938 | 72.1% | (\$243,000) |
| General Acquisitions | \$2,616 | \$22,384 | \$25,000 | \$25,000 | 10.5% | \$0 |
| Library Acquisitions | | | 0 | 0 | 0.0% | 0 |
| Major Repairs | | | 0 | 0 | 0.0% | 0 |
| Total Acquist. & Major Repairs | \$2,616 | \$22,384 | \$25,000 | \$25,000 | 10.5% | \$0 |
| Scholarships | \$0 | \$0 | \$0 | \$0 | 0.0% | \$0 |
| Total Expenditures | \$5,001,375 | \$3,665,059 | \$8,666,434 | \$8,909,434 | 56.1% | (\$243,000) |

Student Affairs Committee

STUDENT AFFAIRS COMMITTEE

(Following the Finance Committee)

Friday, February 23, 2018

2nd Floor J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - A. Request to Approve Candidate for Vice Chancellor for Student Affairs (SUBR)
6. Other Business
7. Adjournment

MEMBERS

Mr. Raymond Fondel, Jr.–Chair, Dr. Curman Gaines–Vice Chair

Mr. Armond Duncan, Rev. Joe R. Gant, Jr., Mr. Mike Small, Rev. Samuel C. Tolbert, Jr.,

Mrs. Ann A. Smith- Ex Officio



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

February 19, 2018

Honorable Ann A. Smith
Board of Supervisors, Chair
Southern University System
4th Floor, J. S. Clark Admin. Bldg.
Baton Rouge, LA 70813

Re: Appointment of Vice Chancellor for Student Affairs

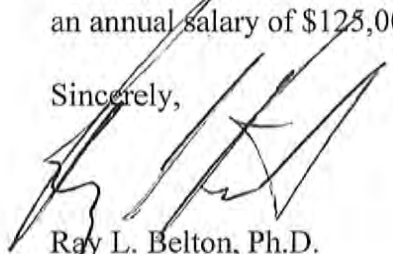
Dear Chairlady Smith:

I am pleased to recommend Dr. Kimberly M. Ferguson-Scott for the position of Vice Chancellor for Student Affairs. As you know, a comprehensive search was conducted last semester that yielded 47 applications. Fourteen applicants were interviewed and the search committee presented three competitive applicants as finalists. The three finalists were interviewed by my leadership team and me, with subsequent conversations with Dr. James H. Ammons, Jr., Executive Vice President/Executive Vice Chancellor. Dr. Ferguson-Scott was highly recommended as the next leader of Southern University and A&M College's Division of Student Affairs.

Dr. Ferguson-Scott brings a wealth of knowledge to the SUBR community from diverse institutions across the country, including Allegheny College, Spelman College, and Ohio State University. She has over 28 years of experience in Higher Education, serving as a former Director of Student Affairs, Dean of Students, and Assistant Director for Multicultural Affairs. I am confident that Dr. Ferguson-Scott's experiences will strengthen not only the Division of Student Affairs, but the entire university, as she has a wealth of knowledge and experience with retaining students.

I seek your favorable consideration of this request to appoint Dr. Kimberly M. Ferguson-Scott as Southern University and A&M College's Vice Chancellor for Student Affairs at an annual salary of \$125,000, effective March 1, 2018.

Sincerely,



Ray L. Belton, Ph.D.
President-Chancellor
Southern University System

Five Campuses, One Vision... Global Excellence

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Personnel Affairs Committee

PERSONNEL AFFAIRS COMMITTEE

(Following the Finance Committee)

Friday, February 23, 2018

2nd Floor J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)

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

| Name | Position/Campus | Salary |
|----------------------------|--|---------------|
| 1. Kimberly Ferguson-Scott | Vice Chancellor of Student Affairs/SUBR New Appointment | \$125,000.00 |
| 2. Elizabeth Outler | Assistant Director of Technical Services/SULC New Appointment | \$ 69,628.00 |
| 3. De'Shon A. York | Assoc. Specialist-Nutrition, Health & Wellness/SUAREC New Appointment | \$ 75,000.00 |
| 4. Sherrie L. Rhodes | Director of External Affairs/SULC New Appointment | \$ 84,975.00 |
| 5. Dr. Irma Cobb | Associate Dean & Professor of Spanish/SUBR Promotion | \$ 92,612.00 |
| 6. Huey Kenneth Lawson | Director of Title III and Assistant Professor/SUBR New Appointment | \$ 94,000.00 |
| 7. Dr. Moustapha Diack | Associate Vice President for Online Learning Services and Faculty Professional Development/SUS Title Change Only | N/A |
| 8. Roman Banks | Director of Athletics, SUBR Contract Extension/Salary Adjustment | \$ 212,000.00 |
| 9. Dana Carpenter | Assistant to the Sr. Associate Vice Chancellor for Academic Affairs/SUBR New Appointment | \$ 93,683.00 |
| 10. Camacia Smith-Ross | Executive Director of Pre-College and Outreach Programs/SUBR New Position | \$ 90,000.00 |

B. Request Approval of Leave of Absences Greater than three months

1. Dr. Lisa Delpit, Professor/School of Education, SUBR

C. Request Approval of Policy/Procedure for Unclassified Non-Faculty Employee Grievance

D. Hearing for Marcus Randall Appeal for Termination from SU Lab School (Executive Session may be required)

6. Other Business

C. Adjournment

MEMBERS

Atty. Patrick Magee—Chair, Rev. Joe R. Gant, Jr.—Vice Chair,

Atty. Tony Clayton, Dr. Curman L. Gaines, Rev. Donald R. Henry, Dr. Leon R. Tarver II

Mrs. Ann A. Smith- 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 _____ Reason Left _____
Date Left _____ Salary Paid _____

Profile of Person Recommended

Length of Employment March 1, 2018 To June 30, 2018

Effective Date March 1, 2018

Name Kimberly M. Ferguson-Scott, Ph.D. S# Sex F Race* B

(Last 4 digits only)

Position Title: Vice Chancellor for Student Affairs Department: Student Affairs

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 28 Southern University Experience N/A

| Degree(s): | Type/Discipline (BA-Education): | Institution/Location (SU-Baton Rouge): | Year: |
|------------|--|--|-------------|
| | <u>B.A. - Philosophy/Sociology</u> | <u>Ashland College</u> | <u>1990</u> |
| | <u>M.A. - Educational Administration</u> | <u>University of Akron</u> | <u>1993</u> |
| | <u>Ph.D. - Higher Education</u> | <u>Ohio University</u> | <u>2015</u> |

Current Employer Allegheny College

Personnel Action

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

Recommended Salary \$125,000.00 Salary Budgeted \$125000.00

Source of Funds System Administration

Identify Budget: _____ Location _____
Form Code: _____ Page _____ Item # _____

Change of: _____ From _____ To _____

Position N/A

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 |
|---------------------------|---------------------|
| <u>216080-27052-29000</u> | <u>\$125,000.00</u> |
| | |
| | |

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if applicable):

Kay L. Belton 2/19/18
Supervisor Date

Kay L. Belton 2/19/18
Vice Chancellor Date

Kay L. Belton 2/19/18
Director/Personnel Date

Kay L. Belton 2/19/18
President Date

Kay L. Belton 2/19/18
Dean/Unit Head Date

Kay L. Belton 2/19/18
Chancellor Date

Vice President/ Finance Business Affairs Date

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 ORGIN (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:

EMPLOYEE REGULAR WORK SCHEDULE:

M - F / 8:00 a.m. - 5:00 p.m. and as needed

EMPLOYEE DIRECT SUPERVISOR:

James H. Ammons, Jr., Ph.D.

SUPERVISOR/DEPARTMENT CONTACT NUMBER

225.771.4582

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):

| <u>TYPE</u> | <u>CODE</u> | <u>EXPIRES</u> |
|---|-------------|----------------|
| 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)

Kimberly M. Ferguson-Scott, Ph.D.

December 22, 2017

The Office of Academic Affairs
Southern University A&M College
Baton Rouge, LA 70813

To Whom It May Concern:

I am confidentially submitting a letter of application for the Vice-Chancellor of Student Affairs at Southern University A & M System. I am seeking a new and challenging experience at a public, comprehensive Historically Black University offering undergraduate and graduate degrees. I believe this position will allow me to invest and/or give back to a community of men and women who will one day transform the world with disciplined intelligence and compassion. I have worked for several selective liberal arts colleges and universities in the past and am very familiar with the multifaceted roles and skills that a Vice-President/Chancellor must possess to lead the division.

In my role as Vice-President of Student Life & Dean of Students at Allegheny College I have engaged every aspect of leadership, including academic affairs, finance, development, marketing, board relations, operations, and facilities management in the design of campus environments, enrollment and new and transfer student orientation and matriculation, career education and management, and persistence and retention through degree attainment. I have a strong administrative background, high integrity and good character, and a commitment to student success. My colleagues have described me as a visible, engaged, innovative and an entrepreneurial spirit who is able to build upon the foundation of a progressive institution that supports quality student engagement, persistence to graduation and transition to the world of work or graduate school. The Vice-Chancellor of Student Affairs position fits with my interest in ensuring student success through a variety of educational opportunities for students who desire to achieve the best college education and experience possible.

I would welcome the opportunity to talk more about bringing your strategic plan to life through the development of personnel, business operations, campus environments, vibrant programs and services, and financial approaches in collaboration with the Finance & Business Affairs and Access & Enrollment Management Board of Trustees and the Student Affairs and Athletics Committee to enhance the overall mission of Southern University.

As always, I seek to be transparent and of good character. My position at Allegheny has taken a different focus with the change in leadership. My personal philosophy no longer matches with Allegheny College. Therefore, I resigned my position and finished out the Fall 2017 semester. I have accepted a position working as Associate Vice-President of Student Affairs at Wright State University from January 2, 2018 until May 2018. I am seeking the next opportunity to be an agent of change in student affairs. I would be happy to discuss my experience further at your convenience as I think you will find that I can make a significant difference and a meaningful contribution. I look forward to connecting to discuss my qualifications at [\(614\) 557-6021](tel:6145576021). You have my best wishes for continued success.

All the Best,

Kimberly M. Ferguson-Scott

Kimberly M. Ferguson-Scott, Ph.D.
e-mail: kimberlvmcscott531@gmail.com

Kimberly M. Ferguson-Scott, Ph.D.

LEADERSHIP PROFILE

Results oriented experience in middle to senior level positions at public and private institutions with student populations ranging from 2100 to 27,000. Positions over the past 28 years include Director, Assistant Dean, Associate Dean, Dean of Students and Vice-President in single and co-located campus operations, including selective private liberal arts institutions, a regional campus of a comprehensive research university, and a selective private historically Black women's institution with direct line responsibility for professional and support staff. Documented evidence of skills in assessment, strategy and planning, partnerships and collaboration with faculty and other personnel, college governance and transparency, college and community relations, multi-million dollar budgeting, auxiliary and facilities management, organizational development, risk management, crisis management, sustainability, policy development and decision making, and program development designed to support well-being, holistic development and student learning in college and university communities.

EDUCATION

May 2015 Doctor of Philosophy, Higher Education, Ohio University, Athens, Ohio
Dissertation: *Exploring Black Women's Character Development & Ethical Leadership Development at Spelman College*
May 1993 Master of Arts, Educational Administration, Higher Education, The University of Akron, Akron, Ohio
May 1990 Bachelor of Arts, Philosophy/Sociology, Ashland College, Ashland, Ohio

STUDENT DEVELOPMENT EXPERIENCE

Allegheny College

Vice-President and Dean of Students

February 2016- present
Meadville, PA

Lead a comprehensive Division of Student Life program with a \$3.5 million budget and a portfolio of personnel that includes Residence Life, Student Leadership & Involvement, Counseling Center, Dining Services, IDEAS Diversity Center, Student Health Services, Academic Integrity & Student Conduct, Religious & Spiritual Life and Public Safety. Allegheny is a private liberal arts college with a total enrollment of 2,100 students with 50% of students living outside the state of Pennsylvania.

General Responsibilities

- Serve as the Chief Student Affairs Officer with responsibility for residential education, new student orientation, student leadership and involvement, diversity and inclusion education, student conduct, counseling, student health, public safety, and dining services.
- Supervise Public Safety Director, Dining Services Director, four Associate Dean of Students, one Assistant Dean, and one Executive Administrative Assistant, and indirectly supervise over 160 professional and paraprofessional staff members.
- Lead college-wide initiatives related to the overall student experience in a shared governance environment.
- Reengineer offices, services provided and hours of operation to better align staff and resources with our strategic priorities.
- Develop an engaging residential education program and uphold the residency requirement by maintaining a 96% occupancy in support of the business goals of the College.
- Streamlined housing occupancy and billing and evaluated off-campus houses to determine business value.
- Develop, revise and interpret policy for Student Life, including student conduct policies and all policies in the student handbook.
- Assist students, faculty, staff, and departments with interpreting FERPA, HIPPA, and other federal laws relevant to student affairs.
- Serve as a member of the President's Senior Team and collaborate with senior leadership in overall planning, management, assessment, and advancement of the College.
- Serve as senior-level leader in all emergency planning efforts.
- Provide strategic leadership to college-wide student retention efforts.
- Collaborate with the campus Title IX Coordinator to ensure ongoing compliance federal and state requirements.
- Serve as a liaison to the Allegheny College Board of Trustees and advise in matters relating to the co-curricular student experience.
- Create a climate of assessment to ensure data informed decision-making and budget planning.

Institutional Service

- Co-lead the College's retention initiatives.
- Co-lead the Campus Life & Community Standards Committee responsible for recommending college policies.
- Co-lead the Gender Inclusion Initiative responsible for developing/implementing Chosen Name/All Gender Restroom Policy.
- Serve on the Campus Master Plan and Space Migration Committee.
- Serve on the Dean's Council responsible for planning and management of academic and co-curricular initiatives.
- Lead the Student Housing Advisory and Dining Services Committee.
- Member of the Academic Standards and Awards Committee responsible for academic exemptions, polices and awards.
- Serve as a liaison to the Board and present to the full Board of Trustees on residence hall renovations and student retention.
- Serve on the Summer Work Groups Academic Programs Committee responsible for developing academic and other initiatives to bolster institutional enrollment and retention.

Dean of Students

June 2010 to February 2016

Spelman College, Atlanta, GA

Assist the Vice-President for Student Affairs with leading a comprehensive Division of Student Affairs program, in addition to managing student, staff and campus relations with the Atlanta University Center (AUC) the largest contiguous consortium of HBCU institutions with over 10,000 students at Spelman College, Morehouse College, Morehouse Medical School, Clark Atlanta University and the Interdenominational Theological Seminary. Assist with the management of an \$5 million budget and a portfolio of personnel that includes Housing & Residence Life, Student Life & Engagement, Counseling & Disability Services, Student Health Services and Campus Wellness, Student Conduct/Judicial Services, Diversity & Inclusion, Religious & Spiritual Life and the shared areas of Public Safety and Aramark Dining Services.

Select Professional Accomplishments

- Lead the collection of data and written presentation of the Student Affairs report for the Southern Association of Colleges and Schools (SACS) accreditation process resulting in full accreditation.
- Re-engineer program functions to link with assessment and budget planning as related to wellness, diversity and inclusion.
- Develop a culture of assessment in the Division of Student Affairs, including regular workshops, training and commitment to staff engagement in conferences to enhance assessment knowledge, understanding and professional practice.
- Collaborate with Student Government Association, Student Life & Engagement, Facilities Management, Vice-President for Student Affairs and Vice-President for Business and Finance to enhance campus facilities and dining services operations.
- Enhance New Student Orientation to ensure student development and student engagement activities and initiatives support the College's mission and the personal and holistic development of our students.
- Secure external program support via a \$10,000 well-being and flourishing grant from AACU Bringing Theory to Practice.
- Reengineer Student Affairs Global Experience (SAGE) processes in support of the Quality Enhancement Plan (QEP).
- Increase faculty engagement in Student Affairs Global Experience, campus leadership grants, campus dialogues, well-being projects, Community Standards Review Board, Community Standards Appeal Board and Policies and Procedures Committee.
- Develop a climate of support for LGBTQIA students, faculty and staff. Provide funding for PRIDE Week to promote understanding of commonalities and difference throughout the campus and AUC consortium.
- Partner with Institutional Advancement to restructure the Parents and Family Association, including the development of goals, action items, and Annual Fund giving by 50%.
- Collaborate with students, faculty and staff to develop and implement Standards of Excellence Honor Code and to conduct annual policy audit and review of Community Standards and Code of Conduct to ensure high standards of ethical conduct.
- Develop Behavioral Intervention & Risk Management Team and work with Counseling & Disabilities, Undergraduate Studies and Housing and Residence Life & Housing to provide a cross-functional, multidisciplinary review of student behaviors.
- Partner with Vice-President for Student Affairs and Director of Human Resources to create a dedicated Director of Title IX & Compliance. Assist with authoring Consensual Relations Policy, and develop policies, procedures, programs and tracking metrics to ensure compliance w/Title IX, Clery, VAWA and Campus SaVE. Develop an agreement with Morehouse College and Clark Atlanta University regarding the protocols and processes for sexual violence incident investigation and adjudication.
- Partner with College Relations, Student Life & Engagement and Sorority Advisors to streamline new member intake and educational processes and enhance risk management strategies, organizational transparency and community engagement.
- Engage in monthly meetings with AUC Vice-Presidents and Deans of Student Affairs & Enrollment Management officers. Implement Professional Development Sub-Committee and sponsor annual professional development conference for over 300 faculty and staff. Secure donations to support professional development opportunities.

College Appointments

| | |
|------------|--|
| 2014- 2016 | Center for Disease Control, Division of Sexual Violence and Intimate Partner Violence HBCU Initiative |
| 2014- 2016 | Chair, Dining Services Committee |
| 2014- 2016 | Chair, Atlanta University Center Title IX Task Force |
| 2012- 2016 | Aflanta University Center Vice-Presidents & Deans Committee- Chair Professional Development Committee |
| 2013- 2016 | Aflanta University Center Common Ground Student Leadership Initiative on Sexual Violence |
| 2011- 2016 | Commencement Committee |
| 2011- 2016 | Risk Assessment Team- assisted with the development of Consensual Relations Policy and Title IX Operations |
| 2010- 2016 | Operational Excellence Committee- assist with campus-wide development of standards of excellence; work with students to develop and implement Honor Code |

**Associate Dean of Students & Director of Student Rights and Standards
Capital University, Columbus, OH**

July 2004 to June 2010

Assist the Vice-President with the overall management of the Division of Student Affairs and provide leadership for student conduct administration and residence life and housing in a private liberal arts college with a total undergraduate enrollment of 2,720, and over 300 students in the MBA, graduate Nursing and School of Law programs located in the heart of downtown Columbus, Ohio, the state capital, and America's 15th-largest metropolitan area.

Select Professional Accomplishments

- Partner with academic affairs, enrollment services and business and finance to develop holistic learning experiences for students in and outside the classroom.
- Work with the Vice-President for Student Affairs, Director of Residence Life & Housing and Facilities Management to develop new suite-style residence hall for sophomores, juniors, and seniors, expand housing options and off-campus living options for a growing residential population.
- Assist the Academic Deans & Student Affairs Committee with streamlining academic standing, suspension, dismissals, appeals, and scholarships processes.
- Re-engineer university refund and appeal processes, student complaint procedures, withdrawals, leave of absences, medical leaves, and general records inquiries. Develop assessment initiatives on student satisfaction and withdrawal processes.
- Develop and implement the student conduct system, including the implementation of hearing boards, adjudication and appeal processes, and system to maintain the integrity of disciplinary records and student files.
- Develop and lead the Behavioral Intervention Team to provide a cross-functional review of problematic behavior and determines the best mechanisms for support, intervention, warning/notification and response to behaviors.
- Develop proposal to create Health and Wellness Center to include Student Health Services, Counseling Services and Disability Services for undergraduate and graduate students. Student Health Services and Counseling Services were contracted, and Disability Services was a part-time position.
- Work with the Vice-President and Dean of Students to realign the Vice-President role to create the Dean of Students position.
- Work with the Vice-President to develop and administer the Student Affairs Critical Incident Response plan.
- Lead the development, implementation and assessment of the CU Family Network to engage parents in the educational process and to assist with enhancing parent outreach and engagement programs and services. Work with Alumni Relations and Student Activities to revive Parents & Family Weekend and Little Sibs Weekend.

Director of Student Affairs

August 2001 to June 2004

The Ohio State University at Marion, Marion, OH

Lead a comprehensive Division of Student Affairs for the Marion regional campus and Delaware Center, in addition to being co-located and managing student, faculty, staff and campus relations with Marion Technical College. Assist with the management of a \$1 million operations budget and a portfolio of personnel that includes Academic Advising, Admission, Athletics, Career Services, Counseling Services, Disability Services, Campus Diversity and Retention, Financial Aid and Student Activities and Recreation.

- Lead the development of an enrollment management action plan providing strategic vision for academic and student services.
- Assist with the development and expansion of Delaware Center and \$5.5 million Student Services building
- Develop and manage annual budget of \$1,000,000.
- Create campus infrastructure to provide a systemic approach to the expansion of programs and services for traditional, non-traditional, commuter, and residential students, including the expansion of disability services, and the development of counseling and athletic programs.
- Develop Financial Advisory Committee and create financial aid leveraging strategy in support of the institution's enrollment goals and management and distribution of \$6 million dollars in federal, state and institutional aid.
- Partner with the Dean, Associate Dean and Chair of the Faculty Development committee to provide opportunities for enhancing faculty teaching and student learning.
- Develop institutional research on undergraduate and graduate student enrollment demographics and trends, student satisfaction with programs and services and campus strategic indicators to assist with operational effectiveness.
- Work collaboratively with OSU Columbus and other regional campuses to develop student experience/retention programs.
- Enhance Student Government Association as the premier campus governance organization, expand student organizations and funding to support the student experience.

Assistant Director, Center for Career Management
The University of Akron, Akron, OH

July 1998 to August 2001

Lead the development and assessment of career services, cooperative education and internship programs for a public research university with 27,000 students representing 45+ U.S. states and 80+ foreign countries. Develop traditional and non-traditional undergraduate and graduate programs and services for students enrolled in the Buchtel College of Arts & Sciences, Fine & Applied Arts, College of Education, Nursing, College of Engineering (Polymer Science and Polymer Engineering) and the Community & Technical College (Business and Engineering Technology).

Select Professional Accomplishments

- Develop long-range vision, mission and strategic priorities for the Career Management Center and Cooperative Education and Internship Programs that aligned with the academic mission of the University. Provide assessment strategies to assist with evaluating the effectiveness of programs and services.
- Collaborate with university career services and cooperative educational administrators across divisions to identify the program intersections and opportunities for collaboration and sharing of campus resources.
- Develop a robust employer relations program for cooperative education and internships with over 300 participating employers.
- Coordinate annual All-College Career Expo services that generated \$8-11,000 in support of programs and services.
- Partner with the Office of International Programs to create internship and cooperative education opportunities for international students. Evaluate and address legal risks and liabilities associated with Curricular Practical Training.

OTHER RELEVANT WORK EXPERIENCE

Assistant Dean of Students for Black Student Affairs, The College of Wooster, 1994-1998

Assistant Director, Multicultural Affairs, Albion College, 1993-94

Residence Hall Director, The University of Akron, 1990-93

TEACHING EXPERIENCE

Adjunct Instructor

2014-2016

Atlanta Technical College, Atlanta, GA

- Responsible for teaching undergraduate course EMPL 1000 Interpersonal Relations and Professional Development at a technical college offering certificates and two-year degree programs.
- Develop syllabus and plan course instruction to ensure content and learning objectives meet department goals.
- Utilize a variety of teaching and active learning strategies to accommodate the diverse learning styles of students.
- Design, administer, and grade examinations to assess achievement of course objectives as identified in the syllabus.
- Schedule office hours to provide academic support and tutorial services to students as necessary.
- Complete all end of term responsibilities, including submission of final grades and other reports as required.

Orientation Instructor

2003-2004

The Ohio State University at Marion, Marion, OH

- Responsible for teaching weekday and weekend undergraduate orientation classes.
- Develop syllabus and plan course instruction to ensure content and learning objectives meet department goals.
- Utilize a variety of teaching and active learning strategies to accommodate the diverse learning styles of students.
- Design, administer, and grade examinations to assess achievement of course objectives as identified in the syllabus.
- Schedule office hours to provide academic support and tutorial services to students as necessary.
- Complete all end of term responsibilities, including submission of final grades and other reports as required.

Consultant, Course Design & Teaching Workshop

1994-1998 (Summer)

Great Lakes Colleges Association, Ann Arbor, MI

- Develop and participate as a workshop facilitator for the summer Course Design & Teaching Workshop for faculty.
- Work with faculty from various colleges and universities to explore course design, concepts and techniques of teaching.

Consultant, Course Design & Teaching Workshop

1994-1998 (Summer)

Great Lakes Colleges Association, Ann Arbor, MI

- Explore learning styles and social and cultural identity issues as related to course design and teaching issues.
- Utilize videotaped microteaching and group discussions to enhance teaching techniques.
- Present workshop on "Who Are Our Students?"
- Assist with faculty recruitment and workshop participation.

Instructor, USAS/Student Success Seminar
The University of Akron, Akron, OH

1992-1993

- Responsible for teaching an undergraduate orientation class.
- Develop syllabus and plan course instruction to ensure content and learning objectives meet department goals.
- Utilize a variety of teaching and active learning strategies to accommodate the diverse learning styles of students.
- Design, administer, and grade examinations to assess achievement of course objectives as identified in the syllabus.
- Schedule office hours to provide academic support and tutorial services to students as necessary.
- Complete all end of term responsibilities, including submission of final grades and other reports as required.

PROFESSIONAL ASSOCIATION EXECUTIVE BOARD EXPERIENCE

President

June 2009 to June 2010

Ohio College Personnel Association

Lead a volunteer board in the management and allocation of resources and achievement of vision, mission, goals and objectives.

Select Professional Accomplishments

- Lead the development and implementation of a strategic plan in support of professional development, networking, financial, educational, technology, and communications objectives of the organization.
- Develop and implement short and long-range administrative and personnel planning to ensure the organization is effectively structured and competently staffed. Work with the Board to help identify and recruit qualified candidates for membership, including organization volunteers.
- Review and submit an annual operating budget; monitor and authorize expenditures in accordance with approved budget. Assist with preparing updated projections based on actual income and expenses.
- Develop and maintain Board policies and procedures in accordance with general legal requirements.
- Increase geographic access and affordability of professional development opportunities for members across the state of Ohio.
- Identify and cultivate donors and other fundraising activities, including corporate sponsorships, the Diamond Honoree endowment campaign, and the annual Silent Auction to support the Robert F. Rodgers Graduate Student Award.
- Select webmaster and develop and maintain the integrity of the OCPA website www.ocpaonline.org, and access to up-to-date online services and information for members.
- Served on the OCPA Board as Chair of Careers in Student Affairs and Chair of the OCPA Awards Committee from 2002-2009.

ACCREDITATION OF COLLEGES & SCHOOLS

- On-Site Committee Review, Southern Association of Colleges and Schools, October 2016
- Reaffirmation of Accreditation Committee, Southern Association of Colleges and Schools, October 2015
- Substantive Change Program Evaluator, Southern Association of Colleges and Schools, June 2015
- Accreditation Team, North Central Association of Colleges and Schools, March 2009

OUTREACH & ENGAGEMENT

- Invited Participant, College Sexual Assault Forum: From Campus Climate to a Coordinated Response, Georgia State University, October 2014
- Member, American College Personnel Association (ACPA), 2008- present
- Member Association of Student Conduct Administrators (ASCA), 2005- present
 - Chair, Diversity Committee, Association of Student Conduct Administrators (ASCA), 2006 to 2008
 - Lead the development and implement of the Strategic Diversity Plan
 - Established the HBCU Member Interest Council
- Member, American College Personnel Association (ACPA) Institutional Leadership Councils, 2012
- Marketing Coordinator, Georgia College Personnel Association (GCPA), 2011-2012
- President, Ohio College Personnel Association (OCPA), 2009-2010
- President-Elect, Ohio College Personnel Association (OCPA) 2008-09
- Chair, Awards Committee, Ohio College Personnel Association (OCPA), 2006-2008
- Chair, Careers in Student Affairs Committee, Ohio College Personnel Association (OCPA), 2002-2006
- Member, Executive Council, Ohio College Personnel Association (OCPA), 2001-2010
- Brazil Group Study Exchange Program, Rotary International, 2003
- Marion Foundation Scholarship Committee, 2003-04
- Winthrop Corporation Scholarship Committee, 2002-2004
- Business Services Team Leader, United Way Annual Campaign, 2003
 - Lead a team of business, education and other volunteer leaders to ensure success of annual campaign goal of \$155,000.
- Member, Marion Graduate Retention Initiatives, Marion Chamber of Commerce, 2002-03

GRANTS

| | | |
|------|---|----------|
| 2014 | Spelman College, Well-Being and Psychosocial Development Grant, Bringing Theory to Practice, AACU | \$10,000 |
| 2002 | OSU-Marion, Marion Graduate Retention/Workforce Development Initiative | \$86,300 |

PUBLICATION

Ferguson, K. & Rashid, T.T. (2010). *Multicultural Affairs at Private Liberal Arts Colleges in Building Bridges, Re-visioning Community: Multicultural Student Services on Campus.*

PRESENTATIONS

- Brown, D., Brown, G., Dhanfu, E., Ferguson, K., Gibson, M., and Walton, A. (2016). *Empowering & Sustaining African-American Leaders: Lessons Learned in Higher Education.* NASPA Annual Conference (Selected Presentation).
- Ferguson, K. (2015). *Student Affairs: A History of the Profession.* Ph.D. Studies EDA 612: Student Personnel Administration, Clark Atlanta University.
- Ferguson, K., Hall, R., McDonald, W., Trinklein, A., and Sanseviro, M. (2014). *Senior Student Affairs Roundtable: Developing Political Acumen.* Georgia State University, University Housing, The Division of Student Affairs.
- Ferguson, K., Boyle, N., Hyberger, A., and Busted, B. (2014). *Well-Being and Higher Education. Quality, E-Quality, and Opportunity: How Educational Innovations Will Make or Break America's Global Future.* AACU Annual Meeting.
- Ferguson, K., Marshall, A., Perez, R., Stein, J., Ward, Z., and Manese, J. (2014). *Addressing Students of Concern: Models of Collaboration.* NASPA Mental Health/Alcohol, Other Drug & Violence Prevention Conference.
- Ferguson, K., Shuford, B., Kupo, L., and Lazarus-Stewart, D. (2012). *Creating Possibilities for Diversity, Equity, and Inclusion in Multicultural Student Services.* ACPA Multicultural Student Services Institute.
- Ferguson, K., Robinson-Wright, M., Greene, K., Burke, M., and Carter, J. (2011). *Connecting, Empowering and Sustaining African American Women in Student Affairs.* Southern Association for College Student Affairs Conference.
- Ferguson, K. (2010, 2011, 2012 and 2013). *Understanding Millennial Students.* Spelman College Alumnae Association.
- Ferguson, K., Mitchell, M., & Jones, K. (2009). *Summit on African-American Women in Student Conduct Administration.* Association of Student Conduct Administrators.
- Ferguson, K. (2004). *The Future of the Ohio State University of Marion.* Marion Rotary Club.
- Ferguson, K. (2001). *Workforce Transitions.* High School Counselor Advisory Board Meeting, The University of Akron.
- Ferguson, K. (1999 & 2000). *Successful Decision Making.* Eaton Minority Engineering Scholars Program, Eaton Corporation.

AWARDS & HONORS

- Certificate of Completion, Excellence in Leadership Institute, Spelman College, 2013
- Honorary Member, Golden Key National Honorary Society, Spelman College, 2012
- Staff Recognition Award, Office of Student Life & Engagement, Spelman College, 2012
- Shining Star Award, Pauline E. Drake Scholars (Adult Student Learners), Spelman College, 2011
- Gerald L. Saddlemyre Mentor Award, OCPA, 2006
- Outstanding Service Award, OCPA, 2006
- Nominated for the National Innovation Award for 2004 OCPA Careers in Student Affairs Conference, ACPA, 2005-06
- Buckeye Team Award, The Ohio State University, 2003
- Outstanding Contribution to the Academic Mission, Center for Career Management, The University of Akron, 1999
- The Lenora Barnes-Wright Outstanding Leadership Award, The College of Wooster, 1998
- Outstanding Women in Leadership Award, Albion College, 1993
- Graduate and Professional Fellowship, Ohio Board of Regents, 1990-93

PROFESSIONAL AFFILIATIONS

Great Lakes Colleges Association/ACM Vice-Presidents & Deans, 2016 to present

Council of Independent Colleges, 2010 to present

Association of Colleges and Universities (AACU), 2010 to present

American College Personnel Association (ACPA), 2001-2003, 1993-1998, 2009 to present

Association of Student Conduct Administrators, (ASJA), 2004 to present

National Association for Student Personnel Administrators (NASPA), 1997-98, (Institutional Membership) 2010 to present

Georgia College Personnel Association (GCPA), 2010 to 2016

Ohio College Personnel Association (OCPA), 2001 to 2010

Cooperative Education Association (CEA), 1998-2001

National Association of Colleges and Employers (NAACE), 1998-2001

American Council on Education (ACE), 1994-98

Ford Campus Diversity Initiatives, 1997-98



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

February 5, 2018

Dr. Ray L. Belton, System President and Chancellor
Southern University and A&M College System
J.S. Clark Administration Building, 4th Floor
Baton Rouge, LA 70813

Dear Dr. Belton:

The Southern University Law Center conducted a search for the position of Assistant Director of Technical Services for the Law Center Library. Based upon the search, Ms. Phebe Poydras as the Director of the Law Center Library determined that Ms. Elizabeth Outler was the best candidate for the position. Ms. Outler has a Juris Doctor degree from the University Of Florida Levin School Of Law and a Master's degree in Library and Information Science. She has substantial professional experience in law libraries at the University Of Florida Levin School Of Law and the Barry University Dwayne O. Andreas School of Law in Orlando, Florida.

Based upon the foregoing information, I hereby request that the Southern University System Board of Supervisors approve the hiring of Elizabeth Outler at an annual salary of \$69,628. I would appreciate if you would place the request to hire Ms. Outler on the February 23, 2018 agenda for consideration by the Southern University Board of Supervisors. If you have any questions, please feel free to contact me.

Yours sincerely,

John K. Pierre, Chancellor
& Vanue B. Lacour Endowed Professor of Law

RECEIVED
OFFICE OF THE
PRESIDENT OF THE
SOUTHERN UNIVERSITY
SYSTEM
2018 FEB - 2 AM 10: 25

| | | | | |
|-------------|---|---|---|---|
| JOB CLASS 3 | 1 | 2 | 9 | 0 |
| JOB CODE | M | | | |
| CAL ID | U | | | |

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

| | | | | | | |
|-----------------|---|---|---|---|---|---|
| POSITION NUMBER | 3 | M | P | P | 4 | 2 |
|-----------------|---|---|---|---|---|---|

CAMPUS: SUS _____ SUBR _____ SULAC X SUAREC _____ SUNO _____ SUSLA _____

EMPLOYMENT CATEGORY: 9-MONTH _____ 12-MONTH X OTHER _____ (Specify) Fall 2012

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

Previous Employee John Jensen Reason Left Resigned
 Date Left June 01, 2015 Salary Paid 67,500

Profile of Person Recommended

Length of Employment 03/01/2018 To 06/30/2018
 Effective Date 03/01/2018

Name Elizabeth Outler Sex F Race* W

(Last 4 digits only)

Position Title: Assistant Director of Technical Services Department: SULC/Library

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 9 Southern University Experience 0

| Degree(s): | Type/Discipline (BA-Education): | Institution/Location (SU-Baton Rouge): | Year: |
|------------|---------------------------------|--|-------------|
| | <u>B.A.</u> | <u>Smith College</u> | <u>1992</u> |
| | <u>J.D.</u> | <u>University of Florida</u> | <u>2005</u> |
| | <u>M.L.I.S.</u> | <u>Florida State University</u> | <u>2007</u> |

Current Employer Barry University, Dwayne O, Andreas School of Law, Euliano Law Library, Orlando FL

Personnel Action

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

Recommended Salary \$ 69,628.00 Salary Budgeted \$ 69,628.00

Source of Funds General Appropriation

Identify Budget: State Location 311001-32050-61002-34500
 Form Code: BOR10 Page 1 Item # 1

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 |
|-----------------|------------|
| <u>n/a</u> | <u>n/a</u> |
| | |
| | |

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Philip E. Hudson-Payton 2/5/18
 Supervisor Date
Paul White 2/6/18
 Vice Chancellor Date
Blair McCarty 2/7/18
 Director/Personnel Date
[Signature] 2/7/18
 President Date

Gerry K. Hall 2/5/18
 Dean/Unit Head Date
John K. Pierre 2/6/18
 Assoc. V/C for Fin. Affairs Date
Blair McCarty 2/7/18
 Chancellor Date
Blair McCarty 2/7/18
 Vice President/Finance Date
 Business Affairs/Comptroller

 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 American, and who maintains cultural identification through tribal affiliation or community recognition.

COMMENTS:

Assistant Director, Technical Services, replaced by Elizabeth Outler, effective March 01, 2018.

EMPLOYEE REGULAR WORK SCHEDULE: Daily
EMPLOYEE DIRECT SUPERVISOR: Phebe Poydras, Director
NUMBER OF EMPLOYEES SUPERVISED, (if any) 0

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
United States Citizen/Certificate of Naturalization
Resident Alien
H-1 Visa (Distinguished Merit & Ability)
J-1 Visa (Exchange Visitor Program)
F-1 Visa (Student Emp. FT Student at S.U.)
OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

SOUTHERN UNIVERSITY LAW CENTER
ENCUMBERED / FUNDS AVAILABLE
CODE _____
DOC ID # _____
US _____
DATE 2/2/18
BY DMcGeorge
H1 _____
J1 _____
F1 _____
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 Campus Police 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)

CONTINGENT UPON AVAILABILITY OF FUNDS RECEIVED

ELIZABETH OUTLER

[REDACTED]

[REDACTED]

January 16, 2018

Phoebe Huderson-Poydras
Director of Library Services
Southern University Law Center
Oliver B. Spellman Law Library
P.O. Box 9294
Baton Rouge, LA 70813

Dear Prof. Huderson-Poydras,

I write to apply for the position you have recently posted, Assistant Director of Technical Services. My partner has very recently accepted a position at Louisiana State University, and I will be moving to Baton Rouge in February. Therefore, I am now looking for appropriate work in the area, and I am very interested in your position.

I spent most of my career as a law librarian at the University of Florida, as you will see from my resume. Much of that time, I did not gain any experience working in technical services. However, when I became Associate Director, I worked closely with the managers in the technical services department as we worked on reorganizing the department due to staff retirements, documenting workflows, reducing spending due to budget cuts, and reorganizing the work space due to building renovations. When my family needed to move to Orlando, I was able to find a position at Barry University School of Law, working as Head of Technical Services. In this role, I manage acquisitions, cataloging, electronic resources, and systems, and my knowledge in these areas has grown tremendously. At Barry we use the Sierra software from Innovative Interfaces; during my time here we have implemented a new discovery platform called Encore Duet, which incorporates Sierra catalog records with the EBSCO Discovery Service. I think that the current transitions in libraries, making massive shifts happen in budgets, collections, staffing, training, publishing, licensing, and so on, affect no area of the library more than technical services. Therefore, I think it's extremely important to have a strong Technical Services department in any academic library, but especially in law libraries.

In summary, I have several years of experience as a manager in academic law libraries, and I am very passionate about technical services. Thank you for considering me, and I hope I will hear from you soon.

Sincerely,


Elizabeth Outler

ELIZABETH OUTLER

CURRICULUM VITAE

Work Experience

Barry University, Dwayne O. Andreas School of Law, Euliano Law Library, Orlando, FL

Head of Technical Services, July 1, 2016 – present date

Oversee and supervise all operations in Technical Services department, including all aspects of library resource acquisitions, electronic resources management, systems management, and cataloging for all material types; directly supervise and oversee the work of the Resources Management Librarian and the Technical Services Coordinator; coordinate with other library administrators to plan for and manage the budget and collection.

University of Florida, Fredric G. Levin College of Law, Lawton Chiles Legal Information Center, Gainesville, FL

Associate Director, October 28, 2011 – June 30, 2016

Oversaw all operations in the Legal Information Center (LIC), especially facilities, human resources, technology, budgeting, strategic planning, and financial and statistical reporting, directly supervising three lawyer-librarian department heads. Stood in for the Director when she was absent (two to three months each year). Provided legal reference assistance to students, faculty, and the public; provided liaison support to the curriculum and research of Tax LL.M. faculty and students; evaluated, maintained, and developed taxation, estate planning, and reference materials in the LIC's collection; taught Legal Research, a one-credit required course in the first year J.D. program, and Advanced Legal Research, a two-credit elective.

Interim Director, March 1 – July 31, 2011

Oversaw all operations of the Legal Information Center including a full-time staff of eighteen (librarians and paraprofessionals) and approximately fifteen student employees, reporting to the Dean of the College of Law.

Head of Public Services, July 1, 2008 – October 28, 2011

Supervised all public services operations in the Legal Information Center including reference, faculty services, circulation, reserves, interlibrary loan, and stacks maintenance. Provided legal reference assistance to students, faculty, and the public; supported the curriculum and research of Tax LL.M. faculty and students; evaluated, maintained, and developed taxation and reference materials in the Legal Information Center's collection; taught Advanced Legal Research, a two-credit elective J.D. course.

Tax Law Reference Librarian, August 19, 2005 – June 30, 2008

Provided legal reference assistance to students, faculty, and the public; supported the curriculum and research of Tax LL.M. faculty and students; evaluated, maintained, and developed taxation materials in the Legal Information Center's collection; taught Advanced Legal Research.

Education

B.A. in English Language and Literature, Smith College, May 1992

J.D., University of Florida, May 2005

M.L.I.S., Florida State University, August 2007

Continuing Education

Sunshine State Library Leadership Institute, November 2008 – July 2009

American Association of Law Libraries Leadership Academy, October 3-4, 2008

Honors

Order of the Coif

Languages

Reading proficiency in Spanish and French

Publications

Mapping the Achieved Values of Legal Reference Books Onto the Digital Future, 34 LEGAL REFERENCE SERVS. ● 177 (2015).

Keeping Up with New Legal Titles (reviewing PUTTING INTELLECTUAL PROPERTY IN ITS PLACE: RIGHTS DISCOURSES, CREATIVE LABOR, AND THE EVERYDAY (Laura J. Murray et al. eds. 2014)), 106 LAW LIBR. J. 609 (Fall 2014).

A Law Librarian's Guide to Effective Committee Participation, AALL SPECTRUM, Jul. 2013, at 21.

Law, in AMERICAN LIBRARY ASSOCIATION, GUIDE TO REFERENCE (Steven Hoffman ed., 12th ed. 2009) at <http://www.guidetoreference.org/> (co-authored with Jessica Wittman).

Researching Initiatives and Referendums: A Guide for Florida, 26 LEGAL REFERENCE SERVS. ● 63 (2007).

Book Review: RIA Federal Tax Handbook 2006, LEGAL INFORMATION ALERT, Feb. 2006, at 13.

Papers, Speeches, Presentations

"Flipping Out: Envisioning the Flipped Classroom in Library Instruction and Programming," (with Shamika Dalton & Loren Turner), FLA Mini-Conference, Panhandle Library Access Network (PLAN), Gulf Coast State College, Panama City, Florida, September 4, 2014.

"Flipping Out: Envisioning the Flipped Classroom in Library Instruction and Programming," (with Shamika Dalton & Loren Turner), Annual Meeting of the Florida Library Association (FLA), Lake Buena Vista, Florida, May 9, 2014.

"Flipping Out: New Frontiers in Library Instruction and Programming," (with Shamika Dalton & Loren Turner) Annual Meeting of the Southeastern Chapter of the American Association of Law Libraries (SEAALL), Knoxville, Tennessee, April 4, 2014.

"How Low Can You Go? New Frontiers in Succession Planning," (with Patricia Morgan) SEAALL Institute, 2014 SEAALL Annual Meeting, Knoxville, Tennessee, April 3, 2014.

"The Future of Legal Reference Tools," (draft article) presented at workshop at the Fifth Boulder Conference on Legal Information: Scholarship and Teaching, held at the University of Washington, July 12-13, 2013.

“Recommended Roles and Activities for Academic Law Librarians and ALL-SIS in Open Access Publishing and Other Scholarly Communications Issues” (co-author), report of the ALL-SIS Task Force on Scholarly Communications, June 2013, available at www.aallnet.org/gm-node/45595.aspx.

“Moving from the Classroom to the Web: What to Do Differently When We Never Do This Again,” (with Patricia Morgan) presentation at the SEAALL Annual Meeting, Columbia, South Carolina, April 16, 2011.

“Maintaining Author Rights to Your Own Intellectual Property,” presentation at Open Access Week, University of Florida, Gainesville, Florida, October 20, 2010, available at <https://youtu.be/DXaylhhrfL>.

“Copyright and Creative Commons,” (with Michelle Foss) presentation at Open Access Week, University of Florida, Library East, Gainesville, Florida, October 20, 2009.

“Leading the Way: Finding Government Documents and Legal Information,” (invited) presentation at Florida Library Association Annual Meeting, St. Petersburg, Florida, April 24, 2008

“The Fourth E: The Environment and Law Libraries,” (panel coordinator) presentation at American Association of Law Libraries Annual Meeting, Portland, Oregon, July 14, 2008.

“Uncover Your Perry Mason: Using the Internet to Help Your Patrons with Legal Questions,” (with Maryellen O’Brien) presentation at Northeast Florida Library Information Network (NEFLIN) Workshop, Gainesville, Florida, June 7, 2007.

“Uncover Your Perry Mason: Using the Internet to Help Your Patrons with Legal Questions,” (with Maryellen O’Brien) presentation at Florida Library Association Annual Meeting, Orlando, Florida, April 13, 2007.

“Legal Research: Best of the Web for Non-Law Librarians,” (with Maryellen O’Brien) presentation at UF Libraries Journal Club, Gainesville, Florida, May 3, 2007.

Grants

Faculty Enhancement Opportunity (FEO) – awarded April 2010 for two-week visit to Lillian Goldman Law Library at Yale Law School in June 2010.

Courses Taught

Legal Research, Fredric G. Levin College of Law: 2012-13, 2013-14, 2014-15, 2015-16.

Advanced Legal Research, Fredric G. Levin College of Law: Spring 2007, Fall 2007, Spring 2008, Spring 2009, Fall 2009, Summer 2010, Fall 2011.

National Organizations

American Association of Law Libraries (AALL): member since 2004

- *Guide to Fair Business Practices & Licensing Principles Review Special Committee, Chair 2016-2017.*
- *Annual Meeting Program Committee (2014-2015) for July 2015 meeting in Philadelphia.*
- *Continuing Professional Education Committee 2009-2012, Vice-chair July 2010-2011, Chair July 2011-2012.*

Academic Law Libraries Special Interest Section (ALL-SIS)

- Awards Committee 2015-2017, Chair 2016-2017
- Chair, Scholarly Communications Committee 2013-2014
- Nominated Vice-Chair/Chair-Elect (election April 1-25, 2013, unsuccessful)
- Programs Committee 2012-2013
- Task Force on Scholarly Communication 2011-13
- Continuing Status & Tenure Committee 2006-2008

Research Instruction and Patron Services Special Interest Section (RIPS-SIS) – *Program Committee 2011-2012*

Computing Services Special Interest Section (CS-SIS) – *Recruitment & Involvement Committee 2012-2013*

Technical Services Special Interest Section (TS-SIS) – TSLLE Editorial Board 2017-2019

American Library Association (ALA): member since 2005

Innovative Users Group (IUG): member since 2016

Innovative Law Users Group (ILUG): member since 2016; Nominations Committee 2017

American Bar Association (ABA): member since 2002.

Regional/State Organizations

Southeast Chapter of the American Association of Law Libraries (SEAALL): member since 2006; *Scholarship Committee 2011-2013 [Chair 2012-2013]; Community Service Committee 2009-2011; Education & Publications Committee 2006-09 [Chair 2008-09].*

Florida Library Association (FLA): member since 2006; *Leadership Development Committee 2007-2009.*

Florida Bar: member since 2005; *Education Committee 2006-2008.*

University and Library Service

Fredric G. Levin College of Law, Adjunct Teaching Committee (2013-2014)

Fredric G. Levin College of Law, Strategic Planning Committee (2010-2012)

State University Libraries, Public Services Planning Committee (2007-2012): *elected Vice-Chair/Chair-Elect for 2010, Chair for 2011.*

George A. Smathers Libraries, ILS Implementation Task Force (2015-2016)

George A. Smathers Libraries, Statistics & Assessment Committee (2014-2016)

George A. Smathers Libraries, Task Force Annual Evaluation of Smathers Libraries Faculty (2012-2014)

George A. Smathers Libraries, Scholarly Communications Working Group (2010-2012)

George A. Smathers Libraries, Chair, Search Committee, Scholarly Communications Librarian (March-September 2010)

ELIZABETH OUTLER



References

Glen-Peter Ahlers
Associate Dean for Information Services
and Professor of Law
Dwayne O. Andreas School of Law
Barry University
6441 E. Colonial Drive
Orlando, FL 32714

Rick Donnelly
Associate University Librarian Emeritus
(former Associate Director of the Legal Information Center)
2268 N.W. 17th Avenue Gainesville, FL 32605
donnelly@law.ufl.edu
Home: (352) 373-6440
Cell: (352) 256-6619

Kathleen Price
Professor Emerita
(former Associate Dean and Director of the Legal Information Center)
5904 Mt. Eagle Drive, Apt. 1014
Alexandria, VA 22303
Pricek@law.ufl.edu
(703) 727-7207

| | | | | | |
|-----------|---|---|---|---|---|
| JOB CLASS | 6 | 2 | 0 | 0 | 0 |
| JOB CODE | M | | | | |
| CAL ID | U | | | | |

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

| | | | | | | |
|-----------------|---|---|---|---|---|---|
| POSITION NUMBER | 6 | M | 9 | 9 | 8 | 3 |
|-----------------|---|---|---|---|---|---|

CAMPUS: SUS _____ SUBR _____ SULAC _____ SUAREC X SUNO _____ SUSLA _____

EMPLOYMENT CATEGORY: 9-MONTH _____ 12-MONTH _____ X 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 De'Shoain A. York Reason Left N/A
 Date Left N/A Salary Paid \$64,229.00

Profile of Person Recommended

Length of Employment October 1, 2017 To September 30, 2018
 Effective Date January 1, 2018

Name De'Shoain A. York SS# [REDACTED] Sex F Race* Blk
 (Last 4 digits only)

Position Title: Assoc. Specialist – Nutrition, Health & Wellness Department: Cooperative Extension

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 24 Southern University Experience 17

| Degree(s): | Type/Discipline (BA-Education): | Institution/Location (SU-Baton Rouge): | Year: |
|------------|--------------------------------------|--|-------------|
| | <u>B.S. – Foods and Nutrition</u> | <u>SU – Baton Rouge</u> | <u>1993</u> |
| | <u>MPA –Masters of Public Admin.</u> | <u>SU – Baton Rouge</u> | <u>1996</u> |
| | <u>PhD – Public Policy (Health)</u> | <u>SU – Baton Rouge</u> | <u>2017</u> |

Current Employer Southern University Ag Center

Personnel Action

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

Recommended Salary \$75,000.00 Salary Budgeted \$75,000.00

Source of Funds Federal

Identify Budget: 624058-62250-63000 / 60%
622279-62200-63000 / 40%

FUNDS AVAILABLE
 OFFICE OF THE AGRICULTURAL RESEARCH AND EXTENSION
 SOUTHERN UNIVERSITY SYSTEM
 Location _____
 Page 1 Item # 1
 FINANCE & ADMINISTRATION SECTION

Change of:
 Position Associate Specialist, Nutrition From Assoc. Specialist, Nutrition, Health & Wellness To
 Status _____
 Salary Adjustment \$64,229.00 \$75,000.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

| Source of Funds | Amount |
|---------------------------|--------------------|
| <u>624053-62250-63000</u> | <u>\$32,114.50</u> |
| <u>622279-62200-63000</u> | <u>\$32,114.50</u> |

*See Reverse Side
 Comments: (Use back of form)

*See Reverse Side Graduate School signature (if, applicable): Lynnda Bates 1/31/18

Dawn Mellin Pater 1/31/18
 Supervisor Date
Dawn Mellin Pater 1/31/18
 Vice Chancellor Date
Flandus McClintock 1/9/18
 Director/Personnel Date
[Signature] 2/0/18
 President Date

Dawn Mellin Pater 1/31/18
 Dean/Unit Head Date
Bob K. Hills 1/6/18
 Chancellor Date
Flandus McClintock 1/9/18
 Vice President/Finance Date
 Business Affairs/Comptroller

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 American, and who maintains cultural identification through tribal affiliation or community recognition.

COMMENTS: This PAF is being generated due to the reorganization of the Associate Specialist, Health and Associate Specialist, Nutrition positions. The two positions have been combined into Associate Specialist, Nutrition, Health and Wellness with additional duties.

EMPLOYEE REGULAR WORK SCHEDULE: 8:00a – 5:00p
EMPLOYEE DIRECT SUPERVISOR: Dawn Mellion - Patin
SUPERVISOR/DEPARTMENT CONTACT NUMBER 771-2242
NUMBER OF EMPLOYEES SUPERVISED, (if any) 13
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):

| <u>TYPE</u> | <u>CODE</u> | <u>EXPIRES</u> |
|---|-------------|----------------|
| 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 Campus Police 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)



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

February 5, 2018

VIA HAND DELIVERY

Dr. Ray L. Belton, System President and Chancellor
Southern University and A&M College System
J.S. Clark Administration Building, 4th Floor
Baton Rouge, LA 70813

RE: Position Vacancy Authorization and Announcement Waiver Request

Dear Dr. Belton:

Susan East Nelson, the Director of External Affairs at the Southern University Law Center resigned her position effective January 31, 2018. The work Mrs. Nelson performed will be missed. As the director, Mrs. Nelson changed the former Office of Communications and Development Support to the Office of External Affairs to better support the mission of the Law Center. Through her reorganization efforts, the office is better situated to enhance the public perception of the Law Center, solicit additional private grants and external funding opportunities, and collaborate with external organizations to the mutual benefit of Law Center students, faculty and staff. Mrs. Nelson leveraged her considerable corporate experience to the benefit of the Law Center in supporting new work in sponsored programs.

Because this is a critical position, I would like to replace Mrs. Nelson with Mrs. Sherrie Rhodes. The current salary is \$84,975.00. Mrs. Rhodes brings interdisciplinary skills to the position. She has a background in broadcast journalism and communications and is a licensed attorney in two jurisdictions. She has external relations and governmental affairs experience that make her an ideal fit for this position.

Therefore, this letter is to request a Vacancy Announcement Waiver for the Director position in the Office of External Affairs. This waiver would allow us to appoint Mrs. Rhodes to this position without a search and negate the long and unnecessary process of conducting interviews and screenings.

RECEIVED
OFFICE OF THE
PRESIDENT AND CHANCELLOR
2018 FEB - 6 AM 10: 25
SOUTHERN UNIVERSITY
SYSTEM

Dr. Ray L. Belton
February 5, 2018
Page -2-

I respectfully request that my request be placed on the February 23, 2018 Board of Supervisors agenda so that I may seek the Board's approval to hire Mrs. Rhodes.

Thank you and with kind regards, I am,

Sincerely,

A handwritten signature in blue ink that reads "John K. Pierre" followed by a stylized monogram or initials.

John K. Pierre, Chancellor
& Vanue B. Lacour Endowed Professor of Law

APPROVED: _____
Dr. Ray L. Belton, President/Chancellor

| | | | | |
|-----------|---|--|--|--|
| JOB CLASS | | | | |
| JOB CODE | M | | | |
| CAL ID | U | | | |

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

| | | | | | | |
|-----------------|---|---|---|---|---|---|
| POSITION NUMBER | 3 | M | 9 | 9 | 0 | 6 |
|-----------------|---|---|---|---|---|---|

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 checked="" type="checkbox"/> Permanent Status |

Previous Employee Susan Nelson Reason Left Resigned
 Date Left 01/31/2018 Salary Paid \$84,975.00

Profile of Person Recommended

Length of Employment 03/01/2018 To 06/30/2018
 Effective Date 03/01/2018

Name Sherrie L. Rhodes [REDACTED] Sex F Race* B
 (Last 4 digits only)

Position Title: Director of External Affairs Department: Southern University

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 6 Southern University Experience 0

| | | | |
|------------|---------------------------------|--|-------------|
| Degree(s): | Type/Discipline (BA-Education): | Institution/Location (SU-Baton Rouge): | Year: |
| | <u>J.D.</u> | <u>Southern University Law Center</u> | <u>2013</u> |
| | <u>B.A.</u> | <u>University of Memphis</u> | <u>2007</u> |

Current Employer Southern University Law Center

Personnel Action

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

Recommended Salary \$84,975.00 Salary Budgeted \$84,975.00

Source of Funds General Appropriation

Identify Budget: State Location 311001-31610-61002-36000
 Form Code: BOR10 Page 1 Item # 1

Change of: _____
 Position _____
 Status _____
 Salary Adjustment _____

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 |
|-----------------|--------|
| | |
| | |
| | |

*See Reverse Side

Graduate School signature (if, applicable):

[Signature] 2/5/18 Date
 Supervisor
[Signature] 2/5/18 Date
 Vice Chancellor
[Signature] 2/7/18 Date
 Director/Personnel
[Signature] 2/7/18 Date
 President

[Signature] 2/5/18 Date
 Dean/Unit Head
[Signature] 2/6/18 Date
 V/C for Fin. Affairs
[Signature] 2/7/18 Date
 Chancellor
 Vice President/Finance
 Business Affairs/Comptroller
 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 American, and who maintains cultural identification through tribal affiliation or community recognition.

COMMENTS:

Effective January 31, 2018 Susan Nelson resigned from SULC as Director of External Affairs. Sherrie Rhodes will replace Susan as Director of External Affairs, effective March 01, 2018.

EMPLOYEE REGULAR WORK SCHEDULE:

Daily

EMPLOYEE DIRECT SUPERVISOR:

Chancellor, John Pierre

NUMBER OF EMPLOYEES SUPERVISED, (if any)

1

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

- United States Citizen/Certificate of Naturalization
- Resident Alien
- H-1 Visa (Distinguished Merit & Ability)
- J-1 Visa (Exchange Visitor Program)
- F-1 Visa (Student Emp. FT Student at S.U.)
- OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

SOUTHERN UNIVERSITY LAW CENTER
 CODE _____ EXPIRES _____
ENCUMBERED / FUNDS AVAILABLE
 DOCS. D # _____
 RA _____
 DATE HI _____ *DM George*
 BY J1 _____ *2/2/18*
 F1 _____
 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):

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- _____ 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 Campus Security 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)

CONTINGENT UPON AVAILABILITY OF FUNDS



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

February 5, 2018

VIA HAND DELIVERY

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Southern University and A&M College System
J.S. Clark Administration Building, 4th Floor
Baton Rouge, LA 70813

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Dr. Ray L. Belton
February 5, 2018
Page -2-

I respectfully request that my request be placed on the February 23, 2018 Board of Supervisors agenda so that I may seek the Board's approval to hire Mrs. Rhodes.

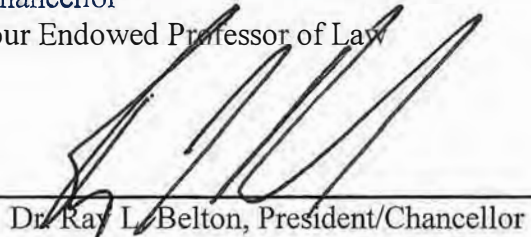
Thank you and with kind regards, I am,

Sincerely,



John K. Pierre, Chancellor
& Vanue B. Lacour Endowed Professor of Law

APPROVED:



Dr. Ray L. Belton, President/Chancellor

EXPERIENCE

Staff Attorney/ Government Relations Consultant | March 2015 – October 2017 **Southern Strategy Group**

- Represented the legislative and regulatory interests of a diverse group of corporate and non-profit clients
- Provided efficient and effective management of clients and resources
- Provided campaign finance and lobbying guidance to clients
- Conducted research and provided policy analysis on topics including: energy, education, criminal justice, environment and healthcare
- Managed and facilitated non-profit coalitions
- Identified policy and programmatic impacts of legislative requirements

Associate/Compliance Attorney | Aug 2014 – Feb 2015 **Thomas J. Henry Injury Attorneys**

- Designed implementation and monitoring strategies to ensure new programs and initiatives are established and operates according to laws and policies
- Conducted file audits
- Identified and directed the development of departmental policies and procedures
- Improve the effectiveness and efficiency of operations
- Drafted petitions, appellate briefs, discovery and other legal correspondences
- Conducted deposition and witness preparation for commercial litigation

Legislative Assistant | 2014 Regular Session **Southern Strategy Group**

- Served as research and public policy consultant
- Developed and managed legislative tracking data
- Drafted and disseminated legislative communications
- Established and cultivated relationships with elected officials and stakeholders

Legislative Aide | 2012 Regular Session **Louisiana Senate**

- Conducted research and provided policy analysis
- Drafted legislative materials including speeches, news releases and fact sheets
- Met with interest groups on behalf of Senator and coordinated legislative activities
- Attended and prepared detailed reports of committee hearings
- Provided on-the-spot authoritative information to the Senator

Law Clerk | Summer 2011
Hon. Wilson E. Fields, 19th Judicial District Court

- Conducted legal research
- Drafted legal recommendations and case briefs
- Briefed judge regarding civil proceedings

OTHER RELEVANT EXPERIENCE

Adjunct Professor | Spring 2017
Southern University Law Center

Editor in Chief | 2012 – 2013
SULC, Journal of Race, Gender, and Poverty

Williamson County Sheriff's Office | 2009 – 2010
Deputy Sheriff

WREG TV | 2007 – 2008
Assignments Editor

Harris County Sheriff's Office | 2002 – 2007
Deputy Sheriff

SKILLS AND TOOLS

- Policy Analysis
- Advocacy
- Legal Research
- Legislative Drafting
- LexisNexis/Westlaw
- Compliance
- Coalition Building
- Public Relations
- Conflict Resolution
- Salesforce
- Microsoft

EDUCATION

Juris Doctor
Southern University Law Center | Baton Rouge, LA |
May 2013
Legal Writing Cali Award

Bachelor of Arts in Journalism
University of Memphis | Memphis, TN |
December 2007
Leadership in Journalism Award – MABJ

MEMBERSHIPS & AFFILIATIONS

- State Bar of Texas, 2013
- Louisiana State Bar, 2016
- TCLEOSE

| | | | | |
|-----------|--|--|--|--|
| JOB CLASS | | | | |
| JOB CODE | | | | |
| CAL ID | | | | |

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

| | | | | | | |
|-----------------|---|---|---|---|---|---|
| POSITION NUMBER | 2 | M | 9 | 9 | 2 | 5 |
|-----------------|---|---|---|---|---|---|

RECEIVED
DEC 18 2017

CAMPUS: SUS SUBR SULAC SUAREC SUNO Office of the Executive President for Academic Affairs and Provost

EMPLOYMENT CATEGORY: 9-MONTH 12-MONTH OTHER (Specify) _____

- | | | |
|--|--|---|
| <input checked="" type="checkbox"/> Academic | <input 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 checked="" 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 Dr. Joyce O'Rourke Reason Left Returned to Full Time Teaching
Date Left 12/31/2017 Salary Paid \$92,612

Profile of Person Recommended

Length of Employment 01/01/2013 07-01-17py To 12/31/2018 06-30-18py
Effective Date 01/01/2018

Name Dr. Irma Cobb SS# [REDACTED] Sex F Race* Hispanic

(Last 4 digits only)

Position Title: Associate Dean (and Professor of Spanish) Department: College of Humanities and Interdisciplinary Studies

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 20 Southern University Experience 20

| Degree(s): | Type/Discipline: | Institution/Location: | Year: |
|------------|--|---|-------------|
| | <u>Ed.D., Higher Education</u> | <u>Oklahoma State University, Stillwater</u> | <u>1990</u> |
| | <u>M.S. Physical Education</u> | <u>Southeastern Oklahoma State University, Durant</u> | <u>1985</u> |
| | <u>B.S., Health and Physical Education</u> | <u>Southeastern Oklahoma State University, Durant</u> | <u>1983</u> |

Current Employer Southern University and A & M College

Personnel Action

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

Recommended Salary \$92,612 Salary Budgeted \$92,612

Source of Funds General Fund

Identify Budget: 211001-22700-61002-24100
Form Code: BOB-10

Page 15 Location _____ Item # 316.

Change of:

Position Program Leader & Professor (Spanish) From Associate Dean (CoHIS) & Professor (Spanish) To
Status _____
Salary Adjustment \$70,935 \$92,612

Financial Aid signature (if, applicable):

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

| Source of Funds | Amount |
|-----------------|----------|
| General Fund | \$68,935 |
| | \$2000 |
| | |
| | |

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor Cynthia Dunt 12/16/17
Date
Vice Chancellor Laura Young 12/18/17
Date
Director/Personnel [Signature] 1/3/18
Date
President [Signature] 1/3/17
Date

Dean/Unit Head Cynthia Dunt 12/16/17
Date
Chancellor [Signature]
Date
Vice President/Finance [Signature] 1/3/18
Business Affairs/Comptroller
Date
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 American, and who maintains cultural identification through tribal affiliation or community recognition.

COMMENTS: Dr. Cobb is moving from Program Leader and Professor of Spanish to Associate Dean of Humanities and Interdisciplinary Studies and Professor of Spanish.

EMPLOYEE REGULAR WORK SCHEDULE: 8:00 am to 5:00 pm; Monday through Friday
EMPLOYEE DIRECT SUPERVISOR: Cynthia Bryant
SUPERVISOR/DEPARTMENT CONTACT NUMBER 225-771-3631
NUMBER OF EMPLOYEES SUPERVISED, (if any) 6

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

- United States Citizen/Certificate of Naturalization
- Resident Alien
- H-1 Visa (Distinguished Merit & Ability)
- J-1 Visa (Exchange Visitor Program)
- F-1 Visa (Student Emp. FT Student at S.U.)
- OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

CODES SOUTHERN UNIVERSITY SYSTEM
BUDGET OFFICE
US
RA
H1
J1
F1
F0
RECEIVED
2018 FEB - B
VPA FINANCE & CONTROLLING
AFFAIRS & COMPLIANCE
FEB 07 2018
FONDS AVAILABLE
[Signature]

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)
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- 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)



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

December 7, 2017

Ray L. Belton, Ph.D.
President – Chancellor
Southern University System
4th Floor, J. S. Clark Administration Bldg.
Baton Rouge, Louisiana 70813

Re: Request for Waiver of Search

Dear Dr. Belton:

I respectfully submit this letter to request authorization to waive the search for the position of Associate Dean of Humanities and Interdisciplinary Studies. This position is critical to Southern University and I highly recommend the immediate appointment of Dr. Irma Cobb.

Dr. Cobb currently serves as the Program Leader in the College of Humanities and Interdisciplinary Studies. She has remained loyal and committed to Southern University for many years and possesses a breadth and depth of knowledge that makes her the ideal candidate for the position of Associate Dean. I firmly believe that Dr. Cobb will continue to be a tremendous asset to the Baton Rouge campus because she has demonstrated that she is fully capable and highly qualified to serve in the capacity of Associate Dean. I hope to receive your favorable consideration of this request to appoint Dr. Irma Cobb to the position of Associate Dean in the College of Humanities and Interdisciplinary Studies. If you have any questions, please contact me.

Sincerely,

A handwritten signature in cursive script that reads "Luria Young".

Luria Young, Ph.D.
Interim Executive Vice President for Academic Affairs and Provost

Approved: _____

A handwritten signature in cursive script that reads "Dr. Ray L. Belton".
Dr. Ray L. Belton
President-Chancellor

College of Humanities and Interdisciplinary Studies
Rodney G. Higgins Hall
P.O. Box 9571

November 16, 2017

Luria Young, Ph.D.
Interim Executive Vice President for Academic Affairs and Provost
Southern University System
3rd Floor, J. S. Clark Administration Bldg.
Baton Rouge, Louisiana 70813

Re: Request for Waiver on Position Vacancy Announcement – Associate Dean of Humanities and IDS

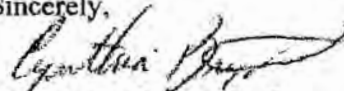
Dear Dr. Young:

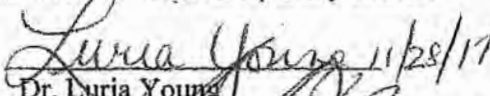
I respectfully submit this letter to request authorization to waive the search for the position of Associate Dean of Humanities and Interdisciplinary Studies. I highly recommend the appointment of Dr. Irma Cobb for this position.

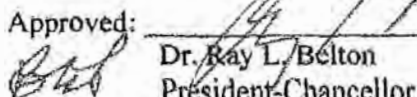
Dr. Cobb earned an Ed.D. in Higher Education from Oklahoma State University. She began working at Southern University in 1997 as a Spanish Instructor in the Department of Foreign Languages and she quickly moved up the ranks. In 2011, after having achieved both tenure and promotion, serving as Associate Professor for 6 years, and serving as Full Professor of Spanish for two further years, Dr. Cobb added Department Chair of Foreign Languages to her repertoire of professional accomplishments. Additionally, Dr. Cobb has earned numerous certifications in English as a Second Language, Teaching English as a Second Language, and Teaching English as a Foreign Language, as well as Quality Matters certification as an Online Instructor. She has several areas of interest and specialization, but as Associate Dean of Humanities and Interdisciplinary Studies, her specializations in Higher Education Curriculum Development, Health and Physical Education, and Command Spanish/Spanish for Professionals will be of great practical use and importance.

Although Dr. Cobb currently serves as Program Leader of World Languages, she has also accepted the charge of leading the effort to ensure that all College of Humanities and Interdisciplinary Studies faculty are successfully engaged in the work of program assessment. She is very comfortable with Live Text as an assessment tool and she works well with her colleagues, guiding and supporting their compliance. Having served as a Program Leader and a Department Chair, she is well versed in the responsibilities inherent to academic leadership. Dr. Cobb is extremely organized, reliable, trustworthy, hardworking, and broad-thinking. Many of the concepts and competencies that she will bring to the role of Associate Dean will assist me and our colleagues as we endeavor to bring the College of Humanities and Interdisciplinary Studies to new heights. I hope to receive your favorable consideration of this request. If you have any questions, please don't hesitate to contact me.

Sincerely,


Cynthia D. Bryant, Ph.D.
Dean, Humanities and Interdisciplinary Studies

Approved:  11/28/17
Dr. Luria Young
Interim Vice President for Academic Affairs and Provost

Approved: 
Dr. Ray L. Belton
President-Chancellor

12/16/17

RECEIVED
OFFICE OF THE
PRESIDENT
2017 DEC -6 PM 4:38
SOUTHERN UNIVERSITY
SYSTEM

Irma Farfán-Cobb
 Professor of World Languages
 Southern University, Baton Rouge

I. EDUCATION

1990-1985

Oklahoma State University, Stillwater

Ed. D. in Higher Education

Dissertation Title: "Transfer of Learning in Educable Mentally Retarded Individuals"

1985-1984

Southeastern Oklahoma State University, Durant

M.S. Physical Education MS

1980-1983

Southeastern Oklahoma State University, Durant

B.S. Health and Physical Education

1970-1975 Physical Education School,

Mexico City Teaching Degree in Physical Education

I.A. Certifications

2012 Oxford Seminars Certification ESL/TESOL/TESL/TEFL

(Teaching English to Speakers of other Languages/ Teaching English as a Second Language/ Teaching English as a Foreign Language) Oxford Seminars.

2010 Quality Matters Online Teaching Certification

2007 Command Spanish Certified Training Certification

II. PROFESSIONAL EXPERIENCE

August 2011-Present Chair of the Department of Foreign Languages/ Associate Chair of World Languages and Program/ Program Leader World Languages

August 2009-Present Full Professor
 Department of Foreign Languages
 Southern University, Baton Rouge, LA

August 2003-Present Associate Professor
 Department of Foreign Languages
 Southern University, Baton Rouge, LA

August 1999 – 2003 Assistant Professor
 Department of Foreign Languages
 Southern University, Baton Rouge, LA

January 1997 – May 1999

Spanish Instructor,
Department of Foreign Languages
Southern University, Baton Rouge, LA

III. AREAS OF SPECIALIZATION

Higher Education
Spanish
Spanish and Learning Disabilities
Culture and Mexican Traditions
Latin-American Dances
Adapted Physical Education
Health and Physical Education
Curriculum development
Language and Culture for International Business
Command Spanish/Spanish for Professionals
African Presence in Latin-America

IV. PUBLICATIONS / RECORDINGS:

“5.1 Vida en el Futuro, hablante 2.” Narrow Listening Library CD #2. Opiniones.Biblioteca Auditiva. Opiniones 1e. Upper Saddle River, New Jersey: Pearson Education, Inc. Spring 2005.

5.2 Vida en las otros planetas, hablante1. Narrow Listening Library CD #2. Opiniones.Biblioteca Auditiva. Opiniones 1e. Upper Saddle River, New Jersey: Pearson Education, Inc. Spring 2005.

6.2 Trabajo Ideal, hablante 3. Narrow Listening Library CD #2. Opiniones.Biblioteca Auditiva. Opiniones 1e. Upper Saddle River, New Jersey: Pearson Education, Inc. USA. Spring 2005.

8.1 Valores de la Familia hablante 3. Narrow Listening Library CD #3. Opiniones.Biblioteca Auditiva. Opiniones 1e. Upper Saddle River, New Jersey: Pearson Education, Inc. Spring 2005.

“Madame Helene Petite, la ‘*Grande Dame*’ of Southern University.” Southern University, Baton Rouge, LA. March 2005.

“How National Foreign Language Week Promotes Cultural Awareness at a Historically Black University.” Foreign Language Annals 36.3 (2003): 397-402.

“The University Spanish Classroom and the Learning Disabled Student: From the Learning Environment to a Designed Program.” The Cincinnati Romance Review 21 (2002): 179-192.

V. PROFESSIONAL PRESENTATIONS:

"Learning Disabled College Students in the Spanish Classroom." Modern Language Association Annual Conference. Athens, Georgia. April 9, 2005.

"Developing Unit Plans on Francophone and Hispanophone Countries." Louisiana Foreign Language Teachers' Association Annual Conference: LFLTA Celebrates the Year of Language. Marriott Hotel, Baton Rouge, LA. March 5, 2005.

"Afro-Latino Presence." IDP Partnerships International Conference. San Juan, Puerto Rico. November 16-19 2004.

"Mexicans and the Local Police." Police Department, Baton Rouge, LA. September 2004.

"Command Spanish for Nurses." General Hospital, Baker, LA. August 2004

"Command Spanish." Southern University School of Nursing, Baton Rouge, LA. August 2004.

"How National Foreign Language Week Promotes Cultural Awareness at a Historically Black University." CLA Conference, University of Memphis, Memphis, TN. April 2004.

"Latin Dances." High School Spanish Convention, Holiday Inn, Baton Rouge, LA. February 2004.

"Mexican Dances." International Heritage Festival. October 2003.

"How to Learn Latino Dances." Southern University, Baton Rouge, LA. October 21-23, 2003.

"Mexican Culture and Traditions." Southern University Summer Camp, Baton Rouge, LA. June 2003.

"Learning Disabled Students in the College Spanish Classroom: What is Being Done and What Needs to be Done." Southern Conference of Language Teaching, Baton Rouge, LA, March, 2002.

"Transition Between the high School Learning Disabled Spanish Classroom and the College Learning Disabled Spanish Classroom." Louisiana Conference on Hispanic Languages and Literatures, Louisiana State University. Baton Rouge, LA. February 2002.

"The University Spanish Classroom and the Learning Disabled Student: From the Learning Environment to a Designed Program." Conference on Romance Languages and Literatures. Cincinnati, Ohio. May 2001

"Teaching Latin Dances." High School Spanish Convention, Baton Rouge, LA, February, 2001

VI. CREATIVE WORK

Performed "La Negra." Latin Festival and Channel 33 WVLA. September, 2011

Display of Afro-Latino Presence in Latin-America. First Afro-Latino Week. Southern University, Baton Rouge. February, 2005.

Performance of Mexican Traditional Dances. International Festival. Baton Rouge, LA. October, 2004.

Directed Students Performance of Latino Dances. International Heritage Festival. Baton Rouge, LA. October, 2004.

Position Title Change

Former Title: Assistant VP for Online Enrollment Services,
Board Meeting September 22, 2017

Title Change: SUS Associate Vice Chancellor for Online Learning Services and Faculty Professional Development (SUBR)

Role: Assist in developing comprehensive System policies and procedures that will govern the capacity building for online learning and online degree offerings within the Southern University System. Manage the System's Open Library for Education (SUOL4ed) that provide system campuses with educational resources they need to develop Institutional strategy to provide students no cost and low cost instructional materials that enable their successful learning and course completion. Develop expert online Professional Development Institutes (PDI) to train and certify SUBR faculty in the acquisition of competencies aligned with National Online Instructor Skill Set. PDI will provide faculty with the knowledge and skills needed for designing quality online courses, building blocks for quality online programs, and effectively delivering online instruction and assessing online students learning outcomes (OSLO). The PDIs developed at SUBR will be replicated at other System campuses to build 21st century online learning infrastructure.

NOTES FROM MEETING:

I am suggesting Title change to Associate, instead of Assistant. Salary is not affected.

1. Diack course taught will be counted as overload – 2 courses taught this semester with the SMED program counts for 2 course overloads
2. Position of Instructional Designer to be authorized and advertised immediately – Consult with Mr. Pugh
3. Possibility for SUS to sponsor three faculty throughout the campuses (SUSLA, SUNO, SUBR) for travel grant (\$4,500 total) to attend the HBCUs Summit 2018. SUS is a sponsor of the Summit and President Belton launched the 1st Summit held in New Orleans, April 2017

| | | | | |
|-----------|--|--|--|--|
| JOB CLASS | | | | |
| JOB CODE | | | | |
| CAL ID | | | | |

SOUTHERN UNIVERSITY SYSTEM

RUSH!

Personnel Action Form

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|-----------------|---|---|---|---|---|---|
| POSITION NUMBER | 2 | M | 9 | 7 | 5 | 2 |
|-----------------|---|---|---|---|---|---|

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

Previous Employee Sheila Duplechain Reason Left continuation
 Date Left 9/30/16 Salary Paid \$83,000.00

RECEIVED
 OFFICE OF THE
 PRESIDENT
 2018 FEB 15 AM 11:04

Profile of Person Recommended

Length of Employment 02/01/2018 To 9/30/2018
 Effective Date 02/01/2018

Name Huey Kenneth Lawson SS# ██████ Sex M Race* B
(Last 4 digits only)

Position Title: Director of Title III and Asst Professor Department: Title III – Program Administration & Civil Engineering

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 36.5 Southern University Experience 35.5
 Degree(s): Type/Discipline (BS-Bus Admin): Institution/Location (SU-Baton Rouge): Year:
MS-Civil Engineering The Ohio State University – Columbus, OH 1983
BS-Civil Engineering Southern University – Baton Rouge 1980

Current Employer Southern University

Personnel Action

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

Recommended Salary Title III-\$94,400, Engr- \$15,600 Salary Budgeted \$110,000.00

Source of Funds Title III – HBCU 220360-21111-24100-\$94,400.00/Civil and Environmental Engineering \$15,600

Identify Budget: 220360-94,400 (86%) Location Title III/Civil Engineering
22683 – 15,600 (14%)

Form Code: _____ Page _____ Item # _____

Change of:
 Position Interim Title III Director Title III Director
 Status _____
 Salary Adjustment \$86,320 \$94,400

Financial Aid signature (if, applicable):

List total funds currently paid this employee by

Southern University:

*See Reverse Side

| Source of Funds | Amount |
|--------------------|-------------|
| 220360 21111 24100 | \$94,400.00 |
| 22683 | \$15,600.00 |
| | |
| | |

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor _____ Date _____
 Vice Chancellor _____ Date _____
 Director/Personnel _____ Date _____
 President _____ Date _____

Dean/Unit Head _____ Date _____
 Chancellor _____ Date _____
 Vice President/Finance _____ Date _____
 Business Affairs/Comptroller _____
 Chairman/S.U. Board of Supervisors _____ Date _____

| | | | | |
|-----------|--|--|--|--|
| JOB CLASS | | | | |
| JOB CODE | | | | |
| CAL ID | | | | |

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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|-----------------|---|---|---|---|---|---|
| POSITION NUMBER | 2 | F | 9 | 6 | 7 | 0 |
|-----------------|---|---|---|---|---|---|

CAMPUS: SUS X SUBR X SULAC _____ SUAREC _____ SUNO _____ SUSLA _____

EMPLOYMENT CATEGORY: 9-MONTH _____ 12-MONTH x 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

Previous Employee _____ Reason Left _____
 Date Left _____ Salary Paid _____

Profile of Person Recommended

Length of Employment 1993 To Present
 Effective Date March 1, 2018

Name Moustapha Diack SS# [REDACTED] Sex M Race* Black
 (Last 4 digits only)

Position Title: SUS Associate Vice President for Online Learning Services & Director Faculty Professional Development Services Department: Southern University System

Check One X Existing Position (**Changing the Title**) *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 27 Southern University Experience 23
 Degree(s): Type/Discipline (BA-Education): Ph.D. Analytical Chemistry Institution/Location (SU-Baton Rouge): University Metz/France Year: 1990
Master Online Learning Design Jones International University/USA 1987

Current Employer SUS

Personnel Action

Check One X New Appointment _____ Continuation _____ Sabbatical _____ Leave of Absence
 Transfer Replacement Other (Specify) _____

Recommended Salary Title Change Only Salary Budgeted _____

Source of Funds _____

Identify Budget: _____ Location _____
 Form Code: _____ Page 1 Item # _____

Change of:
 Position Assistant VP Online Enrollment Services From Associate VP Online Learning Services & Director Faculty Professional development Services (SUBR) To
 Status _____
 Salary Adjustment N.A. N.A.

Financial Aid signature (if, applicable):

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

| Source of Funds | Amount |
|---------------------------------|------------------|
| State | |
| <u>211001-22488-61003-21000</u> | <u>\$ 80,000</u> |
| | |
| | |

Comments: (Use back of form)

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

Supervisor _____ Date _____
 Vice Chancellor _____ Date _____
 Director/Personnel _____ Date _____
 President _____ Date _____
 Dean/Unit Head _____ Date _____
 Chancellor _____ Date 2/19/18
 Vice President/Finance _____ Date _____
 Business Affairs/Comptroller _____
 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 ORGIN (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:

EMPLOYEE REGULAR WORK SCHEDULE:

EMPLOYEE DIRECT SUPERVISOR:

SUPERVISOR/DEPARTMENT CONTACT NUMBER

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):

| <u>TYPE</u> | <u>CODE</u> | <u>EXPIRES</u> |
|---|-------------|--------------------|
| United States Citizen/Certificate of Naturalization | US | |
| Resident Alien | RA | |
| H-1 Visa (Distinguished Merit & Ability) | H1 | 211001-22400-21000 |
| J-1 Visa (Exchange Visitor Program) | J1 | FEB 19 2018 |
| F-1 Visa (Student Emp. FT Student at S.U.) | F1 | |
| OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience") | F0 | 4/22/2018 \$80,000 |

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)

| | | | | | |
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| POS CLASS | | | | | |
| EMP CLASS | | | | | |
| HI | | RT | | LV | |

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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|-----------------|--|--|--|--|--|--|--|--|--|
| POSITION NUMBER | | | | | | | | | |
|-----------------|--|--|--|--|--|--|--|--|--|

CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

EMPLOYMENT CATEGORY: 9-MONTH 12-MONTH OTHER (Specify) _____

TYPE OF APPOINTMENT:

- | | | |
|--|---|---|
| <input type="checkbox"/> Academic (Fac) | <input checked="" type="checkbox"/> Non-Academic (Uncl) | <input type="checkbox"/> Civil Service |
| <input type="checkbox"/> Temporary | <input type="checkbox"/> Part-time (<u>100</u> % of Full Time) | <input type="checkbox"/> Restricted |
| <input type="checkbox"/> Tenured | (must be indicated if less than 100%) | <input type="checkbox"/> Detail # of mos _____ |
| <input type="checkbox"/> Tenured Track | <input type="checkbox"/> Undergraduate Student | <input type="checkbox"/> Job Appointment _____ |
| <input type="checkbox"/> Other (Specify) _____ | <input type="checkbox"/> Graduate Assistant | <input type="checkbox"/> Probationary |
| | <input type="checkbox"/> Retiree Return To Work | <input type="checkbox"/> Permanent Status _____ |

Previous Employee _____
Date Left _____

Reason Left _____
Salary Paid _____

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 PRESIDENT
 FEB 16 PM 2:15

Profile of Person Recommended

Length of Employment July 1, 2018 To June 30, 2019
Effective Date of Employment July 1, 2018

Name Roman Banks SS# [REDACTED] Sex M Race* B
(Last 4 digits only)

Position Title: Director of Athletics Department: Athletics

Check One Existing Position *Visa Type (See Reverse Side):
 New Position Visa 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 23 years Southern University Experience 13 years
Degree(s): Type/Discipline (BA-Education): B.S. Institution/Location (SU-Baton Rouge): Northwestern State University Year: 1992

Current Employer Southern University

Personnel Action

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

Annual Salary \$200,000.00 Salary Budgeted \$200,000.00 Hourly Rate, if applicable: _____

Pay Cycle: Biweekly Monthly Faculty

Source of Funds: _____ Identify Budget: _____ Location: _____

Change of:

| | | |
|--------------------|------------------------------|------------------------------|
| | <u>From</u> | <u>To</u> |
| Position: | <u>Director of Athletics</u> | <u>Director of Athletics</u> |
| Status: | _____ | _____ |
| Salary Adjustment: | <u>\$200,000.00</u> | <u>\$212,000.00</u> |

Financial Aid signature (if, applicable):

| Source of Funds (Current) | Amount |
|---------------------------|--------------|
| 218900-21801-61002-29000 | \$212,000.00 |
| | |
| | |

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

Comments: (Use back of form)

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

| | |
|---|--|
| Supervisor <u>[Signature]</u> Date <u>2/19/18</u> | Dean/Unit Head <u>[Signature]</u> Date _____ |
| Vice Chancellor <u>[Signature]</u> Date _____ | Chancellor <u>[Signature]</u> Date _____ |
| Director/Personnel <u>[Signature]</u> Date _____ | Vice President/Finance Business Affairs/Comptroller Date _____ |
| President <u>[Signature]</u> Date _____ | 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 ORGIN (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:

Coach Roger Cadon is taking a new position as Director of Athletics Advancement effective August 1, 2017.

Must be completed by hiring supervisor:

EMPLOYEE REGULAR WORK SCHEDULE: 8:00 AM – 5:00 PM M-S

EMPLOYEE DIRECT SUPERVISOR: Dr. Ray Belton

SUPERVISOR/DEPARTMENT CONTACT NUMBER 771-4500

NUMBER OF EMPLOYEES SUPERVISED, (if any) 55

HR USE ONLY: STATUS (check 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/I-20. The latter seven (7) 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):

| <u>TYPE</u> | <u>CODE</u> | <u>EXPIRES</u> |
|---|-------------|----------------|
| 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 Use Only

PAF APPROVAL PROCESS CHECKLIST (Must have the information outlined below, the forms are located at Downloadable Forms on the HR website at www.subr.edu/humanresources).

- 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)
- Reference Check Form (reference check performed by hiring supervisor)
- Authority to Release (signed by employee) (submitted to HR with Verification of Fingerprints form signed by State Police)
- Criminal/Background Check Process (forms completed by employee/ submitted to State Police)
- Exemptions Survey Form (signed by employee and budget head)
- Proposed Employee Appointment Form (completed by hiring supervisor)
- Proposed Employee Clearance Form (completed by hiring supervisor)
- Letter of Justification for Restricted/ Job Appointment/Detail/CS Rule 6.5g appointments
- Citizenship/Visa Status Verified, I-20/I-94 provided, if applicable



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

Office of the Executive Vice President/Executive Vice Chancellor

J. S. Clark Administration Building, Third Floor
Baton Rouge, LA 70813
Phone: (225) 771-4582

February 16, 2018

Ray L. Belton, Ph.D.
President – Chancellor
Southern University System
4th Floor, J. S. Clark Administration Bldg.
Baton Rouge, Louisiana 70813

Re: Request for Waiver on Position Vacancy Announcement-Assistant to the Senior Associate Vice Chancellor for Academic Affairs

Dear Dr. Belton:

I respectfully submit this letter to request authorization to waive the vacancy announcement for the position of Assistant to the Senior Associate Vice Chancellor for Academic Affairs because we already have a highly qualified leader on campus who can fill this post immediately.

Dr. Dana Carpenter began his tenure at Southern University in 1971. He has remained a loyal and hardworking member of the Jaguar Nation and has clearly demonstrated his knowledge and ability to assume this critical role of Assistant to the Senior Associate Vice Chancellor for Academic Affairs. In his current role as Director of Academic Outreach, Dr. Carpenter is responsible for TRIO programs, Upward Bound, and Talent Search. Prior to his appointment as Director of Academic Outreach and Dual Enrollment, Dr. Carpenter held various positions on the Baton Rouge campus including Chairman of the University Curriculum Committee, Director of ACCUPLACER testing, Dean of the University College, and Interim Associate Vice Chancellor for Academic Affairs. These experiences have fully equipped Dr. Carpenter with a comprehensive understanding of Southern University and make him the ideal candidate to occupy the position of Assistant to the Senior Associate Vice Chancellor for Academic Affairs.

The need to advertise for the position of Assistant to the Senior Associate Vice Chancellor for Academic Affairs is not necessary as Dr. Dana Carpenter can best serve in this capacity. If you have any additional questions or concerns, please contact me at 225-771-4582. Thank you for your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Luria Young".

Luria Young, Ph.D.
Senior Associate Vice Chancellor for Academic Affairs

Approved:

A handwritten signature in cursive script that reads "Ray L. Belton".
Ray L. Belton, Ph.D.
President-Chancellor

BLP
2/19/18

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| JOB CLASS | | | |
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SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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| POSITION NUMBER | | | | | | | |
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CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

EMPLOYMENT CATEGORY: 9-MONTH 12-MONTH OTHER (Specify) _____

| | | |
|--|--|---|
| <input checked="" type="checkbox"/> Academic | <input 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 _____ Reason Left _____
 Date Left _____ Salary Paid _____

Profile of Person Recommended

Length of Employment _____ To _____
 Effective Date March 1, 2018

Name Dana Carpenter SS# ██████ Sex Male Race* Black
(Last 4 digits only)

Position Title: Assistant to the Senior Associate Vice Chancellor for Academic Affairs Department: Academic Affairs

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

| | | |
|---|---|--|
| U | S | |
|---|---|--|

 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 51 years Southern University Experience 47 years

| Degree(s) | Type/Discipline (BA-Education): | Institution/Location (SU-Baton Rouge): | Year: |
|-----------|---|--|-------|
| | BS-Teacher Education Speech and English | Grambling State University | 1967 |
| | MA-Speech and Theatre | Northwestern State University | 1969 |
| | Ph.D.-Curriculum and Instruction | Kansas State University | 1977 |

Current Employer Southern University and A&M College

Personnel Action

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

Recommended Salary \$93,683 Salary Budgeted \$93,683

Source of Funds _____

Identify Budget: _____ Location _____
 Form Code: _____ Page _____ Item # _____

Change of:

| | | |
|-------------------|----------------------------------|---|
| | <u>From</u> | <u>To</u> |
| Position | <u>Director</u> | <u>Assistant Vice Chancellor for Academic Affairs</u> |
| Status | <u>Administrative- 12 months</u> | <u>Administrative- 12 months</u> |
| Salary Adjustment | <u>\$93,683</u> | <u>\$93,683</u> |

Financial Aid signature (if, applicable):

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

| Source of Funds | Amount |
|-----------------|--------|
| State | |
| | |
| | |
| | |

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

| | |
|---|---|
| <u>Lurina Young</u> Supervisor Date <u>2/16/18</u> | <u>Lurina Young</u> Dean/Unit Head Date <u>2/16/18</u> |
| <u>Lurina Young</u> Vice Chancellor Date <u>2/16/18</u> | <u>Blaine McCurtain</u> Chancellor Date <u>2/16/18</u> |
| <u>Blaine McCurtain</u> Director/Personnel Date _____ | <u>Blaine McCurtain</u> Vice President/Finance Date _____ |
| <u>Ken J. Belter</u> President Date <u>2/19/18</u> | <u>Blaine McCurtain</u> Business Affairs/Comptroller Date _____ |
| | Chairman/S.U. Board of Supervisors Date _____ |



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

Office of the Executive Vice President/Executive Vice Chancellor

J. S. Clark Administration Building, Third Floor
Baton Rouge, LA 70813
Phone: (225) 771-4095

February 19, 2018

Ray L. Belton, Ph.D.
President - Chancellor
Southern University System
4th Floor, J. S. Clark Administration Bldg.
Baton Rouge, Louisiana 70813

Re: *Waive the Search for the Executive Director for Pre-College and Outreach Programs*

Dear Dr. Belton:

I request your approval to waive the search and hire Dr. Camacia Smith-Ross for the position of Executive Director for Pre-College and Outreach Programs at Southern University and A&M College (SUBR) at an annual salary of \$90,000, effective March 1, 2018. Dr. Smith-Ross earned a Bachelor of Arts in Elementary Education from SUBR, a Master of Education in Educational Administration from the University of New Orleans and an Educational Doctorate in Organizational Leadership from Nova Southeastern University. She has demonstrated a wealth of education, training and experience in higher education having served in many progressive positions, specifically as Director of Upward Bound, Assistant and Associate Professor, Associate Dean and Dean of Education, and most recently as the Interim Vice Provost for Academic Affairs at SUBR. Dr. Smith Ross' expertise spans across several key positions in higher education.

Dr. Smith-Ross has extensive experience with the revitalization and successful leadership of Pre-Collegiate Programs. She is extremely knowledgeable and capable of implementing effective change. I am confident that Southern University's TRiO, Dual Enrollment, and SUSLA Connect programs will continue to provide its high school students with academic support to encourage higher education and with another great opportunity to grow the university's enrollment. This is a prodigious time for us to embark upon accelerating the high school student experience at Southern University and A&M College.

Additionally, Dr. Smith-Ross assumed a growing number of duties and responsibilities in collaboration with other units on campus since she has been a part of Academic Affairs. She continues to display outstanding leadership, management, work ethic, and is well liked by her peers. I am confident that Dr. Smith-Ross is the ideal candidate to serve as the Executive Director for Pre-College and Outreach Programs and I request your favorable consideration. If you need additional information, please contact me.

Sincerely,

Handwritten signature of Luria Young in blue ink.

Luria Young, Ph.D.
Senior Associate Vice Chancellor for Academic Affairs

Handwritten signature of Benjamin Pugh in blue ink.

Mr. Benjamin Pugh
Vice Chancellor for Finance and Administration

Handwritten signature of Ray L. Belton in blue ink.

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

c: Dr. James H. Ammons, Jr.
Executive Vice President/Executive Vice Chancellor

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| JOB CLASS | | | | |
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SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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| POSITION NUMBER | | | | | | | | | |
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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 | <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 _____ Reason Left _____
 Date Left _____ Salary Paid _____

Profile of Person Recommended

Length of Employment March 1, 2018 To _____
 Effective Date March 1, 2018

Name Camacia Smith-Ross SS# ██████ Sex F Race* B
(Last 4 digits only)

Position Title: Executive Director of Pre-College and Outreach Programs Department: Office of Academic Affairs

Check One Existing Position New Position *Visa Type (See Reverse Side):
 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 24 years Southern University Experience 4.5 years

| Degree(s): | Type/Discipline(BA-Education): | Institution/Location (SU-Baton Rouge): | Year: |
|------------|-----------------------------------|--|-------|
| | BA, Elementary Education | Southern University and A&M College | 1992 |
| | M.Ed., Educational Administration | University of New Orleans | 1999 |
| | Ed.D., Organizational Leadership | Nova Southeastern University | 2007 |

Current Employer _____

Personnel Action

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

Recommended Salary \$90,000 Salary Budgeted \$90,000

Source of Funds _____

Identify Budget: _____ Location _____
 Form Code: _____ Page _____ Item # _____

Change of:
 Position Interim Vice Provost for Academic Affairs From Executive Director of Pre-College and Outreach Programs To
 Status 12 Months, Full-time 12 Months, Full-time
 Salary Adjustment \$90,000 \$90,000

Financial Aid signature (if, applicable):

List **total funds** currently paid this employee by Southern University:

| Source of Funds | Amount |
|-----------------------------------|-----------------|
| <u>21001, 22002, 61002, 26000</u> | <u>\$90,000</u> |
| | |
| | |

*See Reverse Side

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

| | |
|--|---|
| <u>Lurina Young</u> <u>2/19/18</u> Supervisor Date | <u>Lurina Young</u> <u>2/19/18</u> Dean/Unit Head Date |
| <u>Lurina Young</u> <u>2/19/18</u> Vice Chancellor Date | <u>Ray A. Belton</u> <u>2/19/18</u> Chancellor Date |
| <u>Ray A. Belton</u> <u>2/19/18</u> Director/Personnel Date | _____ Vice President for Finance & Business/Comptroller Date |
| <u>Ray A. Belton</u> <u>2/19/18</u> President Date | _____ 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 ORGIN (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: The Executive Director of Pre-College and Outreach Programs is a key role under the Office of Academic Affairs and has the primary responsibility for dual enrollment, SUSLA Connect, pre-college programs and the testing office. The Executive Director of Pre-College and Outreach Programs will have a tenured professor's rank in the School of Education based on her documented research, publications, teaching excellence, service and mentoring. This position is a full-time, 12-month position.

EMPLOYEE REGULAR WORK SCHEDULE: _____

EMPLOYEE DIRECT SUPERVISOR: _____

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):

| <u>TYPE</u> | <u>CODE</u> | <u>EXPIRES</u> |
|---|-------------|----------------|
| United States Citizen/Certificate of Naturalization | US | |
| Resident Alien | RA | |
| H-1 Visa (Distinguished Merit & Ability) | HI | |
| 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 Campus Police 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)

Executive Director of Pre-College and Outreach Programs

The Executive Director of Pre-College and Outreach Programs (EDPCOP) is a key role under the Office of Academic Affairs and has the primary responsibility for dual enrollment, SUSLA Connect, pre-college programs such as TRIO and the testing office.

The Office of Pre-College and Outreach Programs houses critical student support services which introduce and expose high school students to their first college experience in preparation for post-secondary education. The EDPCOP provides amenable opportunities to high school students that engage them academically with seamless transitions to college. These programs are supported by a professional staff who works closely with students entering and ensuring their success to enroll in and graduate from post-secondary institutions. Southern University and A& M College has three pre-college programs: Educational Talent Search, Upward Bound and Dual Enrollment.

The EDPCOP will also lead the efforts to provide a pathway of educational opportunity for the student who may not satisfy all admission criteria of SUBR, as with the SUSLA Connect outreach program. SUSLA Connect is designed to deliver quality academics for students who do not initially meet the admission criteria but serve as a pathway for students to transfer seamlessly to Southern University's Baton Rouge campus. Connect students receive remediation to strengthen their academic foundation and wrap-around services to help them reach their true potential while embarking upon a successful experience in higher education.

With a common goal in mind to strengthen the academic pipeline at Southern University and A&M College, the Executive Director of Pre-College and Outreach programs is responsible for the overall implementation of the support services day to day operations of the projects including planning, implementing, overseeing the budget, developing quality educational programs (tutoring, college/field trips, Academic Saturday classes, and summer programs), preparing monthly and annual institutional and federal reports, working with key personnel in area high schools to identify potential students, working with parents and developing assessment and monitoring vehicles to track participants via the submission of the Annual Performance Report while guiding potential college students through the process of financial aid, testing, scholarships, enrollment and college success.

Qualifications

- Master's Degree required, terminal degree preferred from a regionally accredited institution in education, psychology or related field is required
- 3-5 years experience working with TRIO/Pre-college programs and higher education
- Qualified applicant should have prior administrative, supervisory, grant writing, program evaluation and reporting and data assessment experience with educational programs
- Proficient in computing applications such as Microsoft Office.
- Excellent written and verbal communication skills.
- Demonstrated commitment to diversity.
- Goal-orientated, self-initiated, and highly motivated.

DR. CAMACIA SMITH-ROSS

PROFESSIONAL PHILOSOPHY

I AM COMMITTED TO THE SUCCESS OF ALL STAKEHOLDERS WITHIN THE ORGANIZATION BY SUPPORTING THEIR EFFORTS AND HELPING TO BUILDING EXTERNAL RELATIONSHIPS THAT ARE A LIFELINE TO PROFESSIONAL LONGEVITY. I COMMIT MYSELF TO WORKING TO IMPROVE OUTCOMES THAT WILL HELP US THRIVE AS A UNIT, AN ORGANIZATION AND A COMMUNITY OF LEARNERS.

EDUCATION

| | |
|--|------|
| NOVA Southeastern University Fischler Graduate School of Education and Human Services Miami, FL Doctor of Education -Organizational Leadership | 2007 |
| University of New Orleans New Orleans, LA Plus 30 – Curriculum and Instruction Concentration | 2001 |
| University of New Orleans New Orleans, LA Master of Education – Educational Administration | 1999 |
| Southern University A & M College Baton Rouge, LA Bachelor of Arts – Elementary Education (K-8) | 1992 |

RESEARCH INTERESTS

Alternative Teacher Certification
Job Embedded Professional Development
Educational Disparity Affecting Minority Students
Equality of Charter Schools

PROFESSIONAL EXPERIENCE

Interim Vice Provost for Academic Affairs
Southern University and A & M College
Baton Rouge, LA 70813

May 2017- current

Responsibilities include providing strategic academic and operational oversight within the Office for Academic Affairs and associated units on the Baton Rouge campus under the direction and guidance of the Executive Vice President and Provost. Areas of responsibility include routine supervision of Pre and Post Collegiate Programs, Accreditation, Retention/Recruitment, Tenure and Promotion, and Faculty Professional Development. Other duties include communicating and serving on local, state, and regional standing committees; internal and external to the campus. Oversight of Title III Grant activities and a Foundation Grant Award. Provide leadership and improved incorporation of instructional technologies: LiveText, Moodle, TopHat, and GradesFirst. Address student complaints and grievances. Provide final authorization on essential travel forms, reimbursements, and budget encumbrances. Served as a member of the Academic Deans Council to advance institutional priorities.

Dean, School of Education

Louisiana College

Pineville, LA 71359

August 2014 – July 2016

Responsibilities include providing daily operational management and student success of the School of Education's undergraduate and graduate programs to include the Alternative Teacher Certification, the Master of Arts in Teaching Degree Program, Educational Leadership Endorsement Program, Health & Physical Education- Non-Certification, and Athletic Training. Oversee admission screening, student acceptance and disability service referrals for respective programs. Work with local and national educational consultants to impact the enrolled practitioner's classroom experience. Develop relationships with the local and neighboring school districts and school administration to hire the practitioner teacher enrolled at Louisiana College. Mentor enrolled practitioner teachers to increase their successful efforts in the classroom setting. **Foster institutional development**, orientation, daily planning and instruction to support the operations of the department as required by the Board of Directors, Louisiana Department of Education, Teacher Education Accreditation Council (TEAC), Southern Association of Colleges and Schools (SACS) and other accreditation bodies. Supervision and management of the appointed faculty and office staff. **Departmental budgeting and reporting** locally and nationally. Attend meetings locally and nationally to stay abreast of performance requirements and standards. **Assess curriculum, development of courses, design and implement quality regional programs**. Provide leadership to articulate collaboration between school districts, other universities, for profit and non-profit organizations. **Grant Writing** efforts to secure college and partnership funds. Fundraising efforts to secure additional dollars to support department programming. Chaired committees to improve departmental and college outcomes. Appointed to committees to improve college admissions and retention in a competitive market. Consulted with upper administration on college needs and sustainability measures. Data assessment for reporting and improving instructional practices. **Associate Professor** in the School of Education teaching both undergraduate and graduate courses.

Accomplishments:

Instrumental in the School of Education being awarded national accreditation from the Teacher Education Accreditation Council (2014-2021).

Restructured the School of Education to serve a diverse population of schools and teachers across the state.

Strengthened partnerships with school districts, community and vested stakeholders.

Enhanced service and spiritual learning opportunities for students.

Created a Strategic Action Plan to improve admission, recruitment and retention outcomes.

Established a partnership with Teach for America Greater New Orleans to address the teacher certification shortage in Louisiana.

Secured additional dollars through fundraising efforts to purchase equipment and host professional development opportunities to enhance teacher experiences.

Associate Dean – School of Education

*Louisiana College
Pineville, LA 71359*

May 2013 – 2014

Responsibilities include **providing daily operational management** within the School of Teacher Education under the direction of the Dean. Supervise faculty and staff in the SOE. Program **data assessment** used for accreditation evidence. Teach graduate courses in the SOE. Work in tandem with university colleagues in orchestrating, writing and submitting the TEAC Accreditation Brief for Teacher Education Accreditation; scheduled for 2015. Develop strong university community relations with local school districts, non-profits, and organizations that service teacher/student populations. Assists with new program development to increase a more experienced yet diverse teacher candidate pool for schools and districts throughout Louisiana.

Director of Teacher Education Graduate Programs

*Master of Arts in Teaching and Alternative Certification
Louisiana College
Pineville, LA 71359*

April 2012 – July 2016

Responsibilities include providing daily operational management of the Alternative Teacher Certification and the Master of Arts in Teaching Degree Program. Oversee **admission screening and student acceptance** into the respective programs. Work with national consultants during the summer to impact the enrolled practitioner's classroom experience. **Develop relationships** with the local and neighboring school districts and principals to hire the practitioner teacher enrolled at Louisiana College. **Mentor** enrolled practitioner teachers to increase their successful efforts in the classroom setting. Daily planning, instruction and data assessment to support the operations of the department as required by the Board of Directors, Louisiana Department of Education, SACS/TEAC and other accreditation bodies. **Shared supervision and management** of the appointed office staff. Extensive budgeting expertise and accreditation experience.

Accomplishments:

Increased graduate enrollment numbers to certify and award Master of Arts in Teaching Degrees by thirty percent.

Developed courses to reflect twenty-first century classroom practices

Expanded certification partnerships throughout Louisiana and strengthen the partnerships in Texas.

Involved in approval of Educational Leadership Endorsement Program

Spearheaded major fundraising efforts to secure extra cash flow for the education department.

Educational Consultant

*A+ Tutorials and Consulting
New Orleans, LA*

2007 to current

Provide academic, operational management and support to educational organizations desiring to improve infrastructure and instructional outcomes. Impacting daily working relationship with back office personnel, site administration and teachers through utilization of best practices.

Director of Upward Bound*Dillard University**New Orleans, LA 70122**January 2007 to April 2012*

Responsibilities include **providing daily operational management** of a pre-collegiate program that targets students **overcoming the at-risk stigma**. Three years of **successful programming and data assessment, fundraising and financial audits**. Maintaining and balancing a federal budget of \$1.5 million dollars which is allocated for urban students who aspire to become first generation college attendees and graduates. Supervise and manage a staff of professional personnel and university tutors, build rapport with parents of student participants, fundraising, and working collaboratively with university personnel and departments on all fronts. Worked closely with the Division of Student Success and the Center for First Year Experience to streamline Upward Bound student's transition into the higher education pipeline. Tracked students progress two years beyond high school.

Accomplishments:

Revitalized the Upward Bound program at Dillard University after Hurricane Katrina to exemplar status.

Recognized as one of the top tier programs in New Orleans, Louisiana and surrounding cities.

Honored by Dillard University as a transformational program leader on September 20, 2014.

Matriculated the largest number of college ready and accepted students in program history under one director.

Brought in additional soft revenue from fundraising efforts to support daily programming.

Co-Founder of "Project Grad," a high school fast track program to prepare rising sophomores for college.

TEACHING EXPERIENCE**Associate Professor of Education***Louisiana College**Pineville, LA 71360**April 2012 to July 2016*

Responsibilities include **teaching full time undergraduate and alternative certification practitioner courses, distance education courses, mentoring teachers in preparation of graduating with a Master's of Arts in Teaching degree or Educational Leadership Endorsement, sitting on and chairing committees in the School of Education, and curriculum and course design in preparation for the Teacher Education Accreditation Council (TEAC) visit and departmental accreditation.**

Assistant Professor of Education*Southern University at New**New Orleans, LA 70163**August 2003 to December 2007*

Responsibilities include *teaching* full time *undergraduate and alternative certification courses, distance education courses, supervising student teachers in preparation of graduating, sitting on and chairing committees in the College of Education*, and curriculum design in preparation for the National College Accreditation for Teacher Education (NCATE) visits. Appointed the Program Director of the National Youth Sports Summer Program. NYSP is geared to strengthen the individual, the family, and the community through participation in youth sports. Held on the campus, over 150 inner city participants were enrolled. Chaired the first College of Education professional development retreat.

**Leapfrog Schoolhouse Educational Consultant &
Research Classroom Coach**

Orleans Parish Study

September 2004 to August 2005

Responsibilities include, but were not limited too; assisting classroom teachers with facilitation and implementation of leapfrog schoolhouse products. Supervise seven Orleans Parish schools that were selected to participate in a two year *technology integration study*. Worked closely with teachers and students to validate that technology can impact learning.

Title I Coordinator of Instruction

Orleans Parish School Board

Central Office Administrator

New Orleans, LA 70114

August 2000 to August 2003

Responsibilities include assisting and supporting teachers and administrators of Title I Schools (Pre-K-12) in Orleans Parish. Work collaboratively with Staff Developers, Distinguished Educators, and Curriculum Resource Specialist assigned to schools in corrective action levels I & II. Manage Federal budgets in an excess of a million dollars for assigned Title I schools. Overseeing the operations of all federal programs implemented at school sites. Preparing reports on the district, state, and federal level. Supervise staff. Title I program implementation and development. Collaborative grant writing efforts in conjunction with schools.

Elementary Classroom Teacher/ Ranking Teacher/Assistant Principal

Orleans Parish School Board

Paul Habans Elementary

L.B. Landry Middle-High

August 1994 to May 2000

Employed by the Orleans Parish School Board (6.5 years) as a classroom teacher and ranking teacher at Paul B. Habans Elementary School and promoted to L.B. Landry High School (.5 years) as an Assistant Principal in November 1999. Responsible for all fundraising activities school wide; bought in monies above the MFP to support student and teacher programming, and professional development activities.

Elementary Classroom Teacher

Rapides Parish School Board

Rosenthal Elementary

August 1992 to May 1994

As a certified classroom teacher, I was employed by the Rapides Parish School Board at Rosenthal Elementary School as a second grade teacher for two years. Labeled the lowest performing elementary school in the district, I was recognized by administration as an effective classroom teacher with exceptional behavioral management skills during my tenure.

LOUISIANA TEACHER CERTIFICATION

School Superintendent, Grade(s):1-12, 6/26/2008
Parish/City School Supervisor of Instruction, Grade(s):1-12, 11/28/2000
Supervisor of Student Teaching, Grade(s):1-12, 3/14/2000
Elementary Grades, Grade(s):1-8, 11/2/1992
Valid for Life for Continuous Service: 3/14/2000

TEXAS EDUCATOR CERTIFICATION

Superintendent, Grades (EC-12), 8/1/16
Core Subjects, Grades (4-8), 8/1/16
Core Subjects, Grades (EC-6), 8/1/16

MISSISSIPPI EDUCATOR CERTIFICATION

120 ELE EDUC (K-6), 8/22/16-6/30/2021
486 NON-PPACTICING ADMINISTRATOR, 8/26/2016 – 6/30/2018

SPECIALIZED TRAINING

EAB/GradesFirst Platform
Moodle Platform
TopHat Platform
LiveText Platform
Banner Information System
Jenzabar Student Information System
Passport Data Evaluation and Assessment
PLATO Learning (Elementary-Higher Education)
Data Evaluation and Assessment
Common Core
COMPASS Teacher Assessment Evaluator for Louisiana
Value Added
Louisiana State Assessor for New Teachers
Louisiana State Mentor for New Teachers
Supervisor of Student Teachers Training & Certification
Parish or City School Supervisor of Instruction Training & Certification
Highly Skilled Educator- Louisiana State Department of Education
Comprehensive School Reform Model Training

Turning Points Model- Middle School Reform
Charter School Operations
Fundraising

PROFESSIONAL SKILLS

Title III- Activity Director
LA State Certified Classroom Teacher- **Lifetime Certificate**
College of Education, Assistant Professor
National College Accreditation for Teacher Education (NCATE) Experience
Southern Association of Colleges Accreditation (SACS) Experience
Teacher Education Accreditation Council (TEAC) Experience
Council for the Accreditation of Educator Preparation (CAEP) training
LA Mentor Teacher for New Teachers
LA Cooperating Teacher for Student Teachers
Professional Development In-service Presenter and Facilitator
District Assistance Team Leader
School Improvement Plan Writer
Title I Schools Budget Manager
Independent Educational Consultant for Leapfrog School House
Grant Writing and Reporting
Strategic Action Plan Developer
Charter School Writing and Reporting
Charter School Steering Committee Consultant
Recovery School District and Community Liaison

PRESENTATIONS

A "PEACE" of Historical Speaking. Presentation at the National Peace Education Conference April 22-25, 2005, Houston, TX.

PAPERS

The Effectiveness of a Posttraumatic Staff Development Plan to Address the No Child Left Behind Act Requirements in a Restructured Educational System Affected by Hurricane Katrina (2007). Dissertation submitted to Fischler School of Education and Human Services in fulfillment for the degree of Doctor of Education.

PUBLICATIONS

Smith-Ross, Camacia, Ashraf M Esmail, and Angele Thibodeaux. 2004. "Encompassing Professional Development to Sustain School Improvement." In *Best Practices for Teaching Students in Urban Schools*, pp. 111-120, edited by Rose Duhon-Sells. Edwin Mellen Press.

Smith-Ross, Camacia and Ashraf Esmail. 2007. "Designing a Professional Plan to

Enhance Academic Programs after a Natural Disaster” in *The Devastating Impact of Hurricanes Katrina and Rita on Health and Education: Voices of the Children*, pp. 107-120. Edited by Rose Duhon-Sells, Ashraf Esmail, and James Takona. Edwin Mellen Press.

Smith-Ross, Camacia and Ashraf Esmail. 2008. “The Effectiveness of a Posttraumatic Staff Development Plan to Address the No Child Left Behind Act Requirements in a Restructured Educational System Affected by Hurricane Katrina.” *Journal of Urban Education*, 5, 1, 122-135.

Smith-Ross, Camacia. 2009. “Students, Teachers and Natural Disasters: Perspectives Supporting Professional Development .” Deziner Media International Publisher.

Smith-Ross, Camacia and Ashraf Esmail. 2009. “A Natural Disaster Resource Guide and Workbook on Hurricanes.” Deziner Media International Publisher.

Smith-Ross, Camacia and Ashraf Esmail. 2012. “Professional development standards and opportunities that are available to charter school, faculty, staff, and administration” in *Charter Schools: Answering the Call; Saving our Children*, pp 29-33. Edited by Ashraf Esmail and Alice Duhon-Ross McCallum. University Press of America, Inc.

Smith-Ross, Camacia, Thibodeaux, Angele, Ashraf Esmail, and Lisa Eargle. 2013. “A Critical Analysis of Female Doctoral Student Advisement: Implications for Program Satisfaction.” *Journal of Urban Education*. 1,1,90-113.

Smith-Ross, Camacia and Ashraf Esmail. 2014. “Bullying” Recognizing the warning signs” in *Alleviating Bullying: conquering the challenges of violent crimes*, pp 146-161. Edited by Ashraf Esmail, University Press of America, Inc.

Smith-Ross, C. 2015. “More Ideas and innovation for bridging gaps” in *Rich Brain-Poor Brain: Bridging Social and Synaptic Gaps in Schools*, pp 110.” Written and Edited by Linda Kargas-Bone, Lorenz Educational Press.

MOST RECENT RESEARCH PUBLICATION

Smith-Ross, Camacia (2016). *The Case for Alternative Certification*. Edwin Mellen Press, Ltd.

BOOK FORWARD

Debiew, Edwin. 2009. “It’s not too late: A Dialogue from the Heart.” Deziner Media International Publisher.

BOOK REVIEW

Smith-Ross, C. (2010). How Folk and Fairy Tales Aids Children’s Growth and Maturity. Munir Muztaba Ali, *The Journal of Urban Education*. 7,136.

SPEAKING ENGAGEMENTS

Literary & Arts Festival, George and Leah McKenna Museum of African American Art, 2010

Supervisor of Shipbuilding Gulf Coast, Equal Employment Office Advisory Committee Black History Month Observance, 2012

Arthur F. Smith Junior High School, Girls with Purpose Annual Mother and Daughter Tea, 2016

EXPERT INTERVIEWS

Panelist at the 25th National Association for Multicultural Education Symposium, *Education Leadership*, 2015

Interviewed by Modern Parents Magazine, *Upward Bound*, Volume I, Issue IV, 2009

Interviewed by A+PEL Today, *Louisiana College: Fast Track to Masters in Teaching*, 2013

Interviewed by The Town Talk, *Personal Experience with Autism Inspires Teachers*, 2015

AWARDS/RECOGNITION

Dillard University celebrates 50 years of Upward Bound.... "Dr. Smith-Ross spearheaded the program Hurricane Katrina," 2014

To LC Faculty for Black History Month: "We Thank You" presented by the Joe S. Green Leadership Institute, 2016

COMMITTEES/EDITORIAL BOARDS

Statewide Articulation and Transfer Committee

SACS-COC Accreditation Committee Co-Chair

SUBR Deans Academic Council - member

GradesFirst Leadership Committee- Chair

TopHat Leadership Committee –Academic Leader

Vice Chancellor for Student Affairs Search Committee – Co-chair

University Registrar Search Committee – Chair

Commencement Committee- Co-Chair

SU Laboratory School Screening Committee

Quality Enhancement Program (QEP) Ex-Officio Member

SUBR Academic Grievance Committee Ex-Officio Member

Jaguar orientation 365- Academic Leader

Louisiana College Teacher Education Committee- Chair

Louisiana College Admissions Committee

Louisiana College Strategic College Planning Committee
World Association for Academic Doctors – Peer Reviewer
Journal of Education and Social Justice – Editorial Board

LANGUAGE

English- Native Language

MEMBERSHIPS

National Association for Multi-Cultural Education
Duplichain University Editorial Board
Delta Sigma Theta Sorority, Inc.

REFERENCES

(Additional offered upon request)

Ashraf Esmail, Ph.D.

Assistant Professor of Criminal Justice/Sociology

Dillard University

549 Ashlawn Dr.

Harahan, LA 70123

(504) 914-2818

ashesmail@aol.com

*colleague at Southern University at New Orleans, his supervisor at Dillard University

Kevin Bastian, Ph.D.

Assistant Vice President for Student Success

Dillard University

2601 Gentilly Blvd.

New Orleans, LA 70122

(504) 816-4714

kbastian@dillard.edu

*supervisor at Dillard University

Joe Aguilard, Ed.D.

President Emeritus

Louisiana College

107 Garnet St.

Pineville, LA 71360

(318)613-4145

aguillardj@yahoo.com

*Former President at Louisiana College

Randy Esters, Ed.D.

President

North Arkansas College

303 North Main Street

Harrison, AR 72601

(337)375-5544

randyesters@yahoo.com

* Supervisor at Louisiana College, succeeded him as Dean of the School of Education.

Janel E. Green

Vice President of Business and Finance

Dillard University

2601 Gentilly Blvd.

New Orleans, LA 70122

(504)401-4150

jegreen1@cox.net

* Colleague at Dillard University

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SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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|-----------------|--|--|--|--|--|--|--|--|--|
| POSITION NUMBER | | | | | | | | | |
|-----------------|--|--|--|--|--|--|--|--|--|

RECEIVED
OFFICE OF THE
PRESIDENT OF THE
SOUTHERN UNIVERSITY
SYSTEM
2018 JAN 25 AM 10:13

CAMPUS: SUS _____ SUBR AMX10: 13 SULAC _____ SUAREC _____ SUNO _____ SUSLA _____

EMPLOYMENT CATEGORY: 9-MONTH _____ X 12-MONTH _____ OTHER _____ (Specify) Spring 2018

- | | | |
|--|--|---|
| <input type="checkbox"/> Academic | <input 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 _____ Reason Left _____
Date Left _____ Salary Paid _____

RECEIVED

Profile of Person Recommended

Length of Employment January 08, 2018 To May 24, 2018
Effective Date January 08, 2018

JAN 10 2018
Office of the Executive Vice President
for Academic Affairs and Provost

Name Dr. Lisa Delpit SS# _____ Sex F Race* B

Position Title: Professor Department: School of Education

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 44 Southern University Experience 7

| Degree(s): | Type/Discipline (BA-Education): | Institution/Location (SU-Baton Rouge): | Year: |
|------------|--------------------------------------|--|-------------|
| | <u>EdD (Teach Curr. Lean. Evir.)</u> | <u>Harvard University</u> | <u>1984</u> |
| | <u>M.Ed. (Reading/Policy)</u> | <u>Harvard University</u> | <u>1980</u> |
| | <u>BS (Education)</u> | <u>Antioch University</u> | <u>1974</u> |

Current Employer SUBR

Personnel Action

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

Recommended Salary \$60,000.00 Salary Budgeted \$60,000.00

Source of Funds State

Identify Budget: 22252 Location _____ School of Education _____
Form Code: _____ Page _____ Item # _____

Change of: _____
Position _____
Status _____
Salary Adjustment _____

Financial Aid signature (if, applicable): _____

List total funds currently paid this employee by Southern University:

| Source of Funds | Amount |
|-----------------|--------|
| | |
| | |
| | |

*See Reverse Side
Comments: (Use back of form)

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

| | |
|---|---|
| <u>Melanie A. Prople</u> 1/08/18 Supervisor Date | <u>Melanie A. Prople</u> 1/08/18 Dean/Unit Head Date |
| <u>Luna Young</u> 1/11/18 Vice Chancellor Date | <u>Ray L. Beldor</u> 1-29-18 Chancellor Date |
| <u>Glendon McEnt</u> 1/24/18 Director/Personnel Date | <u>Glendon McEnt</u> 1/24/18 Vice President/Finance Business Affairs/Comptroller Date |
| <u>Ray L. Beldor</u> 1-29-18 President Date | _____ Chairman/S.U. Board of Supervisors Date |

SOUTHERN UNIVERSITY
HUMAN RESOURCES
2018 JAN 22 AM 11:56

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

ETHNIC ORGIN (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 Phillipine 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. Delpit is submitting a FMLA Leave of absent from 01/08/ 2018 – 05/24/2018.

SOUTHERN UNIVERSITY
HUMAN RESOURCES
JAN 30 PM 3:22

EMPLOYEE REGULAR WORK SCHEDULE:

8-5:00

EMPLOYEE DIRECT SUPERVISOR:

Dr. VerJanis Peoples/Dr. C. Bryant

SUPERVISOR/DEPARTMENT CONTACT NUMBER

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

SOUTHERN UNIVERSITY
HUMAN RESOURCES
2018 JAN 22 AM 11:56

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)

RECEIVED

JAN 10 2018

REQUEST FOR LEAVE OF ABSENCE FORM
SOUTHERN UNIVERSITY SYSTEM

Office of the Executive Vice President for Academic Affairs

CAMPUS: SUS SUBR X SULAC SUAREC SUND

Name of Employee: Lisa D. Delpit SSN: [Redacted]

Address: 625 Taylor St BR, LA 70802 Phone: [Redacted]

Title: Professor Highest Degree: Ed D

Birth Date: [Redacted]

NO. OF CONSECUTIVE FISCAL YEARS ACTIVE SERVICE AT THIS INSTITUTION:

EFFECTIVE DATE OF LEAVE: 1/8/18 ANTICIPATED RETURN DATE: 5/25/18

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) 19

MANNER IN WHICH THIS LEAVE, IF GRANTED, WILL BE SPENT:

DO YOU WISH TO RETAIN FRINGE BENEFITS? (if yes, total contribution of premium must be paid to Human Resources/Comptroller's Office in Advance)

Table with 4 rows: Teacher Retirement, State Retirement, Group Insurance, Elected Supplemental Benefits. Columns: Yes, No.

I hereby agree to comply with the provisions of the Southern University Board of Supervisors' policy on leaves of absence.

1/8/18 DATE

Lisa D. Delpit SIGNATURE OF APPLICANT

PRIOR LEAVE RECORD FROM THIS INSTITUTION:

Date of Last Leave: Purpose of Last Leave: Educational

TYPE OF LAST LEAVE:

With pay Amount: Without Pay Length of last leave:

Signatures of Chairperson, College Dean, and Chief Academic Officer.

Signature of Campus Chancellor: Ray L. Bellor

Signature of System President: Ray L. Bellor

1-29-18 DATE

1-29-18 DATE

Signature of Appropriate Committee Chairperson

Signature of Chairman of the Board

Date

Date

2018 JAN 22 AM 11:58 HUMAN RESOURCES SOUTHERN UNIVERSITY

EXECUTIVE SUMMARY

For the

SOUTHERN UNIVERSITY SYSTEM GRIEVANCE PROCEDURES

- Eliminated the inconsistent references to a grievant having an attorney present during the grievance process.
- Revised the policy and procedures to allow a grievant to have a representative, which includes an attorney, during the Grievance Committee hearing.
- **All other items remained the same.**



POLICY & PROCEDURE

Subject: UNCLASSIFIED – NON-FACULTY GRIEVANCES

POLICY

The Southern University (System) recognizes that employees need a process to formally complain/grieve about employment actions they feel are unfair. The System wants to develop and to maintain a productive and efficient work force. In keeping with this goal, the policy has been revised for unclassified and non-faculty employees.

All System campuses must adhere to these minimum requirements. Please update your grievance procedures, establish a campus process and submit the revised copy to the System Associate Vice President of Human Resources.

This policy does not apply to the following:

- 1) Title VII – Discrimination Harassment and Sexual Harassment
- 2) Title IX Complaints
- 3) ADA Complaints
- 4) Academic Faculty Grievances
- 5) Student Complaints
- 6) Civil Service Complaints

Please refer to the system or campus handbooks for the above mentioned policies. There are time limits for each level in the grievance process. If an employee uses the wrong process to file a grievance, this will not alter or extend the time limits for the correct process, employees who do not know which process to use are urged to contact your campus Human Resources Department for guidance.

APPLICATION

This Policy shall apply to grievances considered to be unfair because of the application of some non-meritorious factor, charges of the incompetency or unsatisfactory performance of duties, or other similar allegations. It is the purpose of this grievance procedure to establish the means for securing prompt and equitable solutions.



| | |
|------------------|---------|
| Policy No. | SUS103 |
| Revision No. | 1 |
| Date of Revision | 11/2017 |
| Last Review Date | 11/2017 |

SCOPE

The decision to use this grievance policy and procedure, **although encouraged, shall be the individual employee's voluntary decision.**

DEFINITIONS

The term "grievance" shall mean any claim or allegation by any employee and/or group of employees, hereinafter referred to as "grievant", that:

- A. An employee has been treated unfairly, inequitably or in a manner which is arbitrary, capricious, unjust or unreasonable. The action cannot be resolved with the supervisor and/or manager;
- B. There is a violation of the implementation, enforcement, administration, application and/or interpretation of any applicable law or any rule, regulation, administrative directive, policy or practice of the Southern University System; or
- C. A condition, situation or circumstance exists which jeopardizes the health or safety of an employee.

PROCEDURES

STEP ONE

An employee can file a formal complaint/grievance in writing on a Grievance Form to their immediate supervisor and a copy to Human Resources within seven (7) business days after the matter has not been resolved with the employee's manager/supervisor. **The supervisor and employee will meet at a mutually convenient time within seven (7) business days of receiving the complaint/grievance to seek resolution. After the meeting, the supervisor shall provide a written response to the employee and Human Resources within ten (10) business days thereafter.** In the event of extenuating circumstances, the immediate supervisor will notify the employee in writing of a reasonable extension of the seven (7) day deadline. The extenuating circumstances shall not exceed an additional five (5) business days. This extension rule applies to all subsequent steps in this process. Each step shall not exceed a total of fifteen (15) days.



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|------------------|---------|
| Policy No. | SUS103 |
| Revision No. | 1 |
| Date of Revision | 11/2017 |
| Last Review Date | 11/2017 |

STEP TWO

If the supervisor and grievant do not resolve the matter and the grievant wants to appeal the immediate supervisor's decision, the employee shall file the grievance with the supervisor's manager within five (5) business days of the supervisor's written decision. Within ten (10) business days, the supervisor's manager may meet and discuss the grievance with the employee and the manager shall provide a written response to the employee and Human Resources.

CHANCELLOR'S REVIEW

The Chancellor can review the grievance or appoint a grievance committee.

If the Chancellor decides to review the grievance, the President/Chancellor shall provide a response within seven (7) business days, he/she may meet and discuss the grievance with the employee.

If the Chancellor appoints a Grievance Committee, Chancellor's Grievance Committee will adhere to the following procedures. The Grievance Committee has to be appointed within five (5) business days after the Chancellor receives the grievance.

The Grievance Committee shall be composed of five (5) non-faculty employees. The Grievance Committee shall not exceed five (5) members. The Grievance Committee shall appoint a Chairperson (Chair). The Chair will preside over the proceedings in the following manner:

- The Grievance Committee will meet within five (5) business days of receiving the grievance from the Chancellor, President/Chancellor of SUBR or his/her appointed designee.
- The Grievance Committee Chair shall inform the employee and responding party of the Committee's schedule.
- The Grievance Committee may meet with the parties or the Committee Chair and will notify the parties of any information the committee needs to help with their review.
- If the Grievance Committee wants to schedule a meeting with the employee and supervisor, the Committee Chair will schedule the hearing and conduct the hearing within the time frame agreed upon by all parties.
- The Grievance Committee Chair will ensure a record of the hearing is complete before a final decision is rendered.



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|------------------|---------|
| Policy No. | SUS103 |
| Revision No. | 1 |
| Date of Revision | 11/2017 |
| Last Review Date | 11/2017 |

Grievance Committee Hearing Guidelines

The following guidelines and procedures will be applicable:

The Chair will convene the Committee to hear the grievance. Questions relating to the competency, relevancy or significance of testimony and evidence, and latitude in conducting questioning will be based upon the Committee's determination as to what is just, fair and reasonable under the circumstances.

- i. At the beginning of the hearing, the Chair will announce that the committee has convened for the purpose of hearing the grievance of (Grievant Name) and (Title) which was filed with the Grievance Committee on (Date).
- ii. The Chair will ask both the Grievant and the Responding Party to decide whether the hearing should be opened or closed to the public. If a closed meeting is chosen, all nonessential persons will be asked to leave the hearing room.
- iii. The Chair will call the Committee to order.
- iv. The Chair will give an opening statement which details the procedures to be followed, the purpose of proceedings, notice of the Committee's reservation of its right to limit evidence and statements deemed irrelevant or unrelated to issues at hand and to hear or not to hear witnesses offered by the parties.

Grievance Committee Hearing Procedures

The Chair will provide a detailed statement of the actions taken on the grievance thus far.

- i. The Grievant will make an opening statement detailing his/her grievance and the remedy he/she seeks.
- ii. The Responding Party will make an opening statement to detail his/her position relative to the grievance.
- iii. The Grievant will present in full his/her grievance and may offer documentation to support his/her position and call the approved witnesses from his/her witness list.
- iv. The Responding Party may fully respond to the Grievant statement and/or offer rebuttal evidence, witnesses, etc. If Committee hears witnesses, they will be called by the Committee as needed. However, the witnesses will remain outside of the hearing room unless otherwise instructed by the Chair.



| | |
|------------------|---------|
| Policy No. | SUS103 |
| Revision No. | 1 |
| Date of Revision | 11/2017 |
| Last Review Date | 11/2017 |

- v. The Committee may:
 - a. Ask questions of all parties and their witnesses;
 - b. Call witnesses which it considers pertinent to reach a fair and just conclusion;
 - c. Allow closing statements from Grievant and Responding Party; or
 - d. Dismiss Grievant, Responding Party and others not pertinent to its deliberations while the Committee discusses the grievance, the evidence, testimony and the proceeding.

- vi. The Committee will reconvene and recommend a proposed relief to the Chancellor (President/Chancellor of SUBR) which may include, but is not limited to:
 - a. Taking the matter under advisement if no decision can be reached at that time. Unless an extension is approved by the Chancellor (President/Chancellor of SUBR) the Committee's task is finished.
 - b. Render a decision in favor of the Grievant based upon the facts, evidence, and testimony and recommend to the Chancellor that the relief sought be granted.
 - c. Find that the grievance has no basis in fact which is supported by the evidence, testimony, and record presented and recommend that the relief sought be denied and the action of the Responding Party, if applicable, be upheld.

- vii. Within five (5) business days following the conclusion of the hearing or the Committee's deliberations, the Chair of the Grievance Committee will provide a written recommendation to the Chancellor (President/Chancellor of SUBR). The hearing record, which will include all documents, testimony, recordings, transcripts, written statements, etc., will be preserved and forwarded to the Chancellor (President/Chancellor of SUBR) and a copy to Human Resources.

The Grievance Committee hearing will be recorded by an acceptable method and the recording retained by the Chancellor's (President/Chancellor of SUBR) Office for at least one year following the conclusion of the proceedings.

Within seven (7) business days of receipt of the Grievance Panel findings, the Chancellor may meet and discuss the grievance with the employee to seek resolution. After the meeting, the Chancellor (President/Chancellor of SUBR) shall render his/her decision in writing to the employee and Human Resources within seven (7) business days.



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|------------------|---------|
| Policy No. | SUS103 |
| Revision No. | 1 |
| Date of Revision | 11/2017 |
| Last Review Date | 11/2017 |

OTHER MATTERS

1. Representation: **The grievant may be accompanied by a representative during the grievance committee process. This does include attorneys.** The participation of the representative will be limited to accompanying the party, unless a greater participation role is granted by the presiding official.
2. Confidentiality: Reasonable efforts will be made to insure the confidentiality of all closed proceedings, hearings and the records produced. However, should any matter arise during the course of the proceeding become public, the right to issue appropriate statements relative to the matter will fall to the Chancellor, who will consult with the System President/Chancellor.
3. Human Resources: Serves as facilitator of the entire grievance process. Human Resources shall monitor the process to ensure all employees are granted due process.

FORMS

See attached
(Southern University System Grievance form)

Board of Supervisors

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following the Personnel Affairs Committee)

Friday, February 23, 2018

2nd Floor J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Special Presentation, Above and Beyond
6. Action Item(s)
 - A. Approval of Minutes of January 5, 2018 Regular Meeting of the SU Board of Supervisors
 - B. SU Board Solicitation: 1880 Society
 - C. Approval of Committee Reports and Recommendations
 - D. Request Approval to Establish the Williams Center for Undergraduate Achievement Student Scholarship Endowment, SUSLA
 - E. Resolutions
7. Informational Item(s)
 - A. Legislative
 - B. System President's Report
 - C. Campus Reports
8. Other Business
9. Adjournment

Southern University and A&M College System

BOARD OF SUPERVISORS MEETING

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

9 a.m.

Friday, January 5, 2018

Minutes

The meeting of the Southern University Board of Supervisors was called to order by Board Chair Mrs. Ann A. Smith. The invocation was given by Reverend Ronald Sutton of Baton Rouge, Louisiana.

PRESENT

Mrs. Ann A. Smith, Mr. John Barthelemy, Atty. Tony Clayton, Dr. Leroy Davis, Mr. Raymond Fondel, Dr. Curman Gaines, Rev. Donald R. Henry, Mr. Richard Hilliard, Atty. Patrick Magee, Atty. Domoine Rutledge, Mr. Michael Small, Dr. Leon R. Tarver II, Rev. Samuel C. Tolbert and Dr. Rani Whitfield

ABSENT

Mr. Armond Duncan and Rev. Joe R. Gant, Jr.

UNIVERSITY PERSONNEL ATTENDING

System President Ray Belton, Chief of Staff Robyn Merrick, Interim Executive Vice President for Academic Affairs and Provost Luria Young, Vice President for Finance and Business Affairs Flandus McClinton, Chancellors Dr. Lisa Mims Devezin (SUNO), Dr. Bobby Phillips (SUAREC), Dr. Rodney Ellis (SUSLA), and Atty. John Pierre (SULC).

BOARD COUNSEL

Attys. Winston DeCuir, Jr., and Tracie Woods

ACADEMIC AFFAIRS COMMITTEE

Friday, January 5, 2018
2nd Floor, J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana

Minutes

Installation of Board Officers for 2018

Attorney Winston DeCuir administered the oath of office to Mrs. Ann Smith, Board Chair who was joined by members of her family. The oath of office was then administered to Rev. Donald R. Henry, the vice chair who was also joined by family.

Board Chair Mrs. Ann A. Smith announced the convening of the Academic Affairs Committee.

Academic Affairs Committee Chair Dr. Curman Gaines called the committee meeting to order.

Present: Dr. Curman Gaines, Dr. Leon R. Tarver II, Dr. Leroy Davis, Atty. Tony M. Clayton, Rev. Joe R. Gant, Jr., Mr. Armond Duncan and Mrs. Ann A. Smith

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Atty. Clayton and seconded by Dr. Davis the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: SPECIAL PRESENTATION

Chancellor John Pierre stated that the SU Law Center is one of a few high schools that participate in the Marshall-Brennan constitutional literacy project which is designed to teach high school students constitutional literacy and government and how to do mock trials and moot court competitions. Chancellor Pierre introduced Professor Russell Jones of the SU Law Center who serves as an advisor in the program. Professor Jones recognized students from the SU Laboratory School who won the Marshall-Brennan regional high school moot court competition.

He explained that the program which was developed in 2009 is designed to eradicate civic illiteracy in high schools. SU Law Center students mentor students in the program and also teach constitutional law to the participants. Winners were presented a trophy and allowed to speak about their experiences to members of the Board. The student winners will move on to the national moot court competition in Washington, D.C.

AGENDA ITEM 6: ACTION ITEMS

A. Request to Confer Juris Doctor Degrees to Mid-year Candidates January 12, 2018, SULC

Law Center Chancellor John Pierre explained that the mid-year ceremony was developed to recognize part-time students of the SULC. He announced that Board Member Patrick Magee would be the speaker for the ceremony that will be held in the Cotillion Ballroom of the Smith-Brown Memorial Union.

Upon the motion by Atty. Clayton and seconded by Dr. Davis the request to confer Juris Doctor degrees to mid-year candidates was recommended for approval.

Motion Passed

AGENDA ITEM 7: INFORMATIONAL ITEM

A. Course Catalog 2018-2020, SUBR

Atty. Clayton questioned which catalog would be followed by a student who entered the University at one time and did not complete their studies, but returned years later. Dr. Luria Young stated that it depends on the length of time that the student was not enrolled. Atty. Clayton asked if provisions could be made. Dr. Tarver stated that there are state requirements and stated that the time period for the break in matriculation is 10 years.

B. Dual Enrollment Update by Campus

Dr. Gaines stated that at the December meeting of the Board of Regents changes were presented as it relates to dual enrollment. An in-depth report will be presented to the Board during the February meeting. Dr. Gaines stated that he has conferred with President Belton about the University's participation in dual enrollment and in the plan that will be presented to the Board in February will be a plan of action for increasing participation in dual enrollment.

Atty. Clayton asked President Belton whether or not he voiced opposition to the changes at the Board of Regents. Dr. Belton stated that he opposed the the first version of changes and it was also opposed by the higher education leaders in the state and so the changes allow provisions for students in our demographic.

Atty. Rutledge stated that it may be restrictive from a financial standpoint. The larger issue is that while we receive some reprieve from the Board of Regents that allows students with a 15, 16, or 17 on the ACT to enroll at Southern, the dual enrollment requirements, however, state that students must have an ACT score of 18 or 19. Atty. Rutledge stated that the goal is to graduate the students in a six-year period.

Board member John Barthelemy stated that we must be aggressive recruiters of the students in the smaller schools.

Board Chair Smith asked about participation in the Memorandum of Understanding with the Baton Rouge Community College. She also stated that a full report should be given during the February meeting.

Atty. Rutledge stated that as a part of the February report that he would like to see the number of MOUs that the University has with individual school districts.

Atty. Clayton challenged the administration to engage in higher level discussions to determine how the University can best serve the students and to recruit them.

President Belton clarified the dual enrollment requirements and stated that any student with an ACT score of 18 or 19 can participate if they concurrently address the deficiency that they have. Dr. Belton stated that he and the University administration were on the forefront at the Board of Regents arguing for the exceptions that are now included in the requirements.

Board member Richard Hilliard also asked for the change of major data. The total number of students that changed majors by major.

AGENDA ITEM 8: OTHER BUSINESS

NONE

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Dr. Tarver and seconded by Dr. Davis the Academic Affairs Committee adjourned

Motion passed.

FACILITIES AND PROPERTY COMMITTEE

(Following the Academic Affairs Committee)

Friday, January 5, 2018
2nd Floor, J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana

Minutes

The Facilities and Property Committee was called to order by Committee Chair Rev. Donald R. Henry.

Present: Rev. Donald Henry, Dr. Leroy Davis, Mr. Raymond Fondel, Jr., Mr. Richard Hilliard, Dr. Leon R. Tarver II, Dr. Rani Whitfield and Mrs. Ann A. Smith

Absent: Armond Duncan

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Dr. Whitfield and seconded by Mr. Fondel the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: INFORMATIONAL ITEM

A. Priority Projects by Campus, SUS

Mr. Eli Guillory, System director of facilities, stated that the University received an additional \$1 million from the Board of Regents and FP&C to move forward with urgent projects in the SU System. A copy of the status report was included in the meeting packet.

AGENDA ITEM 6: OTHER BUSINESS

Atty. Clayton asked whether the Title IX deficiencies have been addressed in the department of athletics that the Board of Regents has outlined. Vice Chancellor McClinton stated that he was not aware

Rev. Henry stated that the place was painted and cleaned. The University A water line ruptured and flooded the building and the state risk management department is making the corrective actions.

Atty. Clayton also asked whether there was an RFQ for energy saving infrastructure on the Baton Rouge land mass as it relates to the distribution of electricity. Mr. Guillory stated that the Vice Chancellor for Finance and Administration Ben Pugh and the director of purchasing would be meeting next week. Atty. Magee asked what were the anticipated cost savings? Mr. Guillory stated that savings may be 6% - 12%, and there are many intricate parts of assessing the savings. He stated that the savings would not be realized until much later.

Mr. Hilliard asked about the building use request form and the number of signatures that a person must have from departments on campus. Dr. Luria Young stated that the form has been revised recently. Mr. Hilliard also asked about the form being available online. The routing of the form electronically is not available. Mr. Hilliard stated that he could assist in having the form routed electronically. Board Member Michael Small and Mr. Hilliard would work together on the project.

Rev. Henry asked for an update on the road project. Mr. Kestee Weir, Title III infrastructure director, managed the project. He stated that the work on E.C. Harrison Drive was an effort to comply with the consent decree for ADA improvements that the University is under. A transition plan required the University to provide handicap accessibility. The project is about 95% complete.

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Dr. Davis seconded by Mr. Fondel the Facilities and Property Committee adjourned

Motion passed.

FINANCE COMMITTEE

(Following the Facilities Committee)

Friday, January 5, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

The Finance Committee was called to order by Committee Chair Atty. Domoine Rutledge.

Present: Atty. Domoine Rutledge, Mr. Richard Hilliard, Atty. Tony Clayton, Rev. Joe Gant, Jr., Rev. Donald R. Henry, Dr. Leon Tarver and Mrs. Ann Smith

Absent: Mr. Armond Duncan

Upon the motion by Rev. Henry and seconded by Atty. Clayton the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: ACTION ITEMS

A. Request Approval of Amendment to Aramark Contract, SUNO

Chancellor Lisa Mims stated that the contract for Aramark is being amended so that the SUNO students will have two meals per day through the end of the semester. Atty. Rutledge asked whether or not the students have been polled about the quality of the food. Chancellor Mims stated that the students are not pleased with the selections.

Dr. Tarver asked how many students participate in the Aramark program. Chancellor Mims stated that there are 2,300 students. Dr. Tarver stated that the contract was negotiated at the System level.

Atty. Winston DeCuir stated that the University is leasing Aramark the facility and Aramark provides students a meal plan and they use part of the meal plan proceeds to build out the food service facilities. Atty. DeCuir stated that in the beginning a fixed meal plan was not offered at SUNO. The problem that SUNO students encountered was that they were using all of their funds before the semester ended. Atty. Clayton asked if the University could renegotiate the contract for the best interest of students at SUNO.

Atty. DeCuir stated that if you renew the contract or change vendors before the end of the traditional contract then the University must deal with the unamortized balance on the facility investment. Dr. Tarver stated that the contract allows the institution the opportunity to negotiate the food choices.

Atty. Clayton expressed serious concern about the contract and expressed serious concern about the negotiation. Atty. DeCuir provided background on the Aramark contract. The original consideration was a traditional residential meal plan which was presented by all the companies that responded to the University's request for proposals (RFP). The concern that Chancellors had was that students who did not have a history of paying the cost of the traditional meal plan would not do so. So, the University requested the declining meal plan balance because it was more economical for the students. The University realizes now that the students are better served with a traditional meal plan and the University is now asking Aramark to reconsider their original proposal to offer a traditional plan. He explained that the University asked for this concession during negotiations to lessen the cost for students who never had a residential meal plan. He also stated that by bundling all of the campuses into the contract allowed the SUSLA and SUNO campuses the opportunity to have food services.

Atty. Rutledge stated that there should be a shorter amortization period for Aramark. He also expressed concern that Aramark dictates all the improvements. He stated that some of the dictates are the cost of doing business. Dr. Davis stated that Aramark does not have to be the food service provider.

Atty. Rutledge stated that the chancellor is attempting to remedy the declining meal balance problem so that students will have meals throughout the semester.

Upon the motion by Atty. Clayton and seconded by Mr. Hilliard the SUNO contract amendment was recommended for approval.

B. Request Approval to Use Prior Year Funds to Pay Endowed Professorships, SULC

Chancellor Pierre stated that the request is related to the endowment payouts for the endowed professorships at the SULC. Much of the endowment funds have been transferred to the SU System Foundation so that the SULC can get a better return on investment. Because of the timing of when they were funded and matched by the Board of Regents there isn't enough time to generate an actual annualized payment to the endowed professors so that they can be incentivized.

Upon the motion by Dr. Tarver and seconded by Atty. Clayton the request to approve the use of prior year funds to pay endowed professorships at the SULC was recommended for approval.

Motion passed.

AGENDA ITEM 6: INFORMATIONAL ITEM

A. Interim Financial Report as of November 30, 2017

Vice President for Finance and Business Affairs Flandus McClinton gave the interim financial report. A copy of the summary was included in the meeting packet.

B. Annual Fiscal Report for the Period ended June 31, 2017, SUS

Vice President McClinton stated that this is the financial report prepared each year and is submitted to state accounting.

C. Louisiana Legislative Auditors Report

The audit report indicates that there were no findings in the state report and they validated the report that was prepared by University staff. The audit of federal programs had three findings that included inaccurate reporting of student enrollment status and non-compliance with student financial verification and eligibility requirements which were on the SUBR campus. One nonreportable finding for SUNO and one nonreportable finding for SUSLA.

D. Update on University Security

SUBR Chief of Police Joycelyn Johnson gave the Board an update on the status of security measures on campus. She stated that the University police earned a grant to purchase a license plate reader. The reader is assisting with notification of stolen vehicles, warrants, etc. Atty. Clayton stated that the reader is a great tool for police work. Dr. Tarver asked why there was only one reader. Chief Johnson stated that the department is conducting a pilot.

The department has purchased new security gates, all officers have completed the sexual harassment training, parking lot striping in the residential areas, additional officers hired along with an investigator and a captain, Mr. Harold Williams formerly of the Baton Rouge Police department. The department is researching a new mass notification system and a report would be given at a later date.

Dr. Davis asked about the supplemental pay for officers. Chief Johnson stated that there has been no progress.

The chief stated that she is taking the lead to have the department accredited. She asked for the support of the Board.

AGENDA ITEM 6: OTHER BUSINESS

Mr. Fondel commended the chief on the traffic flow following commencement in December. Mr. Fondel asked the chief to share information about the hiring of Captain Williams. Mr. Hilliard asked about students being ticketed after hours near the Union. Chief Johnson deferred to Mr. Kevin Johnson. Mr. Johnson stated that unless there is a complaint the car is not towed.

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Atty. Clayton and seconded by Dr. Tarver the Finance Committee adjourned.

GOVERNANCE COMMITTEE

(Following the Finance Committee)

Friday, January 5, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

The Governance Committee was called to order by Committee Chair Dr. Leroy Davis.

Present: Dr. Leroy Davis, Mr. John Barthelemy, Mr. Mike Small, Rev. Samuel Tolbert, Jr. and Mrs. Ann Smith

Absent: Rev. Joe R. Gant, Jr. and Mr. Armond Duncan

Upon the motion by Mr. Mike Small and seconded Mrs. Smith the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: ACTION ITEMS

A. Request Approval of Policy and Procedure for Unclassified Non-Faculty Employees Grievances, SUS

Attorney Tracie Woods stated that the old policy did not have a review element for the human resources department, in addition the response time for each supervisor has been shortened and also a final deadline of 15 days was included as the timeframe for supervisors to respond so that the employee can move to the next level. The final level of appeal is at the Chancellor's level.

Rev. Tolbert stated that there is an inconsistency in the policy. In one place the policy states that legal representatives are not allowed in hearings and in another place the policy indicates that legal representatives can be present at all levels.

Atty. Woods stated that it has not been the University's practice to allow lawyers in administrative hearings.

Atty. Rutledge expressed concern that the policy indicates that an employee cannot have legal representation at administrative hearings. He asked that the University revisit the policy. He stated that the rules can be constructed so that there is a specific protocol and stated that the University should not deprive an employee of representation.

Atty. Woods stated that the process will be revised so that it is not paper driven, but trackable electronically. Dr. Davis asked whether the Department of Human Resources had been included in developing the policy. Board Chair Mrs. Smith asked the attorneys to revisit the policy for consistency.

Upon the motion by Rev. Tolbert and seconded by Mr. Small the policy and procedure for unclassified non-faculty employee grievances was deferred until the February meeting.

Motion Passed

B. Request Approval of Policy and Procedure for the Hiring of Foreign Nationals, SUS

Attorney Woods stated that the policy is being presented because the State Department and Department of Homeland Security have implemented new guidelines on hiring foreign nationals. Atty. Woods stated that an immigration lawyer worked with the University to develop the policy. The new law changes the process of applying for the work visa and also changes the individual/company that must pay the fees associated with the process. The former law stated that the employee had to pay for the application process. The new laws states that the employer must pay the costs associated with hiring foreign nationals. The revised SUS policy also states that the institution will have a formal approval process.

Upon the motion by Mr. Small and seconded by Mr. Hilliard the policy and procedure for hiring foreign nationals for the SU System was recommended for approval.

Motion Passed

AGENDA ITEM 6: OTHER BUSINESS

Mrs. Smith asked about issues with Student Affairs and the students that are qualified to run for an office or participate as a campus queen or member of the court. Dr. Belton explained that the SUBR SGA adopted a policy that determined the students that could be eligible for certain offices/positions. The current SUBR SGA members revisited the policy and it did not change. Mrs. Smith asked Mr. Fondel to investigate the matter. President Belton stated that the students are self-governed and they voted on the rules and adopted it. Atty. Clayton stated that the matter appears to violate due process.

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Mr. Small and seconded by Mr. Hilliard the Governance Committee adjourned.

Recessed until 1:00 p.m.

PERSONNEL AFFAIRS COMMITTEE

(Following the Governance Committee)

Friday, January 5, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

The Personnel Affairs Committee was called to order by Committee Chair Atty. Patrick Magee

Present: Atty. Patrick Magee, Atty. Tony Clayton, Dr. Curman Gaines, Rev. Donald R. Henry, Dr. Leon R. Tarver II, and Mrs. Ann A. Smith

Absent: Rev. Joe R. Gant, Jr.

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Rev. Henry and seconded by Mrs. Smith the agenda was recommended for adoption.

Motion passed unanimously.

AGENDA ITEM 4: PUBLIC COMMENTS

Dr. Thomas Miller, SUBR Faculty Senate spoke about item 5A. He stated that there has been no side by side comparison of salaries of faculty, staff, and administrators with regional averages. He suggested that if the Board was interested in student learning outcomes they should invest in faculty.

Dr. Nigel Gwee spoke about action item 5A and the fact that the faculty salaries are not comparable to that of administrators.

Mr. Jamal Taylor spoke about action item 5A and the shifting of administrators on the campus. He stated that the University should be more efficient in search processes. He gave examples of short application periods when appointments are made.

AGENDA ITEM 5: ACTION ITEMS

A. Approval of Personnel Actions on positions greater than \$60,000

| Name | Position/Campus | Salary |
|-------------------------------|---|------------------|
| 1. James Ammons | Executive Vice President/Executive Vice Chancellor, SUS/SUBR New Appointment | \$250,000 |
| 2. Alexander Appeaning | Vice President for Policy and Institutional Effectiveness, SUS New Appointment | \$120,000 |
| 3. Luria Young | Senior Associate Vice Chancellor, Office of Academic Affairs, SUBR New Appointment | \$150,000 |
| 4. Robyn Merrick | Vice President for External Affairs, SUS New Appointment | \$120,000 |
| 5. Katara Williams | Chief of Staff, SUS New Appointment | \$120,000 |
| 6. LaShonda Stirgus | Chief Finance Officer and Senior Women's Administrator, Department of Athletics, SUBR New Appointment | \$75,000 |
| 7. Ruth Johnson | Director, Educational Talent Search Program, SUNO New Appointment | \$67,000 |
| 8. Edward Reynolds | Chief of Police, SUSLA New Appointment | \$63,500 |

Upon the motion by Atty. Clayton and seconded by Rev. Tolbert agenda item **5A 1** was recommended for discussion in executive session.

Roll call to convene in executive session.

Yeas: Smith, Henry, Barthelemy, Clayton, Davis, Fondel, Gaines, Hilliard, Magee, Rutledge, Small, Tarver, Tolbert, and Whitfield

Nays: None

Motion passed.

RECONVENTION

Yeas: Smith, Henry, Barthelemy, Clayton, Davis, Fondel, Gaines, Hilliard, Magee, Rutledge, Small, Tarver, Tolbert and Whitfield

Nays: None

Motion passed.

Upon the motion by Atty. Clayton and seconded by Rev. Tolbert agenda items **5A 1 through 9** were recommended for approval.

Motion passed.

B. Request Approval of Leave of Absence Greater than Three Months

1. Pui-Man Lam, Medical Leave, SUBR

Upon the motion by Dr. Gaines and seconded by Dr. Tarver the medical leave for Pui-Man Lam was recommended for approval.

Motion passed.

AGENDA ITEM 6: OTHER BUSINESS

NONE

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Dr. Gaines and seconded by Dr. Tarver the Personnel Affairs Committee adjourned.

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following the Personnel Affairs Committee)

Friday, January 5, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

The meeting of the Southern University Board of Supervisors was called to order by Board Chair Ann Smith.

Present: Mrs. Ann A. Smith, Rev. Donald Ray Henry, Atty. Tony Clayton, Dr. Leroy Davis, Mr. Raymond Fondel, Mr. Richard Hilliard, Atty. Patrick Magee, Atty. Domoine Rutledge, Dr. Leon R. Tarver II, Mr. Armond Duncan, Mr. John L. Barthelemy, Dr. Curman Gaines, Mr. Michael Small, Rev. Samuel Tolbert, Dr. Rani Whitfield

ABSENT: Mr. Armond Duncan, Rev. Joe R. Gant, Jr.,

UNIVERSITY PERSONNEL ATTENDING

System President Ray Belton, Chief of Staff Robyn Merrick, Interim Executive Vice President and Provost Luria Young, Vice President for Finance and Business Affairs Flandus McClinton, Chancellors Dr. Lisa Mims Devezin (SUNO), Dr. Bobby Phills (SUAREC), Dr. Rodney Ellis (SUSLA), and Atty. John Pierre (SULC).

BOARD COUNSEL

Atty. Winston DeCuir Jr. and Tracie Woods

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Dr. Tarver and seconded by Rev. Henry the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: SPECIAL PRESENTATION: ABOVE AND BEYOND AWARD

Ms. Brittany Jacque recommended Mr. Spencer Carter, Traffic Field Supervisor, University Police for the award. Mr. Carter was presented a plaque and certificate from Board Chair Mrs. Ann Smith and Vice Chair Rev. Donald Henry.

AGENDA ITEM 6: ACTION ITEMS

Upon the motion by Atty. Clayton and seconded by Dr. Davis items **6 A, B, and C** were recommended for approval.

A. Minutes of the November 24, 2017, Regular Meeting of the Board of Supervisors

RESOLVED by the Board of Supervisors for Southern University, that the minutes of the November 24, 2017 meeting be and they are hereby approved.

B. Approval of Committee Reports and Recommendations

RESOLVED by the Board of Supervisors for Southern University, that the actions taken by the Academic Affairs Committee, Facilities and Property Committee, Finance Committee, Governance Committee and Personnel Affairs Committee be and they are hereby approved.

1. Academic Affairs

a. Request Approval to Confer Juris Doctor Degrees to Mid-Year Candidates, SULC

RESOLVED by the Board of Supervisors for Southern University, that the recommendation to confer Juris Doctor degrees to mid-year candidates, SULC be and it is hereby approved.

2. Facilities and Property Committee

The Facilities Committee had no action items. The information item *Status of Priority Projects by Campus, SUS* will be filed for auditing purposes.

3. Finance Committee

a. Request Approval of Amendment to Aramark Contract, SUNO

RESOLVED by the Board of Supervisors for Southern University that amended contract for Aramark on the SUNO campus be and it is hereby approved.

b. Request Approval to Use Prior Year Funds to Pay Endowed Professorships, SULC

RESOLVED by the Board of Supervisors for Southern University, that the request to use prior year funds to pay endowed professorships at the SU Law Center be and it is hereby approved.

4. Personnel Affairs

a. Approval of Personnel Actions on positions greater than \$60,000

1. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Dr. James Ammons as Executive Vice President/Executive Vice Chancellor, SUS/SUBR, at a salary of \$250,000 be and it hereby is approved.
2. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Vladimir Appeaning as Vice President for Strategic Planning, Policy and Institutional Effectiveness, SUS, at a salary of \$120,000 be and it hereby is approved.
3. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Luria Young as Senior Associate Vice Chancellor, Office of Academic Affairs, SUBR, at a salary of \$150,000 be and it hereby is approved.
4. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Robyn Merrick as Vice President for External Affairs, SUS, at a salary of \$120,000 be and it hereby is approved.
5. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Katara Williams as Chief of Staff, SUS, at a salary of \$120,000 be and it hereby is approved.
6. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of LaShonda Stirgus as chief finance officer and Senior Women's Administrator for the Department of Athletics, SUBR, at a salary of \$75,000 be and it hereby is approved.
7. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Ruth Johnson as the Director of Educational Talent Search, SUNO, at a salary of \$80,000 be and it hereby is approved.
8. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Edward P. Reynolds, as Chief of Police, SUSLA, at a salary of \$63,500 be and it hereby is approved.
9. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Ada Womack, as Interim Director of the LA Small Business Development Center, SUBR, at a salary of \$70,000 be and it hereby is approved.
10. **RESOLVED** by the Board of Supervisors for Southern University, that the medical leave of absence for Pui-Man Lam, SUBR, be and it hereby is approved.

C. Request Approval of a Resolution to Establish the Alpha Kappa Alpha Sorority, Inc Sigma Rho Omega Chapter Endowed Scholarship for STEM Careers, SUSLA

RESOLVED by the Board of Supervisors for Southern University that the resolution to establish the Alpha Kappa Alpha Sorority, Inc. Sigma Rho Omega Chapter Endowed Scholarship for STEM Careers, SUSLA be and it is hereby approved.

D. Resolutions

Commendations

Attorney Tony Clayton and wife Paula H. Clayton are commended for the \$1.1 million donation that was presented to the University to support the Department of Athletics and Department of Bands.

Condolences

Jowava Morrow Leggett Harrison Family. Mrs. Harrison, native of Shreveport, LA and resident of Washington, DC, and the wife of former SUBR Admissions Director Nathaniel Harrison, passed away Friday, December 8, 2017.

The Danielle Frank Lemon Family. Ms. Lemon, a native of Lake Charles and a 2003 graduate of SUBR, passed away Thursday, December 28, 2017.

The Kalandria Bethley Family. Ms. Bethley, niece of Robin Bethley, a member of the custodial staff at SUBR, passed away Monday, January 1, 2018.

AGENDA ITEM 7: INFORMATIONAL ITEMS

A. System President's Report

Dr. Belton expressed appreciation to the Board for supporting the recommendations that were submitted. He introduced Dr. James Ammons the new Executive Vice President for the SU System. He is former President of Florida A&M University who affected positive changes in retention.

Dr. Ammons stated that it is an honor to be selected to serve the SU System. He has had many experiences that will allow him to begin the great work to make the SU System all that it can be. With the history and with the potential that the institution has, he looks forward to achieving great success. He extended thanks to members of the Board and to Dr. Belton for the confidence placed in him.

Dr. Belton also asked Dr. Alexander Appeaning, Vice President for Strategic Planning, Policy, and Institutional Effectiveness, to give remarks. Dr. Appeaning stated that he is a public servant and that he will advance and support the vision presented by Dr. Ammons and make sure that all programs are undergirded by good policies. He also hopes to advance an evidenced based culture that will allow data to drive decision-making.

Dr. Belton also acknowledged Katara Williams who will be joining the administration as Chief of Staff and he also acknowledged Dr. Robyn Merrick who is Vice President of External Affairs. He applauded Dr. Merrick for her work and commitment in the previous role.

B. Campus Reports

SUNO - Dr. Mims Devezin announced the passing of Dr. Brenda Jackson's mother. Dr. Jackson is the Vice Chancellor for Strategic Initiatives and Title III Director at SUNO. She also announced the passing of the 20-year old grandson (Tyler Williams) of Mr. Frank Williams, SUNO Foundation president. She invited board members to the building dedication for the Millie M. Charles School of Social Work. The campus report was included in the packet.

SUSLA - Dr. Ellis stated that the campus report was included in the packet.

SUAREC - Dr. Phills stated that significant progress is being made as it relates to the University's medical marijuana initiative. At the Board's February meeting a more detailed report will be given.

Medical Marijuana Update

Dr. Phills deferred to Atty. DeCuir to present the discussion on Attorney General (AG) Jeff Sessions' position on medical marijuana. Atty. DeCuir stated that the technical issue with AG Session's position is that LA is unique in that two state Universities have been authorized to grow marijuana for medicinal purposes. He explained that when states are operating in their governmental capacity they have a certain level of sovereign immunity. The health and welfare of the citizens are a governmental function, so the federal government's ability to stop a state government from performing a governmental function presents ninth amendment issues. He said that to prohibit a private entity from growing marijuana for medicinal purposes is a somewhat different matter. Dr. Whitfield stated that Attorney General Sessions is removing President Obama's friendly provision as it relates to medical marijuana. He stated that physicians are not educated on these provisions and SU can be at the forefront of educating persons in the state. He announced the annual livestock show that will be held in March and stated that the Ag center will prepare a meal and showcase the work of students for members of the Board. Dr. Phills is also preparing to host a rodeo. He stated that the mold problem in A.O. Williams Hall continues to be an issue. He stated that a renovation is being considered.

SULC - Atty. Pierre announced the mid-year ceremony on January 12.

SUBR - Dr. Young stated that the Laboratory School had a reaffirmation visit from SACS and will likely be reaccredited. She also thanked the Board for their support over the last year.

Atty. Clayton stated that nursing faculty would like the words *nursing school* added back to the building facade at the School of Nursing even though it is named for J.K. Haynes.

Mrs. Smith made announcements as follows:

- Acknowledged Atty. Preston Castille, national alumni president, who was attended the meeting.
- Asked Board members to review the distributed tentative dates for Board meetings. If there are revisions that need to be made, please contact her.
- Asked Board members to consider attending the Association of Governing Boards of Universities and Colleges national trustee conference that will be held in San Francisco. Dr. Belton has agreed to support the travel costs.
- Asked Board members to review their committee assignments and to notify her if changes need to be made.

AGENDA ITEM 8: OTHER BUSINESS

NONE

AGENDA ITEM 9: ADJOURNMENT

Upon the motion by Atty. Clayton and seconded by Dr. Davis the meeting adjourned.

Motion passed.



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

February 5, 2018

Dr. Joseph C. Rallo
Commissioner of Higher Education
Board of Regents
1201 North Third Street, Suite 6-200
Baton Rouge, LA 70802

Dear Dr. Rallo:

I am in support of the attached request to establish a Williams Center for Undergraduate Achievement and Student Scholarships for STEM and Allied Health. This request will be placed as an action item on the Southern University Board of Supervisors February 23, 2017 agenda.

Should you need any additional information, please advise.

Sincerely,

A handwritten signature in black ink, appearing to read "Ray L. Belton".

Ray L. Belton, Ph.D.
President-Chancellor
Southern University System



January 11, 2018

Board of Supervisors
Southern University System
265 South Foster Drive
Baton Rouge, LA 70806

**Request to Establish the Williams Center for Undergraduate Achievement
Student Scholarship Endowment**

Dear Members of the Board,

Southern University at Shreveport, LA (SUSLA), respectfully requests the Board of Supervisors' approval to establish the **Williams Center for Undergraduate Achievement Student Scholarship for STEM and Allied Health**. The goal of the Williams Center fund is to increase access to college for minorities and to remove barriers to completion. With the Board's permission, SUSLA will apply for matching dollars through the Louisiana Board of Regents Support Fund's (BoRSF) Two-Year Workforce Endowed Scholarship Program.

This endowment is made possible with \$10,000 donation from Tony and Tina Williams (portion of \$25,000 donation); \$10,000 private match from Southern University System Foundation; and \$30,000 from Title III Fund for endowment support totaling \$50,000 in non-state contributions.

The funds will be leveraged to seek \$50,000 in matching state dollars from the Louisiana Board of Regents Support Fund to fully endow the scholarship at \$100,000. The goal of the Endowed Two-Year Workforce Scholarships Subprogram is to prepare students for available, selected, high-demand, four and five-star jobs, including those pursuing nursing and allied health, business, and to prepare students for jobs in STEM-related fields through four-year transfer programs.

The Board of Regents Office of Sponsored Programs Two-Year Undergraduate Endowment program allows each two-year college to apply for a match with minimum non-state contributions of \$10,000. If approved, this endowed scholarship will address Louisiana's workforce priorities and allow SUSLA to provide opportunities to increase college access and success for students pursuing high-paying jobs in high demand career fields.

Thank you for considering our request.

Sincerely,

A handwritten signature in black ink, appearing to read "Dr. Rodney A. Ellis".

Dr. Rodney A. Ellis, Chancellor

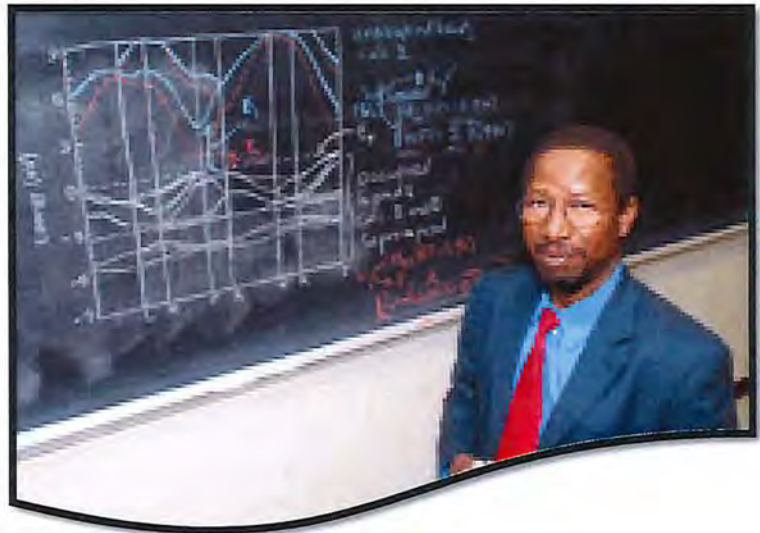


SUBR Chancellor's Report to the Southern University Board of Supervisors

Significant Achievements / Accomplishments

Dr. Diola Bagayoko Receives Research Grant from the U.S. Department of Energy

Southern University System distinguished professor of physics and dean of the Dolores Margaret Richard Spikes Honors College, Dr. Diola Bagayoko, recently received a research grant from the United States Department of Energy (DOE), National Nuclear Security Administration (NNSA). The grant amounts to \$295,635 for one year, 2017-18.



According to Dr. Bagayoko, "This significant funding provides financial support for more than 10 graduate and undergraduate students in STEM and enables our pre-college outreach activities. In addition to this significant STEM workforce development, this funding supports our frontier research to address the materials and energy security of this country."

The project is a part of the work of the Consortium for Materials and Energy Studies (CMaES), led by Florida A&M University (FAMU). SUBR, six other HBCUs, and two national laboratories, Lawrence Livermore National Lab (LLNL) and Los Alamos National Lab (LANL), are members of this consortium. Two key priority areas of CMaES are the training of students in science, technology, engineering and mathematics (STEM) and the performance of frontier research on materials and energy, for the security of this country. The SUBR project already made a breakthrough in correctly describing and predicting, computationally, electronic and related

properties of numerous semiconductors, some of which have applications in the solar energy industry.

Dr. Anthony Stewart, SU physics professor, will assist Dr. Bagayoko with the experimental fuel cell research that is a part of the project, and work in the SU Electrochemistry and Energy Research Laboratory (EERL), built with previous funds from a previous DOE/NNSA grant. He also will assist in the supervision of undergraduate students to be involved in research. Support staff members that are instrumental in the implementation of the summer academic enrichment and research participation component for high school students include Brenda McNeely, LaShounda Franklin, and Chandler Modica.

Lifetime Achievement Award Granted to Dr. Sandra Brown

Dr. Sandra Brown, professor, Southern University College of Nursing and Allied Health, was bestowed the "Lifetime Achievement Award" by the Acadiana Chapter of the National Black Nurses Association (NBNA). The award was recently presented to Dr. Brown in conjunction with the annual President's Scholarship Gala held at the Ramada Inn Convention Center in Lafayette.

"This lifetime achievement award is very special to me because it represents the heritage and legacy of so many African-American nurses whose shoulders I stand on to promote equality in healthcare for the human race," Dr. Brown said. The award honors a nurse exemplifying lifelong leadership involvement in nursing in various capacities, and it is given to an individual who has displayed outstanding and exemplary services to the community and to the profession of nursing.



Dr. Brown has received numerous awards and honors, including being a newly inducted fellow of the American Academy of Nursing. She is also a fellow of the National League for Nursing (NLN), Academy of Nursing Education. In addition to her certification as an academic nurse educator through the NLN, Dr. Brown holds national certification through the American Nurses Association Credentialing Center as a family nurse practitioner.

The National Black Nurses Association, a non-profit organization, was founded in 1971 and today represents more than 200,000 registered nurses, licensed vocational/practical nurses, nursing

students, and retired nurses. Members are from the United States, Eastern Caribbean, and Africa, with 94 chartered chapters. The mission of NBNA is to represent and provide a forum for Black nurses to advocate and implement strategies to ensure access to the highest quality of healthcare for persons of color.

Southern University and the Louisiana Small Business Development Center Hosted Innovation Sessions for Entrepreneurs



The Louisiana Small Business Development Center (LSBDC) at SUBR and the Southern University Innovation Center recently brought to the capital region a series of trainings through an event called, "Innovate Now! When Innovation Meets Entrepreneurship." The trainings were held at the Southern University Innovation Center and began on January 16, 2018 and concluded on January 30, 2018.

"Innovate Now!" builds awareness and provides information to the small business community to inspire and inform aspiring and existing entrepreneurs about resources to help them succeed. This dynamic series addressed three major areas of focus: innovation in business, product innovation, and innovation globally.

"Innovate Now!" builds awareness and provides information to the small

Interim Director of the LSBDC at Southern University, Ada Womack, said "Entrepreneurs want to be intellectually challenged, and want to make a difference in society while still obtaining financial gain." Innovation is defined as incremental, radical, and revolutionary changes in thinking, products, processes, or organizations. She further stated that entrepreneurship is "one who takes a risk to start a small business" and stressed the well-known equation model, innovation = creativity + risk-taking.

"Southern University offers innovation, research, and entrepreneurship assistance all on one campus," Ms. Womack stated. The University has taken large steps towards developing its entrepreneurship and economic activity especially since the grand opening of its Innovation Center in September. Southern University executive director for strategic engagement Deanna Williams Smith said, "We are equally as excited about the upcoming "Innovate Now" campaign which allows the local business community to take advantage of the numerous resources offered in one stop. The SU Innovation Center provides attractive and affordable lease office space to small upcoming businesses as well as outreach programs for our students who are guided by an

entrepreneurial spirit. Through our partnership with the LSBDC, our business tenants have a unique opportunity to form critical partnerships, business training resources, and access to student and faculty engagement. It's a great time to start the New Year with ideas and passion through innovation."

Endowed Professor Elected to International Physics Institute Council



Dr. Stephen C. McGuire, the Southern University James and Ruth Smith Endowed Professor of Physics, has been elected to the Edward Bouchet-Abdus Salam Institute (EBASI) Council of the International Center for Theoretical Physics (ICTP).

In Dr. McGuire's appointment letter, EBASI chair Milton Dean Slaughter stated "It is very clear that your goals for United States of America science, technology, engineering, and mathematics (STEM) educational systems enhancement and Sub-Saharan Africa's future scientific, technological, and human infrastructural development are commensurate with the goals of EBASI. Furthermore, your presence on the EBASI Council would greatly increase the probability that EBASI would achieve more of its mission objectives in a shorter time frame."

Founded in 1988, the Institute is named after Edward Alexander Bouchet and Nobel laureate Abdus Salam. Dr. Bouchet is the first African American and the first known person of African descent to earn the Ph.D. degree in physics, awarded to him by Yale University in 1876. Dr. Salam shared the 1979 Nobel Prize in Physics with Sheldon Glashow and Steven Weinberg for his contributions to the electroweak unification theory. He is the founder of the ICTP.

The EBASI Executive Body is composed of African Council members, American Council members, the administrative officer, and one ICTP representative. Dr. McGuire has been a contributor to the EBASI since 1988 when he served on the Advisory Committee for the first EBASI meeting held at the ICTP in Trieste, Italy. Subsequently, he has participated in meetings held on the African continent in Ghana, Botswana, and Benin. Over this period, he has reported on his research activities in areas of relativistic cosmic-ray collisions, industrial and agricultural

uses of radiation and radioisotopes and, most recently, investigations of optical materials for applications in gravitational-wave detection.

At SU, Dr. McGuire serves as the principal investigator for the Laser Interferometer Gravitational-wave Observatory (LIGO) Scientific Collaboration (LSC) and directs the Southern University-LIGO Advanced Optical Materials Laboratory on campus. He is a fellow of the American Physical Society and his research is funded by the National Science Foundation.

SUBR and SUNO Advance to National Qualifying Tournament of 29th Annual Honda Campus All-Star Challenge



Southern University at Baton Rouge and New Orleans (SUBR, SUNO) will have teams compete in the National Qualifying Tournament of the 29th annual Honda Campus All-Star Challenge (HCASC), America's premier quiz bowl for top HBCU students. The fast-paced buzzer competition highlights students' academic prowess and ability to answer questions about history, science, literature, religion, the arts and pop culture. SUBR and SUNO are two of 64 teams competing for institutional grants and a spot in the Honda Campus All-Star Challenge National Championship Tournament taking place in Los Angeles, April 7 – 11, 2018.

Honda Campus All-Star Challenge is a year-round program that includes campus engagement, intramural play, qualifying tournaments and culminates with the National Championship. In 1989, Honda established HCASC as a way to highlight and recognize the academic talents of HBCU students. More than \$8.5 million in grants from Honda have provided support for scholarships, facility upgrades and other investments to improve the student experience. This year's challenge features more than 10,000 HBCU student competitors.

Honda has supported and celebrated America's HBCUs for more than 25 years. Since 1989, HCASC, one of Honda's largest and longest running philanthropic initiatives in the United States,

has impacted the lives of over 125,000 academic superstars from across the country. Since 2003, Honda Battle of the Bands (HBOB) has provided eight top HBCU marching bands with a once-in-a-lifetime opportunity to deliver a dynamic performance on a national stage. Both HCASC and HBOB enable schools to earn grants and positive attention for their respective institutions. Through programs like HCASC and HBOB, Honda is not only supporting students academically, but helping position them for career success.

SUBR Grad Students' Abstracts Accepted for Conference Presentation



Recently, three SUBR graduate students, John Bosco, Ronald Okwemba, and Kelvin Kiwale, in the University's Department of Urban Forestry and Natural Resources within the College of Agricultural, Family and Consumer Sciences, had their abstracts accepted for presentation at the 26th Annual Association of African-American Studies (NAAS) and Affiliates Conference. The conference will be held in Dallas, Texas on February 12-17, 2018.

Together, these three students are presenting the following four accepted papers:

- *Geomodeling of Temporal Spread of Urban Heat Islands and their Mitigation by Urban Trees in Baton Rouge, LA*
- *Modeling Soil Loss on Scott's bluff and number of years the soil movement is expected to destabilize nearby structures.*
- *The Impact of Weather on Crime and use of Urban Forests for Crime Mitigation for Baton Rouge, LA*
- *Analysis of Temperature trends in Kenya from 1970-2015*
-

"Having these abstracts accepted is a powerful opportunity for Southern University," expressed Dr. Yaw A. Twumasi, associate professor of hydrology and Geographic Information Systems (GIS). "By participating in this presentation, these students will have the opportunity to network with peers and faculty from other universities and minority groups. They will participate in conversations and provide solutions resolutions for pressing issues."

Dr. Twumasi, along with Dr. Kamran K. Abdollahi, professor of forest ecophysiology, and Dr. Yemane T. Ghebreyessus, professor of cropping systems and water quality research, are the faculty mentors included on these projects.

This year's conference will jointly host the following organizations: National Association of Hispanic and Latino Studies, National Association of Native American Studies, International Association of Asian Studies, Center for Islamic Studies, National African American Drug Policy Coalition, Inc., Society for the Scientific Study of Sexuality, and International Center for Management Training & Research. To date, NAAAS is the only multicultural research organization in the United States whose board and general membership represent the four largest minority groups in the United States.



HOODING CEREMONY FOR FALL 2017 GRADUATES

The Honorable Patrick D. Magee, '04, addressed the Fall 2017 Law Center graduates during the Hooding Ceremony which took place on January 12, 2018, in the Cotillion Ballroom.

The candidates for the Juris Doctor Degree are:

Andrew Joseph Barnes
Kenneth Blackson
Marquita Andrea Cage
Alyssa Lucea Collara
Charles Scott Courrage
Shanice Aunshel Crawford
Claire Elizabeth Donovan
Tevoy Ital Dyson
Franchester P. Gipson,
Devin Marcus Guidry
Brandy Nicole Guillory
Michael Jones, Jr.
Jeffrey Michael Keating
Theodore Knatt, Jr.
Yaves Stevenson Landry
Tajh Mathews
Robin K. Mitchell
Jermeshia Shantel
Moseley



Honorable Patrick D. Magee

Avery M. Riley, Jr.
Ivan James Thompson
Efiori J. Umana,
Jonathan Stanford Vidrine
Tyrallynn J. Wells
Mareshah Lenise Wheeler
Olivia Rochelle Williams
Rufus Williams, Jr.

Outstanding Outcomes

W.K. KELLOGG FOUNDATION'S VISIT TO SULC



Truth, Racial Healing and Transformation (TRHT) held its Place Lead Meeting at the Law Center on January 24 - 25, 2018.

Launched in 2016, TRHT is a comprehensive, national and community-based process to plan for and bring about transformational and sustainable change, and to address the historic and contemporary effects of racism. It seeks to unearth and jettison the deeply held, and often unconscious, beliefs created by racism - the main one being the belief in a hierarchy of human value.

With the initial allocation of \$24 million, the Kellogg Foundation (WKKF) supported TRHT processes in 14 places.

These grants were given in coordination with significant leadership by local multi-sector leaders and funders. Over the next two-to-five years there will be place-based TRHT processes in 14 communities, including: (1) State of Alaska; (2) Baton Rouge where Chancellor Pierre serves as the TRHT lead and (3) New Orleans, Louisiana; (4) Buffalo, New York; (5) Greater Chicago, Illinois; (6) Dallas, Texas; (7) Los Angeles, California; (8) Richmond, Virginia; (9) Selma, Alabama; (10) Saint Paul, Minnesota; and (11) Battle Creek, (12) Flint, (13) Kalamazoo and (14) Lansing, Michigan. Representatives from each community participated in the two-day meeting. (wkkf.org)



W.K.
KELLOGG
FOUNDATION™



Fascinating Faculty



PROF. ALLEN-BELL INVITED TO TAPE “BLINDSIDED”

Continuing her fight for justice, Prof. Angela Allen-Bell was invited by “Blindsided” to participate in a stimulating discussion on their 1/30/18 podcast episode titled, “No, they don’t need twelve” regarding Louisiana’s non-unanimous jury law.

Regarding the United States Supreme Court’s refusal to hear challenges to non-unanimous juries in Louisiana and Oregon, Professor Bell was quoted saying, “the SCOTUS could have been on the right side of history this session. But this denial represents the continuation of the assault upon the Sixth Amendment rights of Louisiana defendants, as well as a defining step backwards in our national journey of social progress and racial healing.”

Each podcast involves input from civil rights leaders and icons from around the world; many of the best legal and scientific minds fighting voting-election law battles right now, and in the past, politicians of all stripes, judges, academic leaders, students and faculty. Blindsided engages people who are, today, on the front lines working to build a robust, ennobling democracy that makes its largesse available to all of its citizens.



Student Spotlight

2L to clerk at Special Olympics International



Arnedia Wallace

Arnedia Wallace, who recently completed her first year at SULC, is headed to Washington, D.C. this summer to work as a law clerk in the legal department of Special Olympics International.

In her position at the headquarters office for Special Olympics International, Ms. Wallace will join an elite legal team that oversees matters relating to more than 5.2 million Special Olympics athletes in over 172 countries.

She will support efforts to advance the organization's work in areas of diversity and inclusion, legal compliance for 7 regional offices, and will draft contracts and other legal documents to support the organization's 50th Anniversary Celebration in 2018, and the 2019 World Games in Abu Dhabi.

Ms. Wallace, a Dubberly, La., native, is a 2016 – 2017 Dwight David Eisenhower Transportation Fellow. She is a graduate of Southern University and A & M College where she was a Dolores Margaret Richard Spikes Honors College scholar. She was also a Thurgood Marshall Scholar, a Tom Joyner Book Scholar, and a member of the Beta Kappa Chi Scientific National Honors Society. Knowing that a law school career was her goal, Ms. Wallace served as President of the Pre-Law Society on the Southern undergraduate campus during 2015 – 2016. Ms. Wallace also served as chief student marshal for the 2016 spring class and received a University Medal and Honors College Medallion at her undergraduate graduation.

In her senior year as an undergraduate, Ms. Wallace won first place in the behavioral sciences category at the 73rd Joint Annual Meeting of the Beta Kappa Chi Scientific Honors Society and the National Institute of Science. Her undergraduate honor's thesis, "An Analysis of Louisiana's Mass Incarceration and the Racial Disparities Within its System," has informed her focus during her first year of law school.



Awesome Alumni

ALUMNI NAMED VICE PRESIDENT OF MAGELLAN HEALTHCARE



Alumnus Cornel Hubbard, '14, has been named the Vice President and General Manager of Magellan Healthcare of Virginia, the Commonwealth of Virginia's Behavioral Health Services Administrator. In this role, Cornel is responsible for overall oversight of operations of the Virginia Care Management Center. Prior to his current role, Cornel oversaw the Virginia Care Management Center as the Senior Director of Service Operations.

Cornel also previously served as the Virginia Customer Service Director where he was responsible for all aspects of customer service delivery and customer service relations with the Commonwealth of Virginia.

In addition, Cornel worked at Magellan Health in Louisiana and served as the Adult System Administrator for the Louisiana Behavioral Health Partnership. He monitored the benefits for recipients of the 1915i State Plan Amendment. Cornel also served as the senior manager of permanent supportive housing; helping to launch an unprecedented integrated housing, community-based services and managed care model. Cornel also led the Follow-up Support team for clinical operations. Cornel joined Magellan Health Services in February of 2012 as a supervisor in Member Services. He assisted in the successful launch of the Louisiana Care Management Center.



SOUTHERN UNIVERSITY
Agricultural Land-Grant Campus

Chancellor's Report

February 2018

*It is simply service that
measures success.*

George Washington Carver



**SUALGC Celebrates
BlackHistory**

**From the Desk of the
Chancellor-Dean**

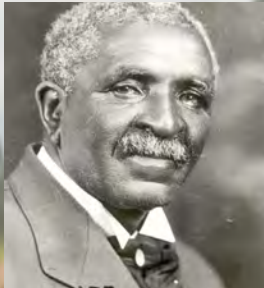


*Dr. Bobby R.
Phillips*

February is always an exciting month in the archives of black history. It gives me great pleasure to join with others throughout the nation and the world in recognizing and giving appreciation for the great pillars of society that have given so greatly of themselves for the betterment of mankind. This is especially true for people of color. As the Chancellor of the SU Agricultural Land-Grant Campus, I often highlight the importance of service as being the foundation of our land-grant mission of teaching, research and extension. As you read, you will find that the people we have highlighted here in this report, beginning with George Washington Carver - the greatest agricultural scientist that ever lived - have held service as the cornerstone of all their work. We here in the Agricultural Land-Grant Campus have implemented service as our mandate going forward, not just for ourselves but also for the students we train and the clientele we serve. So, as you read this Chancellor's Report, please take into account that we all are seeking service, from the Chairman of the Board, to the students that have not yet been born but who's journeys' will take them through the Southern University Agricultural Land-Grant Campus. Join Us in Celebrating Black History!

Bobby R. Phillips

George Washington Carver

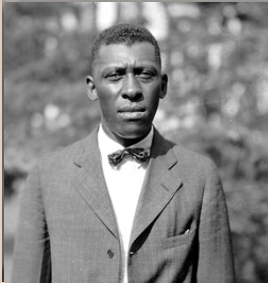


Hometown: Diamond, MO
Profession: Agriculturalist
Historical Significance:
Crop rotation theory and extensive
agricultural research

George Washington Carver is perhaps one of the most prolific figures in agriculture and in the scientific community. Born in the 1860's Carver was an accomplished scientist, inventor, and teacher. In 1891, he became the first black student to attend Iowa State University where he completed his Bachelor's degree in Botany. Carver is known for hundreds of discoveries and scientific uses of products and inventions from peanuts, sweet potatoes and cotton. While he did not invent peanut butter, as most people believe, he did develop over 300 products from his research on the peanut crop. One of Carver's most significant contributions is the theory of crop rotation, which helped southern farmers to conserve land and produce better crops. He discovered that using crops such as soybeans, helped to replenish soil and save it from overuse. George Washington Carver died on January 5, 1943 at the age of 80 years old. He actively worked in his lab until he died.

RESEARCH

Thomas Monroe Campbell



Hometown: Elbert County,
GA
Profession: Extension Agent
Historical Significance:
First Black Cooperative
Extension Agent

Recognized for his work under the tutelage of Booker T. Washington and having been peer to George Washington Carver, Thomas Monroe Campbell holds the distinction of being the first Black Cooperative Extension Agent for the U.S. Department of Agriculture. Formally educated at the Tuskegee Institute in Alabama, Campbell impacted hundreds of black farmers through his extension work, providing education and training on advanced farming techniques and management methods. Campbell was employed at Tuskegee Institute, and upon his appointment became jointly employed by the USDA as the first multi-county state extension specialist. He is the author of *The Movable School Goes to the Negro Farmer*, which emphasizes his work philosophy that agricultural knowledge should be taken to the people. Monroe was born in 1853 and died in 1956. A bust memorializing his image can be found in the Tuskegee University Library.

EXTENSION

Nannie Helen Burroughs



Hometown: Orange, VA
Profession: Educator
Historical Significance:
National Training School
for Women and Girls

Born on May 2, 1879, Nannie Helen Burroughs, over her lifetime, came to distinguish herself as an educator, orator, religious leader, civil rights activist, feminist, and business-woman. Around the age of 14, Burroughs move with her mother to Washington, D.C., to find better opportunities for education. Although she never obtained a formal degree, Burroughs was very successful in her High School studies of Business and Home Economics. She even started the Harriet Beecher Stowe Literary Society at the M. Street High School where she attended. After being rejected from a teaching position in Washington because her “skin was too dark,” Burroughs created the National Training School for Women and Girls. Because of her efforts, young African-American women were able to “uplift the race” and obtain a livelihood. She died in 1961 and the school she founded was renamed the Nannie Helen Burroughs School, in her honor.

EDUCATION

Sherian Grace Cadoria



Hometown: Marksville, LA

Profession: Army General

Historical Significance:

First Female African-American
General (U.S. Army)

Retired General Sherian Grace Cadoria is the first African-American female to achieve the rank of General in the U.S. Army. Following her studies at Southern University in Baton Rouge, LA, Cadoria enlisted into the U.S. Army and later became a commissioned officer. She served the country in what was then the Women's Army Corps until she transferred to the Military Police Corps in the 1970's. While in service, she received many awards: the Defense Superior Service Medal, the Legion of Merit, the Bronze Star, the Meritorious Service Medal, the Air Medal, and the Army Commendation Medal. Cadoria's career paved the way for black women - and men - in the U.S. military. She retired in 1990, after nearly 30 years in service.

MILITARY SERVICE

Words of Inspiration

Education is for improving the lives of others and for leaving your community and world better than you found it.

Marian Wright Edelman

Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek.

Barack Obama

Black History Month must be more than just a month of remembrance; it should be a tribute to our history and reminder of the work that lies in the months and years ahead.

Marty Meehan

Upcoming Events

The Southern University Agricultural Land-Grant Campus will host the **24th Annual Black History Quiz Bowl on February 22, 2018**. The event will be held in the auditorium at Southern University Ag Center and will begin at 3:00 P.M. Contact Owusu Bandele at obandele@cox.net for more information.

Southern University 75th Annual State Livestock & Poultry Show is scheduled for **March 1 - March 3, 2018** at the Maurice A. Edmond Livestock Arena, Southern University Land-Grant Campus. Contact Harold Mellieon at harold_mellieon@suagcenter.com for more information.

SUALGC will host the **8th Louisiana Small Farmer Conference** with the theme “Transforming and Elevating Louisiana Small Family Farms” on **March 15-17, 2018** at the SU F. G. Clark Activity Center. Contact Kelli Hollins at kelli_hollins@suagcenter.com for more information.

On **March 27, 2018**, the U.S. Small Business Administration will host the **14th Annual “Connecting Businesses with Contracts” Conference** at the SU Smith-Brown Memorial Student Union. Contact Eual Hall eual_hall@suagcenter.com for more information.

On **April 14, 2018**, SUALGC will host its **1st SUALGC Rodeo** at the SU F. G. Clark Activity Center. Contact Calvin Walker at calvin_walker@suagcenter.com for more information.

A. O. Williams Hall
P.O. Box 10010
Baton Rouge, LA 70813
Tel: (225) 771-2242
Fax: (225) 771-2861
Website: www.suagcenter.com

Come  **GROW** *with Us!*



CHANCELLOR'S REPORT

Millie M. Charles School of Social Work Dedicated



The newly built School of Social Work was dedicated to Millie M. Charles, the founder of Social Work program, Jan. 14. The ceremony honoring Dean Charles included blessings by her daughter, Shkt. H.M.K. Amen and Rev. Kevin Stephens, interim pastor of Christian Unity Church.

Mrs. Gloria B. Moultrie and Dr. Joseph Bouie presided over the event while Chancellor Lisa-Mims Devezin spoke about Senate Bill 62, which named the School of Social Work in honor of Dean Charles and was sponsored by then-Senators Ann Duplessis, Diana Bajoie and Edwin Murray.

The following guests made remarks: Former Sen. Duplessis; Ann Smith, chair of the Southern University Board of Supervisors; Leonetta Terrell, president of the New Orleans Association of Black Social Workers; former and current students.

Dr. Mike Meehan, director of the University's Satellite Telecommunications Network, presented a video about Dean Charles. The ceremony ended with a trumpet rendition of one of Dean Charles' favorite songs, "What a Wonderful World," played by Professor Claude Montegut.

The Federal Emergency Management Agency (FEMA) allocated \$82 million to cover the construction costs for the School of Social Work Building and three other new buildings. The University broke ground on the \$10.2-million, 40,000 square-foot Social Work building in November 2015. The building was designed by Waggoner & Ball Architects and constructed by Lamar Contractors.



Top photo: Millie M. Charles. Bottom Photo: Four deans of the School of Social Work, from left, former Interim Dean Ron Mancoske, Honoree Millie M. Charles, current Dean Rebecca Chaisson, & former Dean Beverly Favre.

College of Arts & Sciences

Dr. Evelyn Harrell, Dean

► ADDICTIVE BEHAVIORS AND COUNSELING PROGRAM (ABCP)

The ABCP Program congratulates Robert Fezekas, a 2013 graduate of the program, for passing the licensing exam for addiction counselors. He is now a licensed addictions counselor (LAC) with the Addictive Disorders Regulatory Authority. Mr. Fezekas also graduated in 2017 from the Millie M. Charles School of Social Work. ABCP 2015 graduates, Mr. Christopher Collins was re-elected as president and Ms. Yvette Thierry vice president of the New Orleans Addictions Professional Association.

Dr. Evelyn B. Harrell attended the Medication Assisted Treatment Program (MAT) Learning Collaborative Jan. 18 and was awarded five contact Social Work Continuing Education Units (CEUs).

► PSYCHOLOGY PROGRAM

Dr. Kenneth Foy

An article on *Structured Education: A Possible Need for Structure* was accepted for publishing by *Race, Gender & Class* Dec. 10, 2017. This article is expected to be published this year. Dr. Foy also attended the 40th Annual Conference for National Institute on the Teaching of Psychology NITOP Jan. 3-6.

► DEPARTMENT OF NATURAL SCIENCES

Dr. Christian Clement

Participated in the Louisiana Biomedical Research Network 16th Annual Meeting Jan. 26-28 at the LSU Health Sciences Center in Shreveport, LA. Dr. Clement presented research entitled "*HSV-1 Infection Characteristic of ICP4, ICP0, Viral DNA, and Brain Inflammation,*" funded by a grant, LBRN/LA-INBRE/NIH, awarded to Clement-PI for the 2017 LBRN SRP.

Under this research, Dr. Clement evaluated Acyclovir, gold standard drug for the treatment of severe eye/blinding disease (herpetic stromal keratitis, HSK) and brain inflammation caused by herpesvirus infection. This virus, which is easily transmitted by physical contact is widespread in human populations. The focus of this invaluable research is to investigate the susceptibility of the virus to the drug in the presence of the human APOE4 gene, which also will provide scientists with useful information on Alzheimer's disease and design of more effective vaccines.

► HEALTH INFORMATION MANagements SYSTEMS

Ms. Laura Doursseaux Collins participated in the AHIMA House of Delegate webinar on Jan. 10. Ms. Collins was nominated for president-elect of the Louisiana Health Information Management Association for the 2018-2020 term.

Mr. John Barrilleaux attended an AHIMA webinar, Data Dive: Building Effective Dashboards, presented by Dr. Susan White of Ohio State University. Mr. Barrilleaux was nominated for secretary/treasurer of the Louisiana Health Information Management Association for the 2018-2020 term.

Ms. Sharon McGee attended the LARCM (Louisiana Association of Revenue Cycle Management) annual meeting on Jan. 19.

Arts & Sciences Continued

► CENTER FOR AFRICAN AND AFRICAN AMERICAN STUDIES (CAAAS)

CAAAS and the New Orleans African American History Alliance (NOAAHIA)'s 300-Year Conference, scheduled Jan. 17-20 was postponed due to wintery weather conditions. The conference is being rescheduled for April 2018.



Dr. Clyde Robertson (CAAAS Director), from left, Mr. Moss (Artist, Musician), Mr. Sekou Fela (photographer, seated), Monique Moss (Curator), and Mr. Titos Sompá (Congolese Artist & Musician).

On Jan. 31, Dr. Clyde C. Robertson, associate professor and director of CAAAS, appeared on WBOK AM radio station program, "The Chuck Wagon," hosted by Mr. Chuck Perkins. This radio talk show promoted the Center's upcoming African American History Month Events Calendar.

On Feb. 1, 2018, CAAAS revisited the New Orleans Jazz Museum at the U.S. Mint to host a showing of its ongoing exhibit, *Jazz Funeral Secondlines + Protest: Taking over the Streets*. This program featured photographer Mr. Sekou Fela and Curator, Monique Moss.

In conjunction with the African Music and Heritage Festival (AMHF), CAAAS sponsored its 2nd Annual Afro-Carnival Ball at the SUNO Conference Center, Feb. 3. Mr. & Mrs. Eze Gabriel Ekechukwe served as the 2018 King & Queen.

CAAAS sponsored "*A Tribute to African American Carnival Traditions: Exploring the History of the Skull and Bone Gangs*" Feb. 5. This event featured Mr. Bruce "Sunpie" Barnes, the leader of the Northside Skull and Bone Gang, who continues a tradition that dates back to 1819. This program impacted a large assembly filled with local middle and high school students as well as members of the SUNO campus.

► MUSEUM STUDIES PROGRAM

Research

Dr. Haithim Eid is currently putting together a panel discussion on diversity in the museum workforce for the Museums and the Web Conference in Vancouver, Canada April 18 – 21. The panel features George Luna-Peña, program manager for the Diversity Apprenticeship Program at The Broad Museum in Los Angeles, CA, and Betina Fisher, director of Educational Initiatives at the Academy of Motion Picture Art and Sciences. Dr. Eid's paper, *Connecting the Dots: The Impact of Diversity in the Museum Workforce on Innovation, Relevance and Audience Engagement* also was accepted for publication at the same conference.

Dr. Eid is working on his new book, *Museum Innovation and Social Entrepreneurship: A New Model for a Changing Era*. The book will be published by Routledge in early 2019.

Dr. Sara Hollis has six recent ink drawings on display in the current group exhibition at the 2nd Story Gallery in the New Orleans Healing Center.

Community

Dr. Eid represented the M.A. Museum Studies Program in the New Orleans Preservation Coalition (NOPC) meeting at the Archdiocese of New Orleans Jan. 22. The core team of the NOPC includes representation from the Amistad Research Center, the Archdiocese of New Orleans, Loyola University, the Museum Studies Program at

Arts & Sciences Continued

Southern University New Orleans, the National Performance Network, the National World War II Museum, the New Orleans Jazz & Heritage Foundation, the New Orleans Jazz Museum, the New Orleans Public Library, the New Orleans Video Access Center and Tulane University.

Dr. Hollis attended a special event on Feb. 2 at the New Orleans Museum of Art. The event featured a conversation with the collectors behind *New Forms, New Voices: Japanese Ceramics from the Gitter-Yelen Collection*.

University Service

Dr. Eid is serving as a senator on the SUNO Faculty Senate.

College of Business & Public Administration

Dr. Igwe Udeh, Dean

► ACADEMIC EXCELLENCE INITIATIVES

Cornell University Endowed Professor Visits the CBA

Dr. Ralph D. Christy, director of CIIFAD and professor of Emerging Markets at the Dyson School of Applied Economics & Management, Cornell University, visited the College of Business & Public Administration (CBA) Jan. 9. The purpose of the visit was to exchange ideas on strategies for increasing entrepreneurship activities in the New Orleans Metro Area, particularly among African Americans, and to share best practices on entrepreneurship education.

Since Dr. Christy is renowned for his championship of entrepreneurship issues, especially in developing countries, he requested to have the meeting at the Small Business Incubator Building to take a first-hand look at the layout and operations at the center. Following a meeting with Dr. Igwe Udeh, dean; Mrs. Cynthia Beaulieu, director of SBDMI; and Mrs. Timotea Bailey, director of Student Services, the visiting team toured the Incubator Center. They spoke with some of the incubator tenants and observed them as they worked with their clients. They left the meeting with a promise to work closely with the CBA to identify and pursue opportunities that make the Incubator an indispensable stop for current and budding entrepreneurs in the community.



Venezuelan Official Meets CBA Team to Discuss Graduate Program Admission

The College of Business & Public Administration team hosted a meeting with Dr. Clyde Robertson, director of the Center for African and African American Studies (CAAAS), and Jesus Garcia, Venezuela Consul General in the New Orleans region, Jan. 12. Dr. David Alijani, chair of the Computer Information Systems Department, also attended.

Dr. Robertson facilitated the meeting at the request of Mr. Garcia, who is interested in expanding graduate educational opportunities for the citizens of Venezuela among HBCU institutions, especially in the Information Technol-

Business Continued

ogy and Business disciplines. The meeting was exploratory in that both sides presented what they needed to have to initiate any formal action.

While the Consul was interested in a seamless admission process for his citizens who have earned a bachelor's degree in Venezuelan universities, the CBA team was interested in having a reliable partner on the ground in Venezuela that had the authority to cut through the bureaucratic red tape that frequently gum up the admission and retention processes for international students. Both sides agreed to prepare a memorandum of understanding (MOU) that would serve as the platform for subsequent negotiations. The team set a goal of having the first set of Venezuelan admits at SUNO by Fall semester of 2018.



► CONFERENCE ATTENDANCE & PRESENTATION

Dr. Yun Doo Lee, Assistant Professor of Finance, attended the 2018 **Allied Social Science Associations (ASSA) Conference** in Philadelphia, PA between January 5, 2018 and January 7, 2018 where he presented a paper titled "*The Impact of Student Loan Debt and Healthcare.*"

► VIDEO CONFERENCE ON CIS SOFTWARE ADOPTION

On Jan. 30, Dr. Robert Elliott, assistant professor of CIS, organized a video conference for the CIS faculty with **TestOut Corporation**. The Company provides online lab software to academia and industry. The software to be demonstrated is named-LabSim and the particular product that was demonstrated is named Network Pro.

This software simulates hardware and software of real-world LANs and WANs and provides students with hands-on configuration scenarios. Additionally, this software provides a free certification exam upon lab work completion. Dr. Elliott is implementing this simulation software in CISP 650-Advanced Data Communication Systems for the Spring 2018 semester and the entire class embraced the software and is eager to learn and use all of the features. This software provides much needed computer-based learning in the CIS Department. Dr. Yanjun Yu, associate professor of CIS, also attended the conference and is considering using the software in her Undergraduate Networking course in the Fall 2018 Semester.

► RESEARCH PAPER ACCEPTED FOR PRESENTATION

A research paper titled "*Effectiveness of Nonprofits Management & Leadership,*" written by Dr. Patricia Robertson, assistant professor of Public Administration, was accepted for presentation at the 2018 **Conference of Minority Public Administrators (COMPA) Conference**. The conference was Feb. 12-14 in Los Angeles, CA.

Dr. Patricia Robertson's paper "*Adoption of Innovative IT Technologies by New Jersey Municipalities: Impacts of Professional Affiliation Conferences and Networking in These Conferences*" has been placed for presentation within the panel **Innovation in Technology and Performance Management Applications in Diverse Contexts** at the American Society for Public Administration's 79th Annual Conference. The conference is scheduled March 9-13 in Denver.

► PAPER UNDER REVIEW

Dr. Yun Doo Lee, assistant professor of Finance, submitted a paper titled "*The Impact of Student Loan Debt and Healthcare,*" which was written in conjunction with Brodmann and Hassan, for review by the **Journal of Family and Economic Issues (JEEI)** Jan. 10.

► PROFESSIONAL OUTREACH TO STUDENTS & COMMUNITY

Several CBA employees attended the ribbon cutting ceremony of **Alpha Management & Consulting Services**, located at the Executive Plaza, Jan. 26. Alpha Management provides real estate development, brokerage, management, housing, financial literacy and consulting services to New Orleans Metro Area residents. Founded by SUNO's CBA alumna, Mrs. Mary Adams Thomas, Alpha Management is a faith-based initiative focused on build-

Business Continued



ing wealth through ownership and real estate development. The agency works closely with local churches and ministries to empower their members to become owners as opposed to mere consumers. Local dignitaries including elected officials, the clergy, educators, bankers, realtors and community organizers attended the event. The agency plans to utilize the expertise of CBA faculty, staff and students in market research, sales, marketing and community outreach. Representing SUNO during the ceremony were Dr. Igwe Udeh, dean, College of Business & Public Administration; Mrs. Timotea Bailey, director of Student Services; and Mrs. Cynthia Beaulieu, director, Small Business Development & Management Institute (SBDMI).

► SMALL BUSINESS DEVELOPMENT & MANAGEMENT INSTITUTE

Louisiana Notary Prep Classes ended with participants prepared to sit for the Louisiana Notary Examination at LSU in Baton Rouge Dec. 2; six participants; Ms. Suzan Jackson, Mr. Craig Duronslet, Diana Thomas & Ms. Cynthia. SBDMI hosted three Notary orientation sessions Jan. 19, 23 and 30 to start preparing clients to study for the June 2, 2018 notary Exam.

Live Broad Cast of WBOK Radio Program; Dec. 7, 14, 21 and Jan. 4, 11, 18 and 25. "SUNO Small Business Institute Network," sponsored by SUNO Small Business Incubator. The show offers valuable tools and information designed to help New Orleans' small business owners take their business to the next level as well as assisting those individuals wishing to start a business. The show provides resources and information essential to small businesses. The show broadcasts every Thursday 2:30-3 p.m. on WBOK AM Radio; Ms. Cynthia Beaulieu Host and Ms. Terrie Guerin, Co-Host.

College of Education & Human Development

Dr. Willie Jones, Interim Dean

► RESEARCH

Dr. Sherry Bachus researched and reviewed literature on family and consumer science, child development, early childhood education, parenting and family relations, family therapy and behavioral health.

► WORKSHOPS, CONFERENCES AND SCHOLARLY ACTIVITIES

Mr. Charlie Johnson is the lead coordinator for the 2018 National Alliance of Artists from HBCUs and National Conference of Artists Convention Nov. 1-3, 2018 in New Orleans. The convention is expected to take place on the Dillard University, SUNO and Xavier University campuses.

Dr. Pharissa Robinson, interim director of HIMS, and Dr. Tanisca M. Wilson, coordinator of Certification & Education Programs, will present at the American Association of Blacks in Higher Education (AABHE) Conference. Their session is titled, "*Narratives of Women in Education.*" The Conference is March 25-28 at the Hilton Hotel in New Orleans.

On Jan. 8, Dr. Bachus attended the University Convocation Conference. Her proposal entitled, "The Changing American Family: A Class Perspective and Research," was accepted for a presentation at the Research of Minority Professors (RAMP) 37th Annual Conference February in Nashville, TN.

Mr. Johnson coordinated the 20th Annual Martin Luther King Jr. Commemorative Art Exhibitions and New Orleans Tri-centennial African American Exhibition. He exhibits his artwork at Dillard University Art Gallery.

Education Continued

▶ OTHER UNIVERSITY-RELATED ACTIVITIES

Dr. Louise Kaltenbaugh served as an advocate for a completer in a school observation in Jefferson Parish.

Dr. Kaltenbaugh met with a principal at Marrero Middle School Jan. 30 to discuss the strengths and areas to improve in the Certification-Only Program.

To multiply students' opportunities for employment in the education profession, Dr. Tanisca M. Wilson met with representatives from Enriched Schools to discuss career opportunities. As a result of the meeting, the organization is scheduled to interview students Feb. 28 and March 2 on campus.

School of Social Work

Dr. Rebecca Chaisson, Dean

▶ DR. HARRY RUSSELL

The School of Social Work re-instated the part-time MSW program in January. Dr. Harry Russell and Mrs. Camille Alexander, director of Admissions, welcomed 17 new students in January.

▶ DR. IRA NEIGHBORS

Dr. Ira Neighbors' work by Walter James Lowe, III (deceased) is exhibited at The Building Gallery, 1427 Oretha Castle Haley Blvd.

Student Affairs

Dr. Donna Grant, vice chancellor

▶ SERVICES FOR STUDENTS WITH DISABILITIES

Assisted the homeless population within the community by giving approximately 400 blankets under the Claiborne Overpass and Covenant house residents.

Served approximately 100 women residing at the Salvation Army by giving them handbags stuffed with personal hygiene items.

Director Yolanda Mims and staff met with members of the Department of Arts and Social Science to inform them of proper protocol and procedures to work with students with disabilities and of the consequences if these procedures are not followed.

▶ STUDENT DEVELOPMENT CENTER

In an effort to continue the objective of igniting more civic mindedness and community involvement in our students, the Community Service component of the Student Development Center hosted a Voter Registration Drive during spring registration. Representatives from the Orleans Parish Registrar of Voters Office were present to register interested students.

It gave students an opportunity to register in their perspective parishes



Student Affairs Continued

and secure their eligibility to vote in future elections. Students that missed the opportunity to register during spring registration still have an opportunity to do so. They can either go to the Registrar of Voters Office in their parish of domicile, or come to the Student Development Center – Community Service Office to complete an application.

There are several upcoming community service opportunities available for students. Agencies in need of volunteers welcome university organizations as well as individual students who have a willingness to give back to the community and make a difference in society. If students need assistance with securing a location to complete the Southern University at New Orleans requirement of 60 hours of community service, they can speak with Sheridan Cooper, Coordinator of Community Service. Her office is located in the University Center, Room 256. The Student Development Center is a Title III Program, Division of Student Affairs.



► STUDENT ACTIVITIES

In the Fall 2017, Miss Southern University at New Orleans 2018-2019 Erinique Little entered the Ebony HBCU Campus Queen's Contest and was selected as one of the queens. She will be featured in the upcoming September issue of Ebony Magazine.

Coach James Rowley Sr. is now the on-campus advisor for Franklin Ave. Baptist Church Bible Study, which will be every Wednesday in the University Center.

The POD Snack Bar in the University Center will now open until 7 p.m. on Tuesdays and Wednesdays.



CHANCELLOR'S REPORT

FEBRUARY 2018

VOL. 3 - NO. 2

Dr. Rodney A. Ellis
 CHANCELLOR

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- Brandy Jacobsen
- Leslie R. McClellon
- Dr. Regina Robinson
- Stephanie K. Rogers
- Janice Sneed
- Frank Williams, Jr.
- Dr. Melva K. Williams
- Dr. Sharron Herron-Williams

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- Devonye Brown
- Tameka Brown
- JoAnn Warren-Brown
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- Larry Ferdinand
- David Fogleman
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- Krista Snell
- Katraya Williams
- Regina Winn
- Sheila Swift
- Tiffany Varner
- Linzola Winzer, Recording Secretary



SUSLA RECEIVES \$175,000 FROM CADDO PARISH COMMISSION TO SUPPORT WORKFORCE EDUCATION

Caddo Parish Continues to Support Workforce Education at SUSLA. Southern University at Shreveport is the recipient of \$175,000 from the Parish of Caddo to support workforce education initiatives. For approximately seven years Caddo Parish has supported SUSLA as it provides a direct workforce pipeline to business and industry through its educational programs. SUSLA previously received Parish dollars to establish the Licensed Practical Nursing (LPN) and to support the Aviation Maintenance Technology (AMT) programs.

Specific outcomes of the 2018 project include: 1) increased number of Caddo residents enrolled in and completing high skill programs that lead to self-sufficiency; 2) multiple entry-points into career sector pathways; 3) adequate infrastructure for expansion/implantation of technical education programs of study, and 4) improved opportunities for success for educationally underprepared and recently incarcerated individuals.

The support of Caddo Parish has been critical to the development of new programs and the ability to sustain and enhance exiting program. Ms. Stephanie Graham, Director of Sponsored Programs, in collaboration with Janice B. Sneed, Vice Chancellor for Community and Workforce Development prepared to grant application for funding.



SUSLA EMPLOYEE RECEIVES APPOINTMENT BY THE GOVERNOR

Larry Ferdinand has been appointed to the Louisiana Public Facilities Authority (LPFA) by Governor John Bel Edwards. His appointment term is from September 8, 2017 to September 7, 2022.

Commenting on his new appointment, Ferdinand said: "I feel honored to receive Governor Edwards's appointment to the LPFA Trustee Board because it makes a significant positive impact on economic development statewide, resulting in the creation of thousands of jobs." According to the LPFA website, they also offer free college planning resources to students and parents through the LPFA's education division.

Ferdinand works in the Department of Community and Workforce Development as the Executive Director of Continuing Education. He is also a licensed real estate broker and veteran of the United States Army.

Inside This Edition

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- Free Dentistry Event (2/17/18)
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- Black History Calendar of Events
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- Student of the Month
- Jaguar of the Month
- Golden Gala Ticket / Sponsorship



ANGELIQUE FEASTER EVANS TO PRESENT AT 26TH NATIONAL ASSOCIATION OF AFRICAN AMERICAN STUDIES NATIONAL CONFERENCE

Congratulations to Angelique Feaster Evans who has been selected to present at the 26th National Association of African American Studies National Conference. This year's conference will be held in Dallas, Texas, February 12-17, 2018. Mrs. Feaster Evans' presentation topic is Leading the Way: African American Women Founders of Nonprofit African American Theatres with an Eye Towards Future Leaders.



Angelique Feaster Evans represents Southern University Museum of Art Shreveport as a newly elected member of the 2018 Shreveport-Bossier Attractions Association Board of Directors. Feaster Evans serves on the Education Committee which coordinates, in conjunction with the Shreveport-Bossier Convention and Tourist Bureau, quarterly educational opportunities to help local attractions grow their customer base, enhance their marketing, and improve their financial outlook.

dentistry
from the heart.

In partnership with



FREE Dentistry Event

FEBRUARY 17, 2018

9:00 am - 4:00 pm

SUSLA's New Dental Clinic

(3050 Martin Luther King, Jr. Drive)

FREE
Extraction
Cleaning or
Filling
(18 yrs. and older)



SOUTHERN UNIVERSITY AT SHREVEPORT DENTAL HYGYNE CLINIC HOSTS FIRST "DENTISTRY FROM THE HEART" FREE DENTAL CARE EVENT

Southern University at Shreveport's Dental Hygiene Clinic has partnered with Miles For Smiles mobile dental care and Dentistry From The Heart to host a free dental care event February 17th. The event is for adults 18 years of age and over and will be held at Southern University at Shreveport's main campus located at 3050 Martin Luther King, Jr. Drive from 9:00 a.m. to 4:00 p.m.



Dr. Jeremy Alexander from Miles for Smiles and a team of volunteer dental professionals will provide free extractions, fillings, or cleanings. Hygienists, dental assistants and other dental professionals will also be donating their time and resources in order to provide free dental care to as many people as possible. *"In our mobile dentistry practice we see hundreds of children each year, said Dr. Alexander. "This event allows us to extend much needed care to parents and other adults who cannot afford dental services."*

The event provides a great opportunity for Southern University at Shreveport's Dental Hygiene program faculty and students to give back to the community while utilizing the resources of the Dental Hygiene Clinic located in our brand new facility on the main campus. *"In addition to the quality training we provide our students, service is a core value here at SUSLA,"* said Southern University at Shreveport Chancellor, Dr. Rodney Ellis. *"We encourage our students as they graduate and enter professional careers to use their education and resources to continue giving back to the Shreveport community."*

SUSLA MULTICULTURAL/INTERNATIONAL STUDENT AFFAIRS (MISA) AND NEW INTERNATIONAL CULTURAL CLUB FORM TO BETTER SERVE INTERNATIONAL STUDENTS ON CAMPUS

The Office of Multicultural/International student affairs was developed in part to encourage and promote international communication, collaboration and cooperation through research and practical application of problem identification and issue solving techniques. Southern University at Shreveport has a goal to promote the development of global citizenship among its students and seeks to create a forum for issues of public policy in the international arena. All SUSLA units will collaborate to accomplish this goal.



MISA provides immigration counseling, coordinates the Homeland's Security (SEVIS Database System) and complies with the code of federal regulations as it pertains to F-1 visas. It also provides retention services for international students. As the Coordinator of Multicultural/International Student affairs, Ms. Danielle Anderson, serves as liaison and ombudsman between the university and international students, federal government, public and private agencies, and the community.



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THE NEW INTERNATIONAL CULTURAL CLUB (ICC)

The ICC objective is to provide mutual understanding between individuals of various ethnic origins at Southern University at Shreveport, through social, cultural, and educational activities. Members of the International Cultural Club will develop a deeper understanding of international concerns, while fostering education and awareness programs about global perspectives at SUSLA and in the community. Conversely, the International Cultural Club will assist international students in gaining a better understanding of American culture and adjusting to life in the SUSLA community.

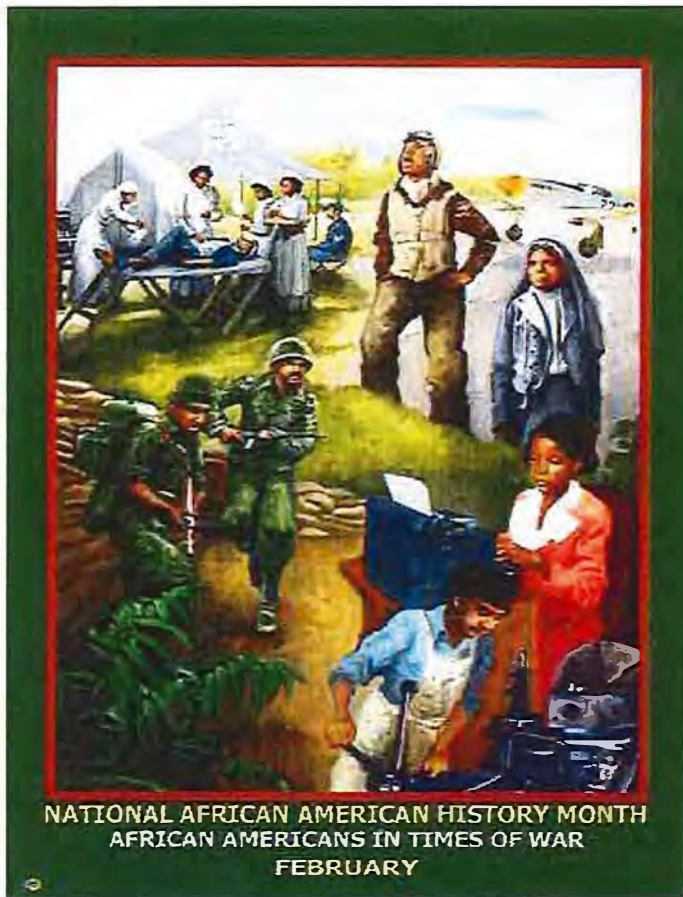


SUSLA PARTICIPATES IN THE 30TH ANNUAL AFRICAN AMERICAN HISTORY PARADE

In celebration of African American history month Southern University at Shreveport is proud to be a part of the Shreveport African American History parade each year. In 1988, The African American Parade Celebration held its first parade with only 50 people in attendance and 500 participants. Over time, the celebration has grown to attract tens of thousands of attendees and thousands of participants each year.

This year was the 30th year for the historic parade in downtown Shreveport. On the SUSLA float this year were representatives from SGA/SCB, Dental Hygiene, International Students, and University Police. The Chancellor's Car included Dr. Rodney Ellis, Dr. Melva Williams, and Ms. Leslie McClellon. The SUSLA Drumline also marched in the parade. Despite the cold temperatures and light rain, Southern University had a strong presence in the parade and in the crowd.





2018 Theme poster

SUSLA CELEBRATES BLACK HISTORY MONTH

Southern University at Shreveport (SUSLA) is pleased to announce a series of events and activities celebrating Black History Month. In addition to events partnered with community stakeholders, SUSLA will be hosting the following events:

BLACK HISTORY MONTH EXHIBIT

Wednesday, February 7th at 5:00 pm– 8:00 pm

OPENING RECEPTION - SOUTHERN UNIVERSITY MUSEUM OF ART (SUMAS), 610 TEXAS ST., SHREVEPORT, LA

The opening reception for “A Visual Journey of History, Culture, and Traditions of Louisiana African American Veterans” will feature the works of Wendell R. Wilson, Louisiana Master Folk Artist, Southern University Alum., and Army Veteran. The exhibit is in partnership with Downtown Shreveport Artwalk and will run thru February 28, 2018. Free and open to the public.

CALENDAR OF EVENTS / ACTIVITIES

SATURDAY, FEBRUARY 10 AT 10:30AM: ART AND SOUL OF SHREVEPORT EXPERIENCE TOUR

Southern University Museum of Art (SUMAS), 610 Texas Street, Shreveport, LA

The experience tour features a 90-minute guided, interactive tour of Southern University Museum of Art’s collection of West and South African art and artifacts. The tour will be led by museum coordinator, Angelique Feaster-Evans. A highlight of the experience will be the group participatory drum circle and the creation of Adinkra art. The event is presented by the Southern University Museum of Art in partnership with Shreveport-Bossier Convention and Tourist Bureau. The cost for participation is \$20.

TUESDAY, FEBRUARY 27 AT 6PM: NORTHSIDE ELEMENTARY SCHOOL BLACK HISTORY MONTH PROGRAM - SUSLA METRO CAMPUS ATRIUM, 610 TEXAS STREET, SHREVEPORT, LA

Northside Elementary students will be performing a musical showcase featuring musicians, vocalist, and dancers as part of their annual Black History Month Program in the atrium of the SUSLA Metro campus. A reception will be held after the program in the Southern University Museum of Art (SUMAS). Free and open to the public. The exhibit is in partnership with Downtown Shreveport Artwalk and will run thru February 28, 2018. Free and open to the public.

WEDNESDAY, FEBRUARY 28 AT 9:45AM: SUSLA BLACK HISTORY CONVOCATION FEATURING MK ASANTE - HEALTH AND PHYSICAL EDUCATION COMPLEX (GYM), 3050 MARTIN LUTHER KING, JR. DRIVE, SHREVEPORT, LA

Southern University at Shreveport (SUSLA) is proud to welcome best-selling author, award-winning filmmaker, recording artist, and distinguished professor, MK Asante at the university’s Spring Convocation.

MK Asante is the author of, *Buck: A Memoir*, praised by Maya Angelou as “A story of surviving and thriving with passion, compassion, wit, and style.” *Buck* made the Washington Post Bestseller List in 2014 and 2015 and has won numerous literary awards. Asante has lectured at Harvard, Yale, Stanford, as well as hundreds of other universities. Free and open to the public.



Welcome EMPLOYEES

Chief E. Page Reynolds serves in a dual capacity. As both a Lawman and an Ordained Minister, he has been preaching the Gospel for nearly 30 years. Chief Reynolds believes his Community Oriented Policing philosophy translates well on the SUSLA campus. Chief E. Page Reynolds has over twenty-five (25) years' experience in the criminal justice/law enforcement field. He is presently the Chief of Police at SUSLA. Before arriving in Louisiana, he served as an Investigations Commander, Patrol Shift Commander, and Chief of Police in Forrest City, Arkansas. Prior to his service in Forrest City, he served as Police Chief in Wilton, Maine. He spent many years as an investigator for the New Haven Police Department (New Haven, Connecticut); assigned to the Major Crimes/Homicide Unit.



He has investigated several hundred felony crimes (many of which were homicides). These investigations were followed by arrests and conviction in a court of law. He has participated in the execution of hundreds of search & seizure warrants and interviewed several hundred witnesses, suspects, victims, and informants. As a certified Police Academy Instructor (teaching "Interview & Interrogation" techniques) Chief Reynolds has successfully extracted numerous admissions and confessions in felonious crimes (including: homicides, robberies, assaults, and rape). Chief E. Page Reynolds is also an experienced Hostage Negotiator and held this official title with the New Haven Police Department. He is the recipient of numerous citations, commendations, and awards. Chief E. Page Reynolds and his wife, Diane, have been married for 30 years. They are the proud parents of four children and one grandchild.

SUSLA WELCOMES NEW EMPLOYEES

Billy Flowers –Educational Advocate – Trio
Lottie Elias- Program Coordinator Aerospace
Edward P Reynolds – Chief of Police
Tammy Moore- Transfer Analyst/ Admission Counselor
Melanie Winslow- Records and Registration Coordinator/VA Educational Benefits
Jessica Lee- Financial Aid Advisor – College Connect BR
Daniel Murff –Financial Aid Specialist
Latora Green- Financial Aid Advisor/FWS Coordinator
Andrea Stewart – Interim Case Manager II
Darrell Street –Director of Facilities Management
Michael Cook – Paramedic Program Director
Gwendolyn Tennell – LMS Administrator
Nichole Bell- Admissions Officer



(l to r): Judy McIntosh, Facilities, Dr. Rodney A. Ellis and Lieut. Jeff Ivey, Campus Police

ANNUAL DRIVE RETURNS TO SUSLA CAMPUS

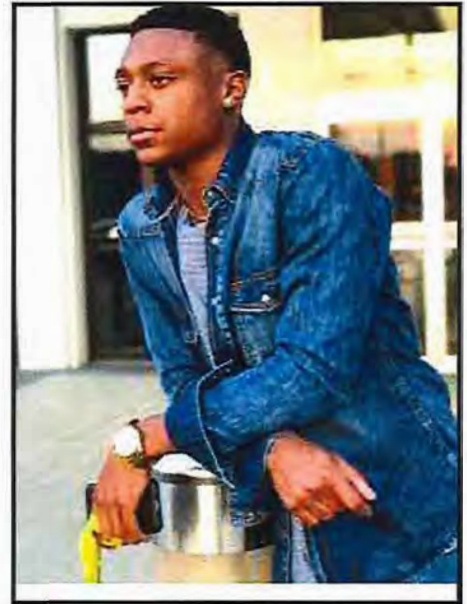
The Annual Drive has returned to the SUSLA campus with some departments reporting at 100% participation during kick off. Nearly \$10,000 has been pledged by SUSLA faculty and staff to date.

CONGRATULATIONS  **Student**
of the **Month**

MR. LARRY ROBINSON, III

Mr. Robinson became a student here at Southern University at Shreveport in 2017. He is a graduate of Bossier High school and was excited to come to Sotuhthern University at Shreveport to study Criminal Justice. He plays the position of point guard on the Port City Jaguars Men's Basketball team. As an athlete, Mr. Robinson is a valuable addition to the SUSLA Men's Basketball team and is one of the leading scorers on the team. He takes his studies as seriously as his athletics and has a 4.0 GPA.

He is active in many activities on campus and lives in the Jaguar courtyard. Mr. Robinson is a great addition to the Jaguar Nation and has a bright future at SUSLA and beyond.



Congratulations! Mr. Robinson

JAGUAR of the MONTH

Dr. Rodney A. Ellis, Chancellor

recognizes Aqueena Grant as "Jaguar of the Month"



MS. ACQUEENA GRANT, MA, Assistant Director of Admissions and Recruitment Acqueena Grant joined the Jaguar Nation in January of 2017 as the Assistant Director of Admissions and Recruitment. Although Ms. Grant is new to the SUSLA family, she has over 15 years of experience working as a director of Admissions. Ms. Grant hit the ground running. Since she came on board, SUSLA has started utilizing current scanning technology to manage prospective students by barcode scanning during offsite events.

Her main goal in recruiting has been to reach out more effectively to 21st century millennial students. Increasing communication with prospective students is also a major focus for her with an increased emphasis on reaching out through social media, email and text. Ms. Grant has brought her love for student success and drive to SUSLA and will continue to find innovative ways to add value to her work in admissions and recruiting.

Congratulations! Ms. Grant

Prepare to take a journey
through the decades!

MAY 5, 2018

Black Tie Event

To purchase **Tickets**

(Go to: eventbrite.com
Search SUSLA 50th Gala or
www.susla.edu/give-to-susla)

**Sponsorship Packages
NOW AVAILABLE!**

For sponsorship information contact -
Stephanie Rogers, Chief Advancement Officer
(318) 670-9244 - email: srogers@susla.edu

Anelique Feaster Evans, Event Chair

SUSLA

SOUTHERN UNIVERSITY AT SHREVEPORT
50th
YEAR
CELEBRATION

GOLDEN
Gala

421 TEXAS STREET
7:00 PM
SHREVEPORT, LA 71101

"SHREVEPORT'S PREMIER EVENT CENTER"

SUSLA GOLDEN GALA MAY 5, 2018 TICKETS NOW ON SALE

On September 19, 1967, Southern University Shreveport-Bossier (SUSBO) opened for instruction at 3050 Martin Luther King, Jr. Drive. More than half a century later, SUSLA continues to serve the citizens of Northwest LA at its three campus sites throughout the city of Shreveport.

HONORING THOSE WHO HAVE HONORED US. Make plans to join us on May 5, 2018 when we honor past administrators, alumni, and friends. We will also pay "Special Tribute" to individuals who have helped sustain this great institution through the decades!

RESERVE YOUR TABLE AND TICKETS TODAY!

www.eventbrite.com (enter SUSLA 50th)



*The Chancellor's Report is a monthly publication from the Office of the Chancellor
Rodney A. Ellis, Ed.D., Chancellor
Leslie R. McClellon, Chief Administrative Officer*

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Stephanie K. Rogers, Chief Advancement Officer*

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