

SOUTHERN[®] UNIVERSITY SYSTEM

BATON ROUGE • NEW ORLEANS • SHREVEPORT

BOARD OF SUPERVISORS MEETING

August 21, 2020

9:00 a.m.

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS MEETING
Committee of the Whole – Virtual Meeting
Friday, August 21, 2020
9:00 a.m.

AGENDA

1. Call to Order and Invocation
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s):
 - A. Request Approval of the Minutes from the July 29, 2020 Legal Affairs Committee and Special Meeting of the Board of Supervisors
 - B. Request Ratification of Summer 2020 Graduates (SUBR)
 - C. Request Approval of Mission Statements Upon Having Been Reviewed by System Campuses (SUBR, SUNO, SUSLA, SULC, SUAREC)
 - D. Request Approval of the Distance Education Course Attendance Policy (SUBR)
 - E. Request Approval of the Policy on Mandatory Professional Licensure Disclosure (SUBR)
 - F. Request Approval of the Policy on the Determination of Student Location for State Authorization and Disclosure (SUBR)
 - G. Request Approval of the Policy relative to COVID-19 Face Covering (SUS)
 - H. Request Approval of System Uniform Title IX Policy and Procedures (SUS)
 - I. Request Approval to Amend the Follett, Inc. (Bookstore) Contract and Access Fee to Support the Acquisition of E-book Courses and Materials (SUBR, SUNO, SUSLA)
 - J. Request Approval of the Southern University and A&M College Endowed Professorship Nominees for August 2020 - July 2023 (SUBR)

- K. Request Approval to negotiate a Cooperative Endeavor Agreement (CEA) between the Southern University and A&M College (SUBR) and Louisiana Leadership Institute (LLI) (SUBR)
- L. Request Approval of Cooperative Endeavor Agreement (CEA) between Southern University at Shreveport and the Downtown Airport (SUSLA)
- M. Request Approval of the Mixed Reality Virtual Innovation Gaming and Entertainment Sports Institute (SULC)
- N. Request Approval of the 3+3 BA/BS and JD Degree Program Articulation Agreement between Southern University Law Center and Boise State University (SULC)
- O. FY2020-2021 Operating Budgets:
 - 1. Southern University System Employee Schedule
 - 2. Southern University Board and System Administration Operating Budget
 - 3. Southern University Board and System Inter-Institutional Cost Transfer Budget
 - 4. Southern University Board and System Administration Inter-Institutional Transfers Direct Charges Budget
 - 5. Southern University Board and System Special Meals and Miscellaneous Travel Budget
 - 6. Southern University Baton Rouge Campus Operating Budget
 - 7. Southern University Law Center Operating Budget
 - 8. Southern University New Orleans Campus Operating Budget
 - 9. Southern University Shreveport Campus Operating Budget
 - 10. Southern University Agricultural Research and Extension Center Operating Budget
 - 11. SUBR Athletics Intercollegiate Budget
 - 12. SUSLA Athletics Budget
- P. Request Approval of Budget Adjustment - BA-7
 - 1. Southern University and A&M College Baton Rouge
 - 2. Southern University at Shreveport
- Q. Request Approval of the Policy for Indirect Cost Recovery and Reallocation Plan (SUSLA)
- R. Request Approval for Campus Technology Access Fee (SUSLA)
- S. Request Approval to Adjust Math Lab Course Fees (SUSLA)

T. Request Approval of Personnel Actions for Positions equal to or greater than \$60,000

Name	Position/Campus	Salary	Funding Source
1. Clyde Bagley	Director of Beef Cattle Research Program (New Appointment) SUAREC	\$90,000.00	State
2. B. Summer Chandler	Visiting Faculty (New Appointment) SULC	\$90,000.00	State
3. Brunetta Dillard	Vice-Chancellor for Finance (New Appointment) SUAREC	\$145,000.00	State
4. Robert Easley	Director of Advancement (New Appointment) SUAREC	\$80,000.00	State
5. Jeremy R. Gathe	Associate General Counsel & Executive Director for Compliance and Ethics (New Appointment) SUS	\$95,000.00	State
6. Terry Hall	Vice Chancellor for Finance and Administration (Salary Adjustment) SULC	\$162,000.00	State
7. Michael Harris, Sr.	Visiting Faculty (New Appointment) SULC	\$99,000.00	State
8. Joseph M. Isanga	Visiting Faculty (New Appointment) SULC	\$99,000.00	State
9. Flandus McClinton	Vice-President for Finance and Administration (Salary Adjustment) SUS	\$185,000.00	State
10. Benjamin Pugh	Vice-Chancellor for Finance and Administration (Salary Adjustment) SUBR	\$165,000.00	State
11. Greg Sergienko	Visiting Faculty (New Appointment) SULC	\$108,000.00	State
12. Ryan B. Stoa	Visiting Faculty (New Appointment) SULC	\$95,000.00	State

13.	Tracie Washington	Visiting Faculty (New Appointment) SULC	\$90,000.00	State
14.	Shandrea P. Williams	Visiting Faculty (New Appointment) SULC	\$99,000.00	State
15.	Ashagre A. Yigletu	Dean of the Graduate School (New Appointment) SUBR	\$140,000.00	State
16.	Luria Young	Full Professor SMED/College of Science/Agriculture (New Appointment) SUBR	\$83,200.00	State

U. Request Approval for Sabbatical Leave – Professor Cleveland Coon (SULC)

V. Resolutions

6. Informational Item(s)

- A. Facilities and Property Update (SUS)
- B. Medical Marijuana Update (SUAREC)

7. Other Business

8. Adjournment

**Southern University Board of Supervisors Meeting
Legal Affairs Committee – Virtual Meeting
Wednesday, July 29, 2020
9:00 a.m.**

MINUTES

The virtual meeting of the Southern University Board of Supervisors was called to order by Board Chairman Atty. Domoine Rutledge.

The Invocation was given by Rev. Samuel Tolbert

The Legal Committee Meeting was called to order by Chairman Edwin Shorty.

Roll Call by Dr. Ray Belton

Present: Atty. Domoine Rutledge, Rev. Samuel C. Tolbert, Atty. Jody Amedee, Mr. John Barthelemy, Dr. Leroy Davis, Mr. Raymond Fondel, Jr., Dr. Curman Gaines, Mr. Bakari Garvey, Mr. Sam Gilliam, Mr. Richard Hilliard, Atty. Patrick Magee, Atty Ed Shorty, Mrs. Ann Smith, Dr. Leon Tarver II, Dr. Rani Whitfield and Mrs. Arlanda Williams.

AGENDA ITEM 4: ADOPTION OF THE AGENDA

Upon the motion and second, the agenda was recommended for adoption.
Motion passed.

AGENDA ITEM 5: PUBLIC COMMENTS

None

AGENDA ITEM 6: Informational Item(s):

- A. Dr. Cheryl Taylor v. Dr. Ray L. Belton, President, Southern University & Agricultural and Mechanical College; Board of Supervisors
United States District Court, Middle District of Louisiana
Case No.: 3:20-cv-00427-JWD-SDJ
Alleging violation of FMLA

There was no discussion on Agenda Item 6.

AGENDA ITEM 8: OTHER BUSINESS

None

AGENDA ITEM 9: ADJOURNMENT

There was a motion and second to adjourn. Motion passed.

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS MEETING
Virtual Meeting
Wednesday, July 29, 2020
(following the Legal Affairs Committee)
Committee as A Whole
9:00 a.m.

MINUTES

The virtual Committee as a Whole meeting of the Southern University Board of Supervisors was called to order by Board Chairman Atty. Domoine Rutledge.

Roll Call by Dr. Ray Belton

Present: Atty. Domoine Rutledge, Rev. Samuel C. Tolbert, Atty. Jody Amedee, Mr. John Barthelemy, Dr. Leroy Davis, Mr. Raymond Fondel, Jr., Dr. Curman Gaines, Mr. Bakari Garvey, Mr. Sam Gilliam, Mr. Richard Hilliard, Atty. Patrick Magee, Atty Ed Shorty, Mrs. Ann Smith, Dr. Leon Tarver II, Dr. Rani Whitfield and Mrs. Arlanda Williams.

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Dr. Rani Whitfield and second by Attorney Patrick Magee, the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: Action Item(s):

Atty Patrick Magee made a motion to approve both Items A & B, the motion was Second by Dr. Leon Tarver. Motion passed

A. Request Approval of the Minutes from the Special Virtual Meetings of the Board of Supervisors:

1. Friday, June 12, 2020
2. Friday, July 6, 2020

B. Request Approval of Personnel Action for Position equal to or greater than \$60,000

*(*Executive Session May Be Required)*

Name	Position/Campus	Salary	Funding Source
1. Dr. Cheryl Taylor	Associate Professor of Nursing (Transfer) SUBR	\$80,000.00	State

AGENDA ITEM 8: OTHER BUSINESS

Attorney Patrick Magee recommend looking at the bylaws and revising to give the president authority to make personnel decisions such as the one discussed today.

Attorney Rutledge said it would be noted for discussion for the personnel committee.

AGENDA ITEM 9: ADJOURNMENT

There was a motion by Attorney Patrick Magee and second by Dr. Leon Tarver to adjourn.

Motion passed.

Southern University and A&M College at Baton Rouge

Resolution

Whereas, Summer Commencement Exercises are scheduled for the campus of Southern University and A&M College at Baton Rouge on Friday, August 7, 2020 at 10:00 a. m. in the F. G. Clark Activity Center; and

Whereas, there are approximately **133** prospective graduates at Southern University at Baton Rouge, who are to receive Bachelor's degrees, Master's degrees and Ph.D. degrees.

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

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

Certificate

We, the duly qualified and acting officers of the Board of Supervisors of the Southern University and Agricultural and Mechanical College, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Southern University Board of Supervisors as its regular meeting on the 21st day of August, 2020.



Ray L. Belton

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

Domoine D. Rutledge, Chair
Board of Supervisors, Southern University
and Agricultural and Mechanical College



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

August 21, 2020

SU System Board of Supervisors
J. S. Clark Administration Building, 4th Floor
Baton Rouge, LA 70814

Dear Honorable Members of the Board,

In compliance with *SU System Board Policy 6-004* and *SACSCOC Standard 4.2a (Mission Review)*, attached are the mission statements for each SU System Campus for annual review and approval.

The mission statements have been provided to me by Campus Chancellors, all have been reviewed, and final adoption is subject to your approval. Your consideration is requested.

Please let me know if you have any questions.

Thank you.

A handwritten signature in black ink, appearing to read "Ray L. Belton".

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

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

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SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM


Office of the Vice President, Strategic Planning, Policy & Institutional Effectiveness (SUS)
AND

Office of the Vice Chancellor, Academic Compliance (SUBR)

J. S. Clark Administration Building, Fourth Floor, Baton Rouge, LA 70813

MEMORANDUM

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

FROM: Vladimir A. Appeaning, Ph.D. 
Vice President for Strategic Planning, Policy and Institutional Effectiveness (SUS), and
Vice Chancellor for Academic Compliance (SUBR)

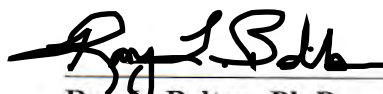
DATE: August 3, 2020

RE: **Board Review of Campus Mission Statements**

In compliance with *SU System Board Policy 6-004* and *SACSCOC Standard 4.2a (Mission Review)*, attached are the mission statements for each SU System Campus for the Board's annual review and approval. The individual campus mission statements have been reviewed and approved by the System. The mission statements are provided to me by SU Campus Chancellors and/or their designees.

Your approval of this request is deeply appreciated.

Approved:



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

SUBR Mission Statement

The mission of Southern University and A&M College, an historically black, 1890 land grant institution, in Baton Rouge, Louisiana is to provide a student-focused teaching and learning environment that creates global leadership opportunities for a diverse student population where teaching, research, service, scholarly and creative expectations for students and faculty are achieved through the bachelor's, master's, and doctoral programs offered at the institution via different instructional modalities and via public service.

SUNO Mission Statement

Southern University at New Orleans, a public, historically black university, empowers and promotes the upward mobility of diverse populations of traditional and nontraditional students through quality academic programs, teaching, research, and service to achieve excellence in higher education using various teaching and learning modalities.

SUSLA Mission Statement

Southern University at Shreveport, a unit of the Southern University and A & M College System, a historically black comprehensive community college serving Northwest Louisiana and beyond, is committed to teaching and preparing traditional and non-traditional students for degree attainment, transfer, workforce, continuous learning and self-improvement. This preparation is available through multiple delivery methods and instructional sites for students seeking certificates, technical diplomas and associate degrees.

SULC Mission Statement

The mission and tradition of the Law Center is to provide access and opportunity to a diverse group of students from underrepresented racial, ethnic, and socio-economic groups to obtain a high quality legal education with special emphasis on the Louisiana civil law. Additionally, our mission is to train a cadre of lawyers equipped with the skills necessary for the practice of law and for positions of leadership in society.

SUAREC Mission Statement

The Southern University Agricultural Research and Extension Center in the Southern University System is committed to carrying out its tripartite mission of teaching, research, and extension. The implementation of this mission involves the College of Agricultural, Family and Consumer Sciences in preparing students for professional careers and to make major contributions in a competitive and global society. Research initiatives will produce new knowledge, improve the quality of life, and offer opportunities for collaborations both within and external to the campus, and provide experiential learning for students. The extension programs will continue serving limited resource families, farmers, and communities across the state and beyond.



POLICY TITLE

Distance Education Course Attendance Policy

POLICY NUMBER

1-013

Responsible Unit: <i>Office of Academic Affairs - SUBR</i>	Effective Date: <i>August 1, 2020</i>
Responsible Official: <i>Vice Chancellor for Academic Affairs - SUBR</i>	Last Reviewed Date:
Policy Classification: <i>Academic Affairs - SUBR</i>	Origination Date: <i>July 17, 2020</i>

I. POLICY STATEMENT AND RATIONALE

Institutions that are required or choose to take attendance are expected to have a procedure in place to routinely monitor attendance records in distance education courses to determine when a student withdraws. Faculty members must certify that students are actively attending a distance education course. Based on guidance from the Federal Student Aid Handbook, specific criteria for measuring attendance in distance education courses must be established, along with processes for recording, and reporting attendance. If records indicate a registered student has not attended or engaged in academically related activities, a school must perform a Return of Title IV Aid calculation for students who have withdrawn or otherwise ceased attendance in a distance education course.

II. POLICY SCOPE AND AUDIENCE

The primary audiences for this policy are academic units, including faculty and students. This policy on attendance in distance education courses shall operate in addition to any attendance requirements imposed by institutional and programmatic accrediting agencies. Faculty will be apprised of their obligations to record attendance in distance education courses along with the criteria to be used to measure attendance. Students will be advised of the attendance obligations associated with enrollment in distance education courses, the consequences of failure to attend distance education courses, and the criteria that may be used to establish attendance.

III. POLICY COMPLIANCE

This policy is required to comply with the federal Title IV Aid regulations. The Division of Academic Affairs, the University Registrar, deans, and faculty are primarily responsible for ensuring compliance with recording and reporting attendance as required by this policy. The Division of Finance, and the Division of Enrollment Management and Student Success are responsible for reconciling the attendance reports from the University Registrar with the obligations imposed upon the University under the Title IV Regulations.

IV. POLICY DEFINITIONS

As used in the policy statement and except where indicated, the following definitions apply and are adopted from the definitions in the NC-SARA Manual, and the Federal Student Aid Handbook:

Attendance: Per the *Title IV Program Integrity Final Rules*, "academic attendance" and "attendance at an academically-related activity" in distance education courses include, but are not limited to, the following:

- Physically attending a class where there is direct interaction between the instructor and students
- Submitting an academic assignment
- Taking an exam, an interactive tutorial, or computer-assisted instruction
- Attending a study group that is assigned by the institution
- Participating in an online discussion about academic matters
- Initiating contact with a faculty member to ask a question about the academic subject studied in the course

Branch Campus: refers to a campus or site of an educational institution that is not temporary and is in a community beyond a reasonable commuting distance from its parent institution, and offers full programs of study, not just courses.

Distance Education: refers to instruction offered by any means where the student and faculty member are in separate physical locations. It includes, but is not limited to, online, interactive video and correspondence courses or programs at branch campuses.

Excessive Absences: the number of absences beyond the allowable number based on the instructional term, instructional modality, and the applicable attendance reporting periods. The instructional terms are as indicated in the attached Implementation Guidelines.

Hybrid Course: refers to an educational program or a course that includes both face-to-face and distance education. It is also known by the name "blended" and, sometimes, other terms.

Main Campus: refers to the principal campus designated as such by the Institution's Accrediting Agency or, if the Accrediting Agency does not designate a Main Campus or designates multiple such campuses, the principal campus designated by the U.S. Department of Education through a Title IV aid agreement or, in the event that the Institution does not participate in Title IV programs, designated by the applicant Institution's Home State.

Online Course: refers to a course offered asynchronously, via the institutions' Learning Management System.

Other Attendance Reporting Period: refers to deadlines established by the University Registrar for reporting attendance that establish student's last day of attendance (LDA).

V. POLICY IMPLEMENTATION PROCEDURES

See the Attachment A *Distance Education Attendance Policy Implementation Guidelines*.

VI. POLICY RELATED INFORMATION

For additional information on taking attendance in distance education courses, refer to <https://ifap.ed.gov/sites/default/files/attachments/fsahandbook/1617FSAHbkActiveIndexMaster.pdf>

VII. POLICY HISTORY AND REVIEW CYCLE

The effective date of this policy is August 1, 2020. This origination date of this policy is July 17, 2020 and is subject to review at such times as mandated by federal law and the Southern University System five-year policy review cycle.

VIII. POLICY URL

Upon approval, the policy will be located at this URL: <http://www.sus.edu/page/su-board-policies>

IX. POLICY APPROVAL



Ray L. Belton, Ph.D.
President-Chancellor, Southern University and A&M College System

Effective Date of Policy

The Honorable Attorney Domoine D. Rutledge
Chair - Southern University System Board of Supervisors

Effective Date of Policy

ATTACHMENT A

Southern University and A&M College Distance Education Attendance Policy Implementation Guidelines

At Southern University and A&M College and Southern University Online, attendance in distance education courses shall be determined by course participation as measured by the designated criteria. Faculty shall incorporate meaningful and engaging learning activities from the criteria below, which provide multiple opportunities for assessing attendance during the required reporting period. Failure to observe this policy may jeopardize a student's academic standing and eligibility for financial aid. These guidelines apply to graduate and undergraduate courses.

Applicable Definitions

The following definitions apply to these distance education attendance guidelines.

Branch Campus: refers to a campus or site of an educational institution that is not temporary and is in a community beyond a reasonable commuting distance from its parent institution, and offers full programs of study, not just courses.

Distance Education: refers to instruction offered by any means where the student and faculty member are in separate physical locations. It includes, but is not limited to, online, interactive video and correspondence courses or programs at branch campuses.

Excessive Absences: the number of absences beyond the allowable number based on the instructional term, instructional modality, and the applicable attendance reporting periods. The instructional terms are as indicated below:

- *Eight-week Term:* The **Census Reporting Period** ends 7 days from the first day of class in Southern University Online, and the SUBR Summer Semester.
 - Excessive absence during the Census Period of an 8-week class is more than 2 missed assignments in the first seven days following the first day of class
- *Sixteen-week Term:* The **Census Reporting Period** ends 14 days from the first day of class in 16-week hybrid or 16-week online courses.
 - *Hybrid Courses:*
 - Students enrolled in hybrid courses shall meet separate attendance requirements for the lecture, and the online instruction components.
 - Excessive absence in the 16-week Hybrid classes is:
 - More than 2 class lectures in first two weeks of class
 - More than 2 missed attendance assignments in online/asynchronous coursework
 - *Online 16-Week Class*
 - Excessive absence during the Census Period is more than 4 missed assignments in the first two weeks of class

Hybrid Course: refers to an educational program or course that includes both face-to-face and distance education. It is also known by the name “blended” and, sometimes, other terms.

Main Campus: refers to the principal campus designated as such by the Institution’s Accrediting Agency or, if the Accrediting Agency does not designate a Main Campus or designates multiple such campuses, the principal campus designated by the U.S. Department of Education through a Title IV aid agreement or, in the event that the Institution does not participate in Title IV programs, designated by the applicant Institution’s Home State.

Online Course: refers to a course offered asynchronously, via the institutions’ Learning Management System.

Other Attendance Reporting Period: refers to deadlines established by the University Registrar for reporting attendance that establish student’s last day of attendance (LDA).

Criteria for Certifying Attendance in Distance Education Courses

Students must attend class or attend academically related activities. Faculty shall conspicuously include the attendance requirements in the course syllabus. The attendance requirements for eight-week, sixteen-week, or summer school shall vary. The criteria to be used by faculty to measure students’ attendance include, but are not limited to the following:

- Physically attending a class where there is an opportunity for direct interaction between the instructor and students
- Submitting an academic assignment
- Taking an exam, an interactive tutorial, or computer-assisted instruction
- Attending a study group that is assigned by the institution
- Participating in an online discussion about academic matters

“Academic attendance” and “attendance at an academically-related activity” **do not** include activities where a student may be present, but not academically engaged, such as:

- Living in institutional housing
- Participating in the institution’s meal plan
- Logging into an online class without active participation
- Participating in academic counseling or advisement

Resolving Distance Education Attendance Disputes

A student's self-certification that is not supported by documentation is unacceptable to establish attendance or the last date of attendance (LDA). All Attendance is established by faculty attendance records as outlined above and maintained within the Learning Management System (Moodle).

Last Date of Attendance Reporting Periods

The LDA documentation is required by the U.S. Department of Education to determine if a student who receives financial aid and fails to earn a passing grade in a course has actually attended and/or completed the course, or if they withdrew from a course without providing the university official notification. It is also used to determine the type and amount of financial aid eligible to be retained by a student who officially withdrew based on the time of the withdrawal.

In distance education courses, for purposes of LDA, faculty shall use the criteria set forth above to measure attendance. The Registrar will publish the attendance reporting dates on the University Academic Calendars. The process for reporting attendance shall be in accordance with the procedures established by the University Registrar.

Unavoidable Absences from Distance Education Classes

Absence Due to Unavoidable Circumstance: A student required to be absent from class during the reporting period because of illness, deployment, natural disaster, first response duty or other unavoidable circumstances, should promptly report the reasons to the instructor and, if required, present excuses. The instructor should make clear to the student that excuses explain absences, but do not remove them. At the instructors' discretion, the student may be allowed to remove the "absence" by submitting assigned attendance work.

Absence Due to Required Attendance at a University Sponsored Event: Excuses for participation in University sponsored activities will be initiated by the sponsoring unit and approved by the College Dean and the Office of Academic Affairs.

Referrals for Excessive Unexcused Absences

After the mandatory attendance reporting period, to the extent practicable, faculty should intervene with students at risk of failure due to non-attendance and may provide remedial measures that include referrals for appropriate student and academic support services.

Approved:

Senior Associate Vice Chancellor for
Academic Affairs

Date

Executive Vice-Chancellor

Date



POLICY TITLE

Policy on Mandatory Professional Licensure Disclosures

POLICY NUMBER

1-011

<i>Responsible Unit:</i> Office of Academic Affairs - SUBR	<i>Effective Date:</i> 07/01/2020
<i>Responsible Official:</i> Vice Chancellor for Academic Affairs - SUBR	<i>Last Reviewed Date:</i>
<i>Policy Classification:</i> Academic Affairs - SUBR	<i>Origination Date:</i> 06/24/2020

I. POLICY STATEMENT AND RATIONALE

Pursuant to the Department of Education's final rules for state authorization for distance education regulations, codified at 34 CFR 600.9 and 34 CFR 668.43, an institution's degree programs, ***regardless of mode of delivery***, that are either (1) designed to meet educational requirements for a specific vocational license or certification that is required for employment in an occupation, or (2) advertised as meeting such requirements, must inform both ***prospective and currently enrolled students*** of the specific states in which:

- The institution has determined its curriculum *meets* the state educational requirements for licensure or certification
- The institution has determined its curriculum *does not* meet the state educational requirements for licensure or certification
- The institution *has not determined* whether its curriculum meets the state educational requirements for licensure or certification

The regulations take effect on July 1, 2020.

II. POLICY SCOPE AND AUDIENCE

This policy is aimed at prospective and currently enrolled students who should be advised by the institutions whether the program the student wishes to pursue will provide him or her with the educational prerequisites to seek licensure or certification in the state where the student is located. The Division of Academic Affairs, the Division of Enrollment Management, the Division of Finance and Budget, and the Office of E-Learning shall be aware of and comply with this policy.

III. POLICY COMPLIANCE

Failure to comply with this policy may be subject to penalties under the “misrepresentation statute,” 34 CFR 668.71. False or misleading disclosures regarding the ability of a student to obtain licensure or practice a trade or profession in a particular state may lead to violations of the Title IV misrepresentation rules, which carry serious penalties and may invite private lawsuits, or even FTC or State Attorneys General investigations.

IV. POLICY DEFINITIONS

Prospective Student Direct Licensure Disclosure: a written statement to a prospective student **before** the student makes a financial commitment or within 14 calendar days of making a determination, whichever comes first, informing the student that the institution has determined that (1) its program’s curriculum does not meet the state educational requirements for licensure or certification in a state in which a prospective student is **located**, or (2) that the institution has not made such a determination.

Current Student Direct Licensure Disclosure: a written statement to a currently enrolled student within 14 calendar days of making such a determination, informing the student that the institution has determined that its program’s curriculum does not meet the requirements in a state where a current student is located.

General Licensure Disclosure: a “readily available” published statement that informs both prospective and currently enrolled students of the specific states in which:

- The institution has determined its curriculum meets the state educational requirements for licensure or certification
- The institution has determined its curriculum *does not* meet the state educational requirements for licensure or certification
- The institution has not determined that its curriculum meets the state educational requirements for licensure or certification

Vocational License or Certification: “Professional Licensure” or “Licensure” means: A process of State or other governmental entities that establishes standards of practice and gives legal permission to practice a profession by providing licenses to individuals who meet those standards. (adopted from the NC-SARA definition at https://www.nc-sara.org/sites/default/files/files/2020-02/NC-SARA Manual 20.1_Final_2.6.20.pdf)

Written Statement: a writing direct to a specific individual the purpose of which is to inform the current or prospective student of a required disclosure. This shall include email addressed to the student at the exact email on record.

V. POLICY IMPLEMENTATION PROCEDURES

See Attachment A - "Procedures for Implementation of Policy on Mandatory Professional Licensure Disclosures." Regarding institutional administrative responsibility, the Division of Academic Affairs, the Office of E-Learning, the Division of Enrollment Management, and the Office of the Registrar shall be responsible for these and additional procedures and necessary for implementation of the policy.

VI. POLICY RELATED INFORMATION

The applicable rules can be found at 34 CFR Parts 600, 602, 603, 654,668, and 674:
URI.: <https://www.govinfo.gov/content/pkg/CFR-2019-title34-vol3/xml/CFR-2019-title34-vol3-sec600-9.xml>

VII. POLICY HISTORY AND REVIEW CYCLE

This is a new policy. The effective date of this policy is July 1, 2020 as required by 34 C.F.R. Section 600.9. This origination date of this policy is June 24,2020 and is subject to review at such times as mandated by federal law and the Southern University System five-year policy review cycle.

VIII. POLICY URI.

Upon approval, the policy will be located at this URI: <http://www.sus.edu/page/su-board-policies>

IX. POLICY APPROVAL



Ray L. Belton, Ph.D.
President-Chancellor, Southern University and A&M College System

Effective Date of Policy

The Honorable Attorney Dominoe D. Rutledge
Chair - Southern University System Board of Supervisors

Effective Date of Policy

ATTACHMENT A

Procedure for Implementation of Policy on Mandatory Professional Licensure Disclosures

Institutional Administrative Responsibility

The Division of Academic Affairs, the Office of E-Learning, the Division of Enrollment Management, and the Office of the Registrar shall be responsible for these and additional procedures and necessary for implementation of the policy.

Vocational License or Certification Determination

Pursuant to the definition of “*Professional Licensure*” or “*Licensure*” set forth in the Policy on Mandatory Professional Licensure Disclosures, the University shall determine whether:

- A degree program’s curriculum *meets* states’ educational requirements for licensure or certification
- A degree program’s curriculum *does not meet* states’ educational requirements for licensure or certification
- A degree program’s curricula for which it *has not determined* whether it meets states’ educational requirements for licensure or certification

Procedures for General Licensure Disclosure

The University shall make *readily available* to prospective and currently enrolled students a list of degree programs’ curricula that may lead to states’ professional licensure or licensure. The information shall be published and maintained on the website, and in the academic catalog. The information provided shall include the specific states in which:

- The institution has determined its curriculum *meets* the state educational requirements for licensure or certification.
- The institution has determined its curriculum *does not meet* the state educational requirements for licensure or certification.
- The institution *has not determined* that its curriculum meets the state educational requirements for licensure or certification.

Procedures for Prospective Student Direct Licensure Disclosure

The University shall provide a written statement to a prospective student before the student makes a final financial commitment to the institution that:

- The institution has determined that its program’s curriculum *does not meet* the state educational requirements for licensure or certification in a state in which a prospective student is located.
- The institution *has not determined* the state educational requirements for licensure or certification in a state in which a prospective student is located.

Procedures for Current Student Direct Licensure Disclosure

Within 14 days of its determination, the University shall provide a written statement to a currently enrolled student informing the student that:

- Its degree program's curriculum *does not meet* the state educational requirements for licensure or certification in a state in which a prospective student is located.



POLICY TITLE

Determination of Student Location for State Authorization and Disclosure

POLICY NUMBER

1-012

<i>Responsible Unit:</i> Office of Academic Affairs - SUBR	<i>Effective Date:</i> 07/01/2020
<i>Responsible Official:</i> Vice Chancellor for Academic Affairs - SUBR	<i>Last Reviewed Date:</i>
<i>Policy Classification:</i> Academic Affairs - SUBR	<i>Origination Date:</i> 06/24/2020

I. POLICY STATEMENT AND RATIONALE

To offer distance education programs in a state other than institution's "home state," the institution must obtain state authorization or satisfy the requirement through participation in a reciprocity agreement. Membership in State Authorization Reciprocity Agreement (SARA), allows member institutions to offer distance learning programs without securing state by state approvals. Pursuant to the Department of Education's final rules for state authorization for distance education regulations, codified at 34 CFR 600.9 (1)(ii) (A) - (C), institutions' authorization to offer distance education programs and compliance with the mandatory licensure disclosure requirements is based on students' *locations*.

In making its determination of a student's location:

- **Subsection A** requires that institutions must consistently use the same policies and procedures to determine the state in which a student is located for *all* its students.
- **Subsection B** requires that institutions must, upon request, provide the Secretary of Education with written documentation of its determination of a student's location and the basis for such a determination.
- **Subsection C** requires that institutions make the determination of a student's location *at the time of initial enrollment and upon formal receipt from the student* of information about a change in that student's location.

The regulations take effect on July 1, 2020.

II. POLICY SCOPE AND AUDIENCE

This policy clarifies the question of the applicability of “students’ residency” vs. “students’ location” for purposes of authorization and compliance with the disclosure requirements of Academic Affairs Policy number 1- 004 “Mandatory Professional Licensure Disclosure.” 34 CFR 600.9 (f)(ii) (A) requires that institutions must consistently use the same policies and procedures to determine the state in which a student is located for *all* its students.

The audience affected by this policy include the Division of Academic Affairs, the Division of Enrollment Management, the Division of Finance and Budget, the Office of E-Learning, and any campus unit responsible for determining state authorization or making disclosures required for professional licensure and certification.

III. POLICY COMPLIANCE

State authorization is a condition of Title IV eligibility. The failure to comply with this policy may subject to penalties under the “misrepresentation statute” at 34 CFR 668.71. False or misleading disclosures regarding the ability of a student to obtain licensure or practice a trade or profession in a particular state may lead to violations of the Title IV misrepresentation rules, which carry serious penalties and may invite private lawsuits, or even FTC or State Attorneys General investigations.

IV. POLICY DEFINITIONS

Authorized: Holding a current valid institutional Charter, license, approval, or other written document issued by a State, the federal government or a recognized Indian tribe, granting the named entity the authority to issue Degrees and operate within a State or jurisdiction as a postsecondary education Institution.

Home State: A SARA-Member State where an Institution holds its Legal Domicile, Authorization and is Accredited. To operate under SARA an Institution must have a single Home State.

NC-SARA: The National Council for SARA.

SARA: State Authorization Reciprocity Agreement

SARA Approval: A written statement by an Institution’s Home State that the Institution meets the minimum requirements to participate in SARA.

Student Location: The state where a student is physically located at the time of initial enrollment during a regularly scheduled term or the location indicated in a student’s notification of change in location.

V. POLICY IMPLEMENTATION PROCEDURES

See Attachment A - “Procedures for Implementation of Policy on Determination of Student Location for State Authorization and Disclosures.” Regarding institutional administrative responsibility, the Division of Academic Affairs, the Office of E-Learning, the Division of Enrollment Management, and the Office of the Registrar shall be responsible for these and additional procedures and necessary for implementation of the policy.

VI. POLICY RELATED INFORMATION

The applicable rules can be found at 34 CFR 600.9 (1)(ii) (A) - (C):

<https://www.govinfo.gov/content/pkg/CFR-2019-title34-vol3/xml/CFR-2019-title34-vol3-sec600-9.xml>

VII. POLICY HISTORY AND REVIEW CYCLE

This is a new policy. The effective date of this policy is July 1, 2020 as required by 34 C.F.R. Section 600.9. This origination date of this policy is June 24,2020 and is subject to review at such times as mandated by federal law and the Southern University System five-year policy review cycle.

VIII. POLICY URL

Upon approval, the policy will be located at this URL: <http://www.sus.edu/page/su-board-policies>

IX. POLICY APPROVAL



Ray L. Belton, Ph.D.
President-Chancellor, Southern University and A&M College System

Effective Date of Policy

The Honorable Attorney Domoine D. Rutledge
Chair - Southern University System Board of Supervisors

Effective Date of Policy

ATTACHMENT A

Policy on Determination of Student Location for State Authorization and Disclosures

Procedures for Implementation

Student Location is the state where a student is physically located at the time of initial enrollment in a regularly scheduled term or the location indicated in a notification by the student of a change in location.

Institutional Administrative Responsibility

The Division of Academic Affairs, the Office of E-Learning, the Division of Enrollment Management, and the Office of the Registrar shall be responsible for these and additional procedures and necessary for implementation of the policy.

Applicability of the Policy and Procedure

The policy on determination of student location, and these procedures apply to every instance when the institution must decide a student's location, notwithstanding the delivery modality of the student's degree program.

Time of Determination of Student Location

The institution shall make the determination of a student's location *at the time of the initial enrollment* or upon *formal receipt from the student* of information about a change in that student's location.

Subsequent General and Direct Disclosures

Upon receipt of formal notification from a student of a change in that student's location, the institution shall notify the student in writing of the consequences concerning state authorization and provide the required disclosure regarding professional licensure in the state of the new location. The "writing" in these procedures shall mean the same as indicated in the Policy on Mandatory Professional Licensure Disclosures.

Maintaining Records of Student Location

The institution shall maintain a record of direct disclosures to students and the record of students' location determinations. The records shall be maintained in accordance with the requirements of Southern University System, State of Louisiana and federal law related to record-keeping and maintenance. Upon request, the institutions must provide the Secretary of Education with written documentation of its determination of a student's location and the basis for such a determination.



POLICY TITLE

COVID-19 Face Covering/Mask Policy

POLICY NUMBER

7-007

<p>Responsible Unit: <i>Office of Human Resources</i> <i>Office of Student Affairs</i></p> <p>Responsible Official: <i>Associate Vice President for Human Resources</i> <i>Vice Chancellor for Student Affairs</i></p> <p>Policy Classification: <i>Human Resources</i></p>	<p>Effective Date: <i>08/01/2020</i></p> <p>Last Reviewed Date:</p> <p>Origination Date: <i>07/01/2020</i></p>
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I. POLICY STATEMENT AND RATIONALE

In accordance with the Centers for Disease Control and Prevention (CDC) guidelines, the university is implementing the following policy in order to prevent and/or slow the spread of COVID-19 among university community members. The CDC recommends that everyone wear some form of face covering/mask in public settings where other social distancing measures are difficult to maintain, as a means of reducing the incidence of spread of COVID-19 from potentially infected but asymptomatic or pre-symptomatic individuals.

- CDC recommends all people 2 years of age and older wear a mask in public settings and when around people who don't live in your household, especially when other social distancing measures are difficult to maintain.
- COVID-19 can be spread by people who do not have symptoms and do not know that they are infected. That's why it's important for everyone to wear masks in public settings and practice social distancing (staying at least 6 feet away from other people).
- While masks are strongly encouraged to reduce the spread of COVID-19, the CDC recognizes there are specific instances when wearing a mask may not be feasible.

CDC further indicates that masks should not be worn by:

- Children younger than 2 years old.
- Anyone who has trouble breathing.
- Anyone who is unconscious, incapacitated, or otherwise unable to remove the mask without assistance.

<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html>

Furthermore, consistent with guidance by the Louisiana Department of Health (LDH) face coverings/masks should be worn in indoor public spaces and anytime in public when you are near individuals who are not members of your immediate household. Wearing a face covering/mask is about protecting others and when others wear a face covering/mask they protect you. Wearing a face covering/mask is not a substitute for maintaining a social distance of six feet from anyone not in your household.

<https://ldh.la.gov/index.cfm/page/3940>

In effect, while keeping a physical distance of at least six feet from other people, practicing good hygiene measures (e.g., frequent hand washing, avoiding touching the face, covering coughs and sneezes), and staying home when ill are recognized protections against COVID-19, wearing a face covering/mask that covers the nose and mouth can help protect others. In order to help ensure the health and safety of the university community and the public, face coverings/masks are required to be worn on-site at the university:

- Indoors when other people are present; this includes common areas, such as classrooms, shared-office spaces, hallways, stairways, restrooms and elevators, etc.
- Outdoors when keeping a six-foot distance from others may not be possible.
- Inside university vehicles

For the purposes of this policy, a face covering/mask means a cloth/fabric or a disposable surgical-style mask that covers the nose and mouth. While indoors, employees may remove their masks only if they are in their own enclosed private workspaces with no one else present, or a student in his/her privately assigned dorm room. This policy is subject to change based on requirements and guidance from federal, state, and local authorities and with ultimate approval by the campus chancellor.

II. POLICY SCOPE AND AUDIENCE

This policy applies to employees (administrators, faculty, and staff), students, and visitors (vendors, parents, etc.) and requires all such individuals to wear face coverings/masks that cover their mouths and noses as described in the policy statement/rationale section.

III. POLICY COMPLIANCE

If an employee indicates compliance is not possible due to medical reasons, the individual should be referred to Human Resources to request an accommodation. If a student indicates compliance is not possible due to medical reasons, the student should be referred to the Dean of Students (or equivalent unit) and Disability Services in the Office of the Vice Chancellor for Student Affairs to request an accommodation.

IV. POLICY DEFINITIONS

COVID-19: There is currently an outbreak of respiratory disease caused by a novel coronavirus. The virus has been named “SARS-CoV-2,” and the disease it causes has been named “Coronavirus Disease 2019” (COVID-19). On January 31, 2020, the United States Department of Health and Human Services (US HHS) issued a declaration of a public health emergency related to COVID-19 and mobilized the Operating Divisions of HHS. In addition, on March 13, 2020, the President declared a national emergency in response to COVID-19.

Face Covering/Mask: A cloth/fabric or disposable surgical-style mask that covers the nose and mouth. The use of face coverings/masks are intended to provide a physical barrier to prevent transmission of any respiratory droplets. The CDC recommends that everyone wear a face covering/mask in public settings where other social distancing measures are difficult to maintain, as a means of reducing the incidence of spread of COVID-19 from potentially infected but asymptomatic or pre-symptomatic individuals.

Face Shield: A face shield is a device used to protect the user's eyes and face from bodily fluids, liquid splashes, or potentially infectious materials. Generally, a face shield is situated at the crown of the head and is constructed with plastic to cover the user's eyes and face.

V. POLICY IMPLEMENTATION PROCEDURES

Employees are expected to comply with the face covering/mask policy for the health and safety of themselves, students, their colleagues, and the university community. Non-compliance issues should be referred to Human Resources for action. As noted in the compliance section of this policy, if an employee indicates compliance is not possible due to medical reasons, the individual should be referred to Human Resources to request an accommodation.

Students are expected to comply with the face covering/mask policy for the health and safety of themselves, their fellow students, faculty, staff, visitors and the university community. Non-compliance issues should be referred to the Dean of Students (or equivalent unit) and Disability Services in the Office of the Vice Chancellor for Student Affairs for action. As noted in the compliance section of this policy, if a student indicates compliance is not possible due to medical reasons, the student should be referred to the Dean of Students (or equivalent unit) and Disability Services in the Office of the Vice Chancellor for Student Affairs to request an accommodation.

VI. POLICY RELATED INFORMATION

For additional information, please visit the Centers for Disease Control and Prevention (CDC) guidelines website at <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html>. For additional information, please visit the Louisiana Department of Health (LDH) at <https://ldh.la.gov/index.cfm/page/3940>.

VII. POLICY HISTORY AND REVIEW CYCLE

This policy is new and was created in response to the impact of the COVID-19 pandemic. The policy became effective on August 1, 2020. This policy is temporary and is subject to an annual review cycle.

VIII. POLICY URL

This policy is posted on the Southern University System website where the system policies are archived – www.sus.edu.

IX. POLICY APPROVAL



Ray L. Belton, Ph.D.

President-Chancellor, Southern University and A&M College System

Effective Date of Policy

The Honorable Attorney Domoine D. Rutledge

Chair - Southern University System Board of Supervisors

Effective Date of Policy



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

M E M O R A N D U M

DATE: August 7, 2020

TO: Dr. Ray L. Belton
President – Chancellor

Ms. Corinne M. Blache
General Counsel

FROM: Mr. Tavares A. Walker 
Associate General Counsel & Executive Director
for Compliance and Ethics

REF: Updated Title IX Policy

Dr. Belton and Ms. Blache,

The attached policy is in response to the US Department of Education promulgation of updated federal Title IX regulations. These regulations will go in to effect on August 14, 2020, and is applicable to all educational institutions.

After working with the campus Title IX Coordinators, this system-wide policy was developed in an effort to provide standardized policy and procedures for all campuses.

Please submit to Board of Supervisors for approval at its August 21, 2020 meeting.

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

WWW.SUS.EDU



POLICY TITLE:
SYSTEM UNIFORM TITLE IX POLICY AND PROCEDURES

POLICY NUMBER:
12-001

Responsible Unit: <i>Office of the General Counsel</i>	Effective Date: <i>08/14/2020</i>
Responsible Official: <i>Executive Director for Compliance and Ethics</i>	Last Reviewed Date: <i>n/a</i>
Policy Classification: <i>Safety and Security Policies</i>	Origination Date: <i>08/2015</i>

I. POLICY STATEMENT AND RATIONALE

This policy outlines the procedures for addressing and resolving allegations of sexual misconduct (c.g. sexual assault, stalking, dating violence, domestic violence, sexual exploitation, sexual harassment, retaliation, etc.). The Office of the General Counsel shall be responsible for administering this policy across the system.

II. POLICY SCOPE AND AUDIENCE

This policy applies to all members of the University community, including faculty, staff, students, volunteers, organizations or any other affiliate that participates in activities associated with a campus within the Southern University System.

In this policy, "Southern University" or "University" refers to all campuses within the Southern University System to include Southern University and A&M College, Southern University Law Center, Southern University at New Orleans, Southern University at Shreveport, and Southern University Agricultural Research Extension Center and any program or activities sponsored by or under the supervision of any of the aforementioned campuses.

This policy covers conduct that occurs:

- In the course of University operations;
- On campus or any other University owned, leased, controlled or operated location;

- Within the bounds of the United States;
- At any Southern University sponsored event or organizational activity whether on or off campus; and/or
- Where Southern University exercised substantial control over the respondent in the context of where or how the alleged incident occurred.

Students are responsible for their conduct from notice of admission to the University through the awarding of a degree or departure from the University. Employees are covered by this policy when representing Southern University (or deemed to be a representative of Southern University) whether before, during or after work. This policy also applies to any person who is both a student and an employee at Southern University.

Anyone subjected to sexual misconduct is encouraged to file a complaint with the campus Title IX Office. Persons who have experienced sexual misconduct are also urged to utilize supportive measures available through the University whether or not the person(s) who caused the harm is a University community member. Supportive measures are available whether or not a formal complaint is filed.

This policy is not intended to infringe on or restrict rights guaranteed by the United States Constitution including free speech under the First Amendment, due processes clauses of the Fifth and Fourteenth Amendments or the Fourth Amendment.

III. POLICY COMPLIANCE

All institutions subject to this policy shall adopt this policy as its institutional policy in accordance with all applicable laws, this policy, and its campus policy on policies. Each campus Title IX Coordinator is the campus responsible official for implementation of this policy on the campus level.

IV. POLICY DEFINITIONS

- A. **Actual Knowledge:** Any reasonable information of sexual misconduct or allegations of sexual misconduct provided to a Title IX Coordinator, Deputy Coordinator, or any other Responsible Official. Notice would also include personal observation of such conduct by any employee.
- B. **Advisor:** May be any person the complainant or respondent chooses, or appointed by Southern University should the party not select someone. The advisor's function shall be to support and/or consult with the party during any proceeding or meeting under this policy. The advisor may, but is not required to, be an attorney.
 - a. Participation shall be limited as stated herein.
 - i. The advisor may not act as a spokesperson except:
 - ii. During a pre-hearing conference or
 - iii. During the Hearing when conducting questioning of the opposing party or witnesses.

- b. Once a party shares the identity and contact email address for their advisor, that advisor shall be copied on correspondence from Southern University on the case in accordance with the procedures section of this policy. A party may change advisors at any time but must provide notice to the campus Title IX Coordinator.
- C. Confidential Advisor:** Campus designees selected by campus Title IX Coordinators and trained in accordance with Louisiana law to provide confidential services to students regarding reporting, supportive measures, rights to report to law enforcement and other information under this policy.
- D. Coercion:** The use of express or implied threats, intimidation, or physical force placing an individual in fear of immediate harm or physical injury or causes a person to engage in unwelcome sexual activity. Coercion may include administering a drug, intoxicant, or other substance with intent to impair one's ability to consent prior to engaging in sexual activity.
- E. Complainant:** An individual who believes that they are the victim of sexual misconduct under this policy and notifies the campus Title IX Coordinator or a responsible person of the incident.
- F. Consent:** Clear, knowing and voluntary demonstrated through mutually understandable words or actions clearly indicating willingness to engage in a specific sexual activity and any conditions on the activity. It is active, not passive, and silence, absent actions evidencing permission, is not consent. Responsibility for obtaining consent lies with the individual initiating the sexual activity.
- a. Consent to engage in sexual activity may be withdrawn by any person at any time. Once withdrawal of consent is expressed, the sexual activity must immediately cease. Consent is automatically withdrawn by a person incapable of giving consent. A current or previous consensual intimate relationship between the parties does not itself imply consent or preclude a finding of responsibility.
- b. To give consent, a person must be of legal age. Consent cannot be obtained through coercion, fraudulence or from a person who the alleged offender knows or should reasonably know is incapacitated. Use of alcohol or drugs does not diminish the responsibility to obtain consent.
- G. Formal Complaint:** A document filed by a complainant or signed by the campus Title IX Coordinator alleging sexual misconduct against a respondent and requesting Southern University to investigate the allegation. At the time of filing, a complainant must be participating in or attempting to participate in the educational program or activity of Southern University.
- a. A formal complaint may be filed with the campus Title IX Coordinator:
- In person,
 - By mail,
 - By electronic mail,

- By phone, or
- By submission through designated online portals

b. A formal complaint by a complainant must include the individual's physical or digital signature or otherwise indicate that the complainant is the person filing the complaint. When the campus Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a complainant or otherwise a party and must otherwise comply with duties of the position.

H. Formal Resolution: A process by which allegations are presented to a hearing panel for determination as to whether a respondent is responsible for a violation of this policy.

I. Incapacitation: An individual is considered to be incapacitated if, by reason of mental or physical condition, the individual is manifestly unable to make a knowing and deliberate choice to engage in sexual activity. Being drunk or intoxicated can lead to incapacitation; however, drunkenness or intoxication is not necessarily the same as incapacitation. Incapacitation is a state beyond drunkenness or intoxication. Individuals who are asleep, unresponsive or unconscious are incapacitated. Other indicators that an individual may be incapacitated include, but are not limited to, inability to communicate coherently, inability to dress/undress without assistance, inability to walk or stand without assistance, slurred speech, loss of coordination, vomiting, or inability to perform other physical or cognitive tasks without assistance.

J. Informal Resolution: A process whereby the parties voluntarily work with a professional to reach a mutually agreeable resolution of the complaint without a formal hearing.

K. Interim Measures: Remedial measures taken to help deescalate and offer a short-term temporary resolution during the pendency of a resolution under this policy.

L. Non-Consensual Sexual Intercourse: Having or attempting to have sexual intercourse, cunnilingus, or fellatio without consent. Sexual intercourse is defined as anal or vaginal penetration by a penis, tongue, finger, or inanimate object.

M. Non-Consensual Sexual Contact: Any intentional sexual touching, or attempted sexual touching, without consent.

N. Notice: A report of sexual misconduct made to the campus Title IX Coordinator, Deputy Coordinator or any Responsible Official.

O. Respondent: A person reported to have engaged in actions that may constitute sexual misconduct.

P. Responsible Officials: Any employee who has the authority to take action to redress sexual violence or who has been given the duty of reporting incidents of sexual violence or any other misconduct prohibited by this policy by students or employees to the Title IX coordinator or other appropriate school designee. Responsible officials do not include

victims' advocates, mental health counselors, or confidential advisors.

Q. Retaliation Any acts or attempted acts:

- c. For the purpose of interfering with any right or privilege secured by Title IX or this policy; or
- d. Because an individual has reported sexual misconduct; or
- e. Against an individual who has participated, is expected to participate, or has refused to participate in any manner in an investigation, or proceeding under this policy.

Prohibited retaliatory acts include, but are not limited to, intimidation, threats, coercion, or discrimination. Complaints alleging retaliation may be filed according to the grievance procedures under this policy.

R. Sexual Discrimination: Behaviors and actions that deny or limit a person's ability to benefit from, and/or fully participate in the educational programs, activities, and services because of a person's gender or perceived gender.

S. Sexual Exploitation: Any act attempted or committed by a person for sexual gratification, financial gain, or other advancement through the abuse or exploitation of another person's sexuality. Examples of sexual exploitation include, but are not limited to, non-consensual observation of individuals who are undressed or engaging in sexual acts, non-consensual audio- or videotaping of sexual activity, prostituting another person, human trafficking, allowing others to observe a personal consensual sexual act without the knowledge or consent of all involved parties, and knowingly exposing an individual to a sexually transmitted infection without that individual's knowledge.

T. Sexual Harassment: Conduct on the basis of sex that satisfied one or more of the following:

- a. Quid Pro Quo Sexual Harassment: An employee conditioning the provision of aid, benefit or service on the Complainants' participation in unwelcome sexual conduct; or
- b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to the education program or activity; or
- c. Sexual Assault
 - i. Sex Offenses, Forcible – Any sexual act directed against another person, without the consent of the complainant including instances where the complainant is incapable of giving consent.
 - 1. Forcible Rape – Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the complainant.

2. **Forcible Sodomy** -- Oral or anal sexual intercourse with another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
3. **Sexual Assault With An Object** -- To use an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
4. **Forcible Fondling** -- The touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly and/or against that person's will (non-consensually) or not forcibly or against the person's will in instances where the complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

ii. **Sex Offenses, Non-forcible** -- Non-forcible sexual intercourse.

1. **Incest** -- Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Louisiana law.
2. **Statutory Rape** -- Non-forcible sexual intercourse with a person who is under the statutory age of consent of Louisiana.

iii. **Sexual Assault** also includes sexual battery as defined in La. R.S. 14:43.1.

- d. **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant. The existence of such a relationship shall be determined based on the complainant's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition:

- Dating violence includes, but is not limited to, sexual or physical abuse or threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

- e. **Domestic Violence** a felony or misdemeanor crime of violence committed:
- i. By a current or former spouse or intimate partner of the Complainant;

- ii. By a person with whom the Complainant shares a child in common;
- iii. By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner;
- iv. By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Louisiana; or
- v. By any other person against an adult or youth who is protected from that person's acts under the domestic abuse or family violence laws of Louisiana.

NOTE: To categorize an incident as domestic violence, the relationship between the parties must be more than people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

- f. Stalking engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
 - i. Fear for the person's safety or the safety of others; or
 - ii. Suffer substantial emotional distress.
 - iii. For the purposes of this definition:
 - Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
 - Reasonable person means a reasonable person under similar circumstances and with similar identities to the complainant.
 - Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

NOTE: Nothing in these definitions will be interpreted in a way that violates the First Amendment rights of any individual.

- U. **Sexual Misconduct** A sexual act or contact of a sexual nature that occurs, regardless of personal relationship, without the consent of the other person(s), or that occurs when the person(s) is unable to give consent or whose consent is coerced or obtained in a fraudulent manner. For the purpose of this Policy, sexual misconduct includes, but is not limited to, sexual assault, sexual abuse, violence of a sexual nature, sexual harassment, non-consensual sexual intercourse, sexual exploitation, video voyeurism, contact of a sexual nature with an object, or the obtaining, posting or disclosure of intimate descriptions,

photos, or videos without the express consent of the persons depicted therein, as well as dating violence, domestic violence and stalking, as well as crimes of a sexual nature as defined in Title 14 of the Louisiana Revised Statutes or at La. R.S. 44:51.

V. Sexually-Oriented Criminal Offense: Any sexual assault offense as defined in La. R.S. 44:51, and any sexual abuse offense as defined in La. R. S. 14:403.

W. Supportive Measures: Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or respondent regardless of whether a formal complaint has been filed. Such measures are designed to restore or preserve equal access to the education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the educational environment, or deter sexual misconduct.

Supportive measure may include, but are not limited to;

- Mental or physical health services;
- Academic arrangements or adjustments;
- Modifications of work or class schedules;
- Mutual restrictions on contact between the parties;
- Changes in work, housing or academic locations;
- Leaves of absence; and/or
- Increased security and monitoring of certain areas of campus.

NOTE: Supportive measures shall remain as confidential to the extent that such confidentiality would not impair the ability to provide the supportive measures. The campus Title Coordinator shall bear responsibility for coordinating the effective implementation of supportive measures.

V. POLICY IMPLEMENTATION PROCEDURES

A. Reporting Misconduct

- a. Southern University strongly urges prompt reporting of sexual misconduct. Complaints may be reported to:
 - i. The campus Title IX Coordinator or Deputy Coordinator
 - ii. Office of Student Conduct or Dean of Students
 - iii. Office of Human Resource Management
 - iv. Campus Police Department
 - v. Confidential survivor support services
 - vi. Or any other Responsible Official

vii. Online Title IX portals:

- Southern University and A&M College (included SUAREC & SULAB):
<http://www.subr.edu/page/1984>
- Southern University at New Orleans:
<http://www.suno.edu/page/title-ix-file-a-complaint>
- Southern University at Shreveport:
<http://www.susla.edu/page/reporting-options>
- Southern University Law Center:
<http://www.sulc.edu/form/278>

- b. An individual may also confidentially report to survivor support services such as confidential Advisors, mental health counselors, staff operating in a student health center capacity, or others designated by the University with a privileged role.
- c. Upon notice of a possible complaint, the campus Title IX Coordinator will provide the complainant information on reporting options, pursuing criminal charges, healthcare, counseling and supportive measures available.
- d. Individuals are also strongly encouraged to report the offense to campus police or local law enforcement if they believe criminal conduct occurred (i.e. sexual assault, sexual battery, stalking, etc.).
- e. To the extent possible, the complainant and those who receive the complaint should preserve evidence and not disturb a potential crime scene. (This includes preserving all text or email communications that may be related to the incident.)
- f. Responsible Employees who receive notice or witness incidents of sexual misconduct must promptly notify the campus Title IX Coordinator. The following are exceptions to the Responsible Employee reporting requirement;
 - i. Information disclosed at public awareness events (e.g. Take Back the Night, candlelight vigils, protests, speak outs), or other public forums in which individuals may disclose incidents of prohibited conduct as part of educating others, or
 - ii. Disclosures made in the course of academic work product consistent with the assignment (ex. Public speaking class, creative writing assignment, group work)

B. Rights of Complainant and Respondent Following a Report

- a. The complainant and respondent have equal rights:
 - i. To be treated with dignity and respect by Southern University officials;

- ii. To take advantage of supportive measures;
 - iii. To receive timely notice of proceedings, processes and outcomes under this policy;
 - iv. To have an advisor present at any meeting or hearing under this policy;
 - v. To refuse to engage in informal resolution of a complaint;
 - vi. To present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence;
 - vii. To receive amnesty for certain student misconduct, such as drug or alcohol violations, that occurred ancillary to the complaint at hand and consistent with this policy;
 - viii. To be free from retaliation for reporting violations of this policy or cooperating with an investigation;
 - ix. To be informed in writing of the outcome or resolution of the complaint, any sanctions, and the rationale for the outcome, where permissible;
 - x. To exercise a right of appeal as afforded in this policy.
- b. The complainant shall have the right to at all times decide if or when to file a complaint, report to law enforcement, and determine whether to proceed with a complaint, at the individual's discretion.
 - c. The respondent shall have the right to be presumed not responsible of all allegations until found responsible for the alleged conduct by a hearing panel under this policy.

C. Initial Responses to Complaints: The campus Title IX Coordinator will promptly contact the complainant to discuss:

- a. The process for filing a formal complaint;
- b. The availability of supportive measures; and
- c. The complainant's wishes with respect to filing a complaint or seeking supportive measures

D. Formal Complaints: A formal complaint will be initially reviewed by the campus Title IX Coordinator and must include:

- a. Facts alleging conduct under this policy;
- b. A signature (electronic or handwritten) or other designation that the complainant is the individual choosing to file a formal complaint;

- c. Some allegation or evidence the conduct occurred in an environment covered by this policy; and
- d. A statement that the complainant is a student or other person seeking to participate in a program or activity of the university.

If the facts stated in the formal complaint warrant dismissal, the complainant will be notified in writing by the campus Title IX Coordinator within five business days of filing. Other reasons for dismissal may include:

- a. Withdrawal by complainant;
- b. At the time of complaint, the complainant is no longer participating or attempting to participate as part of the Southern University community; or
- c. Respondent no longer affiliated with Southern University.

If a complaint is dismissed, it may be reinstated under the campuses student code of conduct or other relevant policy or procedure. (I.e. non-sex or gender-based misconduct.)

E. Title IX Coordinator Initiated Complaint: In very limited circumstances, a campus Title Coordinator may pursue a complaint absent complainant if determined that the allegations present a risk of substantial harm to community member(s). This may include: use of threats; use of weapons; use of violence; a continued pattern of behavior; and/or predatory behavior.

F. Consolidation of Multiple Complaints: Formal complaints under this policy may be consolidated when there are multiple allegations of conduct that arise out of the same facts or circumstances. This may include complaints that involve:

- a. More than one respondent, or
- b. More than one complainant against one or more respondents.

G. Notice and Investigation:

- a. When an investigation commences the respondent shall be sent written notice including the following:
 - i. The specific charges alleged;
 - ii. The date and location, if known, of the incident;
 - iii. As summary of the allegation with reasonable specificity; and
 - iv. A request to meet with the Title IX staff member.
- b. The investigator will make every effort to conduct a thorough and prompt investigation based on the facts and circumstances of each complaint within thirty (30) business days of the notice. Complicated or consolidated investigations may take longer.

- c. The investigation shall include meetings with the parties involved, including witness and any other parties the investigator may deem appropriate.
 - i. The respondent and complainant will be given the opportunity to identify witnesses to be interviewed.
 - ii. The investigator may seek and collect, and parties may submit, any documents or other relevant information, including, but not limited to:
 - a. Photographs
 - b. Video or audio recordings
 - c. Information from social media
 - d. Screenshots or other communications
 - iii. At the conclusion of the investigation, the investigator shall prepare a draft investigative report that summarizes the investigation, and all relevant evidence obtained.
 - iv. The draft report shall be sent electronically to each party and the party's advisor, if identified.
 - v. All evidence shall be included, even that which Southern University does not intend to rely in reaching a determination regarding responsibility and shall include inculpatory and exculpatory evidence whether obtained from a party or other source.
- d. The parties shall have 10 business days from the date a draft report is submitted to review and submit a written response. The investigator will review the comments and prepare a final report.
- e. The final investigative report shall:
 - i. Include a timeline of events.
 - ii. Include facts and circumstances surrounding the complaint.
 - iii. Summarize relevant evidence.
 - iv. Be sent electronically, along with all evidence, to each party and advisor, if identified, at least 10 business days prior to a hearing.

NOTE: All evidence shall be included, even that which Southern University does not intend to rely in reaching a determination regarding responsibility and shall include inculpatory and exculpatory evidence whether obtained from a party or other source.

H. Interim Measures

- a. Interim measures are remedial measures taken to help deescalate and offer a short-term temporary resolution during the pendency of a resolution.
- b. The campus Title IX Coordinator, or designee, may recommend to the Chancellor interim measures such as a “no contact” order or suspend a respondent from participating in the education program or activity on an emergency basis.
- c. The following procedure applies to an emergency removal or limitation:
 - i. The campus Title IX Coordinator must make a determination that the respondent presents an immediate threat to the physical health or safety of any other individual arising from the allegations of sexual misconduct.
 - ii. Written notice must be provided to the respondent through the institutional email address of the reason for the interim measure.
 - iii. The respondent shall have a right to notify the campus Title IX Coordinator in writing, of any request to challenge the suspension or limitation.
 - iv. The campus Title IX Coordinator shall provide an opportunity to meet (virtually or in person, at the discretion of the campus Title IX Coordinator) within three business days of receipt of notice.
 - v. The campus Title IX Coordinator shall provide notice in writing of the decision within three business days after the meeting via institutional email. This decision is final and non-appalable.
 - vi. The interim action shall be in effect while request for review and the review are pending.

I. Informal Resolution

- a. Informal resolution is a process whereby the parties work with a professional to reach a resolution of the complaint without a formal hearing. This process is completely voluntary and requires the consent of both parties. At any time a party may terminate the informal resolution process.
- b. The campus Title IX Coordinator must determine that the circumstances and parties are appropriate for informal resolution. Complaints classified as sexual assault, rape, statutory rape, incest or involving violence resulting in significant harm to others are not appropriate for informal resolution.
- c. The campus Title IX Coordinator shall appoint a trained individual to facilitate the process.
- d. Informal resolution will never:

- i. Be required as a condition of enrollment or continuing enrollment, employment or continuing employment or enjoyment of any other right;
 - ii. Require a waiver of right to investigation and adjudication under the formal resolution process;
 - iii. Be offered as a process unless a formal complaint is filed;
 - iv. Be utilized to resolve an allegation against a respondent employee against a student complainant.
- c. **Informal Resolution Agreements**
- i. If a complaint is resolved through information resolution, a written agreement shall be issued including any terms, obligations or outcomes.
 - ii. Agreements must have the approval of the complainant and respondent.
 - iii. The agreement shall be shared electronically with the parties by the campus Title IX Coordinator within 5 business days of resolution.
 - iv. Southern University shall maintain the privacy of informal resolution processes and these records shall not be utilized or admissible in the formal hearing procedures.
 - v. No facilitator of an informal process may be called as a witness in any procedure under this policy.

J. Formal Resolution: The formal resolution process is the procedure by which allegations are presented in a formal hearing for a determination as to whether this policy was violated.

- a. **Pre-Hearing Conference:** A pre-hearing conference shall be coordinated by the campus Title IX Coordinator and chaired by a hearing panel chair. Parties and advisors are encouraged, but not required, to be present.
- b. This conference shall be conducted at least two business days prior to a scheduled hearing panel and 10 business days post the finalized investigative report being sent to the parties and advisors, if applicable.
- c. The purpose of the pre-hearing conference shall be to:
 - i. Identify the panelists and address any objections to members of the panel;
 - ii. Address evidentiary issues or questions to be posed at the hearing (i.e. numbers of witnesses, use of documents, expected length of hearing, etc.);
 - iii. Ensure parties will have advisors available to conduct cross examination and that the advisor is familiar with the hearing process under this policy;

- iv. Provide a forum to address any questions related to the hearing panel process and procedures.
- d. **Hearing Panel:** The panel shall consist of one chair and two other campus employees trained in adjudication. It shall afford each party an opportunity to present evidence and question opposing parties and witnesses.
- c. **Advisors:** The parties are permitted to be represented by an advisor. If a party does not have an advisor at the hearing, one shall be provided by Southern University at no cost to the party. The advisor may be, but is not required to be, an attorney. The advisor is the only person who may conduct direct or cross examination on behalf of a complainant or respondent.
- f. **Direct and Cross Examination**
 - i. At the hearing, the questioning of witnesses or opposing parties must be conducted directly, orally and in real time by the party's advisor and never by a party personally.
 - ii. Each party's advisor will be permitted to ask the other party and any witness's relevant questions and follow-up questions, including those challenging credibility.
 - iii. Only questions relevant to determining the veracity of the allegations will be allowed.
 - iv. Questions or evidence about a complainant's sexual predisposition or prior sexual behavior are not relevant, unless: (1) offered to prove that someone other than the respondent committed the conduct alleged in the complaint, (2) concern specific incidents of the complainant's prior sexual behavior with respondent and are offered to prove consent.
 - v. The panel chair will have the sole authority to determine whether the question is relevant and whether it will be permitted. The chair must explain any decision to exclude a question as not relevant.
- g. **Failure to Appear/Answer:** If a party or witness does not submit questioning at the hearing, the panel must not rely on any statement of that party or witness in reaching a determination regarding responsibility. The Panel cannot draw an inference about the determination regarding responsibility based solely on: (1) A party's or witness's absence from the hearing or (2) Refusal to answer questions.
- h. **Deliberations**
 - i. The panel shall deliberate in closed session with only panelists present.
 - ii. The panel shall make a finding of responsible, not responsible or insufficient

evidence based on the preponderance of the evidence.

- iii. Upon reaching a decision, the panel will invite the parties and advisors to return to hear of the panel's finding regarding responsibility for a violation of this policy.
- iv. If the respondent is found in violation, the panel shall move to address sanctions.

i. Determination and Sanctions

- i. If the respondent is found responsible, the panel may choose to hear from the parties or ask questions of the parties in evaluating possible sanctions. Prior conduct history of the respondent will be considered in sanctioning.
- ii. Upon reaching a sanctioning decision, the panel will share with the parties and advisors any sanctions imposed. The panel will prepare and provide to the campus Title IX Coordinator, within five business days of the hearing, a written determination which must include:
 - a. Identification of the allegations constituting sexual misconduct;
 - b. A description of the procedural steps taken from receipt of the formal complaint through determination, including any notifications to the parties, interviews with parties and witnesses, evidence gathered and hearings held;
 - c. Findings of fact supporting the determination;
 - d. Conclusions regarding the application of the policy to the facts;
 - e. A statement explaining the sanction for each policy violation found "responsible";
 - f. Whether additional remedies designed to restore or preserve equal access will be provided by Southern University to the complainant.
- iii. The campus Title IX Coordinator is responsible for effective implementation of any remedies and sharing of outcomes. The written determination prepared by the panel chair shall be shared electronically by the campus Title IX Coordinator with the parties and advisors within 3 business days of receipt from the panel chair.
- iv. The determination regarding responsibility and sanctions becomes final either:
 - a. If appealed, the date written notice is provided to the parties of the appeal result, or

- b. If not appealed, the date on which an appeal would no longer be considered timely.
 - v. An audio or audiovisual recording, or transcript, shall be created and available to the parties for inspection and review.
- j. Possible Corrective Actions
 - i. Students found responsible for violating this policy may expect the range of sanctions to include, but not be limited to, disciplinary probation, deferred suspension, suspension, expulsion, psychological assessment, counseling, social restrictions, limited presence on campus, revocation of admission. Additional sanctions may also be imposed when appropriate.
 - ii. An employee found responsible for violating this policy may expect the range of sanctions to include, but not be limited to, suspension, administrative leave, demotion, psychological assessment, counseling, restricted presence on campus or termination of employment.
 - iii. Both the Complainant and Respondent will be informed of the outcome of any corrective action or disciplinary process.

K. Right of Appeal

- a. Any party may appeal a hearing panel determination. An appeal will be consider the following issues:
 - i. Evidence of bias by the hearing panel member(s)
 - ii. New evidence has become available since the hearing panel hearing that was not previously available with due diligence
 - iii. There was a significant and prejudicial departure from the procedures and standards in this policy.
 - iv. The outcome was clearly erroneous based the facts and evidence presented to the hearing panel.
 - v. The sanctions imposed were inappropriate for the violation.
- b. Appeal Procedures
 - i. Written Notice of Appeal shall be forwarded to the campus Title IX Coordinator within ten business days of email notification of the hearing panel decision. The Notice of Appeal shall contain the following information:
 - a. Name of the complainant and respondent;
 - b. A copy of the hearing panel outcome report;

- c. Ground(s) for appeal;
 - d. If appeal is based upon discovery of new information, a description/documentation of the new information and reason(s) it was not discoverable prior to the hearing panel hearing.
 - ii. Upon receipt of the Notice of Appeal, the campus Title IX Coordinator, within two business days of receipt of the Notice of Appeal, shall:
 - a. Confirm receipt of the Notice of Appeal to the appealing party;
 - b. Notify the other party of the appeal; and
 - c. Contact the Southern University System Office of Compliance & Ethics (if appeal went to a campus Title IX Coordinator).
 - iii. The System Executive Director of Compliance and Ethics, or designee, shall, within ten business days of notice, review the Notice of Appeal and determine if grounds for appeal exist. If no grounds for appeal exist, the System Executive Director of Compliance and Ethics, or designee shall notify the parties and advisors and close the file. If grounds for appeal exist, the System Executive Director of Compliance and Ethics, or designee shall:
 - a. Determine scope of review;
 - b. Notify the parties of the scope of review; and
 - c. Provide the parties five days to challenge for conflict of interest or bias. (The General Counsel, or designee in conjunction with the respective campus Title IX Coordinator will determine if cause exists to excuse the System Executive Director of Compliance and Ethics, or designee.)
 - iv. The campus Title IX Coordinator shall forward the appellate record to the reviewer within five business days. The record shall include, but is not be limited to:
 - a. All evidence introduced at the hearing;
 - b. Any pre-hearing determinations from the hearing officer;
 - c. The written findings of the hearing panel; and
 - d. The recording or transcript of the formal hearing.
 - v. Within ten business days of receipt of the record, the System Executive Director of Compliance and Ethics, or designee shall consider the appellate record, render a written decision including finding and rationale and forward to the campus Title IX Coordinator. The System Executive Director of Compliance and Ethics, or designee may:

- a. Uphold the Hearing Panel outcome; or
 - b. Modify the Hearing Panel outcome for responsibility and/or sanctions; or
 - c. Overturn the Hearing Panel outcome and remand for a new hearing.
- vi. The System Executive Director of Compliance and Ethics, or designee shall notify the respective campus Title IX Coordinator who shall then notify the parties and advisors within two business days of receipt of the decision.
 - vii. Appeal decisions are final. In the event of remand for rehearing, the subsequent hearing panel outcome may be appealed in accordance with the provisions herein. Any appeal right exercised under this policy shall complete the process.

I. Miscellaneous Provisions

- a. **Prohibition of Retaliation:** No person may intimidate, threaten, coerce or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this policy or because the individual has made a report or complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding or hearing under this policy. Retaliation is a violation of this policy and shall constitute misconduct subject to disciplinary action herein. Southern University will take steps to prevent recurrence and remedy the effects of any violation of this policy.

Charging an individual with disciplinary actions outside this policy for making materially false statements in bad faith in the course of a grievance proceeding does not constitute retaliation. A finding of responsibility against a respondent, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

- b. **Title IX Coordinators:** The System President has designated the System Executive Director for Compliance and Ethics, who shall oversee, on all Southern University campuses, the implementation, enforcement, and coordination of Title IX policies and procedures. Each campus Chancellor shall designate, a campus Title IX Coordinator to oversee on-campus Title IX compliance for their respective campus that reports directly to the Chancellor. Campuses may appoint Deputy Title IX Coordinator(s) to assist the Title IX Campus Coordinator in their duties. A listing of campus designees must be found on the campus Title IX webpage.

The Chancellor shall also designate a Deputy Title IX Coordinator for Athletics. In consultation with the Chancellors and Athletic Directors for each campus, this individual will monitor sports equity, including offerings, participation, and scholarships on all campuses for Title IX compliance. Complaints, supportive measures or other concerns related to issues of sexual misconduct involving student athletes or Athletics personnel (other than those involving sports equity) shall be addressed in accordance with this policy.

- c. **Amnesty Policy:** Southern University encourages reporting and seeks to remove barriers in reporting of sexual misconduct. A complainant or witness who, in good faith, reports sexual misconduct, shall not be sanctioned for nonviolent student conduct violations, such as underage drinking, provided such violation did not place the health and safety of any other person at significant risk of harm. Amnesty decisions will only be granted by the campus Title IX Coordinator.
- d. **Confidentiality:** Southern University shall maintain the confidentiality; as permitted by FERPA, required by law, or to carry out the purposes of any proceeding arising under this policy; of any individual under this policy who:
 - i. Has made a report or complaint;
 - ii. Has been named as a perpetrator;
 - iii. Has been named as a respondent; or
 - iv. Has been named as a witness.

Southern University may be required to disclose information on a need-to-know basis in order to properly address a complaint, when there is a threat to others, pursuant to subpoena, or other court or administrative order, or as may be required by applicable law. Violations of confidentiality or privacy by any other persons involved in the resolution, investigation or administration of the complaint, including any employee, faculty, staff, or student may result in disciplinary or corrective action.

- c. **Cooperation with Law Enforcement:** Southern University will comply with law enforcement requests for cooperation and such cooperation may require Southern University to temporarily suspend, at the direction of the campus Title IX Coordinator, the fact-finding aspect of an investigation while the law enforcement agency is in the process of gathering evidence. Southern University will promptly resume its investigation as soon as notified by law enforcement that it has completed the initial evidence gathering process. Southern University may provide up to 10 calendar days to allow for the law enforcement agency criminal process/investigation to unfold prior to resuming the fact-finding aspect of the investigation.

The University will implement appropriate interim steps and remedies during the law enforcement agency's investigation to provide for the safety of the parties to the case, the campus community, and to avoid any instance of retaliation.

Law enforcement investigations shall not be a substitute for Title IX investigations. Law enforcement officials shall not conduct Title IX investigations on behalf of any campus unless the campus Title IX Coordinator has requested law enforcement investigative assistance in writing.

- f. **Precemption:** To the extent a conflict exists between State or local law and Title IX, the obligation to comply with Title IX is not obviated or alleviated by any State or

local law. To the extent other Southern University or campus-based policies may conflict with this policy, the provisions of this policy shall supersede and govern.

- g. **Task Force:** Each campus shall establish a task force to address sexual misconduct. Each task force shall invite student members to be represented through their respective student government body or other student organizations. The Task Force shall be chaired by the campus Title IX Coordinator.
- h. **Record keeping:** Records created or received under this policy will be maintained for seven (7) years from the date each case is closed. The following shall be kept as a part of the record:
 - i. Each investigation including any determination regarding responsibility;
 - ii. Any audio or audiovisual recording or transcript of a hearing;
 - iii. Any disciplinary sanctions imposed on the respondent;
 - iv. Any remedies provided to the complainant designed to restore or preserve equal access to Southern University's education program or activity;
 - v. Any appeal and result therefrom;
 - vi. Any informal resolution and result therefrom;
 - vii. All materials used to train campus Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process; and
 - viii. Records of any actions, including supportive measures, taken in response to a report or formal complaint.
- i. **Local Law Enforcement Memorandum of Understanding:** Each campus shall make diligent efforts to enter into Memorandum of Understanding (MOU) with law enforcement and criminal justice agencies in the parish in accordance with Louisiana law. In accordance with Act 172, the MOUs should:
 - i. Clearly delineate responsibilities;
 - ii. Establish protocols for investigation, including standard for notification and communication and measures to promote evidence preservation;
 - iii. Include agreed upon training and requirements for the parties on issues related to sexually-oriented criminal offenses for the purpose of sharing information and coordinating training, to the extent possible;
 - iv. Evidence a commitment and protocols to share information; and

- v. State that local law enforcement agencies shall include information on police reports regarding status of alleged victim as a Southern University student.

The MOUs should be updated every two years. The MOU should provide for joint or shared trauma-informed training specific to assisting sexual assault survivors.

- j. **Campus Climate Survey:** Each campus shall administer a Campus Climate Survey every three years (2022-2023, 2025-2026, etc.) to assess the knowledge, perceptions and behaviors of its students, faculty and staff regarding sexual misconduct. Each campus is encouraged to supplement the statewide survey with additional information specific to its unique characteristics that may assist in preventing sexual misconduct and administering strategies dealing with sexual misconduct. The annual Campus Climate Survey shall be submitted to the System Executive Director for Compliance by June 1 of each year the survey is required.
- k. **Training, Educational, and Prevention Programs:** Each campus shall regularly offer training, educational and prevention programs designed to inform the campus community about sexual misconduct and this policy. Each campus will develop educational programs, prevention programs, and other events designed to reduce the incidence of sexual violence on campus or within the community. Each campus should identify and include a bystander intervention program and programs addressing issue related to this policy. Information on these programs shall be available on each campus's Title IX website.
- l. **Transfer:** The Board of Regents' Uniform Policy on Sexual Assault requires that: (1) institutions communicate with each other regarding transfer of students against whom disciplinary action has been taken as a result of violation regarding sexually-oriented criminal offenses, as defined in La. R.S. 44:51 or any sexual abuse offense as defined in La. R.S. 14:403; and (2) institutions withhold transcripts of students seeking transfer with pending disciplinary action relative to sexually-oriented criminal offenses, until such investigation and adjudication is complete.

VI. POLICY RELATED INFORMATION

United States Department of Education, Office of Civil Rights:

- Title IX Regulations Addressing Sexual Harassment (Unofficial Copy)
<https://www2.ed.gov/about/offices/list/ocr/docs/titleix-regs-unofficial.pdf>
- Title IX: Fact Sheet: Final Title IX Regulations
<https://www2.ed.gov/about/offices/list/ocr/docs/titleix-fact-sheet.pdf>
- Title IX: Summary of Major Provisions of the Department of Education's Title IX Final Rule
<https://www2.ed.gov/about/offices/list/ocr/docs/titleix-summary.pdf>
- Title IX: Summary of Major Provisions of the Department of Education's Title IX Final Rule and Comparison to the NPRM

<https://www2.cd.gov/about/offices/list/ocr/docs/titleix-comparison.pdf>

- Title IX Regulations Addressing Sexual Harassment (Length: 01:11:29) 05/06/2020
<https://www.youtube.com/watch?v=TdIT5R8ibm4&feature=youtu.be>

Louisiana Board of Regents' Uniform Policy of Sexual Assault:

- <https://www.regents.la.gov/assets/docs/2015/02/BOR-Sexual-Misconduct-Policy-2-24-15.pdf>

VII. POLICY HISTORY AND REVIEW CYCLE

This is an existing policy that has been modified pursuant to federal guidance and regulations. This policy was created on August 2015 and amended on August 14, 2020. This policy is subject to a five-year policy review cycle or as needed by legislative or regulatory changes.

VIII. POLICY URL(S)

- ***Southern University System Uniform Title IX policies and procedures***
<http://www.sus.edu/page/su-board-policies>
- ***Southern University and A&M College Title IX website (include SUAREC & SULAB)***
<http://www.subr.edu/subhome/64>
- ***Southern University Law Center Title IX website***
<http://www.sulc.edu/page/title-ix-policies-procedures>
- ***Southern University at New Orleans Title IX website***
<http://www.sunno.edu/page/title-ix>
- ***Southern University at Shreveport Title IX website***
<http://www.susla.edu/page/title-ix>

IX. POLICY APPROVAL

The effective date of this policy August 14, 2020 pursuant to federal guidelines and pending final approval of the President-Chancellor of the Southern University and A&M College System and the Board of Supervisors of the Southern University and A&M College System.



Ray E. Bellon, Ph.D.
President-Chancellor
Southern University and A&M College System

Effective Date of Policy

The Honorable Domoine D. Rutledge, Esq.
Chairman
Southern University System Board of Supervisors

Effective Date of Policy



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

Office of the Interim Executive Vice Chancellor

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

August 18, 2020

Dr. Ray L. Belton, President/Chancellor
Southern University Systems
J S Clark Administration Building, Fourth Floor
Baton Rouge, LA 70813

Dear President Dr. Belton:

I am aware of the effort to negotiate and finalize a per credit-hour fee for all academic materials, including textbooks, for our students. I have participated in the first few conversations between Vice-Chancellor Mr. Ben Pugh and the management of our bookstore managed by Follett Inc. I endorse this arrangement as our students will have an affordable alternative and all students will have textbooks and academic material available on the first day of class. A \$25.00 fee seems reasonable. With mass adoption at the system level I am assured we can achieve more economies of scale leading to even further reduction in cost to students.

I am soliciting your support and your approval for this initiative at our campus.

With kindest regards,

A handwritten signature in blue ink, appearing to read "Bijoy K. Sahoo".

Bijoy K. Sahoo, Ph.D.
Interim Executive Vice-Chancellor

Approved: A handwritten signature in blue ink, appearing to read "Ray L. Belton".
Dr. Ray L. Belton, President

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



SOUTHERN UNIVERSITY AT NEW ORLEANS

6400 Press Drive
New Orleans, LA 70126
Phone: (504) 286-5311 Fax: (504) 286-5000
www.suno.edu

Office of the Chancellor

August 17, 2020

Ray L. Belton, PhD
President-Chancellor
Southern University System
Baton Rouge, Louisiana 70813

RE: Authorization to Charge E-Book Fee

Dear President-Chancellor Belton,

In light of the ongoing pandemic, Southern University at New Orleans (SUNO) has decided to offer fall semester courses in an online/hybrid format. This format allows us a greater opportunity to better protect our students, faculty, and staff and assists us with practicing social distancing. It allows us to make more effective use of our more limited physical space due to constraints imposed by social distancing requirements.

To facilitate use of our online/hybrid program, we are requesting that students be required to purchase access to e-books. Use of e-books accomplishes several very worthwhile goals. It eliminates the barrier to student learning brought about by students not getting their textbooks in a timely fashion. Through a recently established partnership with Follett, we eliminate another significant barrier, which is the cost of textbooks. By using this system, students pay only \$25 per credit hour and get immediate access to textbooks as well as other digital resource materials that aid student learning. All faculty book adoptions become immediately available through this platform thereby making this an extremely convenient and cost-effective method for providing the required learning tools for our students. Further, we believe that using this method, we can also positively impact retention and student performance, because we know that students often forego getting their textbooks due to cost and lack of affordability. Dramatically reducing cost of textbooks is one of the single-most beneficial things we can do to reduce the cost of education and at the same time, enhance student performance.

For these reasons, I am requesting approval of this strategy. Thank you for your consideration

Sincerely,

Handwritten signature of James H. Ammons, Jr. in black ink.

James H. Ammons, Jr., PhD
Interim Chancellor
Southern University-New Orleans
Chancellor

Approval:

Handwritten signature of Ray L. Belton in blue ink, written over a horizontal line.

Ray L. Belton, PhD, President-

"An Equal Educational Opportunity Institution"



Dr. Rodney A. Ellis
Chancellor

August 18, 2020

Dr. Ray L. Belton, Ph.D., President/Chancellor
Southern University System Office
4th Floor J. S. Administration Building
Shreveport, La 70813

Dear Dr. Belton,

Ref: Follett Access

This correspondence comes requesting authorization to establish a Follett Access fee in the amount of \$25.00 per credit hour at Southern University at Shreveport Louisiana (SUSLA). This access fee will provide students digital books to enhance their learning environment, retention, savings and continuous access to their learning tools in the event we return to an online and remote environment.

I, therefore, seek your endorsement of this request and that of the Southern University Board of Supervisors at their next scheduled meeting.

Thank you in advance for your kind consideration.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Dr. Rodney A. Ellis".

Dr. Rodney A. Ellis
Chancellor

RAE/lw

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

**AMENDMENT #2 TO
BOOKSTORE OPERATING AGREEMENT**

This Second Amendment ("Amendment") for Follett ACCESS is made as of July 27, 2019 ("Effective Date") between Southern University A&M College System ("School") and Follett Higher Education Group, Inc., ("Follett").

WHEREAS:

School and Follett are parties to a certain Agreement dated (Initial agreement date July 1, 2013-June30, 2018, and a renewal agreement dated July 1, 2018 expiring June 30, 2023, and first amendment dated August 21, 2018 ("Agreement").

WHEREAS: The parties desire for School to participate in Follett's ACCESS program hereinafter referred to as "Program or "Follett Access Program"; and

WHEREAS: The parties desire to amend the Agreement in certain respects as more specifically set forth herein;

NOW, THEREFORE, intending to be legally bound, School and Follett agree, effective August 1, 2020:

The Agreement is amended by adding the following Section Follett Access Program:

Follett Access Program - Scope & Terms

1. Program Scope:

School has agreed that Follett ACCESS will be delivering all Course Materials for the Program for the Academic Terms and Cohorts detailed in the attached Schedules.

Follett has taken the following steps to provide a valuable service to the campus:

1. Analyzed historical adoptions and adoption trends to predict the cost of adopted materials for the terms in the attached Schedules and develop custom pricing for the School.
2. Negotiated pricing with publishers.
3. Developed systems and processes to provision both print and digital materials to students.

2. Schedules:

The attached Schedules will be executed annually over the term of the Agreement. The Schedules contain details on scope, pricing, enrollment, deadlines, and course materials adoptions guidelines that are required to deliver the program. This information will be updated and executed annually.

3. Pricing:

The mutually agreed upon Pricing between the School and Follett will be updated in the attached schedules for each academic year of the program.

4. Course Material Adoptions:

Follett will deliver course materials in the format and manner described in the attached Schedules. Adoption processes and deadlines will be managed by the Course Materials Adoption Committee (Committee) as described in the attached Schedules.

5. Rental Specific Terms:

- a. Students are responsible for picking up, taking good care of, and returning their textbooks to the bookstore each term. Textbooks must be checked-in by a specific date each term. Books that are brought back to the store in a damaged state shall not be accepted back. Such damages shall include, but are not limited to: Any water damage, torn and missing pages or covers, and defacement of pictures, graphs, charts or text. Store management is the final arbiter of the damage to a textbook. Reasonable highlighting and taking of notes in the book margins shall not be considered defacement. Books refused as damaged will result in the application of additional charges as defined below.

If the textbook is distributed with defects such as missing pages, water damage, or torn covers the student must exchange the book within three (3) days of the date received. After that time, the student assumes the liability for the textbook's condition.

If the textbooks are lost or stolen, the School is still liable for the replacement cost.

- b. Failure by the student to check-in Program books by the published due date shall result in the application of additional charges as defined below. If the student drops a course they must return the book immediately. If the student is taking a continuation course that requires the same book, if they are repeating a course, or if they have an incomplete to finish, they must still return the book to the store by the due date of the semester for the original course or the School will be charged for the book. All parts of any textbook packages must be returned with the textbook. This includes CDs, supplemental reading, etc.
- c. Additional charges shall consist solely of the retail used selling price of the textbook that is either lost or damaged or not checked-in. These charges shall not deduct any portion of the Program Fees that were paid. Prior to the last day to check-in books, the student may pay the replacement costs of their lost or damaged book to Follett who will then note the student's book as 'checked-in' in the rental computer system. After the last day to check-in books, payment to the store shall be the responsibility of the School who shall then hold sole responsibility for collecting said fees from the student.

6. Student Success Data:

The School agrees to provide grades, retention, & graduation data to Follett at or before the dates detailed in the attached Schedules. Format and scope of Student Success Data to be mutually agreed upon between Follett and the School.

7. Marketing Materials & Communication Template:

Marketing and communicating the Program to stakeholders is very important. Follett will provide communication best practices, marketing materials, and templates for the School to communicate the Program to students and faculty.

8. Invoicing & Payment Terms:

Follett will, to the best of its ability, invoice the School on or before the Invoice Deadline Date listed in the attached Schedules. Payment is due to Follett 30 days from the invoice date. Late payments are subject to administrative fees as outlined in the schedule. The school will submit payment to Follett on or before the Payment Deadline Date listed in the attached Schedules. For every day Follett submits the invoice to the School after the Invoice Deadline, the School will have an additional day added to the Payment Deadline Date.

Follett will invoice School for Program fees in accordance with the Pricing section above. The Estimated Invoice Amount in the attached Schedules is only for informational or planning purposes, but is not a final number. The Estimated Invoice Amount is based on assumptions of enrolled students (or credit hours) and the amount rental non-returns.

Follett will not provision course materials until all prior semester payments for the Follett Access Program have been paid in full.

9. Opt-Out:

Based on Federal Regulations (U.S. Department of Education Regulations in 34 C.F.R. § 668.164) Follett advises that the School provides an opt-out option for the Students in the Program. If the School determines that an opt-out option is not needed, Follett is not responsible for ramifications that might arise from the School not implementing an opt-out for the Students in the Program.

10. Tax:

If School does not provide a tax exemption certificate to Follett, Follett ACCESS Pricing is deemed subject to sales tax or similar tax, and School shall be responsible for such taxes and tax collection.

11. Inventory on Termination:

Follett ACCESS Program materials will be included as part of any inventory that the School must purchase, or require a third party to purchase, on termination of the Agreement. Follett will withhold any commission ninety (90) days before Termination takes effect.

12. Commission:

Financial Arrangements and Specifications Section 1. A of the Agreement is amended by deleting it in its entirety and inserting in its place the following:

Follett shall pay commission to the School in an annual amount equal to the sum of:

SUBR, SUSLA & SUNO

- **15.0% of General Merchandise Commissionable Sales PLUS;**
- **4.0% of Follett Access Fees Collected PLUS;**
- **4.0% of Course Material Commissionable Sales separate from the Follett Access Program**

SULC

- **6.5% of Commissionable Sales of all Law School Sales**

OR, the minimum guaranteed annual payment listed below, whichever is greater.

Year 1: \$575,000 (In the event calculated commissions payments to University are less than \$575,000, Contractor will pay an additional amount necessary to bring total up to the Annual Guaranteed Amount).

Years 2-5: 90% of the calculated commission of the immediately preceding year.

Years 6-10: 90% of the calculated commission of the immediately preceding year.

13. Financial Arrangements and Specifications Section 1. p. of the Agreement referencing Textbook Scholarships is amended by deleting it in its entirety and inserting in its place the following:

Contractor agrees to establish a scholarship program to be administered by the University. The scholarship will be awarded to Southern University students at the discretion of the University and may be used for Access Program Fees, print course materials, digital course materials or other University approved items available through the campus store. The award shall be \$20,000 in textbook scholarships for each year of the contract (\$10,000-SUBR; \$5,000- SUSLA; \$3,000-SUNO; \$2,000-SULC). Contractor will provide the University, on an annual basis, a list of recipients who redeemed their award with the bookstore, and the amount actually awarded to them.

14. Definition of Commissionable Sales

Section Financial Arrangements and Specifications 1. C of the Agreement is amended by deleting it in its entirety and inserting in its place the following:

Commissionable Sales is defined as all recognized revenue (in compliance with generally accepted accounting principles) generated through the Store or the Store website including any course material sales associated with Follett ACCESS, less voids, refunds, sales tax, campus debit card fees, discounted sales to authorized School faculty, staff, departments and others as may be mutually agreed to under this Agreement, Follett-funded scholarships, handling fees associated with non-return of rental textbooks, pass-through income and merchandise sales at less than an inherent 20% margin (i.e., computer hardware and software).

Closing

In the event of a conflict between terms and conditions, this Amendment takes precedence over the Agreement and any prior Amendment(s). Except as specifically amended hereby, all other terms and conditions remain the same, the Agreement shall continue in full force and effect in all respects.

IN WITNESS WHEREOF, School and Follett have caused this Amendment to be executed by their authorized officers as of the date first written above.

FOLLETT HIGHER EDUCATION GROUP, INC.

**SOUTHERN UNIVERSITY A&M COLLEGE
SYSTEM**

By: _____

By: _____

Name: Clay Wahl

Name: Ray L. Belton, Ph.D.

Title: President

Title: President-Chancellor

Date: _____

Date: _____

Schedule 1 – Follett Access Plan

This schedule will be updated annually.

Term Details & Dates

Academic Term	Program Adoption Deadline	Connect Once Installed by Date	Class Start Date	Estimated Enrollment in the Program (Either Students or Credit Hours)	Follett Charge Per Enrollment (or Credit Hour)	Estimated Rental non-Return Charges	Estimated Invoice Amount to School	Drop Date or Census Date	Invoice Deadline Date	Payment Deadline Date	Student Success Data to be Provided to Follett
[Fall 2020]	July 31	Already exist	8/12	147,892 (CH)	\$25 per CH	\$50,000	3,327,570	9/2	9/12	9/30	11/1
[Spring 2021]	Dec 10		1/18	132,487 (CH)	\$25 per CH	\$50,000	2,980,957	2/8	2/18	3/15	4/1
[Summer 2021]	May 15		5/31	27,729 (CH)	\$25 per CH	\$10,000	623,902	6/14	6/17	7/15	8/1

Program Scope

Follett will charge the School for all students in the Program Cohorts listed below, according to the pricing above:

- a. Program Cohorts:
 - i. **ALL STUDENTS – Undergrad and Graduate**

Excluding these student cohorts. Follett will not be charging or providing materials for students in these cohorts:

- b. Southern University Law School (Follett Store 1369)

Course Material Adoption Details

- a. Course Material Adoption Guidelines:
 - i. Preferred Course Material Format: Digital

- 1. If the Preferred Course Material Format is not available for a given title, the secondary preferred format will be delivered.
 - ii. Secondary Preferred Course Material Format: Print - Rental
 - 1. If the Secondary Preferred Course Material Format is not available for a given adopted title, Follett will deliver the most cost-effective format available, as approved by the School's Course Material Adoption Committee.
 - iii. Rental Term Agreement: 6 terms
 - 1. All content delivered as rental must be adopted for a minimum of six terms.
 - iv. Rental Collateral Type & Responsible Party:
 - 1. School is responsible for rental collateral; all rental non-return charges will be invoiced to the School. These charges have been estimated in the attached Schedules.
- ii. Exceptions:
 - a. Any adopted course content that does not meet the Guidelines or is not received by the adoption deadline in the attached Schedules may not be a part of the program for current semester.
 - b. Exceptions should be considered for their financial impact on Pricing.
 - c. Follett will, in some cases, be able to deliver Exceptions as part of the Program. However, Follett reserves the right to exclude any exceptions from the Program.

FOLLETT HIGHER EDUCATION GROUP, INC.

SOUTHERN UNIVERSITY A&M COLLEGE SYSTEM

By: _____
 Name: Clay Wahl
 Title: President
 Date: _____

By: _____
 Name: Ray L. Belton, Ph.D.
 Title: President-Chancellor
 Date: _____



Office of the Executive Vice President/
Executive Vice Chancellor

J. S. Clark Adm. Bldg.
P.O. Box 9819
Baton Rouge, LA 70813

August 19, 2020

Dr. Ray L. Belton
President-Chancellor
Southern University System
J.S. Clark Adm. Bldg.
Baton Rouge, LA 70813

Dear Dr. Belton:

The Division of Academic Affairs is submitting the list of faculty nominees for endowed professorships for consideration for approval by the Board of Supervisors. The Division has reviewed the list of faculty nominated by their schools/colleges to ensure that the criteria for selection has been followed.

Endowed professorships exist in each of our major colleges and schools. Every three years, faculty in the college can apply for the professorship. The list being submitted for the August 2020 meeting includes those endowed professors recommended for approval for 2020 through 2023.

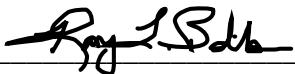
Based on the criteria for selection, the candidates may be nominated by colleagues from within or without the University. Faculty must submit a resume, documentation of all research, and five letters of recommendation. These applicants must also show an interest within and outside of the academic setting. They should foster a spirit of collegiality and work that benefits both the community and university. The schools/colleges select the nominee whose submission for eligibility is reviewed by Academic Affairs.

We are asking that the attached list be considered for approval during the August 2020 meeting of the Board of Supervisors.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Bijoy K. Sahoo'.

Dr. Bijoy K. Sahoo
Interim Executive Vice Chancellor

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

Date: 8-19-20

Southern University and A&M College
Endowed Professorship Nominees
August 2020 – July 2023

College	Endowed Professorship	Nominee
Agricultural, Family & Consumer Sciences	Barbara Dixon/Kellogg Endowed Professorship	Dr. Bernestine McGee
	James & Ruth Smith Endowed Professorship	Vacant: Insufficient Funds
	Tolor E. White/Casino Rouge Endowed Professorship in Accounting	Vacant: Insufficient Funds
	W. E. "Bill" Tucker Endowed Professorship in Business	Dr. Ghirmay Ghebreyesus
	The Coca-Cola Foundation Endowed Professorship in Business	Dr. George Kirk
	The Coca-Cola Foundation Endowed Professorship in International Business	Dr. Vasantha Chigurupati
	George Leon Netterville/Kellogg Endowed Professorship	Dr. Donald Andrews
	The Lincoln J. Harrison-Coca Cola Foundation Endowed Professorship in Accounting	Vacant: Insufficient Funds
	Peter Moncrieffe Endowed Professorship in Business	Dr. Ashagre Yigletu
	Dr. E. C. Harrison Endowed Professorship in Business	Dr. Stephen Jaros
Business	Southern University Business & Industry Cluster Endowed Professorship	Dr. Kimberly Powell
	Houston Alumni Endowed Professorship in Business	Dr. Grame Coetzer
	Dr. James A. Joseph/United Companies Corporation Endowed Professorship in Small & Minority Business Enterprise 1	Dr. Mysore Ramaswamy
Business	Dr. James A. Joseph/United Companies Corporation Endowed Professorship in Small & Minority Business	Dr. Aloyce Kaliba

	Enterprise 2	
	Dr. James A. Joseph/United Companies Corporation Endowed Professorship in Small & Minority Business Enterprise 3	Dr. Sung C. No
	Jack B. Binion Endowed Chair in Business Administration Supply Chain Management Ben D. Johnson Professorship in Business	Vacant
	Dr. Albert Clark	
	Cleo Fields Endowed Professorship in Mass Communication	Vacant: Insufficient Funds
	Community Coffee/Frank Hayden Memorial Endowed Professorship in the Arts	Dr. Randell Henry
	Joseph Kermit Haynes/Casino Rouge Endowed Professorship	Vacant
	Isabel Herson/ Casino Rouge Endowed Professorship in Education	Vacant
	Isaac Greggs/ Casino Rouge Endowed Professorship in Education	Vacant
	Rosalie Guidry Daste Endowed Professorship in Urban Education	Vacant: Insufficient Funds
	Emma Glynn Trust Fund Endowed Professorship	Vacant
	Joseph R. Glynn Trust Fund Endowed Professorship for Education	Vacant
	Kleinpeter Family College of Education Professorship	Vacant
	Alphonse Jackson-Casino Rouge Endowed Professorship	Vacant: Insufficient Funds
	Rupert Richardson/Casino Rouge Endowed Professorship	Vacant
	Leon Tarver/Casino Rouge Endowed Professorship	Vacant: Insufficient Funds
Nelson Mandela College of Government & Social Sciences		

	Louis Jetson-Lamar Corporation	Vacant
	Dr. James and Jewel Prestage Endowed Professorship	Dr. Albert Samuels
Nursing and Allied Health	Baton Rouge Area Foundation Endowed Professorship in Nursing	Vacant
	Baton Rouge General/General Health System Endowed Professorship in Nursing	Vacant
	Our Lady of the Lake Regional Medical Center Endowed Professorship in Nursing	Dr. Wanda Spurlock
	Woman's Hospital Endowed Professorship in Nursing	Dr. Sandra Brown
	Formosa/Prince Hall Endowed Professorship	Vacant: Insufficient Funds
	BASF Corporation Endowed Professorship	Dr. Sanjay Batra
	Walter Dumas Endowed Professorship	Vacant
	James and Ruth Endowed Professorship	Vacant: Insufficient Funds
	James and Ruth Endowed Professorship	Vacant: Insufficient Funds
	College of Engineering/ Contractor's Educational Trust Fund Endowed Professorship	Dr. Hakchul Shin
Sciences and Engineering	School of Architecture/ Contractor's Educational Trust Fund Endowed Professorship	Dr. Patrick Carriere
	The Entergy Corporation Endowed Professorship in Engineering	Vacant: Insufficient Funds
	Formosa Plastic Endowed Professorship in Mechanical Engineering	Dr. Patrick Mensah
	Dow Chemical/Gulf Coast Mechanical Engineering Endowed Professorship	Dr. Samuel Ibekwe
	Dow Chemical Company Endowed Professorship in Engineering	Vacant: Insufficient Funds

Myra Kleinpeter, MD Endowed Professorship in the
College of Science

Vacant: Insufficient Funds

Vacant: Insufficient Fund to Make an Endowed Professorship Award



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

August 19, 2020

Board of Supervisors
Southern University & A&M College System
P.O. Box 10878
Baton Rouge, LA 70813

Re: Request Approval to Negotiate and Execute Agreement between Southern University and A&M College and the Louisiana Leadership Institute

Dear Honorable Board Members:

With the current social distancing requirements, and in light of the postponement of spring sports, there is an anticipated need to explore alternate facilities for the Southern University Department of Athletics.

Additionally, the University desires to implement a program that aligns with its mission of educating students during these unprecedented times. Our interest includes addressing, in part, the digital divide, while strengthening the educational pathways between K-12 and higher education. Therein, we have identified a potential facility that would be able to accommodate both undertakings.

This communication comes as a request for authorization to enable the University to negotiate and execute a Cooperative Endeavor Agreement, with Lease by and between Southern University A&M College and the Louisiana Leadership Institute. Said execution will only occur with the concurrence of the Board Chair.

I thank you in advance for your consideration of this matter. It is anticipated that the impact will be invaluable to both our community and state.

Sincerely,

A handwritten signature in blue ink, appearing to read "Ray L. Belton".

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

COOPERATIVE ENDEAVOR AGREEMENT

between

**BOARD OF SUPERVISORS FOR THE SOUTHERN UNIVERSITY AND
AGRICULTURAL & MECHANICAL COLLEGE SYSTEM**

and

SHREVEPORT AIRPORT AUTHORITY

This Cooperative Endeavor Agreement (hereinafter "CEA") is entered into and is effective as of the 1st day of **September, 2020**, by and between **BOARD OF SUPERVISORS FOR THE SOUTHERN UNIVERSITY AND AGRICULTURAL & MECHANICAL COLLEGE SYSTEM**, (hereinafter referred to as "SUS") a public governing board of institutions of higher education in the state of Louisiana and having its principal place of business in Louisiana at 801 Harding Boulevard, Baton Rouge, Louisiana, and **Shreveport Airport Authority ("Airport")** a body politic of the city of Shreveport, Louisiana, duly authorized by the Charter of the City of Shreveport to have the duties and powers, through the Board of Commissioners of the Airport, to enter into contracts for the use of the Airport and Airport facilities, and is represented herein by the Chair of the Board of Commissioners, Jonathan Reynolds. In the manner hereinafter provided and subject to the terms and conditions hereinafter set forth, SUS and Airport enter into this Cooperative Endeavor Agreement for the establishment, of an office, classroom, and lab, with sixty (60) parking spaces for Southern University at Shreveport ("Project") provided at the Shreveport's Downtown Airport ("DTN").

WHEREAS, the Louisiana Constitution of 1974 in Article VII, Section 14 (C) provides that for a public purpose the State and its political subdivisions may engage in cooperative endeavors with each other and with any public or private association, corporation or individual, and in Article VI, Section 21 (A) authorizes assistance to local industry; and

This project and this agreement have a public purpose, and they are in the public interest of the State of Louisiana, the City of Shreveport, the Shreveport Airport Authority and SUS.

THEREFORE, for and in consideration of the mutual agreements herein made, the parties hereto agree as follows:

I. Introduction

To serve the public for the purposes hereinafter declared, SUS and the Airport have agreed to this CEA. SUS proposes to establish an office, classroom, and lab, with sixty (60) parking spaces ("Project") at the Downtown Airport ("DTN") for use as an aircraft instruction and maintenance facility ("Facility"). Hangar 20 needs renovation, rehabilitation and refurbishment for the Project and Airport will make capital investment at Hangar 20 to make the Facility suitable for SUS's continued use. SUS will begin Aircraft Instruction/Maintenance operations, ultimately training students for highly paid, skilled jobs with benefits. As part of this endeavor, the SAA will invest in the Facility up to \$10,000 in Facility renovation annually, rehabilitation and refurbishment in the manner hereinafter described.

This investment will serve the State and the Airport in providing for employment opportunities for skilled workers and in doing so, enhances economic growth in Louisiana and the Shreveport area which will help drive the State's economy; will assist in the creation of new business operations, the creation of new jobs for the citizens of Louisiana; and will promote economic development for the State and in a more consistent, responsive and focused economic development.

II. Goals and Objectives

The **Goals** of this agreement are for SUS and the Airport to cooperate, and for SUS to locate the Facility for the Project at Downtown Airport. Further, that SUS shall lease Hangar 20, the Hangar 20 Utility Building, and the former Army Reserve building for \$80,000 annually, escalating 3% annually, and for the Airport to provide and fund a monetary investment in its Facility through an annual \$10,000 capital improvement project to be used for Facility improvements for the economic development purposes of establishing the Facility for Southern University at Shreveport's aircraft instruction/maintenance program at the Downtown Airport in accordance with this CEA.

The **Objectives** of this agreement are for SUS to make an initial annual payment of \$80,000 for leased space, the Airport to make a \$10,000 capital contribution to further improve the Facility for renovation, rehabilitation and refurbishment of the Facility resulting in value to the State and Airport in developing and encouraging economic development through job creation and investment in airport infrastructure for Louisiana and its citizens.

III. Airport Representations

Airport makes the following representations:

- (A) Airport is a duly constituted body politic of the city of Shreveport, Louisiana and pursuant to City Ordinances duly adopted and effective, Airport's Commissioners are duly authorized to do and doing business in Louisiana for the purposes of administering the Shreveport Regional Airport.

- (B) Airport has all the requisite power and authority to enter into this contract and to carry out the terms hereof; and the person signing this contract has the authority to execute this contract as the authorized representative of the Airport, and to bind Airport to the terms of this contract.
- (C) This contract has been duly authorized, executed and delivered by Airport and constitutes a legal, valid and binding obligation of Airport, enforceable in accordance with its terms.
- (D) Airport has taken or will take all necessary and proper action to authorize the execution, issuance and delivery of this contract and any other documents required by this contract, and the performance of its obligations under this contract.
- (E) The execution of this contract and any other documents required by this contract, and the performance by Airport of its obligations hereunder are within the powers of Airport and will not violate any provisions of any law, regulation, decree or governmental authorization applicable to Airport or any agreements of Airport with any of its creditors.

IV. SUS Representations

- (A) SUS is a duly and legally organized organization in good standing and duly authorized to do and doing business in Louisiana.
- (B) SUS has all the requisite power and authority to enter into this contract and to carry out the terms hereof; and the person signing this contract has the authority to execute this contract as the authorized representative of the SUS, and to bind SUS to all of the terms of this contract.
- (C) This contract has been duly authorized, executed and delivered by SUS and constitutes a legal, valid and binding obligation of Company, enforceable in accordance with its terms.
- (D) SUS has taken or will take all necessary and proper action to authorize the execution, issuance and delivery of this contract and any other documents required by this contract, and the performance of its obligations under this contract.
- (E) The execution of this contract and any other documents required by this contract, and the performance by SUS of its obligations hereunder are within the powers of SUS and will not violate any provisions of any law, regulation, decree or governmental authorization applicable to SUS or any agreements of SUS with any of its creditors.

V. Obligations of the Parties

This Cooperative Endeavor Agreement shall be deemed to have the following Purposes:

- (A) Agreement Premises: Hangar 20, Utility building next to Hangar 20, Former Army Reserve Building. (As shown in Appendix A)
- (B) Agreement Term: A 2.75-year Cooperative Endeavor Agreement (CEA) between the parties with a start date of September 1, 2020 and an end date of July 31, 2023.
- (C) Extension option: One-year additional option to be exercised within 90 days of the lease expiration by mutual agreement.
- (D) Rental Rate: \$80,000 annually, increasing 3% annually.
- (E) Utilities: at Southern University at Shreveport expense.
- (F) Custodial Services: Airport commits to providing reasonable custodial services for all premises occupied by Southern University at Shreveport. A written schedule of custodial services will be provided by August 31, 2020.
- (G) Airport Capital Improvement Fund: Airport commits to a \$10,000 annual capital fund to address building improvement needs beginning in January 2021.

Existing Issues: Airport commits to developing a written plan for existing facility issues with Hangar 20 and resolving these issues to Southern University at Shreveport's satisfaction by September 30, 2020. These items include but are not limited to: replacing broken windows, moving poles, moving tables, running electricity, and installing ceiling fans. A list of known facility issues has been provided by Southern University at Shreveport; however, other issues may exist and shall be remedied only upon the mutual consent of the parties.

- (H) Further that SUS:
 - a. When the Former Army Reserve Building Renovations are complete:
 - i. Shall vacate the terminal classrooms and offices currently occupied within the Former Army Reserve building.
 - ii. Shall vacate the unused second hangar (Hangar 20 B) starting in September 1, 2020 and completed no later than December 31, 2020.
 - iii. Shall turn over 100% of grant funds designated for facility renovation.
 - b. Turn over the former Fed-Ex aircraft to the airport (September 2020). Aircraft will continue to be utilized for training purposes (if needed).

- (D) Miscellaneous: Parties will work together to obtain an EM3-145 aircraft or equivalent donation to strengthen the Southern University at Shreveport program.

VIII. Remedies for Default

Any claim or controversy arising out of this contract that cannot be first resolved between the parties shall be resolved under the provisions of L.A. R.S. 39:1673.

IX. Assignment of Interest

Neither party hereto shall assign nor transfer any interest in this contract (whether by assignment, transfer, novation or otherwise) without the prior written consent of the other party, except SUS shall have the right to assign this contract to an affiliated entity that is either the parent, subsidiary or is owned or controlled by SUS.

X. Termination

a. Cause

The Airport shall provide SUS with thirty (30) days written notice and the opportunity to cure any alleged deficiency, default or failure to perform any obligation herein.

b. Non Appropriation

In the event sufficient funds for the performance of this agreement are not appropriated by the City Council of the City of Shreveport and/or the Shreveport Airport Authority in any fiscal year covered by this CEA, this agreement may be terminated by the Airport, without penalties, by giving notice to SUS of such facts and the Airport's intention to terminate its financial obligation.

XI. Force Majeure

The Airport shall use due diligence in the operation and maintenance of the leased premises and shall not interfere unreasonably with SUS's possession of the facilities.

Except as to any party's payment of charges hereunder, no parties shall be liable for damages for failure to perform its obligations pursuant to this CEA if said failure is the result of fire, flood, epidemic, pandemic, quarantine, abnormal weather conditions, acts of God, war, terrorist acts, and/or riots.

XII. Non-Discrimination Clause

SUS, Airport and FED each agree to abide by the requirements of the following laws, as amended and as applicable: Title VI of the Civil Rights Act of 1964 and Title VII of the

Civil Rights Act of 1964, the Equal Employment Opportunity Act of 1972; Federal Executive Order 11246; the Rehabilitation Act of 1973; the Vietnam Era Veteran's Readjustment Assistance Act of 1974; Title IX of the Education Amendments of 1972; the Age Discrimination Act of 1975; the Fair Housing Act of 1968; and the Americans with Disabilities Act of 1990. The parties each agree not to discriminate in their employment practices, and to the extent required by law and Executive Order, will render services under this contract without discrimination on the basis of race, color, religion, sex, sexual orientation, national origin, veteran status, political affiliation, disability, or age in any matter relating to employment.

XIII. Public Liability / Indemnification

SUS and Airport agree to protect, defend, indemnify, save and hold harmless the departments, agencies, boards and commissions, their officers, employees, contractors and agents, including volunteers, (collectively called "Indemnified Parties") from and against any and all claims (even if such claims are groundless, frivolous, false or fraudulent), liabilities and expenses arising out of injury or death to any person or the damage, loss or destruction of any property, which may occur or in any way arise out of any act or omission relating to this contract of SUS or Airport, or its officers, directors, members, employees, contractors or agents, and from any and all resulting costs, expenses, and attorney fees incurred, except for those claims, demands, liabilities and expenses arising out of the negligent acts of the Indemnified Parties.

XIV. Choice of Law; Jurisdiction and Venue

This contract is a Louisiana contract and all of its terms, provisions and conditions shall be interpreted and construed in accordance with and all disputes shall be governed by the laws of the State of Louisiana. The parties hereby consent and submit themselves to the exclusive jurisdiction and venue of the 19th Judicial District Court, located in the Parish of East Baton Rouge, State of Louisiana, and the Louisiana appellate Court having jurisdiction over such trial Court, in the event of any legal proceedings in connection with this contract; and hereby waive all objections based on lack of personal jurisdiction, improper venue or inconvenient forum.

XV. Contract / Amendment Approval

This CEA, as well as any amendment or modification hereto, shall not be effective until it has been put in writing, approved and signed by all parties.

XVI. Maintenance of Financial Records/Right to Audit

SUS shall maintain financial records pertaining to all matters relative to this CEA in accordance with standard accounting principles and procedures, as well as retain all of its records and support documentation applicable to this CEA for a period of three years, except that records that are subject to audit findings shall be retained for three years after such findings have been resolved, and

SUS shall permit the audit by the Airport or its designated representative of all its records relative to the CEA at any time upon such notice as specified therein.

If at any time SUS is not located within Caddo or Bossier Parish, in the event of an audit, SUS shall deliver the records or have the records delivered to the Airport's designated representative at an address designated by the Airport within the City of Shreveport. There shall be a further requirement that if the Airport's designated representative finds the records delivered to be incomplete the contractor shall pay the representative's costs to travel to SUS's offices to audit or retrieve the complete records.

XVII. Notices

All notices, communications and reports required or permitted under this CEA shall be personally delivered or mailed to the respective parties by depositing the same in the United States mail, postage prepaid, at the addresses shown below. Mailed notices shall be deemed communicated as of five (5) days after mailing.

To Shreveport Airport Authority:

Mr. Wade Davis, C.M.
Shreveport Airports Department
5103 Hollywood Avenue
Shreveport, LA 71109

To Southern University:

Office of the General Counsel
Southern University and A&M College System
J.S. Clark Administration Building, 4th floor
Baton Rouge, Louisiana 70813

With copies to:

Rodney A. Ellis, Ed.D.
Chancellor
Southern University at Shreveport
3050 Martin Luther King, Jr. Drive
Shreveport, LA 71107

XVIII. Headings

The Section "Headings", captions and paragraphs and their numerical and alphabetical notations, for the purposes of this contract, are solely for convenience and ease of reference, and do not define, limit or describe the scope or extent of any of the provisions of this contract.

XIX. Severability

Each provision of this contract shall be interpreted in such manner as to be effective and valid under applicable law, but if any provisions of this contract shall be prohibited or invalid under such law, such provision shall be ineffective to the extent of such prohibition or invalidity without invalidating the remainder of such provision or any remaining provisions of this contract; except that in the event that the provision shall be deemed to be a primary or material cause of this CEA then the entirety of this CEA shall be void and unenforceable.

XX. Ambiguous Terms

Any rule of construction of contracts that provides that ambiguous terms are construed against the drafter of the contract are not applicable to this contract or any amendment to this contract.

XXI. Separate Counterparts

This contract may be executed in several separate counterparts, each of which shall be deemed an original, and all of which when taken together shall be deemed one and the same contract.

XXII. Entire Agreement

This contract, together with any exhibits and/or attachments specifically incorporated herein by reference, constitute the entire agreement between the parties with respect to the subject matter of this contract.

IN WITNESS WHEREOF, this Cooperative Endeavor Agreement has been signed by the undersigned duly authorized representative of SUSL for the uses, purposes, benefits and considerations herein expressed, in the presence of the undersigned competent witnesses, at _____, on the date shown below, to be effective as of the date first stated above, after a due reading of the whole document.

WITNESSES:

Signature

Printed Name

Signature

Printed Name

By: _____
Hon. Domoine D. Rutledge, Chairman
Board of Supervisors

By: _____
Dr. Ray L. Bolton, President-Chancellor
Southern University System

By: _____
Dr. Rodney A. Ellis, Chancellor
Southern University at Shreveport

IN WITNESS WHEREOF, this Cooperative Endeavor Agreement has been signed by the undersigned duly authorized representative of Shreveport Airport Authority for the uses, purposes, benefits and considerations herein expressed, in the presence of the undersigned competent witnesses, at Shreveport, Louisiana, on the date shown below, to be effective as of the date first stated above, after a due reading of the whole document.

WITNESSES:

.....
Signature

.....
Printed Name

By:

Signature

.....
(Date)

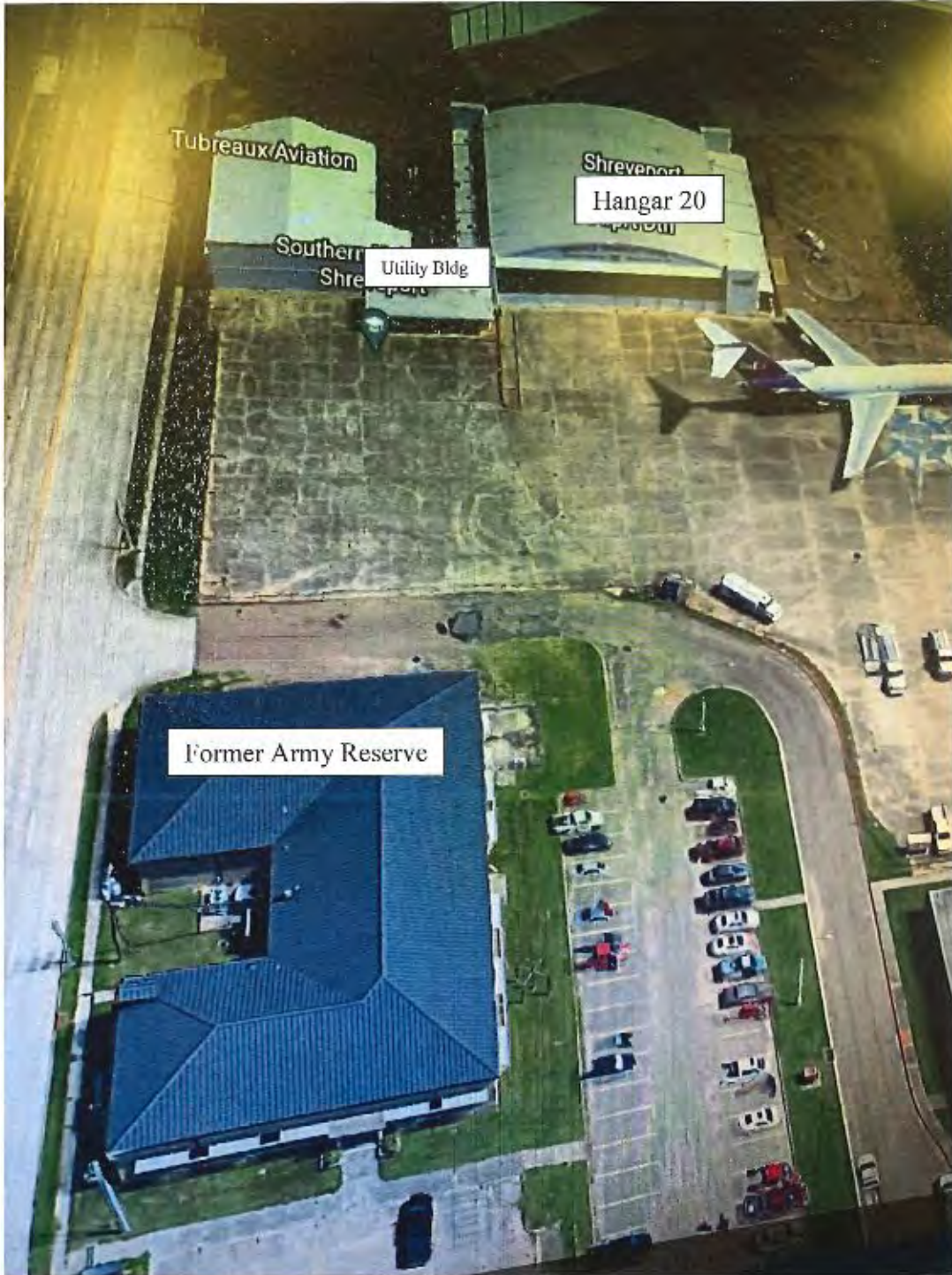
.....
Signature

Printed Name:

Title:

.....
Printed Name

Appendix A





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

August 5, 2020

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

Dear Dr. Belton:

The Southern University Law Center (SULC) seeks the approval of the Southern University System Board of Supervisors to establish a Mixed Reality Virtual Innovation Gaming and Entertainment Sports (MRVIGES) Institute. The video gaming industry is a multi-billion dollar industry. Based upon a 2018 forecast, worldwide video game sales have amounted to \$105 billion dollars in 2018, with expectations of growing to almost \$140 billion by 2021. In 2018, calculations show that there were over 2 billion gamers in the world. Video gaming is therefore not a mere pastime of adolescents or a passing fancy. Video gaming is a tremendous industry, worth over tens of billions of dollars. Therefore, it is imperative to prepare the next generation of leaders by exposing them to the legal and business concepts, policy implications, and entrepreneurial skills required in fusing law, business, policy, and entrepreneurship in the mixed reality/digital ecosystem that will drive innovation in manufacturing virtual gaming, entertainment, and sports.

The goal and objective of the institute is to be a national educational and research entity for the study of legal, business, licensing, marketing, branding, and equity issues affecting digital gaming from both an academic and practical perspective. The institute will provide educational opportunities for law students, attorneys, non-lawyers, and non-law students to learn the intricacies of the virtual gaming industry. The institute will provide a platform for discussion and consideration of virtual gaming issues and encourage collaboration with a wide range of individuals or organizations with diverse viewpoints.

I hereby ask that the foregoing request be presented to the Board of Supervisors at its August 2020 board meeting.

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

Sincerely,



John K. Pierre

Chancellor and Vanue B. Lacour Endowed Law Professor


Approved
KJP
continued upon
BOS
Approved



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

July 29, 2020

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

RE: The 3+3 BA/BS & JD Degree Program Articulation Agreement between Southern University Law Center and Boise State University

Dear Dr. Belton:

Please find attached a 3+3 BA/BS + JD Degree Program Articulation Agreement between the Southern University Law Center and Boise State University in Boise, Idaho. The background for this articulation agreement is to acknowledge a commitment to create a partnership to expedite the legal education preparation of Melody Dougal. The design of the agreement is to confect a partnership between the two institutions whereby approved undergraduate students at Boise State University, who successfully complete specific requirements at Boise State University, may continue their education at the Southern University Law Center in an expedited fashion. The agreement establishes a plan whereby an undergraduate student will attend Boise State for approximately three academic years and the Southern University Law Center for three academic years.

I respectfully request that you present this articulation agreement for approval to the Southern University System Board of Supervisors at its August 2020 board meeting.

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

Sincerely,

John K. Pierre

Chancellor and Vanuc B. Lacour Endowed Law Professor

2020 AUG 14 2:08 PM
SOUTHERN UNIVERSITY
BATON ROUGE, LA

The 3+3 B.A./ BS + JD Degree Program

An Articulation Agreement Between
Southern University
Law Center
Baton Rouge, LA

and

Boise State University
Boise, ID

Articulation Agreement

Background

The Southern University Law Center (Southern) and Boise State University (Boise State) hereby acknowledge their commitment to create a partnership to expedite the legal preparation of Melody Dougal.

Under this joint agreement between Southern and Boise State, approved undergraduate students who successfully complete specific requirements at Boise State University may continue their education at the Southern University Law Center in expedited form. This agreement establishes a plan whereby an undergraduate student will attend Boise State for approximately three academic years and Southern for three academic years.

This academic program is referred to as the 3+3 Law Degree Program (or Program), which is comprised of two phases:

Phase I is the Pre-Law curriculum at Boise State University. It consists of all degree requirements, other than unrestricted electives, for any baccalaureate program.

Phase II is the Juris Doctor curriculum at Southern University Law Center.

Student Selection for the Program

The 3+3 Law Degree Program is limited to well-qualified students in any Boise State baccalaureate program who show good cause for accelerating their academic careers. For admission to the Program, a student must complete all three years (minimum 90 credits) of Phase I as defined by Boise State.

Following the successful completion of the prescribed undergraduate requirements associated with Phase I, a student admitted to Phase II will continue their education under the auspices of Southern and its Juris Doctor program.

Phase I of the Program

Participation in Phase I of the Program at Boise State requires self-identification by a student within the first two years of Boise State enrollment. In order for a student in Phase I of the Program to be eligible for admission to Phase II, the student must:

- Be in good standing in all areas within Boise State (academic, conduct, and financial).
- Have a Boise State cumulative GPA of 3.0 or better.
- Have earned a minimum of 90 undergraduate semester credits.
- Have completed all University Foundations Program requirements.

- Have completed all program-specific requirements for their chosen degree plan.

Student Admission to Phase II of the Program

Students at Boise State may be approved for admission into Southern during the third year of undergraduate study. Enrollment may occur after three years (90 semester credits) of undergraduate study through the 3+3 Law Degree Program.

Students interested in the 3+3 Law Degree Programs must:

- Satisfy all requirements imposed by Southern and Boise State.
- Express interest in the program by having the Boise State 3+3 Program Coordinator submit a "3+3 BA/BS + JD Degree Program Agreement Form" to the Southern University Law Center Admissions Office. Completion of this process prior to the end of the first-year is preferred. However, this form must be submitted no later than May 15th of the sophomore year. The Southern Office of Admission will provide a list of student registrants to the Boise State 3+3 Program Coordinator, who will place the students in a PeopleSoft student group for Boise State University tracking purposes.
- Take the Law School Admission Test (LSAT) no later than September 30 during the student's junior/third year and earn a score of 150 or higher.
- Have a cumulative undergraduate GPA of 3.0 or better.
- Apply for admission to the School of Law when the application process opens in the Fall but no later than May 15th of the calendar year in which the student intends to transfer (typically, the student's junior year). Participation in the 3+3 Program is not a guarantee of acceptance into the Southern University Law Center.
- Provide certification from the Boise State University Registrar's Office that all requirements for the award of a baccalaureate degree, including but not limited to the completion of 90 semester hours will have been completed before entering the School of Law and that the student will receive a baccalaureate degree if the Law Center's first year curriculum (up to 30 credit hours) is successfully completed by the student in their first year. This certification is due January of the student's junior/third year (after the 10th day of Spring semester).
- Provide an Official Transcript to Southern's Office of Admission by August 15th of the calendar year in which the student intends to transfer to certify the successful completion of a minimum of 90 semester hours. Some transcript extensions may be possible if approved in advance. All Boise State University work must be completed prior to beginning the Southern University Law Center.
- Once a student is admitted into the Juris Doctor program at Southern, the student will be allowed to count up to 30 semester credits, completed during the student's first two semesters of law school, toward the completion of their undergraduate coursework at Boise State. A Boise State University student, participating in the 3+3 program, must meet the requirements for graduation from Boise State University no later than the end of the

second semester of the student's first year of law school. Failure to meet this requirement for graduation will prevent the student from continuing his/her enrollment at Southern University Law Center.

Inter-institutional Communication

Communication and correspondence regarding the substance of this articulation agreement should be made between 3+3 Program Coordinator at Boise State and the Director of Admissions and Recruitment at Southern.

Inquiries and communication on student progress during the first year of Phase II of the Program should be made by the Boise State 3+3 Program Coordinator through the Boise State Office of the Registrar, and directed to the Registrar at Southern.

Degrees Conferred

Boise State will waive its graduation residency requirement and confer the appropriate baccalaureate degree to a student who is admitted to Southern's JD Degree Program and successfully completes all Law Center coursework up to the first 30 semester credits of the program, provided they complete the Boise State Application for Graduation by the established deadline and fulfill all requirements for graduation as set forth in the Boise State University Undergraduate Catalog. The catalog must have been published and in force while the student was enrolled at Boise State and must be no older than six academic years at the time of graduation.

Students must:

- Apply for graduation from Boise State University during the Fall semester of the student's first year of course work at Southern or no later than the January deadline (before late fees) set by the Registrar.
- During the Spring semester of the first year of law school, request that up to 30 semester credits be transferred back to Boise State to continue in the program. This request for a law school student transcript must be made by April 1st of the law student's first year of law school; specifying "Hold for Spring Grades" on the transcript request form. The acceptance of credits from Southern, via transfer or testing, toward completion of baccalaureate degree requirements shall be governed by Boise State's policies (including meeting the minimum number of upper division credit hours required, the minimum number of total hours required, and a C- or better in all classes or by approval). This will complete all Boise State University requirements for graduation.

The Southern University Law Center will confer the Juris Doctor degree to a student who successfully completes Phase II at Southern.

Marketing and Recruitment

Both Boise State and Southern will ensure that appropriate personnel in their respective universities are made aware of the existence of this Articulation Agreement and support its objectives.

Upon administrative and curricular approval, Boise State will list the 3+3 Law Degree Program (as a partnership) in its catalog, all media forms, i.e., paper/electronic, etc. Similarly, Southern will promote the Program and supply Boise State with promotional information to be used in recruiting students into the 3+3 Law Degree Program. Promotional information created by Boise State or Southern related to this specific Program must be reviewed and approved by both parties prior to distribution or posting electronically.

Review and Assessment

The provisions of Addenda will be reviewed and, if necessary, revised annually by a designated representative from Boise State and Southern.

To serve as a basis for evaluating the Program, Southern will develop aggregate and individual statistical information regarding applicant credentials, admission decisions, and Boise State student performance outcomes. This information will be shared with Boise State as permissible under the federal Family Educational Rights and Privacy Act (FERPA).

Students entering the Program will be expected to release certain information (e.g. transcripts, national examination results) that will facilitate both Boise State's and Southern's assessment of student learning and continuous program improvement for the purposes of assessing program effectiveness and improving the Programs.

Duration of Articulation Agreement

This agreement shall be effective immediately upon the signing of this document and shall continue thereafter from year-to-year unless amended or terminated by either institution upon one (1) year's prior written notice. The addresses to which all written notices will be sent are specified below:

Director of Admissions and Recruitment
Southern University Law Center
Roosevelt Steptoe Dr.
Baton Rouge, LA 70813

Registrar
Boise State University 1910 University Dr.
Boise, Idaho 83725-1365

Additional Considerations

Should this articulation agreement be terminated, any Boise State student enrolled in the 3+3 Program shall be permitted to complete the Program provided the Boise State student meets all the Program requirements.

Students shall pay tuition and fees established by the institution in which they are enrolled.

Students will be required to comply with the rules and regulations governing academic performance, grade appeals, and student behavior as established and published by Southern and Boise State, depending on the institution at which the student is currently enrolled or where the applicable event/conduct occurred.

This agreement may only be amended, modified, or supplemented by an agreement in writing signed by the parties.

No Third-Party Beneficiaries. None of the benefits or obligations of either party under this agreement shall be applicable to or enforceable by any Boise State student or other third party.

Assignment. Neither party shall assign, sell, or otherwise transfer this agreement without the prior written consent of the other. Any such purported assignment, sale or transfer shall be void.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures this day of 2020.

Southern University Law Center
Roosevelt Steptoe Dr.
Baton Rouge, LA 70813

Chancellor

Dandrea Lee

Registrar

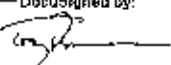
Date

Date

Boise State University

1910 University Dr.

Boise, ID 83725

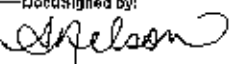
DocuSigned by:

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Tony Roark

7/20/2020

Provost & Vice President for Academic Affairs

Date

DocuSigned by:

144014095E128BC

Mandy Nelson

7/20/2020

Registrar

Date

The 3+3 B A/ BS + JD Degree Program

An Articulation Agreement Between
Southern University

Law Center

Baton Rouge, LA

and

Boise State University

Boise, ID

Articulation Agreement

Background

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Under this joint agreement between Southern and Boise State, approved undergraduate students who successfully complete specific requirements at Boise State University may continue their education at the Southern University Law Center in expedited form. This agreement establishes a plan whereby an undergraduate student will attend Boise State for approximately three academic years and Southern for three academic years.

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Phase I is the Pre-Law curriculum at Boise State University. It consists of all degree requirements, other than unrestricted electives, for any baccalaureate program.

Phase II is the Juris Doctor curriculum at Southern University Law Center.

Student Selection for the Program

The 3+3 Law Degree Program is limited to well-qualified students in any Boise State baccalaureate program who show good cause for accelerating their academic careers. For admission to the Program, a student must complete all three years (minimum 90 credits) of Phase I as defined by Boise State.

Following the successful completion of the prescribed undergraduate requirements associated with Phase I, a student admitted to Phase II will continue their education under the auspices of Southern and its Juris Doctor program.

Phase I of the Program

Participation in Phase I of the Program at Boise State requires self-identification by a student within the first two years of Boise State enrollment. In order for a student in Phase I of the Program to be eligible for admission to Phase II, the student must:

- Be in good standing in all areas within Boise State (academic, conduct, and financial).
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Boise State University 1910 University Dr.
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Southern University Law Center
Roosevelt Steptoe Dr.
Baton Rouge, LA 70813

Chancellor

Dandrea Lee

Registrar

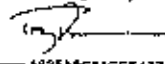
Date

Date

Boise State University

1910 University Dr.

Boise, ID 83725

DocuSigned by:

435A6C81CCE437

Tony Roark

7/20/2020

Provost & Vice President for Academic Affairs

Date

DocuSigned by:

448EAD98EE924BC

Mandy Nelson

7/20/2020

Registrar

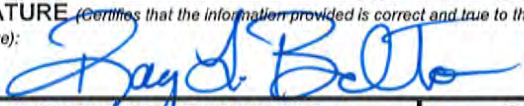
Date

Item O

FY2020-2021 Operating Budgets

(Sent Under Separate Cover Due to File Size)

STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

DEPARTMENT: Higher Education		FOR OPB USE ONLY				
AGENCY: Southern University Board of Supervisor		OPB LOG NUMBER		AGENDA NUMBER		
SCHEDULE NUMBER: 19-615		Approval and Authority:				
SUBMISSION DATE: 08/19/20						
AGENCY BA-7 NUMBER: 1						
HEAD OF BUDGET UNIT: Dr. Ray Belton						
TITLE: System President-Chancellor						
SIGNATURE <small>(Certifies that the information provided is correct and true to the best of your knowledge):</small>  mf						
MEANS OF FINANCING	CURRENT FY 2020-2021	ADJUSTMENT (+) or (-)	REVISED FY 2020-2021			
GENERAL FUND BY:						
DIRECT	\$43,442,284	\$0	\$43,442,284			
INTERAGENCY TRANSFERS	\$3,028,515	\$0	\$3,028,515			
FEES & SELF-GENERATED	\$101,105,493	\$0	\$101,105,493			
STATUTORY DEDICATIONS	\$4,228,516	\$0	\$4,228,516			
Support Education in Louisiana First Fund (G10)	\$2,428,516	\$0	\$2,428,516			
Tobacco Tax Health Care Fund (E32)	\$1,000,000	\$0	\$1,000,000			
Subtotal of Dedications from Page 2	\$800,000	\$0	\$800,000			
FEDERAL	\$3,654,209	\$0	\$3,654,209			
TOTAL	\$155,459,017	\$0	\$155,459,017			
AUTHORIZED POSITIONS	0	0	0			
AUTHORIZED OTHER CHARGES	0	0	0			
NON-TO FTE POSITIONS	0	0	0			
TOTAL POSITIONS	0	0	0			
PROGRAM EXPENDITURES						
PROGRAM EXPENDITURES	DOLLARS	POS	DOLLARS	POS	DOLLARS	POS
PROGRAM NAME:						
Southern University - Board of Supervisors	\$4,399,565	0	(\$1,200,000)	0	\$3,199,565	0
Southern University - Baton Rouge Campus	\$84,078,854	0	\$1,000,000	0	\$85,078,854	0
Southern University - Law Center	\$17,876,002	0	\$0	0	\$17,876,002	0
Southern University - New Orleans Campus	\$23,609,065	0	\$0	0	\$23,609,065	0
Southern University - Shreveport Campus	\$15,129,395	0	\$200,000	0	\$15,329,395	0
Southern University - Agricultural, Research & Extension Center	\$10,366,136	0	\$0	0	\$10,366,136	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
Subtotal of programs from Page 2:	\$0	0	\$0	0	\$0	0
TOTAL	\$155,459,017	0	\$0	0	\$155,459,017	0

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

DEPARTMENT: Higher Education	FOR OPB USE ONLY	
AGENCY: Southern University Board of Supervisor	OPB LOG NUMBER	AGENDA NUMBER
SCHEDULE NUMBER: 19-615		
SUBMISSION DATE: 08/19/20	ADDENDUM TO PAGE 1	
AGENCY BA-7 NUMBER: 1		

**Use this section for additional Statutory Dedications, if needed.
The subtotal will automatically be transferred to Page 1.**

MEANS OF FINANCING	CURRENT FY 2020-2021	ADJUSTMENT (+) or (-)	REVISED FY 2020-2021
GENERAL FUND BY:			
STATUTORY DEDICATIONS			
Pari-mutuel Live Racing Facility Gaming Control Fund (G09)	\$50,000	\$0	\$50,000
Southern University AgCenter Program Fund (G12)	\$750,000	\$0	\$750,000
Education Excellence Fund (Z18)	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0
SUBTOTAL (to Page 1)	\$800,000	\$0	\$800,000



**Use this section for additional Program Names, if needed.
The subtotal will automatically be transferred to Page 1.**

PROGRAM EXPENDITURES	DOLLARS	POS	DOLLARS	POS	DOLLARS	POS
PROGRAM NAME:						
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
SUBTOTAL (to Page 1)	\$0	0	\$0	0	\$0	0

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

Policy and Procedure Memorandum No. 52, Revised, requires that all Requests for Changes in Appropriation be fully documented. At a minimum, the following questions and statements must be answered. Use Continuation Sheets as needed. **FAILURE TO ANSWER ALL QUESTIONS COMPLETELY WILL BE CAUSE TO RETURN THIS DOCUMENT WITHOUT ACTION.**

1. What is the source of funding (if other than General Fund (Direct))? Specifically identify any grant or public law and the purposes of the funds, if applicable. A copy of any grant application and the notice of approved grant or appropriation must accompany the BA-7. What are the expenditure restrictions of the funds?
The source of funding for this BA-7 is general fund direct. The purpose of the funding is to develop and implement an Educational Pathway Academy to prepare students access to a postsecondary education opportunity specific to Southern University and A&M College. The academy will afford students with virtual learning opportunities, intensive tutorial services, academic credits and cultivate student leaders. The funds for the Southern University Shreveport Campus will be used to support current activities and essential operations.

2. Enter the financial impact of the requested adjustment for the next four fiscal years.

MEANS OF FINANCING OR EXPENDITURE	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
GENERAL FUND BY:					
DIRECT	\$0	\$0	\$0	\$0	\$0
INTERAGENCY TRANSFERS	\$0	\$0	\$0	\$0	\$0
FEES & SELF-GENERATED	\$0	\$0	\$0	\$0	\$0
STATUTORY DEDICATIONS	\$0	\$0	\$0	\$0	\$0
FEDERAL	\$0	\$0	\$0	\$0	\$0
TOTAL	\$0	\$0	\$0	\$0	\$0

3. If this action requires additional personnel, provide a detailed explanation below:
The approval of this BA-7 will not require additional personnel.

4. Explain why this request can't be postponed for consideration in the agency's budget request for next fiscal year.
The funds are generated in this fiscal year and will be spent in this fiscal year.

5. Is this an after the fact BA-7, e.g.; have expenditures been made toward the program this BA-7 is for? If yes, explain per PPM No.52.
This is not an after the fact BA-7.

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PERFORMANCE IMPACT OF MID-YEAR BUDGET ADJUSTMENT

1. Identify and explain the programmatic impacts (positive or negative) that will result from the approval of this BA-7.

The impact from the funding will serve to bridge students with higher education opportunities and options for academic course offerings. To support current activities and essential operations required at Southern University Shreveport Campus.

2. Complete the following information for each objective and related performance indicators that will be affected by this request. *(Note: Requested adjustments may involve revisions to existing objectives and performance indicators or creation of new objectives and performance indicators. Repeat this portion of the request form as often as necessary.)*

OBJECTIVE:

LEVEL	PERFORMANCE INDICATOR NAME	PERFORMANCE STANDARD		
		CURRENT FY 2020-2021	ADJUSTMENT (+) OR (-)	REVISED FY 2020-2021

JUSTIFICATION FOR ADJUSTMENT(S): Explain the necessity of the adjustment(s).

3. Briefly explain any performance impacts other than or in addition to effects on objectives and performance indicators. *(For example: Are there any anticipated direct or indirect effects on program management or service recipients? Will this BA-7 have a positive or negative impact on some other program or agency?)*

The BA-7 will not impact any other program or agency.

4. If there are no performance impacts associated with this BA-7 request, then fully explain this lack of performance impact.

The BA-7 will not have any performance impact.

5. Describe the performance impacts of failure to approve this BA-7. (Be specific. Relate performance impacts to objectives and performance indicators.)

The BA-7 will not have any performance impact.

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 1 NAME: Southern University - Board of Supervisors

MEANS OF FINANCING:	CURRENT	REQUESTED	REVISED	ADJUSTMENT OUTYEAR PROJECTIONS			
	FY 2020-2021	ADJUSTMENT	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
GENERAL FUND BY:							
Direct	\$4,399,565	(\$1,200,000)	\$3,199,565	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Statutory Dedications *	\$0	\$0	\$0	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL MOF	\$4,399,565	(\$1,200,000)	\$3,199,565	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$1,649,530	\$0	\$1,649,530	\$0	\$0	\$0	\$0
Other Compensation	\$88,000	\$0	\$88,000	\$0	\$0	\$0	\$0
Related Benefits	\$769,942	\$0	\$769,942	\$0	\$0	\$0	\$0
Travel	\$185,000	\$0	\$185,000	\$0	\$0	\$0	\$0
Operating Services	\$171,100	\$0	\$171,100	\$0	\$0	\$0	\$0
Supplies	\$80,000	\$0	\$80,000	\$0	\$0	\$0	\$0
Professional Services	\$94,000	\$0	\$94,000	\$0	\$0	\$0	\$0
Other Charges	\$1,336,993	(\$1,200,000)	\$136,993	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$25,000	\$0	\$25,000	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$4,399,565	(\$1,200,000)	\$3,199,565	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0	0
OTHER CHARGES POSITIONS	0	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0	0
* Statutory Dedications:							
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 1 NAME: Southern University - Board of Supervisors

MEANS OF FINANCING:	State General Fund	Interagency Transfers	Fees & Self-Generated Revenues	Statutory Dedications	Federal Funds	TOTAL
AMOUNT	(\$1,200,000)	\$0	\$0	\$0	\$0	(\$1,200,000)

EXPENDITURES:						
Salaries	\$0	\$0	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0
Operating Services	\$0	\$0	\$0	\$0	\$0	\$0
Supplies	\$0	\$0	\$0	\$0	\$0	\$0
Professional Services	\$0	\$0	\$0	\$0	\$0	\$0
Other Charges	(\$1,200,000)	\$0	\$0	\$0	\$0	(\$1,200,000)
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	(\$1,200,000)	\$0	\$0	\$0	\$0	(\$1,200,000)

OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
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POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
OTHER CHARGES POSITIONS	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 2 NAME: Southern University - Baton Rouge Campus

MEANS OF FINANCING:	CURRENT	REQUESTED	REVISED	ADJUSTMENT OUTYEAR PROJECTIONS			
	FY 2020-2021	ADJUSTMENT	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
GENERAL FUND BY:							
Direct	\$17,275,725	\$1,000,000	\$18,275,725	\$0	\$0	\$0	\$0
Interagency Transfers	\$3,028,515	\$0	\$3,028,515	\$0	\$0	\$0	\$0
Fees & Self-Generated	\$62,181,366	\$0	\$62,181,366	\$0	\$0	\$0	\$0
Statutory Dedications *	\$1,593,248	\$0	\$1,593,248	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL MOF	\$84,078,854	\$1,000,000	\$85,078,854	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$40,450,820	\$122,000	\$40,572,820	\$0	\$0	\$0	\$0
Other Compensation	\$181,377	\$0	\$181,377	\$0	\$0	\$0	\$0
Related Benefits	\$18,669,613	\$78,000	\$18,747,613	\$0	\$0	\$0	\$0
Travel	\$268,210	\$20,000	\$288,210	\$0	\$0	\$0	\$0
Operating Services	\$7,662,277	\$0	\$7,662,277	\$0	\$0	\$0	\$0
Supplies	\$865,911	\$50,000	\$915,911	\$0	\$0	\$0	\$0
Professional Services	\$1,026,480	\$100,000	\$1,126,480	\$0	\$0	\$0	\$0
Other Charges	\$10,746,988	\$100,000	\$10,846,988	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$4,017,497	\$0	\$4,017,497	\$0	\$0	\$0	\$0
Acquisitions	\$189,681	\$530,000	\$719,681	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$84,078,854	\$1,000,000	\$85,078,854	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	209	209	0	0	0	0
Unclassified	0	260	260	0	0	0	0
TOTAL T.O. POSITIONS	0	469	469	0	0	0	0
OTHER CHARGES POSITIONS	0	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0	0
TOTAL POSITIONS	0	469	469	0	0	0	0
* Statutory Dedications:							
Support Education in Louisiana First Fund (G10)	\$1,593,248	\$0	\$1,593,248	\$0	\$0	\$0	\$0
Education Excellence Fund (Z18)	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 2 NAME: Southern University - Baton Rouge Campus

MEANS OF FINANCING:	State General Fund	Interagency Transfers	Fees & Self-Generated Revenues	Statutory Dedications	Federal Funds	TOTAL
AMOUNT	\$1,000,000	\$0	\$0	\$0	\$0	\$1,000,000

EXPENDITURES:						
Salaries	\$122,000	\$0	\$0	\$0	\$0	\$122,000
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$78,000	\$0	\$0	\$0	\$0	\$78,000
Travel	\$20,000	\$0	\$0	\$0	\$0	\$20,000
Operating Services	\$0	\$0	\$0	\$0	\$0	\$0
Supplies	\$50,000	\$0	\$0	\$0	\$0	\$50,000
Professional Services	\$100,000	\$0	\$0	\$0	\$0	\$100,000
Other Charges	\$100,000	\$0	\$0	\$0	\$0	\$100,000
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$530,000	\$0	\$0	\$0	\$0	\$530,000
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$1,000,000	\$0	\$0	\$0	\$0	\$1,000,000

OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
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POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
OTHER CHARGES POSITIONS	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 3 NAME: Southern University - Law Center

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT							
PROGRAM 3 NAME: <u>Southern University - Law Center</u>							
MEANS OF FINANCING:	CURRENT	REQUESTED	REVISED	ADJUSTMENT OUTYEAR PROJECTIONS			
	FY 2020-2021	ADJUSTMENT	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
GENERAL FUND BY:							
Direct	\$3,735,319	\$0	\$3,735,319	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated	\$13,967,744	\$0	\$13,967,744	\$0	\$0	\$0	\$0
Statutory Dedications *	\$172,939	\$0	\$172,939	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL MOF	\$17,876,002	\$0	\$17,876,002	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$9,471,530	\$0	\$9,471,530	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$3,609,686	\$0	\$3,609,686	\$0	\$0	\$0	\$0
Travel	\$385,000	\$0	\$385,000	\$0	\$0	\$0	\$0
Operating Services	\$1,690,629	\$0	\$1,690,629	\$0	\$0	\$0	\$0
Supplies	\$250,000	\$0	\$250,000	\$0	\$0	\$0	\$0
Professional Services	\$1,220,590	\$0	\$1,220,590	\$0	\$0	\$0	\$0
Other Charges	\$632,027	\$0	\$632,027	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$366,540	\$0	\$366,540	\$0	\$0	\$0	\$0
Acquisitions	\$250,000	\$0	\$250,000	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$17,876,002	\$0	\$17,876,002	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	0	0	0	0	0	0
Unclassified	0	46	46	0	0	0	0
TOTAL T.O. POSITIONS	0	46	46	0	0	0	0
OTHER CHARGES POSITIONS	0	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0	0
TOTAL POSITIONS	0	46	46	0	0	0	0
* Statutory Dedications:							
Support Education in Louisiana First Fund (G10)	\$172,939	\$0	\$172,939	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 3 NAME: Southern University - Law Center

MEANS OF FINANCING:	State General Fund	Interagency Transfers	Fees & Self-Generated Revenues	Statutory Dedications	Federal Funds	TOTAL
AMOUNT	\$0	\$0	\$0	\$0	\$0	\$0

EXPENDITURES:						
Salaries	\$0	\$0	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0
Operating Services	\$0	\$0	\$0	\$0	\$0	\$0
Supplies	\$0	\$0	\$0	\$0	\$0	\$0
Professional Services	\$0	\$0	\$0	\$0	\$0	\$0
Other Charges	\$0	\$0	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$0	\$0	\$0	\$0	\$0	\$0

OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
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POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
OTHER CHARGES POSITIONS	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 4 NAME: Southern University - New Orleans Campus

MEANS OF FINANCING:	CURRENT	REQUESTED	REVISED	ADJUSTMENT OUTYEAR PROJECTIONS			
	FY 2020-2021	ADJUSTMENT	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
GENERAL FUND BY:							
Direct	\$8,158,721	\$0	\$8,158,721	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated	\$14,947,545	\$0	\$14,947,545	\$0	\$0	\$0	\$0
Statutory Dedications *	\$502,799	\$0	\$502,799	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL MOF	\$23,609,065	\$0	\$23,609,065	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$10,111,886	\$0	\$10,111,886	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$4,740,079	\$0	\$4,740,079	\$0	\$0	\$0	\$0
Travel	\$37,000	\$0	\$37,000	\$0	\$0	\$0	\$0
Operating Services	\$2,285,294	\$0	\$2,285,294	\$0	\$0	\$0	\$0
Supplies	\$285,500	\$0	\$285,500	\$0	\$0	\$0	\$0
Professional Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Other Charges	\$5,450,826	\$0	\$5,450,826	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$523,480	\$0	\$523,480	\$0	\$0	\$0	\$0
Acquisitions	\$175,000	\$0	\$175,000	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$23,609,065	\$0	\$23,609,065	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	38	38	0	0	0	0
Unclassified	0	116	116	0	0	0	0
TOTAL T.O. POSITIONS	0	154	154	0	0	0	0
OTHER CHARGES POSITIONS	0	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0	0
TOTAL POSITIONS	0	154	154	0	0	0	0
* Statutory Dedications:							
Support Education in Louisiana First Fund (G10)	\$452,799	\$0	\$452,799	\$0	\$0	\$0	\$0
Pari-mutuel Live Racing Facility Gaming Control Fund (G09)	\$50,000	\$0	\$50,000	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 4 NAME: Southern University - New Orleans Campus

MEANS OF FINANCING:	State General Fund	Interagency Transfers	Fees & Self-Generated Revenues	Statutory Dedications	Federal Funds	TOTAL
AMOUNT	\$0	\$0	\$0	\$0	\$0	\$0

EXPENDITURES:						
Salaries	\$0	\$0	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0
Operating Services	\$0	\$0	\$0	\$0	\$0	\$0
Supplies	\$0	\$0	\$0	\$0	\$0	\$0
Professional Services	\$0	\$0	\$0	\$0	\$0	\$0
Other Charges	\$0	\$0	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$0	\$0	\$0	\$0	\$0	\$0

OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
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POSITIONS						
Classified	0	38	0	0	0	38
Unclassified	0	116	0	0	0	116
TOTAL T.O. POSITIONS	0	154	0	0	0	154
OTHER CHARGES POSITIONS	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0
TOTAL POSITIONS	0	154	0	0	0	154

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 5 NAME: Southern University - Shreveport Campus

MEANS OF FINANCING:	CURRENT	REQUESTED	REVISED	ADJUSTMENT OUTYEAR PROJECTIONS			
	FY 2020-2021	ADJUSTMENT	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
GENERAL FUND BY:							
Direct	\$4,958,497	\$200,000	\$5,158,497	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated	\$10,008,838	\$0	\$10,008,838	\$0	\$0	\$0	\$0
Statutory Dedications *	\$162,060	\$0	\$162,060	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL MOF	\$15,129,395	\$200,000	\$15,329,395	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$7,402,302	\$75,000	\$7,477,302	\$0	\$0	\$0	\$0
Other Compensation	\$0		\$0	\$0	\$0	\$0	\$0
Related Benefits	\$3,666,095	\$27,000	\$3,693,095	\$0	\$0	\$0	\$0
Travel	\$38,300	\$5,000	\$43,300	\$0	\$0	\$0	\$0
Operating Services	\$2,166,888	\$20,000	\$2,186,888	\$0	\$0	\$0	\$0
Supplies	\$140,200	\$5,000	\$145,200	\$0	\$0	\$0	\$0
Professional Services	\$19,500	\$40,000	\$59,500	\$0	\$0	\$0	\$0
Other Charges	\$947,487	\$0	\$947,487	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$748,623	\$0	\$748,623	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$28,000	\$28,000	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$15,129,395	\$200,000	\$15,329,395	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	7	7	0	0	0	0
Unclassified	0	127	127	0	0	0	0
TOTAL T.O. POSITIONS	0	134	134	0	0	0	0
OTHER CHARGES POSITIONS	0	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0	0
TOTAL POSITIONS	0	134	134	0	0	0	0
* Statutory Dedications:							
Support Education in Louisiana First Fund (G10)	\$162,060	\$0	\$162,060	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 5 NAME: Southern University - Shreveport Campus

MEANS OF FINANCING:	State General Fund	Interagency Transfers	Fees & Self-Generated Revenues	Statutory Dedications	Federal Funds	TOTAL
AMOUNT	\$200,000	\$0	\$0	\$0	\$0	\$200,000

EXPENDITURES:						
Salaries	\$75,000	\$0	\$0	\$0	\$0	\$75,000
Other Compensation	\$0	\$0	\$0		\$0	\$0
Related Benefits	\$27,000	\$0	\$0	\$0	\$0	\$27,000
Travel	\$5,000	\$0	\$0	\$0	\$0	\$5,000
Operating Services	\$20,000	\$0	\$0	\$0	\$0	\$20,000
Supplies	\$5,000	\$0	\$0	\$0	\$0	\$5,000
Professional Services	\$40,000	\$0	\$0	\$0	\$0	\$40,000
Other Charges	\$0	\$0	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$28,000	\$0	\$0	\$0	\$0	\$28,000
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$200,000	\$0	\$0	\$0	\$0	\$200,000

OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
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POSITIONS						
Classified	0	7	0	0	0	7
Unclassified	0	127	0	0	0	127
TOTAL T.O. POSITIONS	0	134	0	0	0	134
OTHER CHARGES POSITIONS	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0
TOTAL POSITIONS	0	134	0	0	0	134

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 5 NAME: Southern University - Agricultural Research and Extension Center

MEANS OF FINANCING:	CURRENT FY 2020-2021	REQUESTED ADJUSTMENT	REVISED FY 2020-2021	ADJUSTMENT OUTYEAR PROJECTIONS			
				FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
GENERAL FUND BY:							
Direct	\$4,914,457	\$0	\$4,914,457	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Statutory Dedications *	\$1,797,470	\$0	\$1,797,470	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$3,654,209	\$0	\$3,654,209	\$0	\$0	\$0	\$0
TOTAL MOF	\$10,366,136	\$0	\$10,366,136	\$0	\$0	\$0	\$0

EXPENDITURES:	CURRENT FY 2020-2021	REQUESTED ADJUSTMENT	REVISED FY 2020-2021	ADJUSTMENT OUTYEAR PROJECTIONS			
				FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Salaries	\$5,429,873	\$0	\$5,429,873	\$0	\$0	\$0	\$0
Other Compensation	\$50,000	\$0	\$50,000	\$0	\$0	\$0	\$0
Related Benefits	\$2,579,235	\$0	\$2,579,235	\$0	\$0	\$0	\$0
Travel	\$121,000	\$0	\$121,000	\$0	\$0	\$0	\$0
Operating Services	\$343,304	\$0	\$343,304	\$0	\$0	\$0	\$0
Supplies	\$224,289	\$0	\$224,289	\$0	\$0	\$0	\$0
Professional Services	\$44,202	\$0	\$44,202	\$0	\$0	\$0	\$0
Other Charges	\$1,423,883	\$0	\$1,423,883	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$150,350	\$0	\$150,350	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$10,366,136	\$0	\$10,366,136	\$0	\$0	\$0	\$0

POSITIONS	CURRENT FY 2020-2021	REQUESTED ADJUSTMENT	REVISED FY 2020-2021	ADJUSTMENT OUTYEAR PROJECTIONS			
				FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Classified	0	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0	0
OTHER CHARGES POSITIONS	0	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0	0

* Statutory Dedications:	CURRENT FY 2020-2021	REQUESTED ADJUSTMENT	REVISED FY 2020-2021	ADJUSTMENT OUTYEAR PROJECTIONS			
				FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Support Education in Louisiana First Fund (G10)	\$47,470	\$0	\$47,470	\$0	\$0	\$0	\$0
Tobacco Tax Health Care Fund (E32)	\$1,000,000	\$0	\$1,000,000	\$0	\$0	\$0	\$0
Southern University AgCenter Program Fund (G12)	\$750,000	\$0	\$750,000	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0

**STATE OF LOUISIANA
DIVISION OF ADMINISTRATION, OFFICE OF PLANNING AND BUDGET
REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 5 NAME: Southern University - Agricultural Research and Extension Center

MEANS OF FINANCING:	State General Fund	Interagency Transfers	Fees & Self-Generated Revenues	Statutory Dedications	Federal Funds	TOTAL
AMOUNT	\$0	\$0	\$0	\$0	\$0	\$0

EXPENDITURES:						
Salaries	\$0	\$0	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0
Operating Services	\$0	\$0	\$0	\$0	\$0	\$0
Supplies	\$0	\$0	\$0	\$0	\$0	\$0
Professional Services	\$0	\$0	\$0	\$0	\$0	\$0
Other Charges	\$0	\$0	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$0	\$0	\$0	\$0	\$0	\$0

OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
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POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
OTHER CHARGES POSITIONS	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0



POLICY TITLE
Indirect Cost Recovery & Reallocation Plan

POLICY NUMBER
11-002

<p>Responsible Unit: <i>Office of Research, Sponsored Programs and Institutional Effectiveness (RSPIE)</i></p> <p>Responsible Official: <i>Vice Chancellor for RSPIE</i></p> <p>Policy Classification: <i>Research Expenditures & Sponsored Funds Administration</i></p>	<p>Effective Date: <i>06/12/2020</i></p> <p>Last Reviewed Date:</p> <p>Origination Date: <i>04/06/2020</i></p>
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I. POLICY STATEMENT AND RATIONALE

The purpose of the Indirect Cost Recovery & Reallocation Plan is to recover the total indirect, facilities and administration (F&A), cost for each sponsored award (grants, contracts & cooperative agreements) unless specifically prohibited or limited by the funding agency and determine percentages to be applied to the indirect F&A costs and distributed to the departments and personnel involved in conducting research.

II. POLICY SCOPE AND AUDIENCE

This policy applies to all sponsored projects administered by Southern University at Shreveport (SUSLA) under the authority of the Office of Research, Sponsored Programs and Institutional Effectiveness (RSPIE). Offices responsible for affecting this policy include:

- **Vice Chancellor for RSPIE** - reviews requests for indirect cost waivers and approves only those that have exceptional circumstances and potential benefits that are compelling and well-justified. Also reviews and approves requests for changes to credit distributions that do not affect prior fiscal year indirect F&A distribution, and for which appropriate approvals have been obtained.
- **Deans/Chairs/Directors** - reviews requests for indirect F&A cost waivers and endorses only those that have exceptional circumstances and potential benefits that are compelling and well-justified. Also reviews and endorses only those changes to credit distributions that do not affect a prior fiscal year. Forward the endorsed requests to the VC for RSPIE for final review and approval.
- **OSP** - provides Office of Finance with the percentages of indirect F&A cost allocations distributed to each area.

- **Office of Finance** - establishes appropriate SUSLA accounts[†] and distributes the indirect F&A costs per the distribution plan provided by OSP.
- **Grant Accountant** - ensures daily management of indirect F&A cost accounts and expenditures.
- **Chief Finance Officer**- approves indirect F&A cost accounts and expenditures.

**Note: if any awarded unit has a current account, the indirect F&A costs will be allocated to the current account.*

III. POLICY COMPLIANCE

Compliance with this policy ensures that the faculty, staff, and their home units (Divisions, Departments) receive the recognition and rewards for their efforts.

IV. POLICY DEFINITIONS

Indirect Cost Facilities and Administrative (F&A): Those costs that are not readily identified with a specific project or organizational activity but incurred for the joint benefit of both projects and other activities (such as of administrative and support functions of the university including general administration and expense, operations and maintenance, building and equipment depreciation, and library expenses). Indirect costs are usually grouped into common pools and charged to benefiting objectives through an allocation process/indirect cost rate. The terms indirect costs, overhead costs, and F&A costs are synonymous. Indirect costs are different than direct costs.

General Fund: Sixty percent (60%) of the collected indirect cost F&A charges will be dedicated to the University's General Fund. Funds will be expended according to University established protocols.

Faculty & Staff Incentive Fund: Five percent (5%) of the collected indirect cost F&A charges will be channeled toward a Faculty & Staff Incentive Fund. The main purpose of this fund is to make dollars available to faculty and staff members as incentives toward scholarship and research. These funds can be utilized to fund stipends for publications, mini-grants within SU that foster inter-departmental/inter-disciplinary research, excellence in teaching/research awards, etc.

Grantee's Division: Five percent (5%) of the collected indirect cost F&A charges will be allocated to the Grantee's Division. A grantee is an individual who serves as the main principal investigator of a grant. His/her Division will be entitled to this portion of the indirect costs. Funds can be used to strengthen the overall effectiveness of the Division's operation. While personal equipment purchases will be discouraged, equipment that will be used in laboratories and classrooms will be allowed. Dependent upon the research success of its faculty, Divisions may choose to establish a new faculty fund to be used toward matching salary support. Each division will have to seek approval of the budget from their cognizant Vice Chancellor and Vice Chancellor for RSP/IE to ensure compliance with Indirect Cost Recovery and Reallocation Policy.

Grantee's Department: Five percent (5%) of the collected indirect cost F&A will be allocated to the Grantee's Department. A grantee is an individual who serves as the main principal investigator of a grant. Her Department will be entitled to this portion of the indirect cost F&A. Monies spent from this fund can only be used toward faculty development (conference fees, publication costs, travel, etc.). If adequately justified, these funds may also be used toward the purchase of equipment

for faculty offices. Dependent upon the research success of its faculty, Departments may also choose to establish a new faculty fund to be used toward matching salary support. Each department will have to seek approval of budget from the Dean/Director of the Grantee's Division, cognizant Vice Chancellor and Vice Chancellor for RSIF to ensure compliance with Indirect Cost Recovery and Reallocation Policy.

Modified Total Direct Cost (MTDC): Represents the total direct costs of a sponsored project (all salary and wages, fringe benefits, materials and supplies, services, travel and sub-grants and sub-contracts up to \$25,000 of each sub-grant or sub-contract) less: items of equipment greater than \$5,000, capital expenditures, charges for patient/test subject care, tuition remission, rental of off-campus facilities, participant support costs (to include scholarships, fellowships, stipends, travel, and other support costs) as well as the portion of each sub-grant and sub-contract in excess of \$25,000.

Principal Investigator (Grantee): The principal investigator of the project will be entitled to ten percent (10%) of the collected indirect cost F&A funds of the associated award. These funds will be utilized by the investigator in the conduct of his/her current and future research needs, such as travel, supplies, and the engagement of postdocs, and graduate and undergraduate student engagement. The investigator will follow approval protocols that apply to grant funds.

Off-Campus Rate: All facilities not owned by the institution and to which rent is directly allocated to the project(s) the off-campus indirect F&A cost applies. If more than 50% of a project is performed off-campus, the off-campus rate applies to the entire project.

Office of Research, Sponsored Programs and Institutional Effectiveness (RSPIE): Five percent (5%) of the collected indirect cost F&A charges will be allocated to RSPIE. Funds will be utilized by this office to offer matching funds, travel, research development workshops, and research incentives to divisions and departments that are lesser engaged in the research enterprise. Funds may be used to initiate and support new and emerging strategic initiatives.

Office of Sponsored Programs (OSP): Five percent (5%) of the collected indirect cost F&A will be allocated to OSP to support pre- and post-award activities related to funded programs and to strengthen the efficiency and effectiveness of services provided by the unit. Funds will be used to enhance the professional capabilities of the unit by funding educational resource seminars/workshops, meetings, infrastructure support, personnel, collaborations and other support costs.

Office of Finance: Five percent (5%) of the collected indirect cost F&A will be allocated to the Office of Finance to support post-award financial services related to the funded programs and to strengthen the efficiency and effectiveness of services provided by the unit. Funds will be used to enhance the professional capabilities of the unit by supporting educational resources seminars, meetings, infrastructure support, collaboration and other support costs.

V. POLICY IMPLEMENTATION PROCEDURES

A. Budgeting Indirect (Facilities and Administrative) on Sponsored Project Proposals

1. Grantee (PI) will prepare a budget which provides for the recovery of total costs for each sponsored program administered by the OSP, the Office of RSPIE, and the Office of

Finance. The budget must include full indirect F&A costs that are calculated by multiplying the direct cost base by the indirect F&A cost rate. In all but exceptional circumstances, the total budget, including full indirect F&A costs, will be the budget proposed to the external sponsor.

2. When potential benefits are compelling and well-justified, the PI may submit a Request for F&A Indirect Cost Waiver. The waiver must be endorsed by the department chair(s)/director(s) and the cognizant dean(s), cognizant vice chancellor and forwarded to the VC for RSPIE.
3. When a not-for-profit sponsor has a published rate that is used for all awardees and differs from the federal indirect F&A cost rate, the sponsor's rate should be used; a F&A indirect cost waiver is not required. However, a waiver is required if the indirect F&A cost rate to be charged is below the sponsor's published rate. When a sponsor limits indirect F&A costs but allows some costs normally charged as indirect F&A to be charged as direct (e.g., administrative or accounting costs), then allowable costs are to be included in the direct cost budget.

B. Indirect (Facilities and Administrative) Distribution Percentage

The University's indirect F&A distribution percentage rate is currently 40% of MTDC.

Indirect Rates	On-Campus	Off-Campus
Contracting	40%	26%
Education and Training	40%	26%
Research	40%	26%
Other (Outreach)	40%	26%
<p>Included in the MTDC base: all salary and wages, fringe benefits, materials and supplies, services, travel and sub-grants and sub-contracts up to \$25,000 of each sub-grant or sub-contract.</p> <p>Not included in the MTDC base: all equipment, capital expenditures, charges for patient/test subject care, tuition remission, rental of off-campus facilities, participant support costs (to include scholarships, fellowships, stipends, travel, and other support costs) as well as the portion of each sub-grant and sub-contract in excess of \$25,000.</p>		

C. Stages of F&A Indirect Cost Reallocation Implementation

Southern University at Shreveport, Chancellor and SUS Board of Supervisors will enact this policy in three phases (to be described) and allow for any future changes in allotments/distribution percentages up to 40% of the collected F&A Indirect Costs to be approved by agreement and final approval of the Chancellor.

Phase I: Will allow for the Grantee (PI) to collect an allocated 10% of the collected F&A Indirect Costs in support of activities, travel, stipends, equipment, supplies and other costs not directly covered by the grant activity. Date of enactment to be determined by the Chancellor. Total indirect cost reallocation equates to 10% for Phase I.

Phase II: Will allow for the Grantee's (PI's) Department or Division, to receive an allocated 5% - Department and 5% - Division, of the collected F&A (Indirect Cost) to be used in support of activities associated with their daily operations. Date of enactment will be two (2) years after

implementation of Phase I. Total indirect cost reallocation equates to 20% for Phase I and Phase II.

Phase III: Will allow for the final phase of distribution of allocated percentages (see Table 1) of the collected F&A Indirect Costs to be used in support of activities associated with daily operations and in professional development activities for faculty through the disbursement of Faculty Incentive Fund Awards. Date of enactment will be one (1) year after implementation of Phase II. Total indirect cost reallocation equates to 40% for Phase I, Phase II, and Phase III.

D. Allocating Indirect (Facilities and Administrative) Cost to Units

1. The allocation of indirect costs recorded on a proposal is determined by the grant accountant and then entered into the Banner system when budget accounts are requested/established.
2. The grant accountant prepares a report for the director of accounting that provides the credit distribution percentages.
3. A one-fiscal year (FY) lag ensues between the time that indirect F&A is credited in the Financial System and subsequently reallocated to university entities (i.e., indirect F&A credited in FY 2019/20 is distributed in FY 2020/21).
4. Requests to change the allocation of indirect F&A costs indicated in the proposal will be honored, provided the requested changes do not affect a prior fiscal year indirect F&A distribution, and the appropriate vice chancellor endorsement has been obtained.
5. Disbursement of reallocated F&A costs will follow established protocol for budgeting. The division of general funds will be in accordance with established University guidelines. Disbursement through Faculty Incentive Fund, Grantee's Division, Grantee's Department, and Office of Research, Sponsored Programs and Institutional Effectiveness will follow policies and signatory guidelines (Indirect Cost Recovery and Reallocation Policy) that have been adopted by the University.
6. The Office of Finance and Administration will provide a fiscal discussion of generated funds for the previous fiscal year by August 15th of each year. The Office of RSPiE will review and provide concurrence and signature acknowledging reported funds.
7. Upon concurrence, the 40% of the collected total indirect F&A cost funds (minus the 60% designated for allocation to the General Fund: $100\% - 60\% = 40\%$) will be deposited in an account designated as Generated Indirect Cost Account. The director of accounting will provide written communication to the grantee, department chair, dean/director and vice chancellor stating the amount of funds to be reallocated to their accounts for the fiscal year.
8. All areas receiving reallocated funds must provide to the grant accountant a proposed budget and budget justification of expenditures with required signatures as stated in the Indirect Cost Recovery and Reallocation Policy guidelines. If the proposed budget meets the policy guidelines, the director of accounting will approve the request, followed by approval of other signatories (identified herein). If the proposed budget does not meet the policy guidelines, the grant accountant and/or the director of accounting will make recommendations and ask the requestor to send a revised proposed budget and justification.
9. In the case of the Faculty Incentive Fund, the Academy of Excellence Committee will suggest to the Vice Chancellor for RSPiE unique faculty incentives such as mini-university grants, scholarship stipends, etc. These incentives will be awarded through a competitive process. The process guidelines will be recommended by the Committee. Protocols for the

competitive process will be established by the Committee and implemented in a fair and cohesive manner.

10. Eight different categories are recommended for indirect F&A cost reallocation. These categories are defined in the preceding **Section IV – Policy Definitions** and include: (a) General Fund, (b) Faculty Incentive Fund, (c) Grantee’s Division, (d) Grantee’s Department, (e) Principal Investigator, (f) RSPiE, (g) Office of Sponsored Programs, (h) Office of Finance. Implementation process of distribution categories is described in **Section V – Policy Implementation Procedures, Subsection C – Stages of F&A Indirect Cost Reallocation Implementation.**

Table 1. *Recommended distribution rates* of collected indirect costs.

Recipient	Academic/ Administrative Unit	Recipient	Academic/ Administrative Unit
General Fund	60%	Principal Investigator	10%
Faculty Incentive Fund	5%	RSPiE	5%
Grantee’s Division	5%	Sponsored Programs	5%
Grantee’s Department	5%	Office of Finance	5%

11. The Vice Chancellor for RSPiE will be responsible for providing recommendations for revision of the policy guidelines. The proposed updates will be provided to the Office of the Chancellor for concurrence with final approval of the Chancellor’s Cabinet.

E. Example of Distribution

If the IDC Recovery and Reallocation Policy is approved under the current indirect cost rate (40% Modified Total Direct Cost), then the following will apply for distribution of the collected funds.

Example One: Engineering Faculty PI has received a \$500,000 research award for undergraduate research experiences, and \$300,000 of this award includes expenditures such as salaries and wages, pieces of equipment \$5,000 and under, supplies, travel, operating services, sub-awards under \$25,000, and other costs (software, licensing, etc.). Expenditures excluded from the MDC include the remaining \$200,000 allocated for student stipends, tuition, scholarships/fellowships, any portion of each sub-award more than \$25,000, rental of off-campus space, capital expenditures, and any individual piece of equipment over \$5,000. The total collected IDC would then be 40% of \$300,000 or \$120,000.

Table 2. *The distribution of the funds in Example One would then occur as follows:*

Recipient	Academic/ Administrative Unit	Recipient	Academic/ Administrative Unit
General Fund	60% of \$120,000	Principal Investigator	10% of \$120,000
Faculty Incentive Fund	5% of \$120,000	RSPiE	5% of \$120,000
Grantee’s Division	5% of \$120,000	Sponsored Programs	5% of \$120,000

Grantee's Department	5% of \$120,000	Office of Finance	5% of \$120,000
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VI. POLICY RELATED INFORMATION

The Uniform Guidance (2 CFR § 200) established uniform administrative requirements, cost principles, and audit requirements for federal awards at https://www.ecfr.gov/cgi-bin/text-idx?tpl=/ecfrbrowse/Title02/2cfr200_main_02.tpl. The Uniform Guidance is the basis for the "determination" of the 40% MTDC indirect cost rate at Southern University for all sponsored grants. The 40% indirect cost rate should also be used for identifying reinvestments for the units from which these charges are based (department, division, RSPUE, OSP, University (with emphasis on the Office of the Comptroller). A copy of the University's current Facilities and Administrative Costs Rate Agreement can be found at:

VII. POLICY HISTORY AND REVIEW CYCLE

This is a newly created policy and is subject to a five-year policy review cycle.

VIII. POLICY URL

www.susla.edu.

IX. POLICY APPROVAL



Rodney A. Ellis, Ed.D.
Chancellor, Southern University at Shreveport

Effective Date of Policy



Ray L. Belton, Ph.D.
President-Chancellor, Southern University and A&M College System

Effective Date of Policy

The Honorable Attorney Dominoe D. Rutledge
Chair - Southern University System Board of Supervisors

Effective Date of Policy



Dr. Rodney A. Ellis
Chancellor



August 6, 2020
Dr. Ray L. Belton
President-Chancellor
Southern University System
Baton Rouge, LA 70813

RE: Campus Technology Access Fee

Dr. Belton:

This communication comes to recommend a Campus Technology Access Fee for all SUSLA students beginning Fall 2020. The proposed fee will assess a \$350 fee per laptop to ensure students have access at all times to their education and campus-based resources. This fee will be paid from increases in students' Financial Aid "Cost of Attendance" for books and supplies.

The coronavirus pandemic has caused colleges and universities to reimagine the delivery of academic and student services and make campuses more accessible to students on and off-campus. Certainly, the pandemic has expedited and increased the importance of our transition to operating in the virtual world. Moving to this new reality at this time will lay the foundation that guarantees all students attending SUSLA have the tools to stay connected to their education throughout their matriculation.

Your approval of this Campus Technology Access Fee and that of the Southern University Board of Supervisors will be greatly appreciated.

Sincerely,


Dr. Rodney A. Ellis
Chancellor

Approved:



Dr. Ray Belton, President/Chancellor

Date:

Subject to the approval of the BOS

Disapproved:

Dr. Ray Belton, President/Chancellor

Date:

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

"Southern University at Shreveport does not discriminate on the basis of race, color, age, national origin, gender, disability or any other protected class in its programs and activities". The following person(s) has been designated to handle inquiries regarding the non-discrimination policies: Title IX Coordinator: Dr. Tuesday Mahoney, College Success Ctr. (318) 670-9201. Section 504 Coordinator: Jerushka Ellis, Behavioral Science, (318) 670-9367



Dr. Rodney A. Ellis
Chancellor

May 5, 2020

Dr. Ray L. Belton, President
S U System Office
4th Floor, J. S. Clark Administration Building
Baton Rouge, La 70813

RE: Request to Increase Fees for Mathematics Laboratories

Dear Dr. Belton:

This correspondence comes requesting authorization to increase fees relative to the Mathematics Laboratories as it relates to the students at Southern University at Shreveport Louisiana (SUSLA). Per the attached letter from Dr. Terry Kidd, this change in fees will ensure that appropriate supplies and materials are purchased for the laboratories for all students.

I therefore request your endorsement of this fee increase and that of the Southern University Board of Supervisors at their next scheduled meeting.

Thank you in advance for your kind consideration.

Respectfully submitted,

Rodney A. Ellis, Ed.D.
Chancellor

RAE/lw

Attachments



Office of Academic Affairs & Workforce Development

Tuesday, May 5, 2020

Dr. Rodney Ellis
Chancellor
Southern University at Shreveport
3050 Dr. Martin Luther King Jr. Blvd
Shreveport, Louisiana 71101

RE: STEM Laboratory Fee

Dear Dr. Ellis,

The purpose of this memo is to request a fee to be implemented in mathematic laboratories.

After a system review of our current labs and fees that were implemented in the Fall 2019, it has become apparent that a fee will be necessary in order to ensure that all appropriate supplies and materials are purchased for the laboratories for all students. The recommended fee, beginning in the Fall 2020 semester is 65.00 for mathematic laboratories.

STEM Faculty and Academic Affairs leadership are making strides in STEM and the increase will assist in our modernization laboratories, provide supplemental instruction for mathematic instruction, and facilitate academic excellence for our students.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Terry T. Kidd', is written over a faint, light-colored circular stamp or watermark.

Terry T. Kidd, Ph.D.



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

July 27, 2020

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

Dear Dr. Belton:

As we prepare for the Fall 2020 semester, the COVID-19 pandemic will require the Southern University Law Center to hire several visiting professors to accommodate a larger than expected enrollment combined with need to reduce the size of individual sections due to social distancing mandates and guidelines for in-person classes. Furthermore, the Law Center has decided to offer instruction during Fall 2020 in the following instructional modes:

1. In-Person Instruction
2. Synchronous Remote/Virtual Instruction
3. Asynchronous Online Instruction

In order to meet ABA requirements and to maintain the quality of instruction needed to be a competitive ABA accredited 21st Century law school during this unprecedented pandemic, the Law Center has to increase instructional capacity during the 2020-2021 academic year. The Law Center has been fortunate to find and recruit seasoned and experienced law faculty who have agreed to serve as visiting faculty during the 2020-2021 academic year. The faculty members include (1) Shandrea P. Williams, (2) Michael Harris, Sr., (3) Joseph M. Isanga, (4) Greg Sergienko, (5) B. Summer Chandler, (6) Ryan B. Stoa and, (7) Tracie Washington.

The resume for each of these individuals is enclosed for your review. The proposed salaries for these visiting faculty members are as follows:

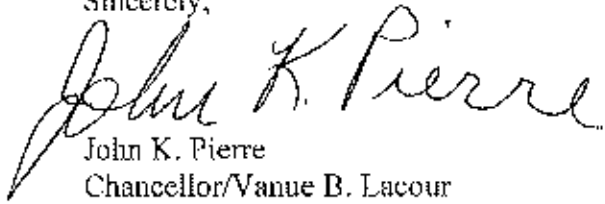
1) Shandrea P. Williams	\$99,000.00
(2) Michael Harris, Sr.	\$99,000.00
(3) Joseph M. Isanga,	\$99,000.00
(4) Greg Sergienko,	\$108,000.00

(5) B. Summer Chandler, and	\$90,000.00
(6) Ryan B. Stoa.	\$95,000.00
(7) Tracie Washington	\$90,000.00

The hiring of the visiting faculty members will also offset the loss of two tenured faculty members who were faculty members in the 2019-2020 academic year and the loss of two additional faculty members during the 2018-2019 academic year.

I would appreciate it if you would present my request to hire visiting faculty for the 2020-2021 academic year to the Southern University Board of Supervisors for consideration at its August 2020 board meeting. If you have any questions, please feel free to contact me.

Sincerely,



John K. Pierre
Chancellor/Vanue B. Lacour
Endowed Law Professor



"Linking Citizens of Louisiana with Opportunities for Success"

Southern University and A & M College System
AGRICULTURAL RESEARCH AND EXTENSION CENTER
and the **COLLEGE OF AGRICULTURAL, FAMILY AND CONSUMER SCIENCES**

Ashford O. Williams Hall
P. O. Box 10010
Baton Rouge, LA 70813
(225) 771-2242
(225) 771-2861 Fax
www.suagcenter.com

OFFICE OF THE CHANCELLOR-DEAN

July 3, 2020

Dr. Ray Belton, President - Chancellor
Southern University System
4th Floor J. S. Clark Admin Bldg.
Baton Rouge, LA 70813

Re: Request for SU Board Approval to Waive the Search for Director of SU Ag Center Beef Cattle Research Program

Dear President-Chancellor Dr. Belton:

This communication is to request your approval and the approval of the Southern University Board of Supervisors to waive the vacancy announcement for the position of Director of SU Ag Center Beef Research Program. Dr. Clyde P. Bagley's experiences include traversing the gauntlets of animal science research that span over 25 years to include beef (ruminant nutritionist), animal science teaching/outreach, revenue generator, hemp, forage, and pastures management.

He has over 300 publications (referred inclusive), 11 books, 7 book chapters, and a host of farm-related publications. His ability to garner financial dollars (scholarships, grants, contracts, etc.) is noteworthy and unparalleled. Dr. Bagley's revenue generation prowess is more than 40 million dollars. He recently served as a Visiting Scientist at the SU Ag Center working with Dr. C. Reuben Walker, the Executive Vice-Chancellor of the SU Ag Center.

Dr. Clyde P. Bagley is a seasoned animal nutritionist. Please see attached resume. He will replace Dr. Alonzo Chappell (retired) who previously held a similar position for several years. Dr. Clyde P. Bagley has exhibited excellent animal science research that led to him being the recipient of the 2017-18 Outstanding Researcher Award at Tennessee Tech University. He has significant experiences in dealing with socially and historically disadvantaged minority stakeholders.

Louisiana is a beef cattle state. At SU Ag Center, beef cattle is the largest revenue generator. Today, we have a huge void in our beef cattle program due to not having a beef cattle researcher. The SU Ag Center beef herd is 100% designated for research. The 120 Brangus beef cattle herd contains six (6) bulls, 89 cows, and 25 calves with five farmworkers. With a director and researcher, it is difficult to justify five personnel, tractors, buildings, cattle acreage (>250 acres), and pastures.

Conversely, the hiring and impact on beef producers across the state will put SU Ag Center in a position to show the legislature that we were worthy of the additional 1 million dollars we received this past legislative session. As such, it will be easier for Dr. C. Reuben Walker to show the impact of the dollars readily to the Rural, GOP, Louisiana Legislative Black Caucus, Acadian, Women, and Black Caucuses.

Dr. Ray Belton, President - Chancellor
July 3, 2020
Page 2

The duties of the position include:

- Serve as Director of the SU Ag Center Beef Cattle Research Program.
- Develop peer-reviewed journals and publications for small and limited resources beef producers.
- Develop a beef cattle breeding, nutrition, reproduction, pastures/forage research program for small and limited resource minority farmers.
- Develop a 1-2 on-farm beef cattle research program in north and south Louisiana, especially in the vicinity of Southern University System (SUS) campuses.
- Seek partnerships and donations for agricultural technology as it relates to beef production.
- Establish virtual beef cattle workshops and face-to-face field days as appropriate during the COVID era.
- Seek extramural funding to help support the beef research program.
- Work collaboratively in a multidisciplinary manner on feeding hemp to beef cattle as a feedstuff.
- Provide connectivity in helping to secure a partnership for hemp testing equipment.
- Assist the Chancellor and Executive Vice Chancellor on international agriculture efforts to include South Africa and Uganda.
- Assist the Chancellor and Executive Vice Chancellor in the solicitation of funds and donation for the Dr. George E. Robinson Endowment for Animal Science.
- Report to the Vice-Chancellor for Research in beef research.
- Report to the Executive Vice Chancellor for the SU Ag Center as it relates to facilities and external affairs.
- Helping seek and develop beef and hemp donations (equipment, monies, seeds, etc.) via public/private partnerships.

The approval of this letter will allow my staff to process the paperwork needed to complete Dr. Clyde P. Bagley's ePAF.

If you have any questions, please contact me at (225) 771-3660.

Sincerely,



Orlando F. McMeans, PhD
Chancellor-Dean
SUAREC-CAFCS

Approval:



President-Chancellor


Date

JOB CLASS	
JOB CODE	
CAL ID	

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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

CAMPUS: SUS ___ SDRR ___ 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) ___ Rehire Return To Work Permanent Status

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

Profile of Person Recommended

Length of Employment October 1, 2019 To September 30, 2020
 Effective Date September 1, 2020

Name Dr. Clyde P. Bagley SSN XXX-XX-7511 Sex Male Race* White
(*S number)

Position Title: Director of SU Ag Center Beef Cattle Research Prog. Department: Research

Check One Existing Position New Position *Visa Type (See Reverse Side): U S
 Expiration Date: _____

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

Years Experience 25+ Years Southern University Experience _____
 Degree(s): Type/Discipline (BA-Education): _____ Institution/Location (SU-Baton Rouge): _____ Year: _____
BS-Animal Science Louisiana State University -- Baton Rouge, LA 1973
MS-Animal Science-Ruminant Nutrition Louisiana State University -- Baton Rouge, LA 1975
Ph.D-Animal Science-Ruminant Nutrition Virginia Polytechnic Institute and State University 1978

Current Employer Tennessee Tech University

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 Research

Identify Budget: 491666-05139-02000-560,000 Location _____
611644-65059-02000-530,000

Form Code: _____ Page _____ Item # _____

Change of: From _____ To _____

Position Status Full-time Full-Time

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):

C. Gordon Walker 7/14/2020 C. Gordon Walker 7/14/2020
 Supervisor Date Vice President/Health Affairs Date
C. Gordon Walker 7/14/2020 C. Gordon Walker 07/15/2020
 Vice Chancellor Date
[Signature] 7/31/2020
 Director/Vice President Date
 President Date
 Chancellor Date
 Vice President/Finance 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.

BAM

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 peoples 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 Philippines 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. Clyde Bagley will serve as the Director of the SU Ag Center Beef Cattle Research Program.
621644-6505-62000 . A new EPAP will be prepared for the new federal fiscal year.
October 1, 2020 - September 30, 2021 in September, 2020.

EMPLOYEE REGULAR WORK SCHEDULE: Monday - Friday 8:00am - 5pm

EMPLOYEE DIRECT SUPERVISOR: Dr. Calvin Walker

SUPERVISOR/DEPARTMENT CONTACT NUMBER: (225) 771-3206

NUMBER OF EMPLOYEES SUPERVISED, (if any): 0

IIR 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 their clearances 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 or 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/Fact/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)

FUNDS AVAILABLE
OFFICE OF THE AGRICULTURAL
RESEARCH AND EXTENSION
SOUTHERN UNIVERSITY SYSTEM


FINANCE & ADMINISTRATION SECTION

6M 9782

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Director of SU Ag Center Beef Cattle Research Program AS DESCRIBED BELOW

BE AUTHORIZED AS A VACANCY FOR Southern University Agricultural Research and Extension Center (Department or Unit)

- Replacement, Civil Service, Tenured, New Position, Temporary, Probationary, Unclassified, Faculty, Source of Funds: State, Grant-In-Aid, System Revenue, Agency Fund State

VACANCY DESCRIPTION AND JUSTIFICATION

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved through Human Resources).

Incumbent will serve as the Director of the SU Ag Center Beef Research Program. Incumbent will develop a beef cattle, nutrition, breeding, and pastures/forage research program for small and limited resource minority farmers. Develop 1-2 on-farm beef cattle research projects in north/ south Louisiana, especially in the vicinity of Southern University System (SUS) campuses. Seek extramural funding to help support the beef research program. Conduct hemp and beef cattle feeding trials. Seek partnerships and donations for agricultural technology as it relates beef production. Assist the Chancellor and Executive Vice Chancellor on international agriculture efforts to include (Uganda and South Africa).

Salary/Range: \$90,000 Previous Incumbent (if replacement):

Approval signatures and dates from Department Head and Dean/Director/Supervisor of Budget Unit.

FINANCE/BUDGET OFFICE ONLY table with fields for Funds Available, Signature, Date, and Budget Number.

HUMAN RESOURCES OFFICE ONLY table with fields for Existing/Approved Position, Employee Class, MU, Job Class, Verified By, and Date.

Approval signatures and dates from Vice Chancellor, Chancellor/Vice President, and President.

An Equal Opportunity Employer

Job Description

Director of SU Ag Center Beef Research Program

The incumbent must have a Ph.D. in Animal Science with an emphasis in Ruminant (Beef) Nutrition, with at least a 10 year track record in beef cattle, forages, and pastures research. The incumbent must have exhibited a strong external funding and partnerships abilities. The incumbent will oversee the current 120 head of Brangus Beef Cattle (100% research). The incumbent will supervise the beef cattle personnel as was done by the previous incumbent beef specialist (Dr. Alonzo Chappell).

The duties and responsibilities include:


- Serving as Director of the SU Ag Center Beef Cattle Research Program,
- Developing peer-reviewed journals and publications for small and limited resources beef producers,
- Developing a beef cattle breeding, nutrition, reproduction, pastures/forage research program for small and limited resource minority farmers,
- Developing a 1-2 on-farm beef cattle research projects in north and/or south Louisiana, especially in the vicinity of a Southern University System (SUS) campuses,
- Seeking partnerships and donations for agricultural technology as it relates beef production,
- Establishing virtual beef cattle workshops and face-to-face field days as appropriate during the COVID era,
- Seeking extramural funding to help support the beef research program,
- Working collaboratively in a multidisciplinary manner on feeding hemp to beef cattle as a feedstuff,
- Providing connectivity in helping to secure a partnership for hemp testing equipment,
- Assisting the Chancellor and Executive Vice Chancellor on international agricultural efforts to include South Africa and Uganda,
- Assisting the Chancellor and Executive Vice Chancellor in the solicitation of funds and donations for the Dr. George E. Robinson Endowment for Animal Science,
- Reporting to the Vice Chancellor for Research or his/her designee in beef research,
- Reporting to the Executive Vice Chancellor for the SU Ag Center as it relates to facilities and external affairs, and
- Helping to seek beef and hemp donations (equipment, monies, seeds, etc.) via public/private partnerships.

BIOGRAPHICAL Data
March, 2020

Name: Clyde Pattison Bagley

Place of Birth: Shreveport, Louisiana

Present Business Address: Professor of Animal Science, School of Agriculture
Director, Oakley Sustainable Agricultural Center
College of Agricultural and Human Sciences
Assistant to the President, Special Projects
Tennessee Technological University
Box 5165
Cookeville, TN 38505-0001
Tele: 931/372-3218
Fax: 931/372-3150
Cell 931/284-1426
E-Mail: cpbagley@tntech.edu


Family: Married to the former Nancy Alice Dinkins (1975)
Two children - Caroline Pattison Black (1980) and Claire Marie Swope (1982);
five grandchildren

Physical: Health - Excellent; Physical limitation - none
Height - 6'3"; Weight - 225 lb.

Education

- 1969 Graduated from Longstreet High School, Longstreet, LA
- 1972 Animal Science, Northwestern State University, LA
- 1973 B. S. Animal Science, Louisiana State University
- 1975 M. S. Animal Science - Ruminant Nutrition, Louisiana State University
Thesis: Effects of Ration and Climatic Variables on Steer Performance."

1978 Ph.D. Animal Science- Ruminant Nutrition, Virginia Polytechnic Institute and State University.
Thesis: The Palatability and Nutrient Value of Tall Fescue (*Festuca arundinacea* Schreb.)
Forage and Evaluation of Seven Systems of Forage Finishing Beef Steers

Employment

Current – Professor of Animal Science, Director, Oakley Sustainable Agricultural Center and Assistant to the President for Special Projects

Winner: 2017-2018 Outstanding Researcher Award, School of Agriculture, May, 2018

Current Major Projects:

1. \$1,000,000 endowment – working directly with a donor who has verbally committed to a \$1 million endowment; working out details currently.
2. \$3.2 million P.E.T. Care Campus project involving "Friends of the Cookeville-Putnam Co Animals; TN Humane Society; City of Cookeville; Putnam Co. Under construction
3. \$12,000,000 Oakley Farm project; \$9 million donated, \$3 million in process
4. \$1 million for beef processing plant for campus; approved.
5. Cooperating with TN Department of Ag personnel; desire to couple the \$1 million project (above) with a \$17 million, 1,000 head per week cattle processing plant; and expansion of a hog plant from 70 to 200 head per day.
6. \$3.5 million for a bio-digester for disposing of all food wastes from meat processing plant, TTU cafeteria, all K-12 Schools in Putnam County (21 schools) and the 108 restaurants in the Cookeville area.
7. \$2.5 million solar array donation; investors approved, and project accepted by TVA.
8. Travel-Abroad project to Santo Domingo, Dominican Republic with 28 students in 2018; Rotary sponsorship for service-learning projects at \$35,000.
9. Travel-Abroad project (approved) to Santo Domingo, Dominican Republic with 20 students in 2015; Rotary sponsorship for service-learning projects at \$30,000.
10. Travel-Abroad project to Lima, Peru with 24 students in 2014; Rotary sponsorship for service-learning projects at \$35,000.
11. Bio-fuels (pyrolysis) project applied for to NSF (National Science Foundation) with P.I. from Chemical Engineering, C. P. Bagley *et. al.*, \$404,713.
12. Bio-fuels projects (bio-diesel) being developed with Engineering, Chemistry and Agriculture (C.P. Bagley) with Perdue Farms; \$275,000 est.
13. Genetic engineering project with research lab in Massachusetts, TN Depart. Of Agriculture and Tech to produce genetically altered sperm. \$4,000,000
14. Quality beef production project with group from Ohio, Massachusetts, and Tennessee to supply "Prime" beef using enhanced technologies; \$8,000,000
15. Cooperator on a new antibiotic entering the livestock market.
16. Study-abroad trip to Dominican Republic, March, 2018.
17. Approved, 16 students plus two faculty to travel to Mexico as study-abroad; 2019.
18. Project involving 4 units at Tech to develop "cattle tracking" technology that will include herd health management.
19. Horticultural research plans/ \$250,000,000 hemp production facility – planning stages.

Committees and Associations:

- 1) First Tennessee Tech faculty to be appointed to UT Vet School selection committee
- 2) Alfalit International Board of Directors; originally elected to replace the position of U.S. Senator, running for U.S. President; since re-elected.
- 3) Academic Dean's Council;
- 4) Provost Search Committee;
- 5) University Budget Committee,
- 6) University Strategic Planning Committee,
- 7) Board of Directors- Ag Foundation;
- 8) Ag Foundation Executive Committee;
- 9) Board of Directors, Nursing Foundation;
- 10) Nursing Foundation Executive Committee
- 11) Ag 20/20 Leadership Development Committee Board of Directors;
- 12) Board of Directors, Stephens Center for abused children; 5 county area
- 13) Appointed by Putnam Co Commissioners to Fair Board Study Committee
- 14) Cookeville Rotary Club- President-Elect
 - a. Board of Directors for 2009- 2012,
 - b. International Service Chairman, 2018-2109
 - c. Membership Committee Chairman
- 15) Cookeville Lions Club, President;
- 16) Executive Committee--Hull-York Lakeland Resource Conservation & Development;
- 17) Faculty Salary Equity Committee;
- 18) TTU Research Day Committee;
- 19) Cookeville Tree Board;
- 20) TTU Curriculum Committee;
- 21) Graduate School Executive Committee;
- 22) Redbud Festival Committee;
- 23) Building Coordinator;
- 24) TTU/ TSU Memorandum of Understanding committee;
- 25) Water's Farm Long-Range Planning Committee;
- 26) "P.E.T. Care Campus" Planning Committee;
- 27) Friends of the Library Board of Directors at TTU;
- 28) Long-Range Planning Committee (Healthcare Component), Highlands Initiative;
- 29) College Director's Council;
- 30) Cookeville Regional Medicinal Center "Button Fund" Board of Directors;
- 31) Group Leader, Dominican Republic Travel-Abroad program
- 32) Tennessee Plant Materials State-wide Committee
- 33) STEM Hub Grant Committee
- 34) TN Soil & Water Conservation Committee
 - a. Board of Directors
 - b. State Treasurer
- 35) Leadership Putnam, Class of 2012
- 36) TTU Early Alert Study Warning System
- 37) Hull-York Lakeland RC&D Environthon Committee
- 38) Outstanding Faculty Award Committee, Chairman, 2012
- 39) First Methodist Church, member
 - a. Board of Trustees
 - b. Wesley Sunday School class
- 40) Cookeville Tree Board, Board of Directors
- 41) Board of Directors, Stephens Center for Abused Children
- 42) Fair Board Commission; appointed by Putnam Co Commissioners
- 43) President, 2018-2019 TTU Sigma Xi Honorary Scientific Community Club

- 44) Board of Directors, TN SWCS; President, 2017-2019;
- 45) Alfalit International Board of Directors; 2017 – present
- 46) Member, Int. Conference (ACPB- 2019) Planning Committee

Graduate Committees:

- Serve on Ph.D. graduate committee of Jessica Murrilo, Major Prof is Dr. Joe Biernacki, Chemical Engineering.
- Serve on Ph.D. graduate committee of Ibero Monzon, Major Prof is Dr. Joe Biernacki, Chemical Engineering.
- Have served on >40 graduate committees
- Been Major Professor to 7 M.S. students, thesis option
- Been Major Advisor to 3 "Honor's Graduate/ undergraduate thesis

Classes Taught:

Fall, 2008, Animal Nutrition; Spring, 2009, Feeds and Feeding; Fall, 2009, Animals and Society; Spring, AnS 3020 Feeds and Feeding; Fall 2009 AnS 2250 – Animals and Society; Spring 2010, AnS 3020, Feeds and Feeding; Fall 2010 – Animal Nutrition; Spring 2011—Feeds and Feeding; Fall 2012, Ag Ed 4930 Senior Seminar, Sp 2013 AnS 2250 Animals and Society; Fall 2013 AnS 3360 Anatomy & Physiology, and AnS 3010 Animal Nutrition; Spring 2014: AnS 4008 Anatomy & Physiology, AnS 3020 Feeds and Feeding; AnS 4900 Special Topics; Fall 2014- 2018 – AnS 3010, Animal Nutrition, AnS 3310 Food Science Production; Spring 2015- 2019: AnS 3020 Feeds and Feeding; AnS 3501, Diseases of Farm Animals

Student Organizations:

Serve as Block & Bridle Club Advisor, for a club with 45 – 50 members. Club meets monthly, has numerous activities, and takes an annual trip to see animal enterprises. Co-Advisor to Rotaract, 95 members on campus; organization awarded outstanding Rotaract Club in Central TN; one of six Rotaract Clubs to receive International Rotaract Award.

2007- 2013 – Dean, College of Agricultural and Human Sciences

Serve as the founding dean of the College, formed by the merger of the Schools of Agriculture, Human Ecology and Nursing. Current administrative activities include enhancing instructional techniques, increasing enrollment in the College, identifying new funding sources for the College, increasing gifts and grants to the University/ College, and enhancing communication with alumni, interested friends, businesses and industries of the College and University. The College has had the largest percentage growth rate of any College at TTU. Additionally, the College has led all Colleges, including Business and Engineering, in amount of gifts to the Foundation four out of five years. Recently, the University received the largest gift ever, \$4,000,000 to the School of Nursing in the College to name the School the "Whitson-Hester School of Nursing." Additionally, we are leasing for \$10 per the Oakley Sustainable Agriculture Center awaiting donation, a gift valued at \$11,000,000 - \$15,000,000; a farm 2,200 ac in size, including 600 head of cows, buildings, equipment, tractors and implements.

2002- 2007: Professor, Professor and Department Head, Department of Agricultural Sciences, and Senior Graduate Faculty member, Texas A&M University- Commerce; Department of Agricultural Sciences.

Responsibilities:

Teaching and Research. In the past 13 months, have graduated four (4) students with theses; two Honor's Theses (undergraduate) and two Graduate/ M.S. theses. Additionally I serve as Major Professor to three M.S. students (Chappell, Carmichael, Mertell) and am on three other M.S. theses research committees. Provide leadership to the department and develop a long-range plan and vision for the increasing programs of the department. Currently developing: a) long range plan for the farm operation; b) Ag Ambassadors group; c) grant targeting minority students in international agriculture; d) spearheading an effort to receive funding for an equine arena complex; e) initiated courses in Puebla, Mexico for students from Texas A&M-Commerce to take during the summer for international experience; f) develop a broad field minor program in "animal assisted therapies" between ag science, sociology, psychology, health kinesiology, and counseling, g) developed a Northeast Texas Joint Enrollment Program with Texas A&M College Station; h) developed an employee scholarship program with Texas A&M System employees to strengthen and increase the size of the graduate program, i) propose a new "university research location" north and east of the campus, and j) a consortium of Equest and TAMU-Commerce (Departments of Ag Sci, Counseling, Psychology, Special Education, and Sociology) in therapeutic riding/ animal therapies. Teaching three courses in the Fall, 2004 semester; CAS 111, Freshmen Success Seminars and AnS 416, Animals and Society, AnS 307 Animals Feeds and Feeding, and AnS 599 Graduate Seminar. Lead the University's first International Education program to Mexico where we are the lead institution, Puebla, Mexico. May 2004, 2005, and 2006.

Courses Taught:

Food Science 210; AnS 307/ Feeds and Feeding; AnS 415; Small Animal Management and Care, AnS 416/ 516, Animals and Society (also taught in Puebla, Mexico each summer), AnS 535; Adv. Topics in Animal Agriculture; AnS 545: Adv. Topics in Forage Research, PLS 320, Pastures and Forages; CAS 111, Freshmen Success Seminars; Ag 595 Res. Techniques; and AnS 599 Graduate Seminar, AMC 42 Ag and Environ Systems Mgmt.

Planning:

Program: "500 in 5": a plan to increase student enrollment to 500 students in 5 years; carrying out the planning of an equine sciences minor plan; strengthening the horticultural area, planning and fund raising for a \$1.2 million equine riding and exposition arena; strengthening ties with the Ag Alumni Association, developing a plan of tuition remission for county extension agents in return for specialist release time for teaching courses, strengthening publication records in the department, and enhancing the grants program of the department.

Faculty Advisor for Student Organizations:

- Delta Tau Alpha, National Agricultural Honor Society
- Las Hermanas
- Puebla Field School

- Ag Council
- K D Chi Sorority (Hispanic Women's Sorority)
- Livestock Show Team

University Committees:

- 1) Senior Graduate Faculty Member
- 2) University Curriculum Committee
- 3) Arts and Sciences Department Heads Committee
- 4) Animal Assisted Therapies Minor Committee Chairman
- 5) Arena Study Committee, Chairman
- 6) Institutional Animal Care and Use Committee, Co-Chair
- 7) International Studies Committee

New Courses:

- *Animals and Society* (AnS 416), approved as a University **Capstone** course
- *Advanced Topics of Animal Nutrition and Management* (AnS 535)
- *Human-Animal Connections* (CAS 112)
- *Advanced Forage Management Techniques* (AnS 545; Summer II, 2004)
- *International Agriculture* (AnS 497&597)
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Graduate Committees:

Served on 32 M.S. graduate committees
 Served on 5 doctoral committees
 Major Professor for 6 M.S. (thesis) students
 Major Advisor for 2 M.S. (non-thesis) students
 Advisor to 3 Honor's Undergraduate Students

Theses Directed:

M.S. Thesis, starting Summer 2007 graduate, Adelene Martell: project- characterizing yield and quality of switchgrass grown as a bio-fuel, and effects of anhydrous ammonia treatment on quality and fermentation characteristics of switchgrass as influenced by moisture level in the forage in cooperation with Noble Foundation; graduation date May, 2008; **Jaclyn Lambe**; projected, Estrus and cyclicity of the Okapi, coordinated with the Dallas Zoo and Aquarium; graduation date August, 2008.

Honor's Thesis Involvement:

- 1) Project coordinator for Laura Vaught and Suzannah Mellinger, two students working on their Honor's Thesis on animal feeding trials, 2008 – 2009; cooperater on Chemical Engineering Honor's Thesis project dealing with building a bio-fuel refinery using switchgrass.
- 2) M.S. thesis; Wayne Becker, graduated Spring, 2005; Title: *Injecting Anhydrous Ammonia into polyethylene silage bags to enhance forage quality attributes and measure silage preference by heifers.*

- 3) M.S. Thesis; Aldo Muller; graduated December, 2006. Title: *Importance of Beef Quality Assurance Certification to Beef Producer and Cattle Buyers in Northeast Texas.*
- 4) M. S. Thesis: LaCresha Carmichael; *Determining Price Incentives for Preconditioned Cattle in Northeast, expected graduation date May, 2007;*
- 5) M.S. thesis; John Cheppell; *Effects of a Preconditioning Regimen on Stress Related Hormone Levels and Performance in Growing Cattle;* graduation date May, 2007;
- 6). M.S. thesis; Lindsey Johnson (co-advisor) *Effects of Light Source on Mare Cyclicity;* August, 2007
- 7). M.S. Thesis; Adelene Martell; *"Harvest Dates Affecting Switchgrass Yield and Nutrient Content and Effects of Anhydrous Ammonia Treatment for Increasing Nutrient Content and Digestibility Rates;"* December 2007 graduation
- 8). M.S. thesis; Jaclyn Lambe; *"Estrus Identification by Urinary Steroid Assessments and Behavioral Estrus Observations in the Okapi;"* graduation May, 2008.

Undergraduate Honor's Theses:

- 1): Melinda Lohaus, graduated Spring, 2004; Title: *Horse Hay Preference as Influenced By Hay Variety and Harvest Time.*
- 2): Luz Earley, graduated Fall, 2005, Title: *Enhancing Student Travel-Abroad Programs by Providing Visual and Oral Spanish-English Phrases and Special Lectures.*
- 3): Lauren Foster, graduated Fall, 2005; Title: *Factors Affecting Hay Preference in Horses.*

Texas A&M University System:

The Agricultural Program, Administrative Team

Community involvement:

- Commerce Rotary Club
Board of Directors
Past-President
- First Methodist Church, Commerce
Chairman, Administrative Board
Alter Committee
Finance Committee
Pastor-Staff Relations Committee
- Hunt County Cooperative Extension
Executive Committee
- Hopkins County
Ag Workers Committee
- Northeast Texas Beef Improvement Organization
Board of Directors
- Texas A&M University System
TX Wheat Board Executive Committee
The Agriculture Program Exec. Committee
Northeast Texas Joint Enrollment Program
- National Cattlemen's Beef Association
National Environmental Stewardship Award Committee member (9 years service)
- North American College Teachers of Agriculture

Assessment measures for incoming and graduating students in the agricultural sciences;
National taskforce-Chairman

1999 - 2002, Sam Houston State University, Huntsville TX, Professor, Animal Science; Department of Agricultural Sciences.

Responsibilities:

Job appointment was 100% teaching, but with release time for research effort. Classes taught include Introductory Animal Science (104 students) Agr 169; Animals and Society(40 students, newly developed course), Pastures and Forages Agr 470; Agr 494; Feeds and Feeding; Advanced Principals of Livestock Management Agr 535 (Graduate class), Animal Breeding and genetics Agr 495, Range Management Agr 496J; International Agriculture Agr 496E; Nutritional and Physiological Interrelationships, Agr 582; Graduate Seminar Agr 614; and Techniques and Principles of Research Interpretation Agr 635. Research efforts are in the area of utilizing antioxidants to improve health status of livestock, the utilization of by-products in animal diets, and forage-livestock management systems.

Faculty Advisor for student organizations:

- Delta Tau Alpha, National Agricultural Honors Society
- Phi Kappa Theta, Social Fraternity
- SHSU Swine Show Team, 32 student members
- Puebla Field School, SHSU students traveling to Mexico, 2001 & 2000

University Committees:

- 1) Chair, Institutional Animal Care and Use Committee;
- 2) Library Committee, elected Chairman;
- 3) Departmental Library Liaison
- 4) Who's Who University Selection Committee;
- 5) Across-The-University-Writing Committee;
- 6) Chairman, Sam's Writers Committee
- 7) SHSU Writer's Guild
- 8) Marketing and Recruitment Committee for "Closing the Gaps Initiative"
- 9) Subcommittee Chair, Inventory and Analysis
- 10) "Urban and Natural Resources" Program Development Committee Chair

Departmental committees:

- Farm management committee;
- Long-Range Planning Committee
- Graduate Committee
- Research Committee Chair

New Courses Developed:

- Animals and Society (Agr 236), taught for the first time in Spring 2001.
- International Agriculture (Agr 496) taught (Summer 2001) in Puebla, Mexico.
- Graduate Seminar (Agr 614)
- Range Management (Agr 496 J), taught for the first time in Puebla, Mexico, Summer, 2002.
- Chairman, Committee developing Urban Resources. Developed to attract targeted minority student to the agricultural field.

Major Grant Initiatives:

- ALTER-Ag, \$12 million initiative involving 4 Universities
- Poultry Facility, \$1.3 million construction/development initiative
- Innovative Agricultural Education, \$480,000 grant proposal

Huntsville Community Activities:

- Chairman, Rita B. Huff Humane Society
- Board of Directors, Rita B. Huff Humane Society
- Solid Waste Disposal Committee, City of Huntsville
- Elkins Lake Homeowners Association
- Elkins Lake Men's Golf Association

1989 – 1999 **Mississippi State University**

Head and Extension Specialist, North Mississippi Research and Extension Center, Verona; and Professor/Research Scientist

1980-1989 **Louisiana State University**

Assistant Professor/Associate Professor/Professor (tenured) and Resident Director, Beef Cattle Nutrition, Rosepine Research Station,

1978-1980 **Louisiana State University**

Assistant Professor, Beef Cattle Nutrition, Rosepine Research Station

1977-1978 **Polytechnic Institute and State University**

J. L. Pratt Fellowship, Dept. of Anim. Sc., Virginia, Blacksburg, VA 24061

1976-1978 **Virginia Polytechnic Institute and State University**

Graduate Research Assistant, Department of Animal Science, Blacksburg, VA 24061

1974-1975

Louisiana State University

Graduate Research Assistant, Department of Animal Science, Baton Rouge, LA 70803

Other Professional and Scholarly Activities, Organizations

International:

- 1) Chair, International Committee on Uniformity of Terminology for Grazing Land and Grazing Animals (1997-2001).
 - 2) Chairman, Subcommittee of Int. Grassland Conf., Canada, 1997.
 - 3) Alfalit International Board of Directors, 2014 -
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National:

- 1) Past President, Executive Committee and Board of Directors, American Forage and Grassland Council, 1995-1996.
- 2) Co-Chair, Grassland and Range National Goals Work Group (1995-1997).
- 3) Co-Chair, National Funding Initiative for Forage-Livestock for ECOP, ESCOP, ARS, CSREES, and AESOP.
- 4) Chairman, American Society of Agronomy Work Group on Forage-Livestock Agriculture
 - a. (1996-98).
 - b. Vice Chairman, National Grazing Lands Conservation Steering Committee, 1996-97.
- 5) Chairman, Sub-committee on Research and Education for the National Grazing Lands Conservation Initiative (1995-97).
- 6) Chairman, Pasture and Forage Committee for the 2000 American Society of Animal Science and American Society of Dairy Science Joint National Meeting.
- 7) Board of Directors, CAST (Council for Agriculture, Science and Technology) 1996-98. CAST subcommittee on Science and Technology. 1997-98.
- 8) National Ad Hoc NCBA Committee for Systems Model Workgroup, Clay Center, NE.
 - a. NCBA Committee on National Land Stewardship Award.
- 9) Board of Directors, National Forage and Grassland Foundation (1996-1999).
- 10) Member, National 7-person Integrated Resource Management Coordinating Committee (1994-present) for NCBA.
- 11) Steering Committee, National Committee for Programming on Whole Farm Effects on Watershed (1996-97). USDA-ARS and CSREES.
- 12) Member, NCA National Natural Resources Desk Record Committee (1993-97).
- 13) President, Southern Pasture and Forage Crop Improvement Conference Executive Committee, (1996-1997).
- 14) Coordinating Committee (12 members) National Grazinglands Conservation Initiative (1995-96).
- 15) Forage and Pasture Committee (3 members) for the American Society of Animal Science (1996-2001).

- 16) Coordinating Committee, Society for Range Management and American Forage and Grassland Council Joint Meeting (1999) and Co-Chair of Local Arrangements Committee.
 - 17) Committee, National Stewardship Awards Selection Committee, National Cattlemen's Beef Association, 1998.
 - 18) Forage-Beef Work Group, National Cattlemen's Beef Association, Indianapolis, IN. August, 1998.
 - 19) Forage-Beef Program Coordinator, 1999 Nut. Convention, Nat. Cattlemen's Beef Assoc., North Carolina, Feb., 99.
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Other: National, Regional, State, and Local

- 1) Founder and Secretary-Treasurer of the Mississippi Forage and Grassland.
- 2) Chairman, Mississippi GLCI Coordinating Committee (1996-98).
- 3) Chairman, Animal Science, Dairy Science, Agronomy Joint Symposium, SAAS Meeting, Fort Worth, TX, 1991.
- 4) National Chairman, Research Committee, American Forage and Grassland Council, 1989-91.
- 5) Secretary, International Forage-Livestock Technology Committee, ASA, ASAS, ADSA, AFGC, 1990-91.
- 6) General Conference Chairman, American Forage and Grassland Conference, Baton Rouge, 1988.
- 7) American Society of Animal Science: Environment and Livestock Production Committee,
 - a. 1985-87.
- 8) American Society of Agronomy
- 9) Southern Association of Agricultural Scientists - Chairman, Joint Sessions Committee, 1990
- 10) American Forage and Grassland Council, Secretary 1989-91, National Board of Directors
 - a. 1988-92, Education Committee
- 11) Council for Agricultural Science and Technology
- 12) National Alfalfa Grazing Symposium Planning Committee
- 13) Society for Range Management
- 14) Who's Who in the South
- 15) Who's Who in Science and Engineering
- 16) Who's Who Among Outstanding Americans
- 17) Who's Who in America
- 18) Who's Who in the World, 1994
 - a. American Men and Women of Science
- 19) S-167 Southern Regional Project, 1981-87; Chairman 1983-84, Vice Chairman 1982-83, Secretary 1981-82, Louisiana Technical Representative, 1981-85.
- 20) Secretary 1981-82, Louisiana Technical Representative, 1981-85
 - a. Southern Regional Forage Crop Improvement Conference: Committee Chairman - Forage Utilization Work Group 1984-85, Vice Chairman - Forage Utilization Work Group 1983-84.
- 21) Miss. Association of Conservation District: Pastureland Committee 1991-1998.
- 22) Soil-Water Conservation Society National Planning Committee for National Conference entitled interactions: Investigating watershed dynamics at the watershed level. Athens, GA. April 13-16, 1997.
- 23) Gamma Sigma Delta, LSU Chapter: Parliamentarian 1988 Research Center Administrators Society of the Southern Association of Agricultural Scientists
- 24) LSU Think Tank Committee 1986-87; Appointed by the Chancellor to report on future direction of the LSU Agricultural Center

- 25)Mississippi Farm Bureau Federation, member Lee County Farm Bureau Federation
- 26)Mississippi Cattleman's Association, member Lee County Cattlemen's Association
- 27)Member Community Development Foundation
- 28)Lee County Extension Advisory Committee
- 29)Louisiana Cattlemen's Association
- 30)Louisiana Association of Agronomists
- 31)Louisiana Farm Bureau
- 32)Louisiana Animal Science Association: President 1983-84
- 33)Louisiana Agricultural Experiment Station Resident Directors Society
- 34)Beauregard Parish Cattlemen's Association: Board Directors 1982-88
- 35)Vernon Parish Cattlemen's Association: Board of Directors 1984-87; Chairman, Junior Cattlemen's Association 1984-87
- 36)Beauregard Parish Farm Bureau: Board of Directors 1982-88; Secretary 1984-88
- 37)LSU Alumni Association, Beauregard Parish Chapter: president and Board of Directors
- 38)Ark-La-Tex Agricultural Council
- 39)DeRidder First Methodist church: Administrative Board 1981-88, Chairman Pastor-Parish Relations Committee 1984-88, President Pairs and Spares Class 1980-81, 1986-87
- 40)DeRidder Lions Club: President 1985-86, Vice President 1982-85, Board of Directors 1982-86
- 41)Beauregard Country Club: Board of Directors 1986-88, President 1989
- 42)Tupelo First Methodist Church: Chairman Adult Committee, Member Council of Ministries, Member Administrative Board
- 43)Agricultural Advisory Committee, Community Development Foundation, Tupelo, MS (1991-1998).
- 44)Alternative Agricultural Committee, CDF, Tupelo, MS
- 45)Education Round-table Committee, CDF, (1995-1998)
- 46)Tupelo Rotary Club (175 members) Board of Directors (1996-1998), President-elect (1998-99)
- 47)Tupelo Rotarian of the Year for 1998 (one of the 175 members is selected each year for this honor)
- 48)Commerce Rotary Club, Board of Directors, 2002-2003
- 49) Cookeville Rotary Club Board of Directors; 2008 – 2014
- 50)Cookeville Rotary Club, "Rotarian of the Year" 2010
- 51) Cookeville Rotary Club, President, 2013
- 52)Lions Club President, 2011-2012,
- 53)Lions Club, Board of Directors, 2009-2013
- 54) Putnam County Committee on use of Fairgrounds
- 55) Putnam County Committee on utilization of athletic fields
- 56)Cookeville/ Putnam County Committee on developing a "biodigester" for garbage recycling

Awards, Lectureships, etc:

- Section Chair, IV International Gene Conference, Shanghai, China, March, 2017
- Invited presentation, IV Int. Gene Conf; Shanghai, China
- Received first J. L. Pratt Fellowship at Virginia Polytechnic Institute and State University for Graduate Division in Agriculture
- Selected Outstanding Young Man in DeRidder by Young Women's League, 1986
- American Forage and Grassland Council Merit Certificate, 1987
- Awarded travel grant by AFGC to attend International Forage and Grassland Conference in Kyoto, Japan, 1987
- Selected to give two lectures at the International Stockman's School in Houston, TX, February 1988

- Awarded travel grant by AFGC to attend International Forage and Grassland Conference in Nice, France, 1989
 - Recipient of over \$5,000,000 in grants from various companies.
 - "Vision Award" from Overton County, October, 2011
 - Harold Love Award for State of Tennessee for Outstanding Public Service
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Honor Societies:

- Phi Kappa Phi
 - Sigma Xi
 - Alpha Zeta
 - Gamma Sigma Delta
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Local - State - Federal Project:

Bringing together a consortium that has built an Agri-Center at Verona. Total project in approx. \$5 million. First phase was a \$2.5 million Livestock Arena which was opened April, 1995 with phase II addition of \$1.0 million scheduled for completion in fall, 1998. An office meeting complex \$1.3 million and was completed in September, 1996. A new exhibit hall and barn have been approved (\$1.0 million) and a research storage facility and shop (\$150,000). Consortium consists of MSU, City of Tupelo, City of Verona, Lee County Community Development, and State of Mississippi, Tennessee Valley Authority, U. S. Congress. Responsible for securing the funding (\$538,000) for the construction of a new dairy research facility at Holly Springs. Chairman of committee that received funding (\$325,000) for the establishment of an Equine Research and Education Unit at the Verona location. The Wiley L. Bean Swine Demonstration Unit (\$200,000) has been funded and constructed at Pontotoc.

Grants and Contracts:

\$1000 3M Corporation - 1982
 \$6000 A. H. Robins (salinomycin) - 1984
 \$7300 A. H. Robins (salinomycin) - 1986
 \$2000 Phillips Roxanne - 1986
 \$2500 Phillips Roxanne - 1987
 \$2000 Nor-Am - 1987
 \$8000 Coopers animal Health - 1988
 \$150 Horseshoe Hill Farms - 1985
 \$1200 Acco Feeds Co. - 1985
 \$1200 Music City Minerals - 1985
 \$7000 Lilly Research Labs - 1986
 \$1200 Hoffman-LaRoche, Inc. - 1985

\$3000 Coopers Animal Health - 1989
 \$13,000 Pacific Molasses - 1989
 \$12,000 Moorman's Feed Mfg. - 1990
 \$4750 Cargill/Nutrena - 1990
 \$15,000 Roche - 1991
 \$41,000 Tennessee Valley Authority - 1991
 \$8,064 Moorman's Feed Mfg. - 1991
 \$2,500 ABI Alfalfa Breeders - 1991
 \$16,000 Roche - 1991
 \$6000 Roche - 1992 \$1,000 Great Plains Res. - 1991
 \$4032 Moorman Feed Mfg. - 1992
 \$16,000 Roche - 1992
 \$6000 Mid-America Res. - 1992
 \$20,000 SCS - 1992
 \$32,000 Bunge Corp. - 1992
 \$2,500,000 Construction of Livestock Arena and support facilities
 \$2,000 Bunge Corp. - 1993
 \$6,000 Hoechst-Roussell - 1993
 \$18,000 - Hoechst-Roussell - 1993
 \$10,000 Hubbard Milling Co. - 1994
 \$10,000 Roche - 1994
 \$15,000 Moorman's Feed Mfg. - 1994
 \$10,000 Roche - 1995
 \$1,300,000 grant from local and state consortium for the development of a Urban-Users Horticulture Unit and Research and Extension Center office/auditorium complex
 \$5,000 Hubbard Milling Co. - 1995
 \$257,299 (pending) NRI grant Copper and antioxidant effects on immune function in alleviating tall fescue toxicosis. V. G. Allen, C. P. Bagley, R. Preston and J. P. Fontenot (proposal not funded).
 \$483,000 donation of horses to Equine Unit, October, 1997
 \$4,000,000 bequest for cash, stocks, and bonds for the Equine Unit
 \$100,000 various donors for the building and maintenance of the Magnolia Botanical Gardens
 \$8,000,000 request to the TX legislature (approved by the President) for ALTER-TX, an agricultural literacy proposal (not funded)
 \$750,000 Pilgrim's Pride Farms request for jointly funding a poultry research and education center at Texas A&M University-Commerce (not funded).
 \$53,470 grant from Roche Fine Minerals for a study on antibiotics in mineral supplements for grazing cattle.
 \$54,324 grant (not funded) with WestWay Chemicals for research in broiler litter- Ca deficiency abatement for beef cows.
 \$47,561 grant (not funded) from Moody Foundation to work on unique aspects of human-animal interactions as related to animal-assisted therapy.
 \$1,250 grant from the University of Texas Health Science Center for work on Safety Issues as related to Handling Livestock.
 \$ 5,900 in pig donations to the Swine Show Team (5 gilts from 5 different donors, plus \$200 worth of donated semen.
 \$15,000. from Houston Livestock Show and Rodeo for study on TNC Levels in Hay as Impacting Voluntary Intake in Beef Cattle and Horses, 2001-2002. 2000.
 \$500. Mini-grant Texas A&M-Commerce, for study of pet-elderly interactions. 2002.
 \$500. Dean's Excellence Grant. Potential of aquaculture in northeast Texas. Emily Griser, student research award. 2002.
 \$325,000 USDA Challenge grant (not funded) for targeting Hispanic students for careers in the field of International Agriculture. (not funded)

\$500. mini-grant Texas A&M-Commerce for study on potential of broiler litter on prairie soils. 2002.
 \$500. Mini-grant Texas A&M-Commerce for study on hay attributes. 2002.
 \$105,000. for renovated equine arena 2005.
 \$1,200,000 (not funded) for covered indoor equine arena
 \$4,500. for hay quality study (Lyday Farms) 2003.
 \$9,520. Regent's Initiative for Excellence in Education; "Human-Animal Interface" 2003.
 \$7,647. Regent's Initiative for Excellence in Education; "Reusable Learning Objects in Education" 2003.
 \$2,250. Academy Fellowship; "Transitioning ESL into Successful Agricultural Program in High Schools of high minority ratios" 2004.
 \$500 mini-grant for digestion rates of bermudagrass as influenced by time of harvest
 \$600. mini grant, Graduate School; "Potential new forage varieties for beef cow-calf grazing systems in northeast Texas" 2004.
 \$500. 2004. Dean's Excellence Grant, Econometric modeling of a land-use management plan. Robyn Mader, student research award. 2004.
 \$1,215. Study for "The preference by equine for three hay varieties and the digestion rates of forages as influenced by variety and harvest time. 2003.
 \$10,000. Cooperator grant. Recruitment and retention of Hispanics to the University. 2004.
 \$500. Dean's Undergraduate research grant. "Natural Beef Products and their Potential in Northeast Texas." Amanda Taylor. 2005.
 \$410,000. Various donations of tractors, equipment, equine, swine, beef cattle, and misc. to the Agricultural Sciences Department. 2002-2004.
 \$35,000 grant (HLSR) for graduate student support
 \$11,200 travel grant for students taking AnS 416 and traveling to Mexico, May 2004.
 \$750 travel grant for my travel to Mexico, May, 2004
 \$2,000 faculty grant for travel to Puebla, Mexico in May, 2005
 \$9,600 travel grant for students attending Puebla, Mexico School
 \$80,000 grant for renovation of riding center
 \$250,000 donation 125 ac tract of land donated to the Department for agronomic research use
 \$27,000 research grant with Noble Foundation for; 1). Ornamental white clover project, and 2). White clover management study.
 \$900 grant to support equine program (2005)
 \$23,000 grant for upgrades to Educational Farm (2005)
 \$25,000 grant (HLSR) for graduate student support (2005)
 \$15,000 for equine arena improvements
 \$4,000 NETBIO study to evaluate the economic value of preconditioned calf sales for producers; M.S. thesis project by LaCresha Carmichael.
 \$1,500 NETBIO survey regarding Beef Quality Assurance Guidelines, M.S. thesis project by Aldo Muller
 \$64,200 Effectiveness of T₃ cells isolated from colostrum in improved immune response to calves under stress; NETBIO funded. 2006
 \$13,000 Rotary Foundation; Project with A&M Commerce with Orphans in Puebla, Mexico; infrastructure support. 2006
 \$1,500 travel grant for teaching class in Mexico, 2006
 \$15,000 (pending) Kellogg Foundation: Measuring the effects of the human-animal bond in a Mexican (Puebla, Mexico) orphanage
 \$671,000 USDA Challenge Grant, Distance Education to Enhance Learning at A&M System Schools (resubmitting/ pending)
 \$600 Mini-grant proposal; B. Housewright, J.D. Norris, J. Chappell and C.P. Bagley; Enhancing Immune Responses in Stressed Livestock. (rejected)
 \$600 Mini-Grant proposal; K. Washer, L. Carmichael and C.P. Bagley; Econometric modeling project.

\$600 Mini-Grant proposal; C.P. Bagley, K. Washer and L. Carmichael- Price sensitivity to pre-conditioning livestock.
 \$50,000 for construction of outdoor paneled arena- 3 donors.
 \$36,000 grant (HLSR) for three graduate research stipends (2006)
 \$600 grant for evaluating Anhydrous Ammonia effectiveness as influenced by moisture content of bagged silage
 \$600 grant, for evaluating Round-Up Ready alfalfa interseeded into three bermudagrasses
 \$600 grant, cooperator; Diatomaceous earth for internal parasite control in goats.
 \$600 grant, cooperator; Impact of Zinc on semen quality of Boer bucks
 \$10,000 innovative recruitment efforts for the Ag Sciences Department. Awarded December, 2006
 \$14,200 Noble Foundation for Research project on Novelty Infected Tall Fescue
 \$12,000 Endowment, Northeast Texas Wine Tasters Assn. 2007. Establish a viticulture and enology program at A&M-Commerce.
 \$18,500 joint research effort with The Dallas Zoo and Aquarium
 \$100,000 grant from TN Dept of Agriculture for development of experiential learning laboratory for students (awarded)
 \$38,000 At-Risk Grant for young females to transition out of poverty and into a living-learning community- P.I. (submitted/ denied)
 \$3,750,000 Student Obesity Grant; NIH; cooperator, (proposed/ rejected)
 \$42,000 grant on feeding of spent mushroom compost to beef cattle, Monterey Mushrooms, Inc. (proposed/ partially funded)
 \$3,000,000 establishment of an Environmental Sustainability Center, funded by Monterey Mushrooms, Inc. (proposed/ in discussion)
 \$12,000,000 Oakley Farm contract; generate \$400,000 per year, and we pay \$10 per year lease payment, has space for 10 students to live and work there.
 \$17,000 grant for student safety measures, approved
 \$12,000,000 (pending) grant for bio-fuel generation.
 \$1,800,000 grant (approved) with TDOT & TDEC for stream bank stabilization, wildlife habitat development, August, 2010
 \$35,000 grant, Hill Nutrition, "Sources of Selenium and Impact on Blood and Hair Samples. Approved, Sept, 2009
 \$581,000 Grant for "Agri-Tourism" (funding tentative)
 \$120,000 Grant for reducing obesity using outside agricultural activities (proposed)
 \$512,000 Grant to increase healthcare availability in the Upper Cumberland (proposed)
 \$500,000 for Sustainable Agriculture in Tennessee, funded by USDA, (funded as of Oct, 2010)---- cut by new Congress
 \$83,000 for bio-fuels research project, and land utilization (funded for Aug, 2010) by Perdue Farms, Inc., Salisbury MD
 \$1.6 million "Waste Management plan" to Perdue Farms—under consideration
 \$150,000 grant for developing "forage-fed beef" project
 \$1.1 million donation of hotel-quality log cabins; proposal pending (family decided not to)
 \$20,000 donation of 1825 log cabin; accepted, awaiting moving
 \$800,000 donations to construct P.E.T. Care Campus (PCC)--- in-hand
 \$55,000 cash donation to PCC to fund "Moore Dog Park"
 \$3 million bequest to "name" PCC—in discussion
 \$4,000,000 for "naming rights" to School of Nursing, now Whitson-Hester School of Nursing
 \$5,000 grant for A Multi-Scale Environmental-Kinetic Study on the Pyrolysis of Sustainable Biomass Feedstock, cooperator, funded
 \$1,100,000 from City of Cookeville/ Putnam Co for horse exhibition facility
 \$3,000,000 (proposed) for meat processing center
 \$1,000,000 for naming endowed chair in College (under negotiations)
 \$2,500,000 bequest to establish \$125,000 annual scholarship fund in the College

\$3,000 for travel-abroad to Lima, Peru to develop study-abroad location
 \$30,000 USDA Rural Development Grant for feasibility study on meat processing plant- Funded
 \$404,713, NSF Grant for Biofuels/ pyrolysis, FUNDED
 \$40,000 Greenhouse construction project, Funded
 \$70,000 Service-Learning project in Peru; Rotary/ TTU/ Alfalit (proposed)
 \$20,000 grant to support student travel-abroad trip to Lima, Peru, January 2014
 \$2,500 travel support to Sienna, Italy to research conference
 \$2,000,000 solar project applied for a funded, but not accepted by University
 \$35,000 donation of a new hay baler for Oakley Farm, accepted
 \$100,000 for new greenhouse complex at Oakley Farm; approved
 \$400,000 (accepted) pond renovation/ fishery development project
 \$25,000 (accepted) study-abroad with 20 students to Dominican Republic in March, 2015
 \$32,000 grant to Rotary International for service-learning project in Dominican Republic
 \$1,000,000 Pilot Meat Processing Grant (accepted)
 \$10,000 (accepted) fertilizer grant
 \$9,500 fence project (accepted)
 \$1,200,000 pond/ land renovation project (awarded) at Oakley Center.
 \$40,000 Rotary Study-Aboard travel to Panama, Jan. 2016
 \$204,000 Rotary Clean Water Project, Dominican Republic
 \$25,000 Study-Aboard travel to Dominican Republic, Jan. 2018
 \$10,000 Faculty Research Grant; GPS Tracking of cattle; joint between Agriculture, Engineering and Computer Science.
 \$5,000 Ear Tag Study/ retention study, Y-TEX Corporation
 \$6,500 USDA corn grant project
 \$25,000 Study-Aboard travel to Mexico, Jan. 2019 (approved)
 \$18,000 TN Cattlemen Association Grant for "Cattle Tracking" initiative
 \$2,800 Travel Grant to present "cattle tracking" research at

Scholarships endowed:

- Farm Boy Organization; \$10,500, Fall, 2003
- Dwight and Pam York; \$10,000, Fall 2004
- Julie Gough Scholarship (2), \$28,000, Summer, 2002
- Red River Valley Limousin Association; \$10,000 Summer, 2004
- BankOne Scholarship, \$10,000 Summer 2003
- NETBIO Scholarships, Three (\$4,000) given Fall, 2003
- Sandy and Leonard Threlkeld Scholarships- Two at \$10,000 each to support equine students, Jan, 2006
- Paul J. Wilde Family Scholarship, \$25,000, Jan, 2006
- Charlie and Sharon Smith Scholarship, one \$10,000 scholarship endowment/ Mar, 2006
- NETBIO Scholarships, Three given Fall, 2006, \$2400
- Marsena Norris Memorial Scholarship, \$10,000 endowment, first award Fall 2006.
- Northeast Texas Health Center Scholarships—three at \$5,000 per year
- \$1,000,000 donation to School of Nursing for equipment
- \$200,000 Nursing Scholarship Endowment (Sept, 2010)
- \$10,000 Lancaster endowment for ag student
- \$15,000 for Davis & Lou Ann Waits ag student endowment
- \$26,000 Millard Oakley ag student endowment

Publications

Books and Book Chapters:

- Bagley, C. P. and J. I. Feazel. 1988. Forages for optimizing and maximizing beef cow-calf production. *In*: L. S. Pope (Ed.). Chap. 7. Maximum use of forages in beef production. International Stockman's Handbook, pp 302-308. Lang Publishing Co., Bryan, TX.
- Bagley, C. P. and J. I. Feazel. 1988. Production, economics and acceptability of forage-fed beef. *In*: L. S. Pope (Ed.) Chap. 7. Maximum use of forages in beef production. International Stockman's Handbook, pp 295-301. Lang Printing Co., Bryan, TX.
- Bagley, C. P. et al., V. G. Allen (Ed.). 1991. Terminology for Grazing Land and Grazing Animals. Pocahontas Press, Inc., Blacksburg, VA.
- Bagley, C. P. and R. R. Evans. 1995. Frequently Asked Questions of Beef and Forage Producers. 195 pages. MS Coop. Ext. Ser., Starkville.
- Burns, J. C. and C. P. Bagley. 1996. Cool season grasses for pasture. *In*: Cool-Season Forage Grasses, L. F. Moser, D. R. Buxton and M. D. Caslen (Ed. pp 321-355).
- Bagley, C.P. and S. L. Krysher. 2000. Dairy Management Systems Utilizing Forages in the Southeastern United States. Grazing Systems Around the World. University of Brazil, Porto Alegre (pp. 182-263).
- Bagley, C.P. Editor. 2003. Animals and Society.
C.P. Bagley, Chapter 1. Animals in our Daily Lives.
C.P. Bagley, Chapter 3. Animals Aiding Humans.
C.P. Bagley, D.M. Bates and K.L. Kaar. Chapter 6. Animal Rights and Animal Welfare
C.P. Bagley. Chapter 7. Nutrition of Companion Animals
C.P. Bagley. Chapter 8. Dogs, Man's Best Friend
C.P. Bagley. Chapter 9. Cats, Our Domesticated Companion?
C.P. Bagley. Chapter 10. Horses and Their Role in Civilization
- Bagley, C.P. 2009. My World, Your Civilization (draft), story of man's civilization due to his domestication of the cat
- Bagley, C.P. and R.R. Evans. 2014. Tennessee Forage & Beef Handbook. Published by TN FFA Foundation (304 ppg)
- Bagley, C.P. and R.R. Evans. 2014. Tennessee Forage & Beef Handbook. Being developed as an "app" for iPads, iPhones and Droids.
- Bagley, C.P. and R.R. Evans. 2016. 2016-2017 Southern Beef Cattle Handbook. 4th Ed. 375 pages. Publisher: Trademark Printing, Cookeville, TN.
- Bagley, C.P. and R.R. Evans. 2016. 2018-2019 Southern Beef Cattle Handbook. 5th Ed. 375 pages. Available on-line (in process)

Articles in Refereed Journals, Refereed Bulletins:

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- Ammerman, C. B., H. L. Chapman, G. W. Bowman, J. P. Fontenot, C. P. Bagley. 1980. Effect of supplemental selenium for beef cows on the performance and tissue selenium concentration of cows and suckling calves. *J. Anim. Sci.* 51:1381.
- Bidner, T. D., R. E. Montgomery, C. P. Bagley and K. L. Koonce. 1981. Improving the palatability of beef. *LA Agric.* 24:3.
- Bagley, C. P., J. P. Fontenot, R. E. Blaser and K. E. Webb, Jr. 1983. Nutritional value and voluntary intake of tall fescue (*Festuca arundinacea* Schreb.) fed to sheep. *J. Animal Sci.* 57:1383.
- Morrison, D. G., J. I. Feazel and C. P. Bagley. 1983. Effect of Ralgro implants at weaning on beef heifers. *LA Agric.* 27(1):16.
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- DeRamus, H. A. and C. P. Bagley. 1984. The effect of mefluidide treatment on bahiagrass and bermudagrass and nutrient utilization. *Amer. For. Grassl. Conf.* 84:152.
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- Bidner, T. D., R. E. Montgomery, C. P. Bagley and K. W. McMillin. 1985. Influence of electric stimulation, blade tenderization and postmortem vacuum aging upon the acceptability of beef finished on forage or grain. *J. Anim. Sci.* 61:584.
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Poster Presentations

(*Where **C.P. Bagley** is in **BOLD**, it designates papers where a graduate student/ honor's student is the senior author, and Bagley is the major professor).

- Earley, Luz Elenia, Elizabeth Wickett and **C. P. Bagley**. 2004. Transitioning ESL students (Spanish speakers) into successful agricultural projects. Poster presentation, Chancellor's Conf., Houston, TX. June 23, 2004.
- Morales, Linda, Leah Wickersham and **C.P. Bagley**. 2004. Great explanations: Reusable learning objects. Poster presentation, Chancellor's Conf., Houston, TX. June 23, 2004.

- Ellason, C.S. and C.P. Bagley. 2004. Influence of bermudagrass variety and harvest time on quality and preference by beef steers. 2nd Ann. TAMUS Pathways Res. Symp. Oct. 15-16, 2004. Corpus Christi. P. 1.
- Earley, Luz E. and C.P. Bagley. 2004. Linguistic and textual English/Spanish resource development for bilingual entities in academia, the agricultural industry, and international travel. . 2nd Ann. TAMUS Pathways Res. Symp. Oct. 15-16, 2004. Corpus Christi. P. 10.
- Bagley, C.P., Linda Morales, Sharon Chambers, Leah Wickersham and Mei-Ying Lin. 2004. Great Explanations: Reusable learning objects. 2nd Ann. TAMUS Pathways Res. Symp. Oct. 15-16, 2004. Corpus Christi. P. 26.
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- Johnson, Lindsey and C.P. Bagley. 2005. Protein quality lectures enhanced with reusable learning objects. 3rd Pathways Symposium. Kingsville, TX. Nov 4-5, 2005.
- Martel, Adelene and C. P. Bagley. 2006. Influence of hay harvest time on preference by horses and digestion rates. 2nd Ann. Sigma Xi student competition poster session. Commerce, April, 2006.
- Chappell, John and C.P. Bagley. 2006. Use of T₃ cell isolates to enhance immune response in beef steers. 2nd Ann. Sigma Xi student competition poster session. Commerce, April, 2006.
- Johnson, Lindsey and C.P. Bagley. 2006. Protein quality lectures enhanced with reusable learning objects. 2nd Ann. Sigma Xi student competition poster session. Commerce, April, 2006.
- Carmichael, LaCresha and C.P. Bagley. 2006. Price premiums and differentials for preconditioned cattle sold at special auction sales. 4th Pathways Symposium. Prairie View, TX. Nov 10-11, 2006.
- Muller, M.A. and C.P. Bagley. 2006. Importance of beef quality assurance in demanding price premiums form producers or buyers. 4th Pathways Symposium. Prairie View, TX. Nov 10-11, 2006.
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- Carmichael, L. S., K. M. Washer, B. C. Housewright, R. W. Lemus, and **C. P. Bagley**, 2007. Preconditioned Cattle Sales Through NETBIO. II. Determination of Market Premiums for Cattle Marketed Under the NETBIO Protocol. Sigma Xi Student Competition. April 26, 2007, Commerce, TX
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- Lambe, J., D. Fripp, C. Bennett, J. Boylan, D. Harp, B.C. Housewright, and **C.P. Bagley**. 2007. Urinary steroid assessments to determine ovarian function and behavioral estrus in the Okapi (*Okapia johnstoni*). Oct 22-23, 2007. 5th Pathways Symposium, Stephenville, TX.
- Bagley, C.P. 2008. Best practices in orienting students, faculty and program leaders. 2nd Ann. International Conf. on Int. Ed. Feb 12-13, 2008. Memphis, TN.
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- Carr, Simpson, Swafford, Winestead; **C.P. Bagley**. 2017. Development of an automated logging and tracking system for livestock. Engineering Day, Cookeville, TN. 23 April, 2017
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- Kendall, Alyssa, Amy Miller and C.P. Bagley. 2018. Encouraging Students in Service-Learning Projects during Study-Abroad: Dominican Republic, 2018. Service Learning Day, TTU Campus. 30 January, 2018.
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- Adenson, Michael, Jessica Murillo, Matthew Kelley, Joseph Biernacki and C.P. Bagley. 2018. Slow pyrolysis kinetics of two herbaceous feedstocks: Effect of milling, source and heating rate. Kinetics, Catalysis and Reaction Engineering.
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- Rachael Ledbetter, Amy Miller and C.P. Bagley. 2018. Preparing students to become "students of the world" through study-abroad. American Assn. Behavioral Sci. Las Vegas, Nev. Feb. 26-27, 2018.
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- C. P. Bagley. 2019. Developing Student Teams of Different Disciplines to Solve Real World Problems Tracking Livestock Positions." 2019 International CARE Conference, Las Vegas, NV. Feb 24- 26, 2019.
- C.P. Bagley and Lauren Borst. 2019. Plant Germination and Growth Responses of Grasses and Legumes to Activated Charcoal and two levels of Broiler Litter. Int. Conference on Plant Science Research, London, England, July, 2019

B. Published Abstracts

- a. Adenson, Michael, Jessica Murillo, Matthew Kelley, Joseph Biernacki and C.P. Bagley. 2018. Slow pyrolysis kinetics of two herbaceous feedstocks: Effect of milling, source and heating rate. *Kinetics, Catalysis and Reaction Engineering*.
- b. Madson, D. and C.P. Bagley. 2018. Development of an automated logging and tracking system for livestock. SWCS Annual Meeting, Murfreesboro, TN. 21 November, 2018
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- e. Greenwood, Savannah, Bo Greenwood, and C.P. Bagley. 2018. Comparison of different estrus synchronization protocols. 9 April 2018. 13th Annual Tennessee Tech Research and Creative Inquiry Day. 13:9.
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- l. C. P. Bagley. 2019. (Accepted) Service Learning as a Component to Meaningful Study-Abroad Experiences for College Students." 2019 International AABSS Conference, Las Vegas, NV. Feb 24- 26, 2019.
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- n. C.P. Bagley and Lauren Borst. 2019. Plant Germination and Growth Responses of Grasses and Legumes to Activated Charcoal and two levels of Broiler Litter. *Int. Conference on Plant Science Research*, London, England, July, 2019

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- Bagley, C. P. 1995. Horses are big business in northeast Mississippi. Daily J. March 8, 1995.
- Bagley, C. P. 1995. How much is too much for a good bull. N. E. MS Daily Journal. April, 1995.
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Artistic or Creative Contributions

- Invited speaker: Overview of forage research in the Gulf Coast Area, 1980 SPFCIC meeting, Nashville, TN.
- Invited speaker: Producing Beef Year Around Using Forages, 1983 LA Association of Agronomists Meeting, Lake Charles, LA.
- Invited speaker: Clovers in Beef Cow Grazing Management System, 1983 McNeese Farm Forum Lake Charles, LA.
- Invited speaker: Forage Systems for Raising Stocker Steers, 1983 Grazers Seminar, sponsored by the Stockman Magazine.
- Invited speaker: Beauregard Parish Cattlemen's Association - April 1980, July 1983, January 1985.
- Invited speaker: Using Winter Annuals for Growing-Finishing Beef Steers, 1984. Sponsored by Alexandria Seed Co., Alexandria, LA.
- Invited speaker: Slaughter Beef from Warm-Season Pastures, 1984 AFGC Meeting, Houston.
- Invited speaker: Verona Parish Cattlemen's Association - May 1984, September 1985, September 1988.
- Invited speaker: Beef-Forage Research in Louisiana, 1985 SPFCIC Meeting, Baton Rouge, LA.
- Invited speaker: East Baton Rouge Parish Cattlemen's Association - April 1985.
- Invited speaker: Vermillion Parish Cattlemen's Association - September 1986.
- Invited speaker: Breeding, Feeding and Marketing Beef Cattle, 1987 Commercial Cattlemen's Field Day, Opelousas, LA.
- Invited speaker: Outlook for New Regional Project, 1987 SPFCIC Meeting, Clemson, SC.
- Invited speaker: McNeese University Farm Forum, Lake Charles, LA, June 1987.
- Invited speaker: Mid-Year Louisiana Cattleman's Association - August 1987.
- Invited speaker: American Forage and Grassland Council Meeting, April 1988.

Invited speaker: Louisiana Cattlemen's Association Annual Meeting - Research and Fact-Finding Committee, January 1988.

Invited speaker: International Stockman's School, Houston, TX, February 1988.

Invited speaker: Southern Limousine Association, Shreveport, LA, March 1988.

Invited speaker: Many Rotary Club, April 1988.

Invited speaker: DeRidder Study Club, May 1988.

Invited speaker: Gelbvieh/Gelbray State Association Meeting, June 1988.

Invited speaker: Symposium on Increasing Profit of Beef Production Through Research - Past, Present and Future, Alexandria, LA, September 1988.

Invited speaker: The Role of Forages in Efficient Beef Production System. University of Maryland. January 18, 1989.

Invited speaker: Five States Forages Conference. Efficient, Economical Beef Production. Shreveport, LA. March 21, 1989.

Invited speaker: Louisiana Animal Science Association. New Innovations, Forage-Beef Research. Lake Charles, LA. April 20, 1989.

Invited speaker: Georgia Forage Conference. Winter Forages for Producing Beef. Tifton, GA. August 23, 1989.

Invited speaker: Yalobusha County Cattlemen's Assoc. Mtg. February 19, 1990.

Invited speaker: Reproduction Efficiency in Beef Heifers. Ag Exp, Batesville, MS, January 16, 1990.

Invited speaker: Farm Management (Beef Cattle) Symposium, Northwest Community College, Senatobia, MS. March 29, 1990.

Invited speaker: Soil-Water Conservation District Meeting. Itawamba Co., MS. March 29, 1990.

Invited speaker: DeSoto County Cattlemen's Association, Hernando, MS. June 2, 1990.

Invited speaker: Beef Cattle Production Practices, Senatobia, Miss. June 27, 1990.

Invited speaker: Research Objectives in Livestock and Forages. Louisiana Forage and Grassland Council, Hammond, LA. November 15, 1990.

Invited speaker: N. Mississippi Ag Expo. Beef Breed Selection and Utilization: Jan. 16, 1990.

Invited speaker: Yalobusha Co. Cattlemen's Assn. Managing Forage for Increased Beef Production. Feb. 19, 1990.

Invited speaker: Northwest Community College Farm Management Symposium. Managing Livestock in an Integrated Farm Program. March 29, 1990.

Invited speaker: Itawamba Co. Soil Conservation Meeting. Conservation Practices to Enhance Agriculture's Long-Range Productivity. March 29, 1990.

Invited speaker: DeSoto Co. Cattleman Assn. Using E.P.D.s to Manage a Livestock Breeding Program. June 2, 1990.

Invited speaker: Tate Co. Cattlemen's Assn. Optimizing Beef Productivity through Forages. June 27, 1990.

Invited speaker: Yalobusha Co. Ag Tour. Forage Systems for Beef Cattle. Oct. 15, 1990.

Invited speaker: Grenada Exchange Club. The Importance of Agriculture to the Mississippi Economy. Jan. 17, 1991.

Invited speaker: Mississippi Sweet Potato Council. Maintaining and Improving Quality in the Foundation Sweet Potato Program. Jan. 18, 1991.

Invited speaker: Marshall Co. Cattlemen's Assn. Forage Systems for the Cow-Calf Operator. Jan. 29, 1991.

Invited speaker: Mississippi Cattlemen's Assn. Annual Meeting. Founding a Mississippi Forage and Grassland Council Feb. 9, 1991.

Invited speaker: Mississippi Brahman Assn. Using Bulls and Embryo Transfer to Enhance quality in Brahmans. Feb. 12, 1991.

Invited speaker: Merck Regional Conference. Impact of Parasites on Grazing Cattle. March 12, 1991. Invited speaker: Lauderdale Co. Beef Cattle Short Course. Making, Curing and Storing High Quality Hay. April 11, 1991.

Invited speaker: LSU, Baton Rouge. Role of the Research and Extension Center in Agriculture. May 2, 1991.

Invited speaker: Calhoun Co. Cattlemen's Assn. Weaning Heavier Calves. July 15, 1991.

Invited speaker: North Mississippi Beef Cattle Field Day, Senatobia. Enhancing Beef Production with Forages. Aug. 31, 1991.

Invited speaker: Kaufman Co. Cattlemen's Assn. - TX. Matching Forages to the Nutrient Requirements of Beef Cattle. Sept. 18, 1991.

Invited speaker: Marshall Co. Cattlemen's Assn. Forages for Livestock. Oct. 5, 1991.

Invited speaker: S. F. Service Regional Sales Meeting. Meeting the Nutritional Needs of Replacement Heifers. Oct. 10, 1991.

Invited speaker: Tupelo Lions Club. New Programs at the Research and Extension Center. Dec. 3, 1991.

Invited speaker: Mississippi Farm Bureau Ann. Meeting. Progress at the Mississippi Forage and Grassland Council. Dec. 7, 1991.

Invited speaker: Miss. Soil and Water Conservation Committee State Convention. Jackson. Forage-Livestock Systems in Sustainable Agriculture. Jan. 16, 1992.

Invited speaker: Joint Regional SAAS Symposium. Lexington, KY. Meeting the Nutrient Requirements of Beef from Puberty to Parturition. Feb. 5, 1992.

Invited speaker: Itawamba Cattlemen's Assoc. Mtg. Jan. 20, 1992.

Invited speaker; MS Sweet Potato Council, March 5, 1992.

Invited speaker: Five States Forage Conference. Shreveport, LA. Haylage Systems for Beef and Dairy Cattle. March 18, 1992.

Invited speaker: Tupelo Town Meeting. Agriculture for Northeast Mississippi. May 14, 1992.

Invited speaker: Southern Regional meeting of Soil Conservation Forage group. Forage-Livestock Research in Mississippi. Prairie, MS. May 20, 1992.

Invited speaker: Dairy Field Day. Update of Research at Holly Springs. Holly Springs, MS. May 28, 1992.

Invited speaker: Lee County Cattlemen Assn. Importance of body condition in beef heifers. Tupelo, Aug. 20, 1992.

Speaker: House-Senate Select Agricultural Committee. Prioritizing research and extension efforts. Aug. 24, 1992.

Speaker: Cooperative Agreement Signing Ceremony between MSU and Lee County. November 9, 1993.

Invited speaker: Tippah County Cattlemen's Assn. Alternative Feed Sources for Beef Cattle. Feb. 25, 1993.

Invited speaker: Merck Conference, Prairie, MS. Improving Livestock Profitability. Mar. 5, 1993.

Invited speaker: Union County Cattleman's Assn. Managing Your Best Herd-Wise Nutrition. May 4, 1993.

Invited speaker: Beef Field Day, Prairie, MS. Alternative Feed Sources of Beef. May 22, 1993.

Invited speaker: Lee Co. Cattlemen Meeting, Tupelo, MS. Winter Forage Program. Sept. 16, 1993.

Invited speaker: Prentiss Co. Cattlemen Meeting, Booneville, MS. Body Condition Score for Beef Cows. Sept. 28, 1993.

Invited speaker: Central Miss. Beef Field Day, Raymond, MS. Poultry Litter in Beef Cow Wintering Rations. Dec. 2, 1993.

Invited speaker: Sweet Potato Field Day, Pontotoc, MS. Impact of Research on the Productivity of Crops. July 22, 1993.

Invited speaker: Regional Crop Information Exchange Day, Holly Springs, MS. Setting Research priorities for the Future. Sept. 9, 1993.

Invited speaker: Itawamba Co. Cattlemen Assn. Winter Forages for Beef Cattle. Oct. 11, 1993.

Invited speaker: Central Miss. Beef Field Day, Raymond, MS. Using Poultry Litter in Beef Cow Wintering Rations. Dec. 2, 1993.

Invited speaker: Sweet Potato Field Day, Pontotoc, MS. Impact of Research on the Productivity of Crops. July 22, 1993.

Invited speaker: Regional Crop Information Exchange Day, Holly Springs, MS. Setting Research Priorities for the Future Sept. 9, 1993.

Invited speaker: Itawamba Co. Cattlemen Assn. Winter Forages for Beef Cattle. Oct. 11, 1993.

Invited speaker: Miss. Assoc. Cons. Dist. Forage quality and Quantity. Jan. 20, 1994.

Invited speaker: CDF Ag Round Table. N. Miss. Agricultural Technology Center. Jan. 18, 1994.

Invited speaker: Miss. Agric. For. Exp. Sta. Annual Staff Conf. Role of Research and Extension Centers. Dec. 14, 1994.

Invited speaker: Lee County Board of Supervisors: Future Needs of Agricultural Technology Center. Feb. 22, 1994.

Invited speaker: Miss. Assoc. of Agron. Chicken Litter as a Feed and Fertilizer Source. Feb. 24, 1994.

Invited speaker: National Alfalfa Grazing Conf. Potentials and Problems in Grazing Alfalfa. July 29, 1994.

Invited speaker: Itawamba County Cattlemen's Assn. Winter Grasses for Cattle. Oct. 10, 1994.

Invited speaker: Prentiss County Cattlemen's Assn. Winterizing your Beef Herd. Oct. 24, 1994.

Invited speaker: Dairy 2000 Seminar, Holly Springs, MS. Dairy-Grass Systems. Nov. 10, 1994.

Invited speaker: Horticulture Field Day, Pontotoc, MS. August 15, 1994.

Invited speaker: Lions Club, Nettleton, MS. Agriculture in the 21st Century. Sept. 13, 1994.

Invited speaker: Rotary Club, Baldwin, MS. Economic Impact of Agriculture. Sept. 22, 1994.

Invited speaker: Louisiana Forage and Grassland Council, Alexandria, LA. Poultry Litter as a Feed and Fertilizer. Nov. 1, 1994.

Invited speaker: Tennessee Forage and Grassland Council, Nashville, TN. Producer Impact into Agriculture Programs. Nov. 9, 1994.

Invited speaker: Mississippi Cattlemen's Association. Broiler Litter as a Feed or Fertilizer. Nov. 4, 1994.

Invited speaker: Montgomery Co. Cattlemen Short Course. Alternative Winter Feeds. Winona, MS. Feb. 16, 1995.

Invited speaker: Pontotoc Co. Cattlemen's Short Course. Pontotoc, MS. March 23, 1995.

Invited speaker: Walthall Co. Cattlemen's Assn. Broiler Litter as a Feed or Fertilizer. Jan. 9, 1995.

Invited speaker: Alcorn, Tishomingo, Prentiss Co. Hay Shortcourse. Feb. 13, 1995.

Invited speaker: Montgomery Co., Alternative Feeds for Beef Cattle. Feb. 16, 1995.

Invited speaker: Rankin Co. Broiler Litter as Feed or Fertilizer. Feb. 28, 1995.

Invited speaker: Tippah Co. Hay Shortcourse. March 2, 1995.

Invited speaker: DeSoto, Tate and Panola Co. Hay Shortcourse. March 6, 1995.

Invited speaker: Yalobusha and Tallahatchie Co. Hay Shortcourse. March 16, 1995.

Invited speaker: Monroe Co. Hay Shortcourse. March 21, 1995.

Invited speaker: Pontotoc Co. Alternative Feed Source for Livestock. March 23, 1995.

Invited speaker: Holmes Co. Cattle-Forage Seminar. March 27, 1995.

Invited speaker: Attala Co. Cattle-Forage Seminar. April 6, 1995.

Invited speaker: Newton, Jasper, Noxubee Co. Hay Shortcourse. April 24, 1995.

Invited speaker: Lee Co. Hay Shortcourse. May 18, 1995.

Invited speaker: Itawamba Community College Agriculture Awards Banquet. April 26, 1995.

Invited speaker: Dairy Field Day. Role of Alfalfa in Dairy Systems. May 25, 1995.

Invited speaker: Forages for Cattle. CVM Sr. vet students. Prairie, MS. Aug. 2, 1995.

Invited speaker: Reducing Costs in a Pasture-Livestock Operation. Itawamba Co. Cattlemen's Assn. Mantachie, Aug. 14, 1995.

Presentation: Producing beef year-round with forage - cycle 1. IV Int. Symp. Nutr. Herbivores. Clermont-Ferrand, France. Sept. 13, 1995.

Invited presentation: Broiler Litter as Feed or Fertilizer for Beef Cattle. Wayne Co. Cattlemen's Assn. Waynesboro, Sept. 28, 1995.

Invited presentation: Status of the North Mississippi Research and Extension Center. Ag Round Table, CDF, Tupelo. Oct. 25, 1995.

Invited speaker: Alternative Winter Feeds. Lee Co. Cattlemen's Assn. Short Course, Verona. Nov. 13, 1995.

Invited presentation: Efficient production of stocker beef using strategic supplementation. 2nd International Conference on Technology Transfer, Asconcion, Paraguay. Nov. 21, 1995.

Invited presentation: Utilizing supplements to efficiently increase gains in cattle. Southern Ohio Cattlemen's Org., Jackson, Ohio. Dec. 13, 1995.

Invited speaker: Lafayette Co. Cattlemen Shortcourse. Alternative Feeds for Cattle. Jan. 9, 1996.

Invited speaker: MS Assoc. Cons. Districts Ann. Mtg. - Jackson. Broiler Litter as Feed or Fertilizer. Jan. 11, 1996.

Invited speaker: Role of Producer Advisory Committee in Supporting Research and Extension Efforts. South. Assn. of Agric. Sci., Greensboro, NC. Feb. 6, 1996.

Invited speaker: Managing Beef Replacement Heifers. Benton Co. Cattlemen's Shortcourse. Feb. 26, 1996.

Invited speaker: Progress on the Agricultural Technology Park. CDF Ag Roundtable. Feb. 28, 1996, Tupelo.

Invited speaker: Agricultural Productivity on South America. Tupelo High School Spanish Club. March 19, 1996.

Invited speaker: Strategic Supplementation to Cattle on Pastures. International Livestock Symposium, Tampa, FL. May 6, 1996.

Invited speaker: Educational Opportunities Through the Agricultural Technology Park. CDF Education Round-Table, Tupelo, May 8, 1996.

Invited speaker: Broiler Litter as a Feed-Problem and Potentials. Central MS Poultry Growers, Raleigh, MS. May 16, 1996.

Invited speaker: Economic Impact of Agricultural Technology Park. CDF Board of Directors, Tupelo, May 20, 1996.

Invited speaker: Information Availability Through the Agricultural Technology Park. CDF Business Round-Table, Tupelo, May 27, 1996.

Invited speaker: Broiler Litter as Feed on Fertilizer. Newton Co. Cattlemen's Assn. June 27, 1996.

Invited speaker: Poultry Litter as Feed or Fertilizer. MS Santa Gertrudis Field Day, Kilmichael, MS. July 13, 1996.

Invited speaker: Extending the Forage Grazing Season with Ryegrass and Clover. Lee Co. Cattlemen's Assn. August 15, 1996.

Invited speaker: Whole farm approach for efficient cattle operations. Four County Area Meeting, Fulton, MS. Sept. 19, 1996.

Invited speaker: Innovative horticulture programs for the future. Southern Regional Agricultural Communications Annual Meeting. Sept. 27, 1996. Atlanta, GA.

Invited speaker: Fall forage and winter feed requirements. Itawamba Co. Cattlemen Assn., September 30, 1996. Fulton, MS.

Invited speaker: Future of foundation seed programs. MS Sweet Potato Assn. Annual banquet. Nov. 9, 1996. Vardaman, MS.

Invited speaker: Future of the GLCI program in Mississippi. MS Cattlemen Assoc. Nov. 15, 1996, Jackson, MS.

Invited speaker: Partnerships for forage-livestock production. State GLCI Meeting. Oct. 10, 1996. McComb, MS.

Invited speaker: Raising beef replacement heifers. Miss. Assoc. Conservation District. Jan 9, 1997. Jackson, MS.

Invited speaker: Managing your beef females. Lafayette Co. Cattlemen Shortcourse. Jan. 13, 1997, Oxford, MS.

Invited speaker: Potential for the North Mississippi Arboretum. Baldwin Rotary Club, Baldwin, MS. Jan. 16, 1997.

Invited speaker: Role of AFGC on the National IRM Committee. National Cattlemen's Beef Association. Kansas City, MO. Jan. 31, 1997.

Invited speaker: Future focus on the Research and Extension Center. Exchange Club, Tupelo, MS. Feb. 21, 1997.

Invited speaker: Broiler litter as feed or fertilizer. Scott County Cattlemen's Association, Forest, MS. March 10, 1997.

Invited speaker: Horticulture and horses - new thrusts for North Mississippi. Lions Club, Tupelo, MS. March 25, 1997.

Invited speaker: Working together required in forage-livestock agriculture. Keynote address. AFGC Annual Conference. Ft. Worth, TX. April 14, 1997.

Invited speaker: Agriculture is critical to a safe environment. Earth Day Celebration, Tupelo, MS. April 17, 1997.

Invited speaker: The Arboretum and Horticulture Unit. Business and Professional Women's Club, Tupelo, MS. April 22, 1997.

Invited speaker: Educating youth for the future. Rotary District Conference, Tupelo, MS. May 9, 1997.

Invited speaker: The Mississippi GLCI. Utica, MS. Sept. 4, 1997.

Invited speaker: Feeds and feeding beef cattle. Lee Co. Agri-Center. June 25, 1997.

Invited speaker: Broiler litter as feed or fertilizer. Wayne Co. Cattlemen. July 17, 1997.

Invited speaker: New thrusts in horticulture. Lee Co. Farm Bureau Ladies Committee. Verona. Sept. 12, 1997.

Invited speaker: Making, baling and storing hay. Tishomingo Cattlemen Group. Oct. 7, 1997.

Invited speaker: Winterizing your beef herd. Prentiss Co. Cattlemen Group. Oct. 7, 1997.

Invited speaker: Research efforts for forage-livestock producers. Jeff Davis Co. Cattlemen Group. Oct. 15, 1997.

Invited speaker: National forage-livestock initiatives. MS Cattlemen Assn. Ann. Mtg. Jackson. Oct. 31, 1997.

Invited speaker: Quality pastures for horses. MS Horse Extravaganza. Jackson, MS. Nov. 23, 1997.

Invited speaker: Hay for horses. MS Horse Extravaganza. Jackson, MS Nov. 23, 1997.

Invited speaker: Nutritional concerns of beef cattle. Alabama Forage and Grassland Foundation. Montgomery, AL. Dec. 16, 1997.

Invited speaker: Focus on the North MS Research and Extension Center. Ann. MS Sweet Potato Growers. Jan. 9, 1998. Vardaman.

Invited speaker: Managing the beef cow herd. MS Assn. of Conservation Districts Ann. Mtg. Jackson, MS Jan 15, 1998.

Invited speaker: Broiler litter as feed or fertilizer. Dixie Farm Trade Show. Jackson, MS. Jan. 31, 1998.

Invited speaker: Fall vs. spring calving of beef cows. Dixie Farm Trade Show. Jackson, MS. Jan. 31, 1998.

Invited speaker: Cow-calf management utilizing forages. Dixie Farm Trade Show. Jackson, MS. Jan 31, 1998.

Invited speaker: Forage planning, grazing and hay, and purchasing and managing beef cow herd and the economics of association industries. Beef Shortcourse. March 3, 1998.

Invited speaker: Effective management of beef cow-calf herd. Clay Co. Cattlemen Assn. March 5, 1998.

Invited speaker: Broiler litter as fertilizer or feed. Wayne Co. Cattlemen Assn. March 31, 1998.

Invited speaker: Forage systems for grazing and hay production. Tri-County Short Course. Booneville, MS. April 2, 1998.

Invited speaker: Innovations in managing grazing livestock. Kansas Livestock Research Team, May 20, 1998.

Invited speaker: Managing for a profit by reducing input costs. Neshoba, Noxubee and Winston Co. Cattlemen Event. June 16-18, 1998.

Invited speaker: Enhancing sweet potato research. MS Sweet Potato Council. July 16, 1998.

Invited speaker: Enhancing floriculture to better diversity. July 21, 1997. Aberdeen Rotary Club.

Invited speaker: Nutritional concerns of beef cattle (in press). September 3, 1998. Athens, GA.

Invited speaker (forages): Georgia GLCI Steering Committee. Dec. 14-15, 1998.

Invited speaker: Managing dairy cows in the Southeastern United States on forages. Brazilian National Grazing Conference. Porte Alegre, Brazil. June, 2000.

Invited speaker: Managing beef replacement heifers. International Brangus Breeders Meeting. Aug. 2000.

Invited speaker: Minimizing hay losses in beef production systems. TX Forage and Grasslands Council Ann. Meeting. Dec. 2000.

Invited speaker: Forage-Livestock Management Systems: Animal considerations. American Forage and Grasslands Council Annual Meeting. April, 2001

Invited Speaker: Animal- Human Interrelationships. Sigma Xi meeting, Nov 18, 2002. Commerce, TX

Invited Speaker: Feb 3, 2003. Animals role in society. Honors Colloquium, TAMU-Commerce.

Invited Speaker: April 18, 2003. Factors influencing hay attributes. NE Texas research symposium.

Invited speaker: Sept. 12, 2003. Chemical attributes affecting forage quality and animal performance. Hunt Co. Hay Expo., Greenville, TX.

Invited Speaker: Pre-Vet Society meeting. Sherman, TX. Jan. 17, 2004

Lohaus, M.A. and C.P. Bagley. 2003. Horse hay preference as influenced by forage variety and harvest time. TAMU-Commerce, 1st place winning entry in Sigma Xi competition.

Bagley, C.P. 2004. Future of Agriculture. Paris Rotary Club.

Bagley, C.P. Sept 19, 2005. Chapman Farms Annual Beef Field Day. "Managing a beef herd to optimize reproductive efficiency.

Bagley, C. P. Sept. 22, 2005. The Importance of Agriculture to the Texas Economy. Greenville, TX Rotary Club

Bagley, C.P. Nov 9, 2005. Animal Therapies for Troubled Youth. Bonham, TX Rotary Club.

Bagley, C.P. Feb 25, 2006. Importance of an Education. FFA Banquet, Lone Oak, TX, >350 people present

Foster, Lauren and C.P. Bagley. 2006. Bermudagrass variety and harvest time as affecting hay preference and digestion rates. Amer. Forage and Grasslands Conference Proceedings. San Antonio, TX, March 13-16, 2006.

Becker, Wayne and C.P. Bagley. 2006. Injecting anhydrous ammonia into polyethylene silage bags to enhance quality characteristics. Amer. Forage and Grasslands Conference Proceedings. San Antonio, TX, March 13-16, 2006.

Johnson, Lindsey and C. P. Bagley. 2006. Improving Information Retention on Protein Quality and Utilization by Utilizing Reusable Learning Objects in Self-Help Tutorials. Sigma Xi Res. Conf. Texas A&M-Commerce, April 20, 2006. 3rd Place in competition.

Becker, Wayne, Chappell, John and C. P. Bagley. 2006. Injecting Anhydrous Ammonia into Polyethylene Silage Bags to Enhance Forage Quality Attributes and Measure Silage Preference by Heifers. Sigma Xi Res. Conf. Texas A&M-Commerce, April 20, 2006. 2nd Place in competition.

Foster, Lauren, Martel, Adelene, B. C. Housewright and C.P. Bagley. 2006. Horse Preference and Digestion Rates of Hays as Influenced by Bermudagrass Variety and Harvest Time. Sigma Xi Res. Conf. Texas A&M-Commerce, April 20, 2006. 2nd Place in competition.

Invited Speaker. Aug. 31, 2006. Nutritional management for equine. Northeast Texas Trail Riding Association. Greenville, TX

Invited Speaker: Nov 1, 2007; Annual Area NRCS Banquet; Cookeville, TN

Invited Speaker: Nov 8. Overton Co. SWCD Awards Banquet, Livingston, TN

Invited Speaker: Dec 10, 2007, TTU Nursing Board of Directors Annual Banquet, Cookeville, TN

Invited Speaker: Jan 8, 2008, Resource Development District, Overton Co. Livingston, TN

Invited Speaker, April 4, 2009, Statewide FFA Convention, Gatlinburg, TN

Invited Speaker, June 11, 2009; State-Wide Resource Conservation Meeting, Murfreesboro, TN

Invited Speaker, CRMC Annual Banquet, November, 2009

Invited Speaker, Overton Co Farm-City Days, Livingston, TN, 7 Oct, 2009

Invited Speaker, TN Area SWCD Annual meeting, October 15, 2009

Invited Speaker, TN Beekeepers Assn. October 16, 2009

Invited Speaker, Cookeville Regional Medical Center Auxiliary Meeting, July 15, 2010

Invited Speaker, McMinnville Rotary Club, Dec 13, 2011

Invited Speaker, Cookeville Breakfast Rotary Club; International Service, June 19, 2012

Invited Speaker, J. Murillo, J. Biernacki, C.P. Bagley, L. Norris. 2012. Biofuels: Changing our Agro-Economy. TN Soil & Water Conservation Society Ann. Meeting. Oct 12.

Invited Speaker, C.P. Bagley. 2016. Biofuels: Changing our Agro-Economy. Chattanooga area Conservation Society Ann. Meeting. March 23.

Invited Speaker, C.P. Bagley. 2017. Study Abroad to Dominican Republic. Cookeville Rotary Club

Invited Speaker; C.P. Bagley 2017. GPS Tracking of Livestock. TN Soil & Water Conservation Society Ann. Meeting. Oct 24.

Foreign Travel:

1982 Mexico
 1985 Belize, Central America
 1986 China
 1986 Japan
 1987 Australia
 1988 Finland
 1988 England
 1989 Canada
 1989 France
 1993 New Zealand
 1995 France
 1995 Paraguay

1996 Canada
2001 Puebla, Mexico
2002 Puebla, Mexico
2004 Puebla, Mexico
2005 Puebla, Mexico
2006 Puebla, Mexico
2008 Puebla, Mexico
2009 Puebla, Mexico (proposed/ cancelled, swine flu)
2009 Havana, Cuba (proposed, to sell cattle to Cuba; cancelled)
2010 Puebla, Mexico (Jan 4 – 12, 2010)
2011 India, New Delhi, Aug 10 – 17, 2011
2012 Dominican Republic, Jan 22– 25, 2012, to establish base camp for Student Study Abroad to D.R.
2012 Dominican Republic, March 5 – 13, 2012, with 15 TTU students in Service-Learning project.
2013 Dominican Republic, January, 2013; \$70,000 Rotary Grant to fund water projects, school painting projects, book projects
2013: June, travel to Portugal and Spain
2013, July Travel to Lima, Peru to establish travel-abroad opportunity for students to travel there in January, 2014
2013 Sienna, Italy, Podium presentation at International Conference on service-learning. October
2014, January – Travel-Abroad approved to Lima, Peru with 24 students
2014, May 20 - 27, Travel to Dominican Republic to develop a study-site for travel-abroad student group next March, 2015
2015: March 6 – 14, Study Abroad (20 students) to Santo Domingo, Dominican Republic; approved
2015: (Approved) Travel Panama to secure second location for study-abroad future trips due to high demand for "service-learning" trips
2015: (approved) 16 students in study-abroad to Paname, January, 2016
2016: (approved): To Chair Session 3-9; Ecology and Biodiversity, and present research paper at same Conference—World Gene Conference; Nov 3-5, Shanghai, China
2017. South Africa; Consultant work
2018: Study Abroad (16 students) to Santo Domingo, Dominican Republic
2019: Study Abroad (20 students) to Puebla, Mexico
2019: London, England; service on International Coordinating Committee; presentation, and session chairman.

2019. Hamburg, Germany; Invited presentation; Int. Conference (September, 2019)

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F	9	9	4	6
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CAMPUS: SUS _____ SUBR _____ SULAC X SUAREC _____ SUNO _____ SUSLA _____

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

X 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 N/A Reason Left N/A
 Date Left N/A Salary Paid N/A

Profile of Person Recommended

Length of Employment 09/01/2020 To 05/31/2021
 Effective Date 09/01/2020

Name Beatrice Summer Chandler SS# XXX-XX-9529 Sex F Race* W
 (Last 4 digits only)
 Position Title: Visiting Professor Department: Law Center - Instruction

Check One X 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 PAI, if applicable.)

Years Experience 24 Southern University Experience 0
 Degree(s): Type/Discipline (BA-Education): B.A. Institution/Location (SU-Baton Rouge): University of North Carolina at Asheville Year: 1998
J.D. University of Michigan Law School 2001

Current Employer Concordia University School of Law

Personnel Action

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

Recommended Salary \$90,000.00 Salary Budgeted \$90,000.00

Source of Funds Strengthening HBGI

Identify Budget: Title III Grant _____ Location 320906-32030-61003-34100
 Form Code: 1 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

Comments: (Use back of form)

Source of Funds	Amount
N/A	0.00

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor [Signature] 8/5/2020
 Vice Chancellor [Signature] 8/5/2020
 Director/Personnel [Signature] 8/7/2020
 Dean/Unit Head [Signature] 8-6-2020
 V/C for Finance & Admin. [Signature] 8/5/2020
 Vice President/Finance Business Affairs/Comptroller _____
 Chairman/S.U. Board of Supervisors _____

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

Visiting Professor for FY Fall 2020 thru Spring 2021.

EMPLOYEE REGULAR WORK SCHEDULE: Daily

EMPLOYEE DIRECT SUPERVISOR: V/C Shawn Vance

NUMBER OF EMPLOYEES SUPERVISED, (if any) 100

IR 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, I-9 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
- IL-1 Visa (Distinguished Merit & Ability)
- I-1 Visa (Exchange Visitor Program)
- F-1 Visa (Student Emp. /PT Student at S.U.)
- OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

SOUTHERN UNIVERSITY LAW CENTER

LAW CENTER - FTYPE III

CODE: 10 EXPIRES: 8-6-2021
I certify that the above purchase(s) is (are) accurate under the terms and conditions of the applicable budget or award agreement and in accordance with Federal, State, Local, and University policies and procedures required for fiscal compliance.
// Minimum Compliance Verified By: Carrie R. Hall
Encumbrance Available By: 8-6-2021
Doc. ID: 10

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/Pac/Une; 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

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Visiting Professor AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Southern University Law Center

(Department or Unit)

- | | | | |
|--|--|---|---|
| <input type="checkbox"/> Replacement | <input type="checkbox"/> New Position | <input type="checkbox"/> Unclassified | <input type="checkbox"/> State |
| <input type="checkbox"/> Civil Service | <input checked="" type="checkbox"/> Temporary | <input checked="" type="checkbox"/> Faculty | <input checked="" type="checkbox"/> Grant -in-Aid |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Probationary (For Faculty this is same as tenure track) | | <input type="checkbox"/> System Revenue |
| | | | <input type="checkbox"/> Agency Fund State |

VACANCY DESCRIPTION AND JUSTIFICATION

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved through Human Resources).

The position is a non-tenure tract faculty position for the 2020-2021 academic year.

The visiting professor will teach courses assigned to them and engage in scholarly research, serve on committees as assigned. Also the visiting professor will host office hour to meet with students in course that they teach, and perform duties as otherwise assigned. Some of the above tasks will occur remotely due to the COVID-19 pandemic.

Salary/Range: \$90,000 to \$110,00 Previous Incumbent (if replacement):

Approved Disapproved [Signature] 8/5/2020
 Department Head Date

Approved Disapproved [Signature] 8/6/2020
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input type="checkbox"/> Yes	<input type="checkbox"/> No
<u>[Signature]</u>	<u>8-6-2020</u>
Signature	Date
Budget Number	<u>320906-32030-61003-34100</u>

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<input type="checkbox"/> Yes	<input type="checkbox"/> No
Employee Class:	Job Class:
Verified By:	Date:

Approved Disapproved [Signature] 8/5/2020
 Vice Chancellor Date

Approved Disapproved [Signature] 8/5/2020
 Chancellor/Vice President Date

Approved Disapproved [Signature]
 President Date

An Equal Opportunity Employer

B. Summer Chandler

TEACHING EXPERIENCE

CONCORDIA UNIVERSITY SCHOOL OF LAW

Boise, Idaho

Assistant Professor, July 2018-present

Courses:

- Bankruptcy (hybrid format)
- Business Organizations (taught in on-ground and hybrid format)
- Introduction to Contracts (online)
- Contracts I
- Practicum: Contracts (taught in on-ground and hybrid format)

Law School Service:

- Committee Service Academic Year 2019-20: (1) Inclusion & Diversity Committee, Chair; (2) Adjunct Committee; (3) Curriculum Committee; (4) Appointments Committee; and (5) Faculty Affairs Committee.
- Committee Service Academic Year 2018-19: (1) Inclusion & Diversity Committee, Chair; (2) Adjunct Committee; (3) Curriculum Committee; and (4) Academic Dismissal Committee.

GEORGIA STATE UNIVERSITY COLLEGE OF LAW

Atlanta, Georgia

Visiting Assistant Professor, August 2016-July 2018; summer 2017 (hybrid course); summer 2018 (online course)

Instructor, January 2015-May 2016; summer 2019 (online course); summer 2020 (online course)

Doctrinal Courses:

- Bankruptcy
- Civil Procedure
- Secured Transactions
- Independent Research (doctrinal focused research)

Clinical Courses:

- Co-Founder, Director, and Instructor - Bankruptcy Assistance + Practice Program
- Co-Founder and Director, Transactional Assistance + Practice Program

Law School Service:

- Coach for specialized moot court (bankruptcy)
- Founder and Director – Bankruptcy *Pro Se* Assistance Center

AREAS OF TEACHING AND RESEARCH INTEREST

Bankruptcy, Business and Commercial Law (Secured Transactions, Sales, Negotiable Instruments, Payment Systems), Contracts, Experiential Education, Leadership, Professional Responsibility, and Property

EDUCATION

UNIVERSITY OF MICHIGAN LAW SCHOOL

Ann Arbor, Michigan

J.D., May 2001

Michigan Journal of Law Reform

Executive Editor, summer 2000; Academic year 2000-2001

Associate Editor, Academic year 1999-2000

UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

Asheville, North Carolina

B.A., May 1998

Majors: Political Science, Philosophy; Minor: Women's Studies

Honors: Distinction in political science and philosophy, Dean's List, *Pi Sigma Alpha* (National Political Science Honor Society), *Pi Sigma Tau* (National Philosophy Honor Society).

PUBLICATIONS - BOOKS

Intellectual Property Licenses as Executory Contracts, in *CHOPPY WATERS: NAVIGATING THE INTERSECTION OF BANKRUPTCY AND INTELLECTUAL PROPERTY* (American Bankruptcy Institute, forthcoming summer 2020) (editor and contributing author)(accepted for publication).

Fraudulent Transfer Litigation, in *GEORGIA BUSINESS LITIGATION*. (Ed. Robert C. Port. New York: ALM Media Properties, LLC 2013) (co-author) (updated annually).

ARTICLES

An Economic Unit Approach to Evaluating the Payment of Undergraduate Educational Expenses as Fraudulent Transfers, 44 *Vt. L. Rev.* 553 (2020).

ARTICLES IN PROGRESS

Beyond LinkedIn, Likes and Tweets: Civility, Competency, and Mental Health in the Age of Social Media (work in progress).

Is There a Doctor in the House? Medical Marijuana as a Reasonable and Necessary Expense in Bankruptcy (work in progress)

OTHER CONTRIBUTIONS

It's All Going to Pot: Is Relief Available for Debtors in the Marijuana Business?, AM. BANKR. INST. J. Dec. 2015, at 46 (feature article).

Is It "Fair" to Discriminate in Favor of Pensioners in a Chapter 11 Plan?, AM. BANKR. INST. J. Dec. 2014, at 22 (feature article).

The Looming Chapter 9 Battle Over State Protection of Vested Public Employee Pension Benefits, AM. BANKR. INST. J. Nov. 2013, at 14 (cover page article) (co-author).

Maybe Taxes Aren't So Certain AM. BANKR. INST. J. Feb. 2013, at 12 (cover page article) (co-author).

Viewpoint: The Benefits of Serving on a Creditors Committee, DOWJONES BANKR. NEWS, May 30, 2012.

Five Key Points for Franchisors to Know When its Franchisee Files for Bankruptcy, BUYING TROUBLE ADVISORY Sept. 2011.

The Pros and Cons of Being a Stalking Horse Bidder for Assets in Bankruptcy, DISTRESSED REAL ESTATE STRATEGIES Feb. 2010 (co-author).

Your Tenant Files for Bankruptcy -- Now What?, BUYING TROUBLE ADVISORY (March 2009).

Preserving the Subjective Prong of Your "Ordinary Course" Defense, BUSINESS CREDIT MAGAZINE Oct. 2008.

Keeping Payments "Ordinary" to Avoid Preference Exposure, TRIGILD NEWS ETIPS June 2008.

ILLUSTRATIVE SEMINARS AND PRESENTATIONS

"Technology and Ethics: Protecting Your Sale Process, Your Online Presence — and Your Hide," *American Bankruptcy Institute's 38th Annual Spring Meeting* (upcoming, date TBD).

"Best Practices for Student Engagement and Assessment," Institution for Law Teaching and Learning conference on *Effective Instruction in Online and Hybrid Legal Education* (June 10-12, 2021).

"Learners as Lawyers – How to Structure a Course to Simulate a Client Relationship and Client Representation," *Lawyering Skills in the Doctrinal Classroom Conference* (upcoming, spring 2021).

"Implicit Bias," 2020 Idaho Academy of Leadership for Lawyers, (June 4, 2020).

"Social Butterflies Beware: Ethical Issues Relating to the Use of Social Media," *American Bankruptcy Institute Webinar*, November 12, 2019.

"Section 365: IP & Bankruptcy," *The 2019 Bankruptcy Institute of the Bankruptcy Section of Minnesota Continuing Legal Education and the Minnesota State Bar Association*, October 3, 2019.

"Technology and a New Generation: How Progress Affects Professional Responsibility," 2019 Idaho State Bar Annual Meeting, July 26, 2019.

"Implicit Bias," 2019 Idaho Academy of Leadership for Lawyers, April 5, 2019.

"The Intersection of Bankruptcy and Intellectual Property," *American Bankruptcy Institute Webinar*, January 16, 2019.

"Access to Justice in Bankruptcy," *American Bankruptcy Institute's 36th Annual Spring Meeting*, April 20, 2018.

"Social Media and You – Ethics in the Digital World," *The Middle District of Georgia Bankruptcy Law Institute and Mercer University School of Law Annual Bankruptcy Seminar*, September 8, 2017.

"Ethical Issues in Pro Bono Representation," *Atlanta Bar Association Business and Finance Section & Corporate Counsel Section Seminar*, August 10, 2017.

"Bankruptcy: Putting the Pieces Together," *Lawyers for Equal Justice Training Session*, May 30, 2017.

"Social Media & You– Ethical Considerations and Other Concerns," *The National Association of Chapter Thirteen Trustees Academy for Consumer Bankruptcy Education Webinar*, May 10, 2017.

"All I Really Need to Know I Learned in Kindergarten: Practicing with Ethics and Civility," *American Bankruptcy Institute's 21st Southeast Bankruptcy Workshop*, July 24, 2016.

"Everything I Need to Know I Learned in Kindergarten – But, if I Didn't, Will I Learn it in Law School?," *Georgia State University College of Law Experiential Education Roundtable*, April 20, 2016.

"War and Peace: Recent Trends and Developments in Bankruptcy Mediation," *American Bankruptcy Institute's 34th Annual Spring Meeting*, April 15, 2016.

"Star Power: Dealing with a Celebrity in Bankruptcy Proceedings -- Ethical Considerations and Other Concerns," *National Association of Bankruptcy Trustees Spring Seminar*, April 8, 2016.

"Lincoln's Ethics: Making Us Better Over 150 Years," *Atlanta Bar Association CLE by the Hour*, February 3, 2016.

"Avoidance and Recovery Actions Across the Chapters: Roles & Perspectives of Trustees," *W. Homer Drake, Jr. Georgia Bankruptcy American Inn of Court Winter Program of the Inn*, January 26, 2016.

"From Detroit to Puerto Rico: Chapter 9's Role in Changing Government," *IWIRC's 22nd Annual Fall International Conference*, September 27, 2015.

"Professionalism in Oral Advocacy: Views from the Bench," *GSU Law BAPP CLE & Celebration*, April 27, 2015.

"Bankruptcy 2004 Exams", *David Pollard Award Luncheon and CLE*, May 1, 2014.

"Insiders: An Analysis of the Contours and Consequences of Insider Status in Chapter 11 Cases," *State Bar of Georgia Bankruptcy Law Section-ICLE Consumer and Business Bankruptcy Conference*, December 5, 2013.

"Municipal Insolvencies in the Wake of Detroit: Navigating Chapter 9 and Out-of-Court Restructurings," *Strafford Publications Legal Webinars*, November 21, 2013.

Guest lecturer on municipal distress and municipal bankruptcy at the Georgia State University College of Law, November 11, 2013.

"What Every Business Lawyer Should Know About Bankruptcy," *American Bar Association Business Law Section CLE Webinar*, September 6, 2013.

"Seeking the Truth: How to Effectively Take and Defend a 2004 Exam," *American Bankruptcy Institute's 18th Annual Southeast Bankruptcy Workshop*, July 20, 2013.

"Is Distress the New Normal? - U.S. Municipal Distress and the U.S. Municipal Bond Market," *IWIRC's 19th Annual Fall International Conference*, October 24, 2012.

Guest lecturer on municipal distress and municipal bankruptcy at the University of Miami School of Law, September 11, 2012.

Guest lecturer on the debtor's post-discharge position at the Georgia State University College of Law, September 6, 2012.

"Municipal Insolvency: The Next Wave of Bankruptcies," *Strafford Publications Legal Webinars*, July 17, 2012.

"Municipal Governments in Distress: What's It All About?," *Georgia Chapter of Certified Fraud Examiners*, July 13, 2012.

"Bankruptcy," *Trigild Spring Lenders' Conference*, April 25, 2012.

"Executory Contracts in Bankruptcy: Navigating the Legal Ambiguities," *Stratford Publications Legal Webinars*, March 1, 2012.

GRANT-FUNDED PROJECTS

Bankruptcy Assistance + Practice Project: Consumer debtor representation by student lawyers and mentor attorneys (funded by the American College of Bankruptcy).

OTHER EXPERIENCE

CHANDLER LAW FIRM, LLC

Panama City Beach, Florida

February 2016-July 2018

Provide consultation and advising on collection, secured transactions, and bankruptcy related matters.

MCCALLA RAYMER, LLC

Atlanta, Georgia & Panama City, Florida

Partner, August 2014 – February 2016

Commercial law practice focused on secured transactions, including real estate related transactions and disputes, corporate formation and governance matters, and business bankruptcy.

MCKENNA LONG & ALDRIDGE LLP (N/K/A DENTONS U.S.)

Atlanta, Georgia

Partner, January 2011 – July 2014

Associate, August 2001 – December 2010

Commercial law practice focused on municipal and business restructuring, and finance, with a focus on complex reorganizations -- both in court and out-of-court.

PORTER WRIGHT MORRIS & ARTHUR LLP

Naples, Florida

Summer Associate, Summer 2000

MCKENNA LONG & ALDRIDGE LLP (N/K/A DENTONS US)

Atlanta, Georgia

Summer Associate, Summer 2000

FAMILY LAW PROJECT

Ann Arbor, Michigan

Project Coordinator, Academic year 1999-2000; Academic year 2000-2001

Trained, advised and supervised student attorneys, monitored open cases, reviewed and edited pleadings, attended weekly intake meetings and assigned accepted cases.

Summer Clerk, Summer 1999

Conducted client intake interviews, obtained protective orders for clients, researched and drafted briefs and motions and appeared in court on behalf of clients at hearings.

GUARDIAN AD LITEM PROGRAM

Asheville, North Carolina

Guardian Ad Litem, July 1997 – November 1997

Trained in juvenile and family law, investigated a case of suspected child abuse, generated a report detailing my findings and recommendations and presented my report in court.

BUNCOMBE COUNTY PUBLIC DEFENDER'S OFFICE

Asheville, North Carolina

Intern, August 1996 – December 1996

Conducted client intake interviews, investigated and researched cases, and served as liaison to the offices of the District Attorney, Sheriff, and Clerk of Court.

MEMBERSHIPS AND AFFILIATIONS

American Bankruptcy Institute

Special Projects Coordinator, Professional Compensation and Ethics Committee

Coordinating Editor, *ABI Journal*

BAR ADMISSIONS

Florida

Georgia

North Carolina



"Linking Citizens of Louisiana with Opportunities for Success"

Southern University and A & M College System
AGRICULTURAL RESEARCH AND EXTENSION CENTER
and the **COLLEGE OF AGRICULTURAL, FAMILY AND CONSUMER SCIENCES**

Ashford O. Williams Hall
P. O. Box 10010
Baton Rouge, LA 70813
(225) 771-2242
(225) 771-2861 Fax
www.suagcenter.com

OFFICE OF THE CHANCELLOR-DEAN

July 3, 2020

Dr. Ray Belton, President - Chancellor
Southern University System
4th Floor J. S. Clark Admin Bldg.
Baton Rouge, LA 70813

Re: Request for SU Board Approval to Waive the Search for a Vice Chancellor for Finance

Dear Dr. Bellon:

This correspondence is to request your approval and the approval of the Southern University Board of Supervisors to waive the vacancy announcement for the position of Vice Chancellor for Finance in the Southern University Agricultural, Research and Extension Center (SUAREC). At this time, the position is vacant, and has been vacant for almost a year. For greater efficiencies and operations within the finance office, a permanent, experience individual is needed for this critical position. It is urgent that we fill the vacancy for the day-to-day fiscal operations of the SU Ag Center. Ms. Brunetta Gamble-Dillard is my choice and preferred candidate.

Ms. Dillard is currently serving as the Associate Vice President for Business and Finance and the Interim Executive Director with the West Virginia State University Research and Development Corporation. Ms. Dillard has over 21 years of higher education experience working with grant management, financial planning, policies and procedures, human resources, and federal, state, and local fiscal matters. She also has ample experience as it relates to:

- Contributing to the USDA five-year plan of work, to the strategic plan, and to financial planning documents and reports,
- Ensuring compliance with federal, state, and local regulations and guidelines,
- Overseeing the financial systems, and ensuring maximum productivity to meet the day-to-day needs of the University and the Corporation,
- Preparing fiscal forecasting, financial strategies, tax and audit documents,
- Providing leadership for annual and periodic audits and program reviews, and
- Managing the business and finance and grants and contracts offices.

Dr. Ray Belton, President-Chancellor
July 3, 2020
Page 2

Ms. Brunetta Gamble-Dillard is most qualified person for the position of Vice Chancellor for Finance. As aforementioned, she will bring over 20 plus years of experience, the necessary skill sets, and a wealth of knowledge to the Southern University Ag Center. Under her financial leadership, I anticipate increased efficiencies and effectiveness in the SU Ag Center's finance office. Please find attached her credentials for your review.

The approval of this letter will allow my staff to process the paperwork needed to complete Ms. Dillard's ePAF.

If you have any questions or need additional information, please contact me at (225) 771-3358.

Sincerely,



Orlando F. McMeans, PhD
Chancellor-Dean
SUAREC-CAFCS

Approval:



President-Chancellor

Date

08/11/2020

JOB CLASS					
JOB CODE					
CAT. ID					

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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

CAMPUS: SUS _____ SUUR _____ SILAC _____ SUARBG X SUND _____ 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"/> Refire/Return To Work	<input type="checkbox"/> Permanent Status

Previous Employer: N/A Reason Left: _____
 Date Left: _____ Salary Paid: _____

Profile of Person Recommended

Length of Employment: July 3, 2020 To June 30, 2021
 Effective Date: September 1, 2020

Name: Brunella Gamble-Dillard SSN: XXX-XX-8818 Sex: Female Race*: AA

Position Title: Vice Chancellor of Finance Department: Finance

Check One: Existing Position New Position *Via Type (See Reverse Side): U S

Expiration Date: _____
(Position vacancy authorization fees must be processed and approved (a) before advertising and after posting. Position must be advertised before processing PAB, if applicable.)

Years Experience: 20+ Years Southern University Experience: 0 Years

Degree(s)	Type/Discipline (BA-Education)	Institution/Location (SU-Baton Rouge)	Year(s)
<u>AS-Applied Science (Accounting)</u>	<u>West Virginia State College, Institute, WV</u>	<u>1994</u>	
<u>BS-Business Administration</u>	<u>West Virginia State College, Institute, WV</u>	<u>2000</u>	
<u>MS-Health Administration</u>	<u>University of Phoenix, Phoenix, AZ</u>	<u>2000</u>	

Current Employer: West Virginia State University Research & Development

Personnel Action

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

Recommended Salary: \$145,000 Salary Budgeted: \$145,000

Source of Funds: General Fund

Identify Budget: 611001-66150-66000 Location: _____
 Form Code: _____ Page: _____ Item #: _____

Change of:
 Position: Vice Chancellor of Finance From Part-time To Full-time
 Status: Part-time To Full-time
 Salary Adjustment: \$145,000 Financial Aid signature (if applicable): _____

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

Source of Funds	Amount

Comments: (Use back of form)

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

Supervisor _____ Date _____	Dean/Vault Head _____ Date _____
Vice Chancellor _____ Date _____	Chancellor _____ Date _____
Director of Personnel _____ Date <u>7/31/2020</u>	Vice President/Finance Business Affairs/Comptroller _____ Date _____
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.

BMM

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

- White, not of Hispanic origin. A person having origins in any of the original people of Europe, North Africa, or the Middle East.
- Black, not of Hispanic Origin. A person having origins in any of the Black racial groups of Africa.
- Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origins, regardless of race.
- Asian or Pacific Islander. A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.
- American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.

COMMENTS: Ms. Brunetta Gamble-Dillard will serve as the Vice Chancellor of Finance. (611001-66150-66000 - \$145,000)

EMPLOYEE REGULAR WORK SCHEDULE: Monday - Friday 8:00am - 5pm

EMPLOYEE DIRECT SUPERVISOR: Dr. Orlando F. McMeans

SUPERVISOR/DEPARTMENT CONTACT NUMBER: (225) 771-3660

NUMBER OF EMPLOYEES SUPERVISED, (if any): 6-7

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, HI-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens.

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

CLASS OF EMPLOYMENT (VISA STATUS):

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

Do Not Write Below This Area
For Human Resource and Budgetary Control Use Only!

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

- Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- Application for Employment Form Admin/Fact/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)

FUNDS AVAILABLE
OFFICE OF THE AGRICULTURAL
RESEARCH AND EXTENSION
SOUTHERN UNIVERSITY SYSTEM

[Signature]
OFFICE & ADMINISTRATION SECTION

6M9966 00

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Vice Chancellor of Finance AS DESCRIBED BELOW
BE AUTHORIZED AS A VACANCY FOR Southern Ag Research an Extension Center
(Department or Unit)

- | | | | |
|--|--|--|--|
| <input type="checkbox"/> Replacement | <input checked="" type="checkbox"/> New Position | <input checked="" type="checkbox"/> Unclassified | <input type="checkbox"/> State |
| <input type="checkbox"/> Civil Service | <input type="checkbox"/> Temporary | <input type="checkbox"/> Faculty | <input type="checkbox"/> Grant -in-Aid |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Probationary (For Faculty this is same as tenure track) | | <input type="checkbox"/> System Revenue |
| | | | <input type="checkbox"/> Agency Fund State |

VACANCY DESCRIPTION AND JUSTIFICATION

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved through Human Resources).

The most significant task of the vice chancellor of Finance is to manage the financial resources of the Southern University Agricultural Research and Extension Center (SUAREC). Vice Chancellor of Finance is responsible for managing all accounting and external reporting functions, establishing and managing the implementation of policies and procedures, and establishing goals and objective for these functions. Working with the Chancellor-Dean, the Vice Chancellor will support the financial management of the organization through the management of the finance department, maintenance of the general ledger and related subsidiary ledgers, and improvements to financial controls, systems, policies, and processes.

Salary/Range: \$145,000 Previous Incumbent (if replacement):

Approved _____ Disapproved _____
Department Head *Ch L* Date _____

Approved _____ Disapproved _____
Dean/Director/Supervisor of Budget Unit *Ch L* Date _____

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<i>Stacy Lewis</i>	5/27/20
Signature	Date
Budget Number	611001-66150-66000 -6/002

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Employee Class: MU	Job Class: 65092
<i>Andrew B. Shively</i>	5/28/2020
Verified By:	Date:

Approved _____ Disapproved _____
Vice Chancellor Date _____

Approved _____ Disapproved _____
Chancellor/Vice President *Ch L* Date _____

Approved _____ Disapproved _____
President *Ch L* Date _____

FUNDS AVAILABLE
OFFICE OF THE AGRICULTURAL
RESEARCH AND EXTENSION
SOUTHERN UNIVERSITY SYSTEM
Ch L
FINANCE & ADMINISTRATION SECTION

An Equal Opportunity Employer

**SOUTHERN UNIVERSITY AGRICULTURAL LAND GRANT CAMPUS
(SUAREC/CAFCS)**

POSITION DESCRIPTION

Job Title: Vice Chancellor for Finance
Department/Office: Office of Finance
Reports To: Chancellor-Dean of the Southern University Agricultural
Research and Extension Center and the College of
Agricultural, Family and Consumer Sciences

Job Description Summary

The most significant task of the Vice Chancellor for Finance is to manage the financial resources of the Southern University Agricultural Research and Extension Center (SUAREC). Vice Chancellor for Finance is responsible for managing all accounting and external reporting functions, establishing and managing the implementation of policies and procedures, and establishing goals and objectives for these functions. The Vice Chancellor will provide financial oversight for the SUAREC, maintain the general ledger and related subsidiary ledgers, and improvements to financial controls, systems, policies, and processes.

Function of Position

Responsible for preparing and submitting all budgets and appropriation requests; administering and allocating SUAREC budgets; providing for the linking of budgeting with SUAREC and university planning; developing and preparing budget and performing the financial analysis to assure current reporting status for decision making; preparing routine and special reports to provide sound budget and financial decisions; serves as primary contact for state and federal grants; and performing other related duties as required by the Chancellor-Dean.

Essential Functions

Ensures the financial well-being of the campus by providing budget management, monitoring appropriate cash balances, exercising administrative control over budgets, and safeguarding all financial assets of the campus.

Advises the Chancellor-Dean on issues relating to the financial status of the campus and by preparing reports, recommendations, findings, and other correspondence as required.

Helps to ensure achievement of the goals and objectives of the campus by overseeing the preparation of an annual appropriations request and overseeing the preparation of an internal budget using budget models to project future revenue and following established policies for expenditures.

Prepares and reconciles revisions to the general budget to assure appropriate approval process. Reviews budgets to assure compliance with internal and external guidelines.

Provides management and financial analysis summary reports on the budget on a weekly/ monthly basis to the Chancellor-Dean. Administers the SUAREC budgets, consults with departments, recommends adjustments, and assures compliance with the budget.

Assists in the development and recommendation of long and short range administrative and financial plans for the SUAREC.

Ensures compliance with professional accounting standards, rules, regulations, and laws by directing, supervising, and facilitating the preparation and maintenance of required and appropriate financial records, monthly and annual financial reports, and all other financial reporting as may be required by federal, state, local agencies, or established accounting standards.

Builds relationships with all departments to ensure any financial information presented internally or externally is routed through finance to confirm the data ties to the financials prepared by finance. Assists with grants and contracts management to include formula grants, non-formula grants, capacity building grants, 1890 facility grants, and research, extension, and teaching grants.

Remains competent and current by reading professional journals and literature, developing professional contacts with colleagues, attending professional development courses, and attending training and/or courses as appropriate.

Performs other related duties, as assigned.

Main duties include but not limited to:

1. Staff management

- Supervises the finance office staff.
- Provides appropriate professional development activities to ensure a climate of growth for the office of finance.
- Considers future opportunities for staff.
- Routinely monitors workplace for areas where growth is needed and where existing resources can be further enhanced.

2. Accounting and financial controls

- Manages the financial system, ensuring maximum productivity and that it meets the needs of the business today and the future.
- Oversees the continuous improvement of accounting and financial processes and the development of the staff with the goal to achieve best practices and optimal output.
- Oversees the external audit, review and analyze results and recommend for approval the audited financial statements.
- Prepares the financial section of the annual report.
- Oversees purchasing, departmental procurement cards, purchase requisitions, invoicing, budget revisions, and other finance forms.
- Ensures the SUAREC follows all internal policies and relevant regulations and ensure filings are completed in a timely manner.

- Develops and oversees the internal review function to ensure that finance and operations controls and policies are complied with.

3. Leadership

- Ensures the staff delivers the highest standard of departmental, cross departmental teamwork and customer service.
- Ensures optimal deployment of resources to achieve business goals.
- Develops finance and accounting staff goals that are fully aligned with the SUAREC goals.
- Provides coaching, guidance and support, set professional development plans to assist staff to reach their full potential through the performance management process.

4. Management reporting

- Responsible for financial management reporting for the SUAREC.
- Presents monthly and year-to-date financials with accompanying analysis of results.
- Ensures financial management reporting tools and processes are in place to support the ongoing and future needs of the business.
- Develops and prepares a monthly management reporting package.

5. Operational Effectiveness

- Ability to grasp SUAREC's short- and long-term priorities and develop systems, processes and policies to support the achievement of them in a cost-effective manner.
- On an ongoing basis, evaluates and prioritizes activities, focuses people resources against key business priorities.

6. Budgeting

- Maintains day-to-day financial control of the budgets.
- Ensures that all finances are properly administered and monitored.
- Advises on the proper allocation of resources.
- Ensures that appropriate financial regulations and controls are in place and in use at all times.
- Makes regular reports to the appropriate governing body on income, expenditure and any variations from budgets.
- Ensures that all financial reporting obligations are met in relation to submissions for the funding, of grants, contracts and any other initiatives.

Knowledge and Abilities

Knowledge of state and federal regulations.

Knowledge of SUAREC, federal and state policies, procedures, and guidelines.

Knowledge of the higher education environment and its relationship to the university community.

Knowledge of standard financial procedures.

Ability to formulate, prepare, and analyze budgets.

Ability to communicate effectively.

Ability to effectively evaluate situations and make appropriate decisions.

Knowledge of college and university accounting principles

Knowledge of computer systems including financial accounting software.

Minimum Qualifications

Bachelor's degree in business administration or related area of concentration with 12 – 15 years of accounting or budgeting experience, preferably in a setting of higher education. Master's degree in business administration is preferred.

Other Qualifications

Successful supervision and management experience. Must be able to attend meetings and other work-related events and activities; and travel to attend state, regional, and national conferences and workshops as appropriate.

Physical Demands

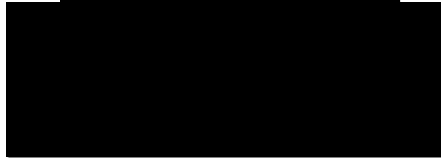
The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit and reach with hands and arms. The employee is frequently required to stand and walk. Specific vision abilities required by this job include ability to adjust focus.

SOUTHERN UNIVERSITY AGRICULTURAL RESEARCH AND EXTENSION CENTER

IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

Brunetta Gamble-Dillard



SUMMARY:

Over 21 years of experience working with federal, state, and local funding agencies, preparing budgetary forecasts, maintaining cash flow operations, responsible for strategic financial planning, coordinating federal and state audits, preparing payroll, monitoring grant management, supervision of staff in the office of business and finance and the office of grants and contracts, and oversight of all fiscal functions and operations within the land-grant administrative unit.

EDUCATION:

University of Phoenix, Phoenix, AZ

Masters of Business Administration, December 2006

West Virginia State College, Institute, WV

Bachelor of Science in Business Administration May 2000

Associate Degree in Applied Science (Accounting), December 1994

Center College, Charleston, WV, Diploma in Data Processing

Machines Operator, Sept. 1976, Computer Programming, August 1977

National Association of HBCU Title III, Certificate of Achievement – Technical Workshop, 2005

Completed trainings and professional development in audits, budgets, management concepts, grant and contracts, federal and state policies and guidelines, OMB super circular manual, human resources, and payroll, 1998 – Present

SACUBO Professional Development, Certificate of Completion 2004

College Business Management Institute, August 2004

SACUBO Professional Development, Certificates of Completion, 2003 2004, 2005, 2006, 2007 and 2009

Blackbaud University, Charleston, SC, Certificates of Completion in the Financial Edge Accounting Software, 1999 and 2002

West Virginia College of Graduate Studies, Institute, WV

WV Bureau for Engineering & Science Training, Introduction to DBASE III Plus and Using DBASE III Plus, January 1988

Kanawha County Schools - Adult Education Program, Charleston, WV. Completed course in Basic Computer Skills, March 1987

PROFESSIONAL EXPERIENCE:

12/12 – Present West Virginia State University Research & Development Corporation, Institute, WV

Associate Vice President of Business and Finance and Interim Executive Director

1. Specific duties and responsibilities

- Assures that all policies are addressed regarding federal, state, and private grants and budgetary resource allocations.
- Ensures budgetary and operational compliance with all grant, foundation, private revenue, independent contractors, and all other regulatory and/or contractual obligations.
- Monitors revenues, expenditures and budget transfers through the automated financial software system and generates and provides reports on monthly, quarterly and annually.
- Reviews budget transfers.
- Strong computer skills and ability to make oral/written presentations.
- Assists with the preparation for annual financial and compliance audit.
- Assists with fiscal monitoring conducted by funding entity.
- Conducts an annual audit of all processes to ensure compliance related to financial management/accounting.
- Prepares responses to annual internal controls questionnaire.
- Performs special projects and related work, as necessary.

2. Land-Grant specific duties and fiscal responsibilities

- Maintains official records and documents, and ensures compliance with federal, state and local policies and regulations.
- Prepares budgetary documents for the administration.
- Prepares financial forecasting, financial strategies, and tax and audit documents.

- Prepares reports for federal granting agencies, and works with other university units to maintain fiscal data and information for grant reporting requirements.
- Ensures accuracy of financial reporting requirements for federal agencies.
- Attendance and participation of all federal conferences, workshops, and guideline meeting.
- Ensures that reporting tools and processes are in place to support the ongoing federal, state, and private grant funding projects.
- Supervises the Office of Grants and Contracts.
- Oversees the approval and processing of revenue, expenses, and transfer transactions while ensuring compliance.
- Ensures that all policies and procedures are followed as it relates to guidelines for each funded grant.
- Contributes to the five year plan of work, strategic plan, budgets, and other financial planning documents to enhance project funding and programming.

3. Specific duties and Responsibilities of the Executive Director

- Serves as Board chairman for the Board of Directors for the WVSU Corporation
- Presides over all meetings of the Board.
- Has oversight and is administratively responsible for all operational, fiscal and administrative activities of the Corporation.
- Signs with treasurer, any and all financial documents, contracts, or security instruments in the name of and behalf of the Corporation.

Director of Business and Finance

1. Staff management

- Supervises the Business and Finance office staff.
- Provides for appropriate career building and professional development activities to ensure a climate of growth for the office of business and finance.
- Routinely monitors workplace for areas where growth is needed or where existing resources can be further enhanced.
- Supervises the Human Resource Office.

2. Cash and risk management

- Responsible for the management of the Corporation's insurance and risk management program.
- Oversees the annual insurance renewal process and ensure appropriate coverage is maintained at all times.

- Ensures appropriate legal review of contracts and solicit external legal advice as required. Review finance of preferred vendors.

3. Accounting and financial controls

- Manages the payroll function and ensuring efficient systems, process and controls are in place.
- Manages the financial system, ensuring maximum productivity, and that it meets the needs of the business today and in the future.
- Oversees the continuous improvement of accounting and financial processes and the development of the staff with the goal to achieve best practices and optimal output.
- Develops and oversees accounting policies and procedures to meet both current and future business models.
- Oversees the external audit, review and analyze results and recommend for approval the audited financial statements.
- Prepares the financial section of the annual report.
- Oversees the cash management function, including banking relationships.
- Ensures the Corporation is in compliance with all internal policies and relevant regulations and ensure filings are completed in a timely manner.
- Develops and oversees the internal review function to ensure that finance and operations controls and policies are in compliance.
- Ensures effective follow up processes are in place.

4. Leadership

- Ensures the staff delivers the highest standard of departmental, cross departmental teamwork and customer service.
- Ensures optimal deployment of resources to achieve business goals.
- Develops finance and accounting staff goals that are fully aligned with the Corporation goals.
- Provides coaching, guidance and support, set professional development plans to assist staff to reach their full potential through the performance management process.

5. Management reporting

- Responsible for financial management reporting for the Corporation.
- Presents monthly and year-to-date financials with accompanying analysis of results.
- Ensures financial management and future needs of the business.
- Develops and prepares a monthly management reporting package.

6. Operational Effectiveness

- Ability to grasp Corporation's short- and long-term priorities and develop systems, processes and policies to support the achievement of them in a cost-effective manner.
- Evaluates and prioritizes activities, focuses on people resources against key business priorities.

7. Budgeting

- Maintains day-to-day financial control of the budgets.
- Ensures that all finances are properly administered and monitored.
- Advises on the proper allocation of resources.
- Ensures that appropriate financial regulations and controls are in place and in use at all times.
- Makes regular reports to the appropriate governing body on income, expenditure and any variations from budgets.
- Ensures that all financial reporting obligations are met in relation to submissions for the funding, of grants, contracts and any other initiatives.

Interim Human Resources Director

- Consults with the Corporation's supervisors to identify employee training needs.
- Produces materials for in-house training.
- Works with training providers to develop suitable course content.
- Evaluates the success of both individual training and the overall program.
- Coordinates annual staff appraisals and reviews.
- Delivers training as needed.
- Administers relevant documentation related to human resources, such as employee offer letters, contracts of employment.
- Manages an up-to-date Human Resources database which complies with relevant regulations.
- Manages the employee recruitment process, including liaising with recruitment agencies, setting up interviews and issuing associated correspondence.
- Manages protocols for the hiring and involvement of international and non-U.S. residents' staff.
- Monitors the Corporation's salary structure and benefits, balancing cost control with the need to attract and retain staff and regularly evaluating positions within the state to ensure equitable and competitive salaries.
- Maintains personnel record systems in accordance with all current applicable laws and regulations.
- Manages, coordinates and implements human relations, affirmative action and equal employment opportunity programs.

- Manages, coordinates and reviews the investigation of civil rights complaints and the negotiation of settlements.
- Provides leadership, guidance, policy interpretation, administrative support and advice to the administration on equal employment opportunity and civil rights compliance matters; proposes and develops new and revised policies; provides updates on program activities.
- Trains and supervises professional human relations and support staff.
- Participates in the development and presentation of human relations curricula for in-service training, workshops and seminars.
- Functions as the agency's civil rights coordinator, assuring that services are provided to all without regard to race, color, religion, national origin, ancestry, sex, age or disability in accordance with federal and state laws.
- Monitors proposed personnel actions to assure that no discriminatory practice has occurred and that there has been uniform application of the policies, rules, regulations and procedures.
- Coordinates the preparation of agency responses to interrogatories and the collection of documentation required by external human rights agencies in the conduct of complaint investigations and conciliation hearings.
- Prepares and/or coordinates the preparation of Interrogatories to obtain information and documentation from respondents; reviews and analyzes responses and requests necessary follow-up information.
- Exercises considerable initiative and independence in performance of responsibilities; receives general administrative direction.
- Performs other related work as assigned.

8/09 – Present West Virginia State University, Institute, WV

Adjunct Professor, Business Administration

04/09 – 12/12 West Virginia State University Research & Development Corporation, Institute, WV

Executive Director

- Assured the organization's long-range strategy achieved its mission and made consistent and timely progress.
- Provided leadership in developing program, organizational and financial plans with the Board of Directors and staff, and carried out plans and policies authorized by the board.
- Maintained a working knowledge of significant developments and trends in the field.
- Ensured that the board was kept fully informed on the condition of the organization and all-important factors influencing it.
- Ensured that job descriptions were developed, that regular performance

evaluations were held, and that sound human resource practices were in place.

- Maintained a climate that attracted, kept, and motivated a diverse staff of top-quality people.
- Was responsible for developing and maintaining sound financial practices.
- Worked with the staff, finance committee, and the board in preparing budgets; oversaw the organizational operations within budget guidelines.
- Ensured that adequate funds were available to permit the organization to carry out its work.
- Jointly, with the president and secretary of the board of directors, conducted official correspondences of the organization, and jointly, with designated officers, executed legal documents.
- Managed the financial resources of the company and conducted resource planning for future needs.
- Monitored the preparation of the financial budget and sent the report to the other board of directors of the organization.
- Supervised business performance and took steps to improve the performance of the organization.
- Coordinated with other departmental management areas within the organization, directly or indirectly associated with the finance department.
- Designed the company's financial policies, rules and regulations, and made sure that every department adhered to them.
- Responsible for account monitoring and control of all the departments within the organization.
- Motivated the immediate reporting staff for better performance and effective service.
- Prepared and supervised the financial reports prior to presentation to the board of directors.
- Oversaw all functions of the Human Resource department in the absence/vacancy of the Human Resource director

9/98 – 4/09

West Virginia State University Research & Development
Corporation, Institute, WV

Business Manager

- Managed all Federal, State & Private grants.
- Maintained budgets.
- Reconciliation of accounts.
- Oversaw daily operation of office.
- Processed purchase orders.
- Processed accounts payable.
- Responsible for yearly audit preparations.
- Supervised Payroll, Human Resources, Accounts Payable and Accounts

- Receivable.
- Developed and made recommendations for improvements to the internal accounting control structure for the WVSU Research and Development Corporation.
- Served as a voting member of the Board of Directors of the WVSU Research and Development Corporation.
- Handled administrative and business affairs of WVSU Research and Development Corporation in the absence of executive management.
- Coordinated with Independent CPA firm during the annual audit of the WVSU Research and Development Corporation.
- Served on the Environmental Safety and Perking Committee,
- Served on the History and Culture Committee.
- Appointed to serve on the Budget and Finance Advisory Committee.

1/96 – 9/98 NGK Spark Plug Manufacturing (USA) Inc., Pocatalico, WV

Accounting Administrator

- Prepare Cash Flow Schedules for Manufacturing
- Administer authorized disbursements of Petty Cash
- Administer Wire Transfer and create appropriate General Journal entries
- Negotiate daily loans for Manufacturing
- Administer TT Remittances
- Reconcile Daily Cash and create appropriate General Journal entries
- Maintain General Ledger
- Prepare Financial Statements for Holding Company
- Review Bill of Exchange for accuracy and reconcile with overseas invoices;
- Create and update daily sales orders
- Complete Bank Reconciliation for Japanese Banks.

5/91 – 5/94 Inroads/WV, Inc. - Summer Internship
Charleston Area Medical Center- General Division, Charleston, WV

Accounting Clerk I

- Worked with the General ledger.
- Prepared various tax returns.
- Responsible for analyzing certain general ledger accounts.
- Completed balancing and research for necessary transactions.
- Provided assistance to payroll and accounts payable departments
- Provided assistance and become familiar with the computer system for the accounting of capital equipment.

- Prepared bank reconciliations.
- Prepared financial statements and audit work papers.
- Prepared monthly closing entries.
- Assisted in various projects within the accounting department.

9/94 – 12/94 Inroads of West Virginia, Charleston, WV

Administrative Assistant

- Prepared necessary forms and information for monthly workshops.
- Contacted Facilitators for the workshops.
- Oversaw monthly workshops.
- Prepared monthly mailings for the students.
- Responsible for student contact and other office duties.

3/94 – 5/94 National College Accreditation
West Virginia State College, Institute, WV.

Secretary

- Managed all documentation
- Recorded minutes of all meetings

5/78 – 3/89 United National Bank, Charleston, WV

Teller

- Verified deposits.
- Opened accounts.
- Reconciled various accounts.

Note Teller

- Calculated Mortgage payments.
- Renewed commercial loans.
- Redeemed various types of bonds.

Commercial Loan Clerk

- Billed commercial customers.
- Verified commercial payments.
- Reconciled all commercial accounts.

Collection Supervisor of Secretarial Staff

- Critiqued financial reports.
- Generated all financial reports.
- Designed and programmed reports for supervisor.
- Planned and coordinated daily work schedules.

Computer Skills:

- Microsoft Suite
- Quicken
- QuickBooks
- Finance Edge Accounting Software NXT

Accomplishments:

- Inroad College Component, Feb. 91
- Dean's List Fall 91, Spring 93 & 94
- Inroads Academic Excellence Award -1994
- Inroads Honor Roll – 1992 - 93
- Member of the Delta Mu Delta National Honorary, Society in Business Administration
- Who's Who Among Students in American Universities and Colleges 1998-99

Professional Accomplishments

- 21 consecutive years of clean audits (Financial and Programmatic)
- Implementation of accounting and payroll software
- Implementation of on boarding software for new hires
- Implementation of leave system
- Produced and implemented Human Resource Employee Handbook
- Produced and implemented Policies and Procedures Manual
- Produced and implemented Electronic Forms
- Assisted in implementation the WVSU Research and Development Website
- Implemented policies and procedures for the daily operation of the Business and Finance Office

- Implemented cross-training for employees

ACTIVITIES/INTEREST:

- West Virginia State University Research and Development Corporation Board of Directors – Fiscal Officer (9/98-4/09), Executive Director (4/09-present)
- Member of LINKS Inc. – Recording Secretary
- Member of the Southern Association of College and University Business Officers (2003-present)
- Alpha Kappa Alpha Sorority, Incorporated - Beta Beta Omega Chapter Charleston, WV– served as Grammateus, Epistiloteus, Philactor, currently First Anti-Basileus and member of the auditing committee.
- Chair of the Hospitality Committee for WV (1998-present)
- Judge for the Kanawha County Literature Fair (2002, 2003, 2004, 2005)
- Judge for the WV State Social Studies Fair (2002, 2003, 2004, 2005, 2006, 2007, 2008)
- Judge for the Kanawha County Schools Social Studies, Science and Technology Fair (2003-2004, 2006)
- Member of the Advisory Committee for the National Youth Sports Camp (1998-2009)
- Committee member of the WVSU Environmental Safety & Parking Committee (2003-2012)
- Member of the West Virginia State University Commencement Committee (1998-present)
- Member of the Finance and Budget Advisory Committee (2007-present)
- Member of the Finance Team (2007-present)
- Member of the WVSU History and Culture Committee (2003-2010)
- Secretary for NAACP
- Treasurer for Dunbar Little League for 14 years and helped in all fundraising activities.
- Community Service - Toys for Tots
- Project Teach
- Working with church youth group.
- Charleston Women's Improvement League
- Salvation Army

References Available Upon Request

**SOUTHERN UNIVERSITY AGRICULTURAL LAND GRANT CAMPUS
(SUAREC/CAFCS)**

POSITION DESCRIPTION

Job Title: Vice Chancellor for Finance
Department/Office: Office of Finance
Reports To: Chancellor-Dean of the Southern University Agricultural Research and Extension Center and the College of Agricultural, Family and Consumer Sciences

Job Description Summary

The most significant task of the Vice Chancellor for Finance is to manage the financial resources of the Southern University Agricultural Research and Extension Center (SUAREC). Vice Chancellor for Finance is responsible for managing all accounting and external reporting functions, establishing and managing the implementation of policies and procedures, and establishing goals and objectives for these functions. The Vice Chancellor will provide financial oversight for the SUAREC, maintain the general ledger and related subsidiary ledgers, and improvements to financial controls, systems, policies, and processes.

Function of Position

Responsible for preparing and submitting all budgets and appropriation requests; administering and allocating SUAREC budgets; providing for the linking of budgeting with SUAREC and university planning; developing and preparing budget and performing the financial analysis to assure current reporting status for decision making; preparing routine and special reports to provide sound budget and financial decisions; serves as primary contact for state and federal grants; and performing other related duties as required by the Chancellor-Dean.

Essential Functions

Ensures the financial well-being of the campus by providing budget management, monitoring appropriate cash balances, exercising administrative control over budgets, and safeguarding all financial assets of the campus.

Advises the Chancellor-Dean on issues relating to the financial status of the campus and by preparing reports, recommendations, findings, and other correspondence as required.

Helps to ensure achievement of the goals and objectives of the campus by overseeing the preparation of an annual appropriations request and overseeing the preparation of an internal budget using budget models to project future revenue and following established policies for expenditures.

Prepares and reconciles revisions to the general budget to assure appropriate approval process. Reviews budgets to assure compliance with internal and external guidelines.

Provides management and financial analysis summary reports on the budget on a weekly/monthly basis to the Chancellor-Dean. Administers the SUAREC budgets, consults with departments, recommends adjustments, and assures compliance with the budget.

Assists in the development and recommendation of long and short range administrative and financial plans for the SUAREC.

Ensures compliance with professional accounting standards, rules, regulations, and laws by directing, supervising, and facilitating the preparation and maintenance of required and appropriate financial records, monthly and annual financial reports, and all other financial reporting as may be required by federal, state, local agencies, or established accounting standards.

Builds relationships with all departments to ensure any financial information presented internally or externally is routed through Finance to confirm the data ties to the financials prepared by Finance. Assists with grants and contracts management to include formula grants, non-formula grants, capacity building grants, 1890 facility grants, and research, extension, and teaching grants.

Facilitates an effective working relationship with state and federal officials, Southern University System office, USDA, NIFA and others by ensuring campus compliance with state and federal fiscal policies and accounting procedures, maintaining open channels of communication with appropriate officials, facilitating an exchange of information on these subjects, and implementing all relevant policies regarding fiscal operations.

Remains competent and current by reading professional journals and literature, developing professional contacts with colleagues, attending professional development courses, and attending training and/or courses as appropriate.

Performs other related duties, as assigned.

Main duties include but not limited to:

1. Staff management

- Supervises the finance office staff.
- Provides appropriate professional development activities to ensure a climate of growth for the office of finance.
- Considers future opportunities for staff.
- Routinely monitors workplace for areas where growth is needed and where existing resources can be further enhanced.

2. Accounting and financial controls

- Manages the financial system, ensuring maximum productivity and that it meets the needs of the business today and the future.
- Oversees the continuous improvement of accounting and financial processes and the development of the staff with the goal to achieve best practices and optimal output.
- Develops and oversees accounting policies and procedures to meet both current and future business models.

- Oversees the external audit, review and analyze results and recommend for approval the audited financial statements.
- Prepares the financial section of the annual report.
- Oversees purchasing, departmental procurement cards, purchase requisitions, invoicing, budget revisions, and other finance forms.
- Ensures the SUAREC follows all internal policies and relevant regulations and ensure filings are completed in a timely manner.
- Develops and oversees the internal review function to ensure that finance and operations controls and policies are complied with.

3. Leadership

- Ensures the staff delivers the highest standard of departmental, cross departmental teamwork and customer service.
- Ensures optimal deployment of resources to achieve business goals.
- Develops finance and accounting staff goals that are fully aligned with the SUAREC goals.
- Provides coaching, guidance and support, set professional development plans to assist staff to reach their full potential through the performance management process.

4. Management reporting

- Responsible for financial management reporting for the SUAREC.
- Presents monthly and year-to-date financials with accompanying analysis of results.
- Ensures financial management reporting tools and processes are in place to support the ongoing and future needs of the business.
- Develops and prepares a monthly management reporting package.

5. Operational Effectiveness

- Ability to grasp SUAREC's short- and long-term priorities and develop systems, processes and policies to support the achievement of them in a cost-effective manner.
- On an ongoing basis, evaluates and prioritizes activities, focuses people resources against key business priorities.

6. Budgeting

- Maintains day-to-day financial control of the budgets.
- Ensures that all finances are properly administered and monitored.
- Advises on the proper allocation of resources.
- Ensures that appropriate financial regulations and controls are in place and in use at all times.
- Makes regular reports to the appropriate governing body on income, expenditure and any variations from budgets.
- Ensures that all financial reporting obligations are met in relation to submissions for the funding, of grants, contracts and any other initiatives.

Knowledge and Abilities

Knowledge of state and federal regulations.

Knowledge of SUAREC, federal and state policies, procedures, and guidelines.

Knowledge of the higher education environment and its relationship to the university community.

Knowledge of standard financial procedures.

Ability to formulate, prepare, and analyze budgets.

Ability to communicate effectively.

Ability to effectively evaluate situations and make appropriate decisions.

Knowledge of college and university accounting principles

Knowledge of computer systems including financial accounting software.

Minimum Qualifications

Bachelor's degree in business administration or related area of concentration with 12 – 15 years of accounting or budgeting experience, preferably in a setting of higher education. Master's degree in business administration is desirable

Other Qualifications

Successful supervision and management experience. Must be able to attend meetings and other work-related events and activities; and travel to attend state, regional, and national conferences and workshops as appropriate.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit and reach with hands and arms. The employee is frequently required to stand and walk. Specific vision abilities required by this job include ability to adjust focus.

SOUTHERN UNIVERSITY AGRICULTURAL RESEARCH AND EXTENSION CENTER

IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER



"Linking Citizens of Louisiana with Opportunities for Success"

Southern University and A & M College System
AGRICULTURAL RESEARCH AND EXTENSION CENTER
and the COLLEGE OF AGRICULTURAL, FAMILY AND CONSUMER SCIENCES

Ashford O. Williams Hall
P. O. Box 10010
Baton Rouge, LA 70813
(225) 771-2242
(225) 771-2861 Fax
www.suagcenter.com

OFFICE OF THE CHANCELLOR-DEAN

July 31, 2020

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

Dear President Belton:

The committee assigned to recruit the position of the Director of Advancement for the Southern University Agricultural Research and Extension Center has completed its work. The committee highly recommends Mr. Robert Easy.

Mr. Easy currently serves as an Extension Associate at Louisiana State University. He currently holds a M.S. degree in Urban Forestry and National Resource Conversation from Southern University and a B.S. in Agricultural Sciences from Southern University, as well. Mr. Easy will come to us with a wealth of knowledge in nonprofit management and philanthropic practices. He has a great understanding of an 1890 land-grant university, grant management and procurement, securing funds, and acquiring new donors.

I am recommending a 12-month full appointment at a salary of \$80,000. If you approve, I would like Mr. Robert Easy to start September 1, 2020.

Please let me know if you need further information or have any questions. Thank you for your consideration to this request.

Sincerely,

A handwritten signature in blue ink, appearing to be 'Orlando F. McMeans'.

Orlando F. McMeans, PhD
Chancellor-Dean

A handwritten signature in blue ink, appearing to be 'Robert Easy'.

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"/> Refire Return To Work	<input type="checkbox"/> Permanent Status

Previous Employee N/A Reason Left _____
 Date Left _____ Salary Paid _____

Profile of Person Recommended

Length of Employment July 1, 2020 To June 30, 2021
 Effective Date September 1, 2020

Name Robert L. Easley, Jr. SS# XXX-XX-0046 Sex M Race* AA
(*SS# number)

Position Title: Director of Advancement Department: _____

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 _____ Southern University Experience _____
 Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:
BS-Agricultural Sciences Southern University - Baton Rouge, LA 2015
MS-Urban Forestry Southern University - Baton Rouge, LA 2018

Current Employer Louisiana State University

Personnel Action

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

Recommended Salary \$80,000 Salary Budgeted \$80,000

Source of Funds 627001-66100-66000

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

Change of: From _____ To _____

Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if applicable):

List total funds currently paid this employee by Southern University:

*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount

*See Reverse Side

Graduate School signature (if applicable):

Supervisor _____ Date _____	Dean/Unit Head _____ Date <u>07/28/2020</u>
Vice Chancellor _____ Date <u>7/31/2020</u>	Chancellor _____ Date _____
Director/Personnel _____ Date _____	Vice President/Finance _____ Date _____
President _____ Date _____	Business Affairs/Comptroller _____ Date _____
	Chairman/S.I. Board of Supervisors _____ Date _____

BMM

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

Mr. Robert L. Easley, Jr. will serve as the Director of Advancement for the Southern University Ag Center.
(627001-66100-66000).

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):

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")

CODE FUNDS AVE/PRES/E
OFFICE OF THE AGRICULTURAL
RESEARCH AND EXTENSION
SOUTHERN UNIVERSITY SYSTEM
US
RA
HI FINANCE & ADMINISTRATION SECTION
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/Pac/Uncle 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)

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSJA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Director of Advancement AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Southern University Agriculture Research and Extension Center
 (Department or Unit)

- | | | | |
|--|--|--|--|
| <input type="checkbox"/> Replacement | <input checked="" type="checkbox"/> New Position | <input checked="" type="checkbox"/> Unclassified | <input type="checkbox"/> State |
| <input type="checkbox"/> Civil Service | <input type="checkbox"/> Temporary | <input type="checkbox"/> Faculty | <input type="checkbox"/> Grant -In-Aid |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Probationary (For Faculty this is same as tenure track) | | <input type="checkbox"/> System Revenue |
| | | | <input type="checkbox"/> Agency Fund State |

VACANCY DESCRIPTION AND JUSTIFICATION

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved through Human Resources).

The Director of Advancement is responsible to the Chancellor-Dean of the Southern University Agricultural Research and Extension Center (SUAREC) and the College of Agricultural, Family and Consumer Sciences (CAFCS) for the management of all aspects of advancement programs to include: annual giving campaigns, gift solicitation, special events, campaign volunteer management, donor communications, CAFCS alumni cultivation, gift acknowledgement and donor recognition. The Director will develop strategies for identification, cultivation, solicitation, and stewardship of major gift donors for all approved fundraising priorities for SUAREC and CAFCS. The Director will maintain a working relationship with the Southern University System Foundation (SUSF) through its CEO. While the Director will report to the Chancellor-Dean of SUAREC/CAFCS administratively and organizationally, the Southern University System Foundation will provide day-to-day direct supervision, performance management, training and operational support.

Salary/Range: \$70,000.00 Previous Incumbent (if replacement): _____

____ Approved ____ Disapproved _____
 Department Head Date

 _____ Approved ____ Disapproved _____
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
FUNDS AVAILABLE	
Office of the Agricultural Research and Extension	No
SOUTHERN UNIVERSITY SYSTEM	
<u>Drano</u>	<u>6/4/20</u>
Signature	Date
Budget Number	627001-66100-66000

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position			
<input checked="" type="checkbox"/> Yes		<input type="checkbox"/> No	
Employee Class:	MU	Job Class:	62845
Verified By: <u>Robert Sholey</u>			Date: <u>06/04/2020</u>

____ Approved ____ Disapproved _____
 Vice Chancellor Date

 _____ Approved ____ Disapproved _____
 Chancellor/Vice President Date

 _____ Approved ____ Disapproved _____
 President Date

An Equal Opportunity Employer

BAM

Vacancy Announcement System (VAS)

Position Vacancy Announcement Request

Date: April 8, 2020 Department: SUAREC/CAPCS

SUS SUBR SULC SUAREC SUNO SUSLA

Application Deadline: April 30, 2020 Date position to be filled: June 1, 2020

Position Title: Director of Advancement Civil Service Pay Level: _____

Salary (annual): \$70,000.00 or Salary Range: _____ to _____

Please check all categories that apply to this position:

Status:	Faculty Position	Unclassified Position	Classified Position
<input type="checkbox"/> Part-time % of time	<input type="checkbox"/> Temporary	<input type="checkbox"/> Administrative	<input type="checkbox"/> Probationary
<input checked="" type="checkbox"/> Full-Time	<input type="checkbox"/> Tenure	<input type="checkbox"/> Temporary	<input type="checkbox"/> Job Appointment
	<input type="checkbox"/> Tenure Track (Probationary)	<input checked="" type="checkbox"/> Permanent	<input type="checkbox"/> Provisional Appointment
	<input type="checkbox"/> Grant	<input type="checkbox"/> Grant	FOR HR USE ONLY: CS Job Code:
	<input type="checkbox"/> Contract	<input type="checkbox"/> Contract	

Contact Person: Mrs. Lisa M. Williamson Telephone No: 225.771.3660

Contact Email Address: Lisa_williamson@sagcenter.com

Contact e-mail address is for:

Human Resources utilization only posting to VAS website

Brief job description [Maximum 12 lines @ 250 characters (including spaces) per line]:

The Director of Advancement is responsible to the Chancellor-Dean of the Southern University Agricultural Research and Extension Center (SUAREC) and the College of Agricultural, Family and Consumer Sciences (CAPCS) for the management of all aspects of advancement programs to include: annual giving campaigns, gift solicitation, special events, campaign volunteer management, donor communication, CAPCS alumni cultivation, gift acknowledgement and donor recognition. The Director will develop strategies for identification, cultivation, solicitation, and stewardship of major gift donors for all approved fundraising priorities for SUAREC and CAPCS. The Director will maintain a working relationship with the Southern University System Foundation (SUSF) through its CEO. While the Director will report to the Chancellor-Dean of SUAREC/CAPCS administratively and organizationally, the Southern University System Foundation will provide day-to-day direct supervision, performance management, training and operational support.

Minimal qualifications [Maximum 12 lines @ 250 characters (including spaces) per line]:

The successful candidate must have thorough knowledge and understanding of fundraising and how to work effectively with staff, faculty, volunteers, and committees. The candidate must be extraordinarily adept at human relations, identifying and developing close and harmonious relations with a wide variety of persons and organizations within the community, to support the school. The candidate must recognize and honor privacy and confidentiality of donor information, relationships and records. The position requires a high level of energy, enthusiasm, and creativity. Good communication skills are essential. Have some familiarity with standard fundraising software and wealth search engines, i.e., Raisers Edge, SAGE, Little Green Light, Donor Perfect, Giftmaker Pro, etc. Minimum requirements include a bachelor's degree or CFRE (Certified Fund-Raising Executive) certification through the National Association of Fund-Raising Professionals. Three to five years' advancement experience recommended.

Remarks/How to Apply (letter of application, curriculum vita, resume, references, etc)/Mailing Address

[Maximum 12 lines @ 250 characters (including spaces) per line]:

Interested applicants must send the following materials for consideration: 1) a cover letter 2) resume 3) proof of certifications, if earned and 4) names and contact information of three references, along with the attached employment application by (date) to: lisa_williamson@sagcenter.com or mailed to: Southern University Ag Center c/o Mrs. Lisa M. Williamson, P.O. Box 10010, Baton Rouge, LA 70813

Note: Approved Position Vacancy Authorization form(s) must be received in the Office of Human Resources before vacant positions will be announced.

Director of Advancement

Southern University Agricultural Research and Extension Center and College of Agricultural, Family and Consumer Sciences

Job Description Summary

The Director of Advancement is responsible to the Chancellor/Dean of the Southern University Agricultural Research and Extension Center (SUAREC) and the College of Agricultural, Family and Consumer Sciences (CAFCS) for the management of all aspects of advancement programs to include: annual giving campaigns, gift solicitation, special events, campaign volunteer management, donor communications, CAFCS alumni cultivation, gift acknowledgement and donor recognition.

The Director will develop strategies for identification, cultivation, solicitation, and stewardship of major gift donors for all approved fundraising priorities for SUAREC and CAFCS. The Director will maintain a working relationship with the Southern University System Foundation (SUSF) through its CEO. While the Director will report to the Chancellor/Dean of SUAREC/CAFCS administratively and organizationally, the Southern University System Foundation will provide day-to-day direct supervision, performance management, training and operational support.

Minimum Job Requirements

Must have a thorough knowledge and understanding of fundraising and how to work effectively with staff, faculty, volunteers, and committees. He/she must be extraordinarily adept at human relations, identifying and developing close and harmonious relationships with a wide variety of persons and organizations within the community, to support the school. He/she must recognize and honor privacy and confidentiality of donor information, relationships, and records. The position requires a high level of energy, enthusiasm, and creativity. Good communication skills are essential. Have some familiarity with standard fundraising software and wealth search engines, i.e., Raisers Edge, SAGE, Little Green Light, Donor Perfect, Giftmaker Pro, etc.

Minimum requirements include a bachelor's degree or CFRE (Certified Fund-Raising Executive) certification through the National Association of Fund-Raising Professionals. Three to five years advancement experience recommended.

Specific Functions

Incumbent will conduct annual giving campaigns, meet with prospective donors, assist in planning special fund-raising events, write proposals, coordinate activities for the campus and/or college and support daily advancement operations. Specific duties are to:

- Recruit, train, organize, and recognize volunteers for annual giving programs;

- Prepare proposals for major gifts for foundations and potential donors;
- Maintain a frequent gift solicitation schedules with prospective donors;
- Support/coordinate special events and activities;
- Attend and support alumni reunions/events;
- Attend conferences and professional development workshops to stay current with fundraising policies and procedures;
- Work closely with University Marketing and Communications to create fundraising communications, publications, brochures, and other printed materials as well as coordinating special events;
- Manage daily donor relations including; check processing, donor correspondence/recognition, database maintenance, website maintenance, and answering the phone;
- Develop and implement a CAFCS alumni cultivation strategy;
- Participate in weekly SUAREC executive team meetings, foundation team meetings, and annual professional development workshops; and
- Protect confidentiality in all communications regarding proposed and consummated gifts; and
- Willingness and ability to travel as well as work hours outside of the normal workday/workweek.

How to Apply:

Send a letter of application, curriculum vita, and three references, and the Southern University employment application to:

Mrs. Lisa M. Williamson
 Southern University Ag Center
 PO Box 10010
 Baton Rouge, LA 70813
 Email: lisa_williamson@suagcenter.com

Note:

A deadline for applications is needed.

Southern University Agricultural Research and Extension Center is
 an equal opportunity/affirmative action employer



"Linking Citizens of Louisiana with Opportunities for Success"

Southern University and A & M College System
AGRICULTURAL RESEARCH AND EXTENSION CENTER
and the COLLEGE OF AGRICULTURAL, FAMILY AND CONSUMER SCIENCES
Ashford O. Williams Hall
P. O. Box 10010
Baton Rouge, LA 70813
(225) 771-2242
(225) 771-2861 Fax
www.suagcenter.com

OFFICE OF THE CHANCELLOR-DEAN

MEMORANDUM

TO: Dr. Ray L. Belton
President-Chancellor

FROM: Orlando F. McMeans *OLF*
Chancellor-Dean

DATE: June 5, 2020

RE: Director of Advancement Position

The purpose of this memo is to request approval to advertise for the position of Director of Advancement for the Southern University Agricultural Research and Extension Center (SUAREC).

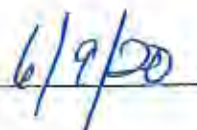
In an assessment of the Southern University System in the areas of advancement and development, it was determined that the Ag Center was the only campus without a fundraising position. In a time when state and federal funds are flat at best, it is imperative that we diversify our funding portfolio at SUAREC. This position will afford SUAREC the opportunity to do so.

While this position will be responsible to the Chancellor-Dean, the direct supervision and coordination of this position will be under the auspices of the Chief Executive Officer of the Southern University System Foundation. This is the current reporting structure of the other advancement/development positions of the System.

To all of the aforementioned rationale and justification statements, I am requesting that the position of Director of Advancement for SUAREC be approved for advertisement.

APPROVAL


Dr. Ray L. Belton
President-Chancellor


Date



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

August 10, 2020

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

VIA HAND DELIVERY

Re: *Position Authorization and Search Waiver
(Jeremy R. Gathe, Associate General Counsel & Executive Director for Compliance and Ethics)*

Dear Dr. Belton:

As you know our current Associate General Counsel & Executive Director for Compliance and Ethics has accepted another position in state government. I have also identified a candidate to fill this position immediately with limited disruption to services. This letter is submitted to request authorization to waive the search for the position of Associate General Counsel & Executive Director for Compliance and Ethics and appoint Jeremy R. Gathe to the position.

It is imperative that this position be filed immediately due to the volume of federal and state regulatory compliance matters and the structuring of the General Counsel's Office to best serve the legal needs of the entire Southern University System. This position will continue to allow us to reduce liabilities and losses associated with failures to comply with applicable laws and regulations, and to fulfill other legal duties as assigned.

Therefore, I request that you authorize a waiver of a formal search and appoint Jeremy R. Gathe to this position at a starting salary of \$95,000.00. As such, I am also requesting this matter be place on the Board of Supervisors' agenda for approval at its August 2020 meeting.

All applicable application materials are attached to this request. I would appreciate consideration and approval.

Sincerely,

Corinne M. Blache
General Counsel

APPROVED: _____

Dr. Ray L. Belton, President/Chancellor

Five Campuses, One Vision... Global Excellence

WWW.SUS.EDU

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	1	M	8	9	2	5
-----------------	---	---	---	---	---	---

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 Tavares A. Walker Reason Left Resigned
 Date Left 08/21/2020 Salary Paid \$105,000.00

Profile of Person Recommended

Length of Employment 08/24/2020 To _____
 Effective Date 08/24/2020

Name JEREMY RYAN GATHE SS# xxx-xx-8267 Sex MALE Race* B
 (Last 4 digits only)

Position Title: Associate General Counsel & Executive Director for Compliance and Ethics Department: SUS - Office of the President/Chancellor

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 7.0 Southern University Experience 0.0
 Degree(s): Type/Discipline (BA-Education): BA - Mass Communications Institution/Location (SU-Baton Rouge): Louisiana State University and A&M College Year: 2007
JD - Law Southern University Law Center 2012

Current Employer Louisiana Department of Justice

Personnel Action

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

Recommended Salary \$95,000.00 Salary Budgeted \$105,000.00

Source of Funds General Appropriations

Identify Budget: Inter-Institutional State Cost Budget Location 111005-11157-61002
 Form Code: _____ Page _____ Item # _____

Change of: _____

Position From Associate General Counsel and Executive Director of Compliance & Ethics To Associate General Counsel and Executive Director of Compliance & Ethics

Status _____

Salary Adjustment _____ \$95,000.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
1110005-11157-61002	\$95,000.00

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

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

Supervisor [Signature] Date 08/10/2020 Dean/Unit Head _____ Date _____
 Vice Chancellor _____ Date 8/18/2020 Chancellor [Signature] Date _____
 Director/Personnel _____ Date _____ Vice President/Finance _____ Date _____
 Business Affairs/Comptroller _____
 Resident _____ 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:

Jeremy R. Gathe will replace Tavares A. Walker (resigned effective 08/21/2020) as the Associate General & Executive Director for Compliance and Ethics effective 08/24/2020.

EMPLOYEE REGULAR WORK SCHEDULE:

8:00 am – 5:00 pm Monday thru Friday (and as needed)

EMPLOYEE DIRECT SUPERVISOR:

Corinne M. Blache, General Counsel

SUPERVISOR/DEPARTMENT CONTACT NUMBER

225-771-4093

NUMBER OF EMPLOYEES SUPERVISED, (if any)

4

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

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”)

US
RA
H1
J1
F1
F0

FUNDS AVAILABLE
EXPIRES
OFFICE OF THE VICE PRESIDENT
FOR FINANCE & BUSINESS AFFAIRS
SOUTHERN UNIVERSITY SYSTEM

SIGNED #95,000 8/11/20 DATE

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)
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- 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 - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Associate General Counsel and Executive Director of Compliance & Ethics AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Southern University Law Center
 (Department or Unit)

- | | | | |
|---|--|--|--|
| <input checked="" type="checkbox"/> Replacement | <input type="checkbox"/> New Position | <input checked="" type="checkbox"/> Unclassified | <input checked="" type="checkbox"/> State |
| <input type="checkbox"/> Civil Service | <input type="checkbox"/> Temporary | <input type="checkbox"/> Faculty | <input type="checkbox"/> Grant -in-Aid |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Probationary (For Faculty this is same as tenure track) | | <input checked="" type="checkbox"/> System Revenue |
| | | | <input type="checkbox"/> Agency Fund State |

VACANCY DESCRIPTION AND JUSTIFICATION

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved through Human Resources).

Job Duties and Responsibilities: See attached job description.

Salary/Range: 90,000.00 -105,000.00 Previous Incumbent (if replacement): Tavares A. Walker

x _____ Approved _____ Disapproved _____ Date 08/10/2020
 _____ Department Head

 x _____ Approved _____ Disapproved _____ Date 8/10/20
 _____ Dean/Director/Supervisor of Budget Unit

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
x _____ Yes	_____ No
Signature	Date
Budget Number	<u>111005-11157-61002</u>

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
x _____ Yes	_____ No
1M8925	
Employee Class:	Job Class:
Verified By:	Date:

_____ Approved _____ Disapproved _____ Date _____
 _____ Vice Chancellor
 ✓ Approved _____ Disapproved _____ Date 8/10/20
 _____ Chancellor/Vice President
 x Approved _____ Disapproved _____ Date 8/20/20
 _____ President
 An Equal Opportunity Employer

Associate General Counsel & Executive Director for Compliance & Ethics

Purpose:

To support Southern University and A&M College System's leadership in fulfilling its mission and commitments to the highest standards of ethics and integrity and to the principles of equal access and equal opportunity. To that end, the candidate will work cooperatively with campuses within the system to:

1. Promote and enhance a climate that ensures equal access and equal opportunity for all members of the University community and participants in its activities and services.
2. Promote and enhance a culture of ethical behavior and compliance with applicable policies, laws and regulations.
3. Reduce liabilities and losses associated with failures to comply with applicable laws and regulations.

Reporting to the General Counsel, the position is responsible for overseeing and coordinating system-wide compliance activities, including the evaluation and monitoring of the university's operational and strategic risks, as well as seeking to ensure that the university and its employees are complying with federal regulatory requirements, as well as internal policies and procedures.

Knowledge, Skills, Abilities:

1. Working knowledge of higher education laws and regulations, including: Title IX, FERPA, Clery Act, and ADA;
2. Experience in state and federal regulatory oversight;
3. Knowledge in conducting risk assessments;
4. Excellent written and verbal communication skills;
5. Fosters a university culture that does not tolerate illegal or unethical behavior and prompts faculty and staff to consider the potentially adverse consequences of unethical conduct;
6. Solves problems by improving collaboration, and communication;
7. Demonstrated skill in multi-tasking, organization, and planning;
8. Demonstrated fiscal responsibility;
9. Reduces the risks of non-compliance, while increasing the likelihood of early detection and correction; and
10. Provides a source of best practices and assistance for the entire university community.

Minimum Qualifications:

1. JD degree
2. 2+ years of relevant experience as inside or outside counsel, ideally supporting universities or boards/commissions.
3. Experience in structuring, drafting and negotiating a wide variety of commercial contracts.
4. Demonstrated ability to prioritize and handle multiple tasks, and deliver results in a fast-paced, deadline-driven environment.
5. Experience working on compliance and regulatory requirements in a higher education and government environments will be considered highly valuable.
6. Investigatory experience, excellent verbal and written communication skills required as are strong presentation, interpersonal skills, and an ability to work collaboratively with various campus representatives. Member in good standing of the Louisiana Bar Association.
7. Energetic, self-starting problem-solver who can work collaboratively and autonomously.

Compensation:

\$90,000 - \$105,000 - Based on a review of similarly situated universities, both in size and scale of operations.

Job Duties and Responsibilities:

1. Develop and modify as appropriate the compliance and ethics organizational structure, establish practices, and lead the development of policies to implement and manage a comprehensive compliance and ethics program,
2. Build collaborative relationships with compliance personnel across the university system, and in collaboration with Internal Audit, Risk Management, and others, develop, update and maintain the university's compliance efforts associated with Title IX and ADA.
3. Monitors the internal and external compliance environments to identify potential risks and vulnerabilities across the university system in order that the university is compliant with federal, state and local laws, rules and regulations, as well as institutional policies.
4. Participation in the design of enterprise risk assessments and lead implementation of such assessments.
5. Oversee the development of the annual compliance work plan that reflects the institution's compliance and regulatory risks that will be monitored by the compliance function as determined by conducting a periodic system-wide risk assessment.
6. Institute and maintain an effective compliance communications strategy for the university, including developing, coordinating, and participating in a multifaceted educational and training program that focuses on the elements of the compliance program, and seeks to ensure that all appropriate employees and management are knowledgeable of, and comply with, pertinent federal and state standards.
7. Advise senior leadership and the Board of Supervisors on the operation and effectiveness of the university's compliance efforts; prepare and present the results of university compliance activities to the President and to the Board of Supervisors, or its designee.
8. As assigned, respond to government investigations and inquiries.
9. Coordinates and monitors a prompt and equitable Title IX investigatory process in cases of sexual misconduct, including assignment and supervision of Title IX investigators in accordance with University policy;
10. Meets with complainants and respondents to provide information regarding the Title IX complaint process, available resources, interim measures, and reporting and resolution options;
11. Provides training and technical assistance on University policies and develop programs, such as assemblies or trainings, on issues related to Title IX to assist the University in making sure that students and staff are aware of their rights and obligations under Title IX. Also regularly assess the adequacy of current training opportunities and programs and propose improvements as appropriate
12. Maintains and monitors data related to complaints and investigative activities, and provides periodic and annual reports as appropriate. This responsibility includes monitoring outcomes, identifying and addressing any patterns, and assessing effects on the campus climate;
13. Maintains and updates Title IX content for the University's webpage in collaboration with the IT Department;

14. Participates in the drafting and revision of University policies and procedures to help ensure that they comply with the requirements of Title IX;
15. Continuously identifies and integrates Title IX best practices into the campus knowledge base and practice;
16. Regularly attends Title IX education programs to understand best practices as they relate to Title IX and sexual misconduct issues;
17. Monitors students' participation in athletics and across academic fields to ensure compliance with Title IX;
18. Reviews recruitment materials, admission forms, and policies and practices in these areas to ensure compliance with Title IX; and
19. Insures that the University maintains the appropriate number of well-qualified, trained Title IX deputy coordinators, investigators and hearing officers.

ADDITIONAL DUTIES AND RESPONSIBILITIES:

1. Draft terms and conditions in agreements;
2. Research legal issues impacting the organization by identifying applicable statutes, judicial decisions, and codes;
3. Perform pre-litigation work to minimize risks and maximize legal rights;
4. Develop solutions to legal questions;
5. Provide training to company and its affiliates on substantive legal topics;
6. Assumes additional responsibilities and performs special projects as needed or requested;
7. Anticipates, listens to, understands and responds to the needs of members of the University community; and
8. Delivers work products and services in a way that reflects positively upon the department and the University.

Jeremy Ryan Gathe

EDUCATION/ BAR ADMISSIONS:

Louisiana State Bar, October 2012

Juris Doctor, January 2012
Southern University Law Center, Baton Rouge, LA

Queen Mary's College, June-July 2010
Summer Abroad Program, London, UK

Bachelor of Arts in Mass Communications: Broadcast Journalism, August 2007
Louisiana State University, Baton Rouge, LA

EXPERIENCE:

Assistant Attorney General, Gaming Division, March 2016- Current
Louisiana Attorney General's Office, Baton Rouge,

- Represents the Division in administrative hearings regarding the suspension or revocation of Louisiana Gaming Licenses.
- Represents the Division before the Louisiana Gaming Control Board regarding approvals of several gaming matters including the renewal of gaming licenses and appeals.
- Prepares various notices of revocations, immediate emergency suspensions, and administrative actions on the Division's behalf.
- Monitors the riverboat and racetrack licensees' procurement of goods and services from Louisiana firms, women owned firms, and minority owned firms.
- Reviews and processes recommendations made by Louisiana State Police to the Louisiana Gaming Control Board on licensing applications, transfers of ownership, suitability, and violations of gaming law.

Assistant Attorney General, Public Protection Division, November 2012- March 2016
Louisiana Attorney General's Office, Baton Rouge, LA

- Litigation experience at every judicial level, which includes arguing before the Supreme Court of Louisiana, the Louisiana First Circuit Court of Appeal, and 19th Judicial District Court of East Baton Rouge Parish.
- Represent the State of Louisiana for civil actions as it relates to the Louisiana Unfair Trade Practices and Consumer Protection Law (LUTPA) and the Sledge Jeansonne Louisiana Insurance Fraud Prevention Act.
- Prepare and file petitions, appellate briefs, supervisory writs, writs of certiorari, motion for summary judgments, supporting memoranda, civil investigative demands and other legal pleadings as it pertains to general consumer or insurance fraud.
- Review evidence, and other official documents for court cases.
- Conduct discovery, including interrogatories, document requests, and admissions to prepare stronger cases for contractor and insurance fraud cases.
- Responsible for general consumer fraud cases ranging in the areas of auto lending, contractor fraud, landlord & tenant, collection agencies, and homeowners association.
- Review Louisiana Department of Justice consumer complaints for alternative dispute resolutions.
- Created and implemented the Public Protection Division's retention policy and retention schedule for the Louisiana Secretary of State.

- Review, analyze and investigate Louisiana Department of Insurance criminal referrals for matters of civil insurance fraud.

Legal Intern, Commissioner Quintillis Lawrence,
19th Judicial District Court, Baton Rouge, LA

January 2011- October 2012

- Drafted pre-trial diversion agreements and prepared legal recommendations for Judges on Commissioner's Behalf.
- Proofread legal recommendations drafted by Commissioner, performed legal research, and verified legal citations.

Law Clerk, Stephen Sterling Law Offices,
Criminal Defense Attorney, Baton Rouge, LA

Fall 2010- January 2011

- Researched legal issues and prepared memoranda for attorney and assisted in drafting motion for preliminary judgment, expungements, and other pleadings.
- Prepared client intake and conducted interviews for attorney.
- Communicated case management and legal strategies with counsel.

AWARDS, ACHIEVEMENTS, TRAININGS:

- Director, Board of Directors, Louisiana Automobile Theft And Insurance Fraud Prevention Authority (LATIFFA), January 2015- January 2017
- Member, Louisiana Insurance Fraud Taskforce, November 2012- March 2016
- Member, Louis A. Martinet Legal Society, January 2014- January 2016
- Notary Public, May 2013
- Certified Mediator, August 2014
- Member, IASIU- International Association of Special Investigations Unit (IASIU), June 2013
- National Institute of Trial Advocacy, Depositions Training- February 2013



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

August 11, 2020

VIA HAND DELIVERY

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

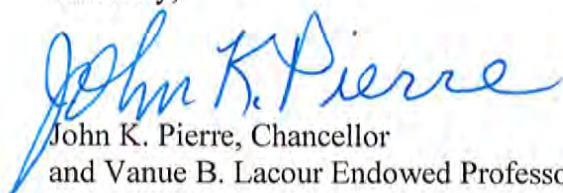
Dear Dr. Belton:

The Law Center desires to increase the salary of its Vice Chancellor for Finance and Administration to be comparable and competitive with similar positions at educational institutions in the State of Louisiana and the Southeast region. In addition, all other Vice Chancellors at the Law Center salary is currently at the level of \$162,000 annually.

The Office of Vice Chancellor for Finance and Administration has the following departments under its direction: Accounting, Budgeting, Financial Aid, Procurement services, and Facilities. The group perform services for the Law Center's students, faculty and staff, including student loans/loan serving, accounting services, financial reporting, financial projections, budgeting, budgetary control, grants management, purchasing services, and facilities management and maintenance. These departments are comprised of twenty (20) employees who have formed a very cohesive group that performs at a very high level of efficiency, to provide financial services and financial leadership to the Law Center.

Therefore this letter is a request to increase the salary of Terry R. Hall, Vice Chancellor for Finance and Administration to an annual salary of \$162,000. I am requesting that you present this to the Board of Supervisors at the August 2020 meeting for their approval.

Sincerely,


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

SUS SUBR SULC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION Vice Chancellor for Finance and Administration AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Southern University Law Center - Finance
 (Department or Unit)

- Replacement New Position* Unclassified
 Civil Service Temporary Faculty
 Tenured Probationary (For Faculty this is same as tenure track)

- Source of Funds**
 State
 Grant-in-Aid
 System Revenue
 Agency Fund State

*requires the approval of System President

VACANCY DESCRIPTION AND JUSTIFICATION

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved thru Human Resources).

The Vice Chancellor for Finance and Administration is responsible for timely and cost efficient administration of the Office of Finance and Business Affairs, which include the departments and offices of Finance and accounting, Budgeting, Grants management, Financial Aid, Purchasing, Facilities Operations and Property management. The position is also responsible strategic planning, resource management, policy development and its procedural application, professional and staff development.

Salary/Range: \$162,000 Previous Incumbent (if replacement):

Approved Disapproved John K. Pierre 8/13/2020
 Department Head Date
 Approved Disapproved John K. Pierre 8/13/2020
 Dean/Director/Supervisor of Budget Unit Date

COMPTROLLER'S OFFICE ONLY
 Funds Available
 Yes No
DM George 8/13/2020
 Signature Date
 Budget Number 311001-36110-61002-36000

HUMAN RESOURCES OFFICE ONLY
 Existing/Approved Position
 Yes No
 Job Code: Cal Id: Job Class:
 Verified By: Date:

Approved Disapproved Shawn Vance 8/13/2020
 Vice Chancellor Date
 Approved Disapproved John K. Pierre 8/13/2020
 Chancellor/Vice President Date
 Approved Disapproved Ray Roberts 8/13/2020
 President Date

JOB CLASS 3				
JOB CODE	M			
CAL ID	U			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	M	9	9	0	5
-----------------	---	---	---	---	---	---

CAMPUS: SUS ___ SUBR ___ SULAC X 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 N/A Reason Left Salary Adjustment
 Date Left N/A Salary Paid \$132,000.00

Profile of Person Recommended

Length of Employment 09/01/2020 To 06/30/2021
 Effective Date 09/01/2020

Name Terry Hall XXX-XX-1198 Sex M Race* B
 (Last 4 digits only)

Position Title: Vice Chancellor for Finance & Administration Department: Law Center - Institutional Support

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 52 Southern University Experience 11 years

Degree(s): Type/Discipline (BA-Education): B.S., Accounting Institution/Location (SU-Baton Rouge): Southern University, Baton Rouge Year: 1971
CPA Certified in the State of Louisiana

Current Employer Southern University - Law Center

Personnel Action

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

Recommended Salary \$162,000.00 Salary Budgeted \$ 162,000.00

Source of Funds General Appropriation

Identify Budget: State Location 311001-36110-61002-36000
 Form Code: BOR10 Page 1 Item # 1

Change of: From To

Position _____
 Status _____
 Salary Adjustment \$132,000.00 \$162,000.00

Financial Aid signature (if, applicable):

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

Source of Funds	Amount
311001-36110-61002-36000	\$132,000.00

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

John K. Pierre 8/13/2020
 Supervisor Date

Shawnd D. Vance 8/13/2020
 Vice Chancellor Date

Key S. Sells 8/13/2020
 Director/Personnel Date

Key S. Sells 8/13/2020
 President Date

John K. Pierre 8/13/2020
 Department Head Date

John K. Pierre 8/13/2020
 V/C for Finance & Bus. Adm. Date

John K. Pierre 8/13/2020
 Chancellor Date

John K. Pierre 8/13/2020
 Vice President/Finance Business Affairs/Comptroller Date

John K. Pierre 8/13/2020
 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:

Pay Adjustments for Law Center Non-Academic Operational Staff to maintain market competitiveness.

EMPLOYEE REGULAR WORK SCHEDULE: Daily

EMPLOYEE DIRECT SUPERVISOR: Chancellor, John Pierre

NUMBER OF EMPLOYEES SUPERVISED, (if any) 10

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

DOC. I.D. # US
 DATE RA 8/13/2020
 BY JM George
 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

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F	9	9	4	6
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CAMPUS: SUS _____ SUBR _____ SULAC X SUAREC _____ SUNO _____ SUSLA _____

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

X 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 N/A Reason Left N/A
 Date Left N/A Salary Paid N/A

Profile of Person Recommended

Length of Employment 09/01/2020 To 05/31/2021
 Effective Date 09/01/2020

Name Michael Harris SS# XXX-XX-0655 Sex M Race* B
(Last 4 digits only)

Position Title: Visiting Professor Department: Law Center - Instruction

Check One X 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 31 Southern University Experience 5
 Degree(s): Type/Discipline (BA-Education): B.S. Institution/Location (SU-Baton Rouge): Southern University A & M College Year: 1984
J.D. Southern University Law Center 1987

Current Employer Southern University Law Center

Personnel Action

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

Recommended Salary \$ 99,000.00 Salary Budgeted \$ 99,000.00

Source of Funds Strengthening HBGI

Identify Budget: Title III Grant Location 320906-32030-61003-34100
 Form Code: 1 Page 1 Item # 1

Change of: From _____ To _____
 Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if applicable):

List total funds currently paid (his employee by Southern University):

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

Source of Funds	Amount
N/A	0.00

*See Reverse Side

Graduate School signature (if applicable):

Supervisor [Signature] Date 8/5/2020
 Vice Chancellor [Signature] Date 8/5/2020
 Director/Personnel [Signature] Date 8/7/2020
 President _____ Date _____

Dean/Unit Head [Signature] Date 8/6/2020
 V/C for Finance & Admin. [Signature] Date 8/5/2020
 Chancellor _____ Date _____
 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 Philippines Islands, and Samoa.
- _____ American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.

COMMENTS:

Visiting Professor for FY Fall 2020 thru Spring 2021.

EMPLOYEE REGULAR WORK SCHEDULE: Daily
 EMPLOYEE DIRECT SUPERVISOR: V/C Shawn Vance
 NUMBER OF EMPLOYEES SUPERVISED, (if any) 100
 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, HI-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
- IR-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
 LAW CENTER - TITLE III
 I certify that the above information is true and correct under the terms and conditions of my appointment, budget or award agreement and in accordance with Federal, State, Local, and University policies and procedures required for fiscal compliance.
 By: Shawn Vance
 Date: 2-17-2020

**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/Incl 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

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Visiting Professor AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Southern University Law Center
 (Department or Unit)

- | | | | |
|--|--|---|---|
| <input type="checkbox"/> Replacement | <input type="checkbox"/> New Position | <input type="checkbox"/> Unclassified | <input type="checkbox"/> State |
| <input type="checkbox"/> Civil Service | <input checked="" type="checkbox"/> Temporary | <input checked="" type="checkbox"/> Faculty | <input checked="" type="checkbox"/> Grant -in-Aid |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Probationary (For Faculty this is same as tenure track) | | <input type="checkbox"/> System Revenue |
| | | | <input type="checkbox"/> Agency Fund State |

VACANCY DESCRIPTION AND JUSTIFICATION

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved through Human Resources).

The position is a non-tenure tract faculty position for the 2020-2021 academic year.

The visiting professor will teach courses assigned to them and engage in scholarly research, serve on committees as assigned. Also the visiting professor will host office hour to meet with students in course that they teach, and perform duties as otherwise assigned. Some of the above tasks will occur remotely due to the COVID-19 pandemic.

Salary/Range: \$90,000 to \$110,00 Previous Incumbent (if replacement):

Approved Disapproved *Sh D. [Signature]* 8/5/2020
 Department Head Date

Approved Disapproved *Garry R. Hall [Signature]* 8/6/2020
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u><i>Garry R. Hall [Signature]</i></u>	<u>8-6-2020</u>
Signature	Date
Budget Number	<u>320906-32030-61008-34100</u>

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<input type="checkbox"/> Yes	<input type="checkbox"/> No
Employee Class:	Job Class:
Verified By:	Date:

Approved Disapproved *Sh D. [Signature]* 8/5/2020
 Vice Chancellor Date

Approved Disapproved *John K. Pierre [Signature]* 8/5/2020
 Chancellor/Vice President Date

Approved Disapproved *[Signature]* _____
 President Date

An Equal Opportunity Employer

CURRICULUM VITAE

Michael L. Harris, J.D.



PROFESSIONAL PROFILE:

Objective: To obtain a responsible position in an educational environment, by utilizing interdisciplinary skills in teaching students to develop a strong academic foundation in law and providing support to the institutional policies and procedures.

Management: Thirty years of administrative, educational, financial and legal experience involving accounting, civil service, education, health care, regulatory compliance, and workforce development. Strong background in handling a wide variety of administrative, civil, contract, employment, financial, human resource management and procurement matters. Able to develop productive relationships with clients, colleagues and staff at all levels.

Excellent communicator with strong interpersonal, verbal, and written skills, with well-developed presentation and negotiation skills. Decisive decision maker with excellent persuasive skills, with the ability to maximize work productivity from employees.

EDUCATION AND TRAINING:

1977-1980	Woodrow Wilson High School Washington D.C. - Diploma
1980-1984	Southern University A & M College Baton Rouge, Louisiana Bachelor of Science - Accounting
1984-1987	Southern University Law Center Baton Rouge, Louisiana Juris Doctorate

PROFESSIONAL EXPERIENCE

Harris & Harris

June 1989 - Present

Attorneys at Law

435 Europe Street

Baton Rouge, Louisiana 70802

Managing partner of Harris and Harris Attorneys, certified mediator, trained in both civil and family mediation. Areas of practice include administrative law, attorney disciplinary actions, civil litigation, criminal defense, family law, health care (Medicaid/Medicare), insurance litigation, labor and employment (EEOC), personal injury, special needs trust and tax.

Responsible for administering and directing all management activities of the Law Offices of Harris & Harris. Provides consultation and technical assistance to clients in preparation of litigation. Duties include preparation for trial of complex litigation, involving administrative, federal and state claims/suits. Analyzes pleadings in preparation for trials and other hearings; determined appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing/trial or formally at the hearing/trial.

Researches and interprets applicable law and jurisprudence; applies the law to the facts found and independently reaches decisions; prepares and issues a formal written opinion's containing findings of fact, conclusions of law, and rationale for the decision.

Guest Lecturer to the Louisiana Trial Lawyer Association, Louisiana Attorney Disciplinary Board, Local Bar Associations, and Adjunct Law Professor - Southern University Law Center.

Adjunct Professor

August 2015 - Present

Southern University Law Center

2 Roosevelt Steptoe Street

Baton Rouge, LA

Responsibilities include providing instruction, support, and services to students in learning legal system. Plans and delivers lectures in classroom and providing assignments to students. Refers to live cases and using them as an example to teach students ensuring retention and success of students by providing them effective education. Discuss changes in legislations with students brought in by the federal government. Advises students in setting future goals and how to achieve them as well as providing counseling, guidance and test techniques to students and motivating them to take Bar Examination. Subjects: Basic Civil Procedure, Contracts, Louisiana Civil Procedure I and II, Law Office Practice, Legal Methods and Professional Responsibility.

Program Administrator (TAACCCCT)
Baton Rouge Community College
Workforce Development
201 Community College Drive
Baton Rouge, LA

August 2014 - September 2015

Responsibilities included the administration of the Trade Adjustment Assistance Community College and Career Training (TAACCCCT) grant program, administration of the BRCC Port Allen, LA campus and the administrative supervision of fifteen employees.

Managed the effective administration operations, whereby organizing delivery of training programs to effectively implement the TAACCCCT grant. Reviewed program operational policies and performance standards to ensure compliance with grant guidelines and to redirect emphasis. Administered comprehensive programs by formulating and implementing current and long-range plans, policies, procedures, and regulations in order to protect the public interest and enhance confidence in the effective administration of Federal funding of Workforce Development grant. Participated in overall contract administration, budget planning, preparation, and grant administration.

The program was designed to increase the ability of community colleges to address the challenges of today's workforce. Grant was designed to help workers eligible for training under the TAA for Workers program, as well as a broad range of other adults, in order to help adult students, obtain industry-recognized credentials. Program was designed to strengthen institutions of higher education as engines of economic opportunity where adults could succeed in acquiring the skills, degrees, and credentials needed for high wage, high-skill employment while also meeting the needs of employers in hiring skilled workers.

Compliance Director
Louisiana Workforce Commission
Compliance Division
1001 N. 23rd Street
Baton Rouge, LA

October 2008 - April 2014 (Retired)

Responsibilities included the proper accountability of public funds in the statewide implementation and oversight of all Office of Workforce Development programs as they relate to the performance, compliance, contractual and regulatory operations in excess of \$170,000,000.00 million dollars annually. Responsible for administering and directing all management activities of the Office of Workforce Development statewide contracts, which totals approximately \$65,000,000.00 annually.

Managed the effective administration operations, whereby organizing delivery of legal services systems to effectively implement the incumbent worker training program.

Reviewed program operational policies and performance standards to ensure compliance with program guidelines and to redirect emphasis.

Administered comprehensive programs by formulating and implementing current and long-range plans, policies, procedures, and regulations in order to protect the public interest and enhance confidence in the effective administration of Federal, State, and local funding of Workforce Development programs. Participates in overall contract administration, budget planning, preparation, and grant administration.

Reviewed program operations and determines need for new or revised policies or procedures. Establishes and directs the implementation of policies. Researches and interprets applicable laws and federal regulations to independently issue formal compliance reports, containing findings of fact, conclusions of law, and rationale for findings.

Represented the agency at meetings relative to organization of the Compliance Division and reorganization of the existing unit. Proposes alternative organizational plans based on knowledge of Civil Service rules and policies. Advises agency management of the advantages and disadvantages of alternatives and recommends a course of action.

Reviewed salary levels and factors level assignments of staff, ensuring consistency within existing agency practices. Determines impact of pay issues as they relate to agency fiscal concerns and internal pay equity. Recommends resolution of complex pay problems to management.

Worked to ensure that disciplinary actions are implemented in a fair and consistent manner as required. Reviews and recommends disciplinary actions as required. Consults with agency legal counsel to address issues that may involve complicated legal issues. Conducts Performance Planning Reviews (PPR's) in a timely fashion for direct reports and oversees the execution of Performance Planning Reviews (PPR's) for employees of direct reports.

Served as an assistant to the Assistant Secretary (Director of Workforce Development) and has administrative functional/line authority over all regulatory and contract issues. Advises the Assistant Secretary (Director of Workforce Development) regarding program, office or departmental problems. Reviews current and long-range programs, plans and policies for the office, identifying and resolving areas of conflict. Reviews, formulates, or directs the revision of rules, regulations and procedures. Reviews and evaluates work of subordinates, gives technical guidance when needed.

Directed and oversaw sub-recipient audits/monitoring, A-133 Audits, Single Audits, Audit Resolution, and Corrective Action Plans to ensure compliance with General Acceptable Accounting Principles (GAAP), OMB Circulars, CFR regulations, and federal/state statutes. Programs audits/monitoring include Workforce Investment Act (WIA), National Emergency Grants (NEG), Community Services Block Grants (CSBG), STEP (Strategies to Empower People) Louisiana Jobs Employment Training (LaJet), Trade Adjustment Assistance (TAA) Disability Program Navigator (DPN), and America

Recovery Reinvestment Act (ARRA) to determine the effectiveness and efficiency of services provided.

Directed the development and implementation of Contracts, Grants, and Request for Proposals (RFP's). Monitors statewide contracts to ensure compliance with the federal and/or state statutes and regulations to determine the efficiency and effectiveness of the delivery of services. Programs include: Workforce Investment Act (WIA), American Recovery Reinvestment Act (ARRA), National Emergency Grants (NEG), Community Services Block Grants (CSBG), Rapid Response, Trade Adjustment Assistance (TAA) Disability Program Navigator (DPN), Strategies to Empower People (STEP), and HIB.

Directed the preparation of special reports relating to office programs. Prepares correspondence on complex and sensitive matters affecting the department or office. Represents the Commission in programmatic matters at various federal, state, local hearings, meetings, and conferences. Works closely with federal, state, regional, and parish officials in developing management procedures and operational plans to assure that all agency programs are implemented at the statewide and regional operations level as intended by federal and state laws and regulations.

Drafted and directed the drafting of legislation; may testify before legislative committees. Analyzes and interprets rules, regulations, and laws for applicability to examination procedures. Meets with officials and executive management of regulated entities to present and discuss ideas for compliance regulations.

Conferred with Executive Director, Deputy Executive Director, Chief Financial Officer, Directors, United States Department of Labor (USDOL), Health and Human Services (HHS), Housing and Urban Development (HUD), Federal/State officials, chief executives officers, attorneys, and the public to discuss audit and monitoring finding, corrective action plans, answer questions, resolve problems, offers guidance with respect to federal/state statutes, regulations and compliance regulatory issues.

Workforce Development Director September 2005 – September 2008

Louisiana Workforce Commission

Incumbent Worker Training Program 5615

Corporate Boulevard - Suite 300

Baton Rouge, LA

Responsibilities included the administration of the Incumbent Worker Training Program, and the administrative supervision of thirty-five employees. The program was designed to benefit business and industry in increasing employee productivity and company growth. Independent financial management and oversight of an annual program budget of \$47 million dollars.

Administered assets in excess of \$100 million dollars for the benefit of Louisiana business and industry by implementing training programs designed to increase employee productivity and company growth. Worked in conjunction with the agencies budget manager in the preparation of annual budget request, BA-7, BA 22 and other budgetary matters.

Managed the effective administration of the incumbent worker training program throughout the state, whereby organizing regional delivery systems to effectively implement the incumbent worker training program. Reviewed program operational policies and performance standards to ensure compliance with program guidelines and to redirect emphasis.

Represented the agency at meetings relative to organization of the Incumbent Worker Training Program and reorganization of the existing unit. Proposes alternative organizational plans based on knowledge of Civil Service rules and policies. Advised agency management of the advantages and disadvantages of alternatives and recommends a course of action.

Planned and assigned work effectively and fairly. Gave subordinates the resources, guidance, and training opportunities needed to perform at their best. Lead work groups that contribute to the achievement of organizational goals. Reviewed and evaluated work of subordinates, giving technical guidance when needed. Reviewed salary levels and factor level assignments of staff, ensuring consistency within existing agency practices. Determined impact of pay issues as they relate to agency fiscal concerns and internal pay equity. Recommended resolution of complex pay problems to agency management.

Worked to ensure that disciplinary actions are implemented in a fair and consistent manner as required. Reviewed and recommended disciplinary actions as required. Consulted with agency legal counsel to address issues that may involve complicated legal issues. Conducted Performance Planning Reviews (PPR's) in a timely fashion for direct reports and ensured the execution of Performance Planning Reviews (PPR's) for employees of direct reports

Met with elected officials and program operators of the eight regions service delivery areas statewide. Analyzed incumbent worker training program needs and demands in each region throughout the state.

Conferred with the Secretary, Deputy Secretary, Undersecretary, Assistant Secretaries and Workforce Development Managers on evaluation of program goals and objectives and to provide technical guidance as needed. Evaluated staffing reports, production reports, and operational cost reports; made decisions to redirect staff or makes recommendations for office closures/mergers or relocation. Evaluated financial progress reports and made decisions to redirect staff emphasis to stay within budgetary restrictions.

Senior Attorney
Louisiana Department of Health and Hospitals
Bureau of Legal Services
Medicaid Third Party Litigation
1201 Capitol Access Road
Baton Rouge, LA

September 2003 – August 2005

Responsibilities included the administration of third-party recovery of \$ 4 billion dollars budgeted to provide medical assistance to citizens of the State of Louisiana. Duties included preparation for trial of complex litigation, involving federal and state claims/suits, including class actions involving the recovery Medicaid funding that is litigated through intervention in District Courts, Federal Courts, and through Mediation. Planned, assigned, and reviewed the preparation of briefs and other activities incidental to litigation and court work.

Analyzed pleadings in preparation for trials and other hearings; determines appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing or formally at the hearing.

Collected outstanding obligations owed to the agency and the Medicaid program through personal contact with recipients, attorneys and insurance companies through garnishments, filing liens, or legal intervention.

Researched and interpreted applicable law and jurisprudence; applied the law to the facts found and independently reached a decision; prepared and issued a formal written opinion's containing findings of fact, conclusions of law, rationale for the decision.

Provided consultation to the Secretary, Undersecretary and the State Medicaid Director regarding issues concerning the recovery of Medicaid funding pursuant to 42 U.S.C. 1396(k) and 42 U.S.C. 1396(a) (A) 25. Provided consultation and guidance to the Administrative Third-Party Recovery Unit, and the Estate Recovery Unit. Reviewed contracts and other documents as requested or as assigned. Drafted legislation testified before House and Senate committees regarding proposed legislation involving the Department.

Lectured to the Louisiana Trial Lawyer Association, Louisiana Attorney Disciplinary Board, Local Bar Associations and various Attorney organizations on the Louisiana Medicaid program, as it related to Medicaid third party recovery issues and special needs trusts.

Attorney Supervisor - Detail

January 2003 - August 2003

Louisiana Department of Health and Hospitals

Bureau of Legal Services

Special Litigation

1201 Capitol Access Road

Baton Rouge, LA

Responsibilities included supervision of one attorney and one paralegal in the administration of Medicaid Programs (Patient/Provider Pre-Certification, Provider Disallowance, Mental Health Rehabilitation Provider Program) and consultation/technical assistance to the Medicaid Third Party Recovery Program. Duties included preparation for trial of complex litigation, involving administrative, federal and state claims/suits.

Analyzed pleadings in preparation for trials and other hearings; determined appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing or formally at the hearing.

Worked to ensure that disciplinary actions are implemented in a fair and consistent manner as required. Reviewed and recommended disciplinary actions as required. Consulted with agency legal counsel to address issues that may involve complicated legal issues.

Conducted Performance Planning Reviews (PPR's) in a timely fashion for direct reports and ensured the execution of Performance Planning Reviews (PPR's) for employees of direct reports.

Planned and assigned work effectively and fairly. Gave subordinates the resources, guidance, and training opportunities needed to perform at their best. Lead work groups that contribute to the achievement of organizational goals. Reviewed and evaluated work of subordinates, giving technical guidance when needed.

Researched and interpreted applicable law and jurisprudence; applied the law to the facts found and independently reached a decision; prepared and issued a formal written opinion's containing findings of fact, conclusions of law, rationale for the decision.

Provided consultation to the Undersecretary, State Medicaid Director, Deputy State Medicaid Director, Assistant Secretary for the Office of Mental Health regarding issues concerning Medicaid and Mental Health programs. Provided consultation and guidance to the Medicaid Program and the Office of Mental Health regarding the administration of the Mental Health Rehabilitation Provider Program.

Drafted and reviewed legislation testified before House and Senate committees regarding proposed legislation involving the Department. Reviewed proposed legislation introduced which affected the areas of Medicaid and Mental Health.

Represented the Emergency Medical Services Certification Commission by administering oaths, examining witnesses, ruling on motions and admissibility of evidence according to the rules of evidence prevailing in courts of law or equity; considered and resolved issues of law and fact raised at hearings before the Commission.

Drafted formal written decisions setting forth facts and reasons for the decision, the applicable law, and the decision reached.

Served as a guest lecturer to the Louisiana Trial Lawyer Association, Louisiana Attorney Disciplinary Board and Local Bar Associations on the Louisiana Medicaid program, as it related to compliance with Medicaid third party recovery rules and special need trusts.

Senior Attorney

June 2002 - December 2002

Louisiana Department of Health and Hospitals

Bureau of Legal Services

Medicaid Third Party Litigation

1201 Capitol Access Road

Baton Rouge, LA

Responsibilities included the administration of third-party recovery of \$ 4 billion dollars budgeted to provide medical assistance to citizens of the State of Louisiana. Duties included preparation for trial of complex litigation, involving federal and state claims/suits, including class actions involving the recovery Medicaid funding that is litigated through intervention in District Courts, Federal Courts, and through Mediation. Planned, assigned, and reviewed the preparation of briefs and other activities incidental to litigation and court work.

Analyzed pleadings in preparation for trials and other hearings; determined appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing or formally at the hearing.

Collected outstanding obligations owed to the agency and the Medicaid program through personal contact with recipients, attorneys and insurance companies through garnishments, filing liens, or legal intervention.

Researched and interpreted applicable law and jurisprudence; applied the law to the facts found and independently reached a decision; prepared and issued a formal written opinion's containing findings of fact, conclusions of law, rationale for the decision.

Provided consultation to the Secretary, Undersecretary and the State Medicaid Director regarding issues concerning the recovery of Medicaid funding pursuant to 42 U.S.C. 1396(k) and 42 U.S.C. 1396(a) (A) 25. Provided consultation and guidance to the Administrative Third-Party Recovery Unit, and Estate Recovery Unit. Reviewed contracts and other documents as requested or as assigned.

Drafted legislation testified before House and Senate committees regarding proposed legislation involving the Department.

Represented the Emergency Medical Services Certification Commission by administering oaths, examining witnesses, ruled on motions and admissibility of evidence according to the rules of evidence prevailing in courts of law or equity; considers and resolves the issues of law and fact raised in hearings before Commission.

Drafted formal written decisions setting forth facts and reasons for the decision, the applicable law, and the decision reached.

Served as a guest lecturer to the Louisiana Trial Lawyer Association, Louisiana Attorney Disciplinary Board and Local Bar Associations on the Louisiana Medicaid program, as it related to compliance with Medicaid third party recovery rules and special need trusts.

Attorney Supervisor - Detail
Louisiana Department of Health and Hospitals
Bureau of Legal Services
Medicaid Third Party Litigation
1201 Capitol Access Road
Baton Rouge, LA

April 2000 - May 2002

Responsibilities included supervision of three attorneys and indirect supervision of five administrative support staff in the administration of third-party recovery of \$ 4 billion dollars budgeted to provide medical assistance to citizens of the State of Louisiana. Duties included preparation for trial of complex litigation, involving federal and state claims/suits, including class actions involving the recovery Medicaid funding that is litigated through intervention in District Courts, Federal Courts, and through Mediation. Planned, assigned, and reviewed the preparation of briefs and other activities incidental to litigation and court work.

Analyzed pleadings in preparation for trials and other hearings; determined appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing or formally at the hearing.

Collected outstanding obligations owed to the agency and the Medicaid program through personal contact with recipients, attorneys and insurance companies through garnishments, filing liens, or legal intervention.

Planned and assigned work effectively and fairly. Gave subordinates the resources, guidance, and training opportunities needed to perform at their best. Lead work groups that contribute to the achievement of organizational goals. Reviewed and evaluated work of subordinates, giving technical guidance when needed.

Researched and interpreted applicable law and jurisprudence; applied the law to the facts found and independently reached a decision; prepared and issued a formal written opinion's containing findings of fact, conclusions of law, rationale for the decision.

Worked to ensure that disciplinary actions are implemented in a fair and consistent manner as required. Reviewed and recommended disciplinary actions as required.

Consulted with agency legal counsel to address issues that may involve complicated legal issues.

Conducted Performance Planning Reviews (PPR's) in a timely fashion for direct reports and ensured the execution of Performance Planning Reviews (PPR's) for employees of direct reports

Provided consultation to the Secretary, Undersecretary and the State Medicaid Director regarding issues concerning the recovery of Medicaid funding pursuant to 42 U.S.C. 1396(k) and 42 U.S.C. 1396(a) (A) 25. Provided consultation and guidance to the Administrative Third-Party Recovery Unit, and Estate Recovery Unit. Reviewed contracts and other documents as requested or as assigned.

Drafted legislation testified before House and Senate committees regarding proposed legislation involving the Department.

Represented the Emergency Medical Services Certification Commission by administering oaths, examined witnesses, ruled on motions and admissibility of evidence according to the rules of evidence prevailing in courts of law or equity; considered and resolved issues of law and fact raised at hearings before Commission.

Served as a guest lecturer to the Louisiana Trial Lawyer Association, Louisiana Attorney Disciplinary Board and Local Bar Associations on the Louisiana Medicaid program, as it related to compliance with Medicaid third party recovery rules and special need trusts.

Senior Attorney
Louisiana Department of Health and Hospitals
Bureau of Legal Services
1201 Capitol Access Road
Baton Rouge, LA

June 1994 - March 2000

Responsibilities included preparation for trial of complex litigation, attending depositions, drafting of pleading, interviewing witnesses and preparing discovery motions. Litigated cases in District Courts, City Courts, Federal Courts, Civil Service Commission, Division of Administration, and the Department of Environmental Quality.

Analyzed pleadings in preparation for trials and other hearings; determined appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing or formally at the hearing.

Researched and interpreted applicable law and jurisprudence; applied the law to the facts found and independently reached a decision; prepared and issued a formal written opinion's containing findings of fact, conclusions of law, rationale for the decision.

Provided consultation to the Assistant Secretaries for the Office of Public Health, Office of Mental Health, Office of Citizens with Developmental Disabilities, Office of Addictive Disorders and agency staff regarding issues concerning the various programs.

Provided indirect supervision, consultation, and guidance to a regional attorney staff of eleven attorneys statewide. Reviewed and drafted contracts, leases, legislation and other documents as requested or as assigned.

Reviewed and suggested disciplinary actions recommended by supervisors or human resource professionals. Consulted with agency general counsel to address issues that may involve complicated legal ramifications.

Directed the investigation of civil service appeals and complaints filed within and against the agency and charges filed through federal agencies. Reviewed results with agency staff and recommended a course of action to agency management.

Represented the Department in public, adversarial, evidentiary hearings throughout the state involving constitutionally protected property rights and frequently involving various complex legal issues in cases where there was no opportunity for an evidentiary hearing, examined or cross-examined witnesses as necessary to fully develop facts.

Represented the Emergency Medical Services Certification Commission by administering oaths, examined witnesses, ruled on motions and admissibility of evidence according to the rules of evidence prevailing in courts of law or equity; considered and resolved the issues of law and fact raised at hearings before Commission.

Staff Attorney
Louisiana Health Care Authority
Office of the General Counsel
8550 United Plaza Boulevard
Baton Rouge, LA

July 1992 - May 1994

Responsibilities included preparation for trial of complex litigation, attending depositions, drafting of pleading, interviewing witnesses and preparing discovery motions. Litigated cases in District Courts, City Courts, Federal Courts, Civil Service Commission, Division of Administration and the Department of Environmental Quality.

Representation of eight of the nine charity hospitals which included Earl K. Long Medical Center, E.A. Conway Medical Center, Huey P. Long Medical Center, Lallie Kemp Regional Medical Center, Leonard J. Chabert Medical Center, Washington-St. Tammany Medical Center, W.O. Moss Medical Center, and University Medical Center Lafayette.

Analyzed pleadings in preparation for trials and other hearings; determined appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing or formally at the hearing.

Researched and interpreted applicable law and jurisprudence; applied the law to the facts found and independently reached a decision; prepared and issued a formal written opinion's containing findings of fact, conclusions of law, rationale for the decision.

Provided consultation to the Board of the Louisiana Health Care Authority (LHCA), Chief Executive Officer, Chief Operating Officer, Hospital Administrators, Central Office Staff and local governing boards concerning the operation of the state charity hospital system.

Worked closely with state, regional, and parish administrative staff in developing management procedures and operational plans to assure that all LHCA programs were implemented at the various charity hospital locations.

Reviewed and suggested disciplinary actions recommended by supervisors or human resource professionals. Consulted with agency general counsel to address issues that may involve complicated legal ramifications.

Directed the investigation of civil service appeals and complaints filed within and against the agency and charges filed through federal agencies. Reviewed results with agency staff and recommended a course of action to agency management.

Monitored local LHCA hospital boards through written reports, verbal communications, and site visits to determine the effectiveness of the delivery of services by local charity hospitals.

Staff Attorney

April 1990 - June 1992

**Louisiana Department of Health and Hospitals
Bureau of Legal Services
1201 Capitol Access Road
Baton Rouge, LA**

Responsibilities included preparation for trial of complex litigation, attending depositions, drafting of pleading, interviewing witnesses and preparing discovery motions. Litigated routine cases in trial and appellate courts and before administrative tribunals. Litigated cases in District Courts, City Courts, Federal Courts, Civil Service Commission and the Division of Administration.

Analyzed pleadings in preparation for trials and other hearings; determined appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing or formally at the hearing.

Researched and interpreted applicable law and jurisprudence; applied the law to the facts found and independently reached a decision; prepared and issued a formal written opinion's containing findings of fact, conclusions of law, rationale for the decision. Provided consultation to the Assistant Secretary for the Office of Hospitals, Hospital Administrators and Central Office Staff, concerning the operation of the state charity hospitals. Representation of eight of the nine charity hospitals which included Earl K. Long Medical Center, E.A. Conway Medical Center, Huey P. Long Medical Center, Lallie Kemp Regional Medical Center, Leonard J. Chabert Medical Center, Washington St. Tammany Medical Center, W.O. Moss Medical Center, and University Medical Center-Lafayette.

Reviewed and suggested disciplinary actions recommended by supervisors or human resource professionals. Consulted with agency general counsel to address issues that may involve complicated legal ramifications.

Directed the investigation of civil service appeals and complaints filed within and against the agency and charges filed through federal agencies. Reviewed results with agency staff and recommended a course of action to agency management.

Worked closely with state, regional, and parish administrative staff in developing management procedures and operational plans to assure that all programs were implemented at the various charity hospital locations.

Drafted tentative rules and regulations and reviewed rules, regulations, and bulletins prepared by administrative officers for conformity to the law. Assisted in preparing proposed legislation. Investigated reports of violations of statutes and administrative rules and regulations. Prepared or reviewed legal documents, including contracts, licenses, deeds, and abstracts.

Attorney
Louisiana Department of Health and Hospitals
Bureau of Client Rights and Protection
P.O. Box 871
Baton Rouge, LA

September 1989 - March 1990

Responsibilities included legal research of applicable state and federal laws regarding the rights of mentally ill/gifted individuals. Investigated reports of abuse and neglect of mentally ill/gifted individuals. Reviewed reports and made recommendations of proper legal action, once an investigation had been concluded.

Drafted tentative rules and regulations for the protection of mentally ill/gifted individuals' rights. Assisted in the preparation of proposed legislation for stronger client rights protection laws and issued advisory opinions for dissemination to various departments.

Worked closely with state, regional and parish administrative staff in developing management procedures and operational plans to assure that all agency programs are implemented at the field operations level as intended by federal and state laws/regulations. Monitored statewide operations through written reports, verbal communications, and regional office visits to determine the effectiveness of the delivery of program services.

Coordinated with state level administrative and support staff to improve program development, identify staff training needs and provide management and support services required and needed by Field Operations staff.

Instructor

January 1989 – June 1989

**Virginia Business Schools
7600 Airline Highway
Baton Rouge, LA**

Responsibilities included instructional delivery concerning Generally Accepted Accounting Principles (GAAP), curriculum development and test administration. Attendance at faculty meetings and workshops. Provided consultation to students as it relates to additional instruction of accounting principles and theories outside of the classroom.

Collaborated with school personnel in the development of course materials and the delivery of instruction. Devised assessments utilized to measure effective instructional delivery. These assessments were administered informally through teacher/student discourse in an effort to ascertain the students' level of performance.

Law Clerk

June 1988 - March 1989

**Jerome J. Harris
Attorney at Law
1433 Harding Boulevard
Baton Rouge, LA**

Responsibilities included assistance in trial preparation of matters pending in local, district, appellate courts and before administrative tribunals, involving civil, criminal, family and tort litigation. Assisted in preparing for major or complex cases for trial by drafting pleadings, interviewing witnesses, writing legal memoranda and briefs.

Researched, examined, and collected authorities on points of law in connection with the preparation of cases for trial. Composed briefs, memoranda, and other correspondence on

legal matters affecting the representation of clients. Collected delinquent payments through personal contact with debtors by phone or by demand letters. Analyzed pleadings in preparation for trials and other hearings; determines appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters.

Revenue Agent

January 1988 - May 1988

Internal Revenue Service

100 State Street

Rochester, NY

Responsibilities included examination of selected tax returns to determine the accuracy of the information given. Negotiations with attorneys, CPA's, taxpayer representatives and taxpayers to resolve tax liability in question. Calculation of depreciation schedules for items depreciated, cash - T's and net worth computations to determine if proper accounting methods were being administered.

Reviewed financial statements and records of taxpayers (personal and business) to determine tax liability. Examined previously submitted returns, reviewed public records, and researched automated system files of taxpayer records to become familiar with taxpaying entities and areas of special inquiry.

Reviewed other supporting information such as industrial journals, annual reports, regulatory agency reports, and documents providing explanations of specific processes, techniques, and hybrid accounting systems.

Requested additional information from an entity as necessary to become familiar with its accounting systems (coding procedures, controls, and data processing procedures) and to enhance knowledge of an entity in general (type of business, age of business, and sources of revenues).

MEMBERSHIPS:

- Louisiana State Bar Association (LSBA)
- U.S. Middle District Court of Louisiana
- U.S. Eastern District Court of Louisiana
- U.S. Western District Court of Louisiana
- U.S. Fifth Circuit Court of Appeal
- Mediator (LSBA) 2014 - Present
- Louisiana Attorney Disciplinary Board
Hearing Committee Member (LADB) 2000 - 2008

- National Association of Black Accountants (NABA)
- The Institute of Internal Auditors (IAA)
- Y.M.C.A - Former Board Member

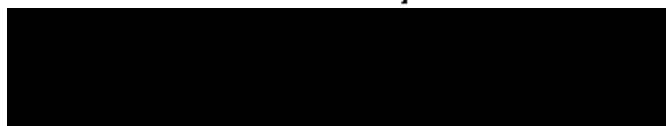
CONSULTATIONS:

- Guest Lecturer - Southern University College of Education
Department of Behavioral Studies and Educational Leadership 2004 - 2007
- Guest Lecturer - Mediation Arbitration Professional Systems (MAPS)
Continuing Legal Education Seminars 2004 - 2005
- Guest Lecturer - Catholic Diocese of Lafayette
Continuing Legal Education Seminars 2003 - 2005
- Guest Lecturer - Louisiana Attorney Disciplinary Board
Continuing Legal Education Seminars 2002 - 2008
- Guest Lecturer - Louisiana Trial Lawyer Association
Continuing Legal Education Seminars 2000 - 2005
- Guest Lecturer - Southern University Law Center
Continuing Legal Education Seminars 1996 - 2005
- Guest Lecturer - Southern University
Public Administration Program (Health Care) 1993 - 2005
- Mentorship Program - Southern University Junior Division 1995 - 2005
- Attorney for the Emergency Medical Services Certification Commission
(EMSCC) 1999 - 2003 State of Louisiana
- Civil Rights for Institutionalized Persons Act (C.R.I.P.A) Investigation 1995
Louisiana Department of Health and Hospitals & U.S. Department of Justice
- American with Disabilities Act (ADA) Task Force 1993 - 2000
Louisiana Department of Health and Hospitals
- Bonds Loss Preventive Program 1994 - 1997 Louisiana Department of Health and
Hospitals

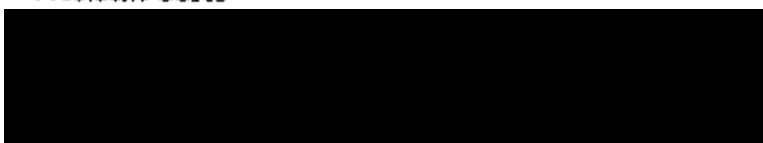
- Ventilator Assisted Children's Task Force 1994 - 1995 Louisiana Department of Health and Hospitals
- Louisiana Minority Health Affairs Council 1992 - 2000

PROFESSIONAL REFERENCES:

Frank H. Perez (Retired)
General Counsel Louisiana Department of Health and Hospitals



Tim Barfield (Former Executive Director Louisiana Workforce Commission)
President CSRS



Dr. Girard Melancon, Ph.D.
Vice Chancellor Workforce Development
Baton Rouge Community College



JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F	9	9	4	6
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CAMPUS: SUS _____ SUBR _____ SULAC X SUAREC _____ SUNO _____ SUSLA _____

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

<u>X</u> 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 N/A Reason Left N/A
 Date Left N/A Salary Paid N/A

Profile of Person Recommended

Length of Employment 09/01/2020 To 05/31/2021
 Effective Date 09/01/2020

Name Joseph M. Isanga SS# XXX-XX-7851 Sex M Race* B
(Last 4 digits only)

Position Title: Visiting Professor Department: Law Center - Instruction

Check One X 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 PAE, if applicable.)

Years Experience 11 Southern University Experience 0
 Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:
Bachelor of Laws Makerere University, Kampala Uganda 2003
Master of Law University of Notre Dame 2004
J.D. University of Notre Dame 2006

Current Employer Concordia University School of Law

Personnel Action

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

Recommended Salary \$ 99,000.00 Salary Budgeted \$ 99,000.00

Source of Funds Strengthening HBGI

Identify Budget: Title III Grant Location 320906-32030-61003-34100
 Form Code: 1 Page 1 Item # 1

Change of: _____
 Position _____ From _____ To _____
 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
N/A	0.00

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor <u>[Signature]</u> <u>8/5/2020</u> Date	Dean/Unit Head <u>[Signature]</u> <u>8/16/2020</u> Date
Vice Chancellor <u>[Signature]</u> <u>8/5/2020</u> Date	VC for Finance & Admin. <u>[Signature]</u> <u>8/5/2020</u> Date
Director/Deputy <u>[Signature]</u> <u>8/7/2020</u> Date	Chancellor <u>[Signature]</u> <u>8/5/2020</u> Date
President _____ Date	Vice President/Finance 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 peoples of Europe, North Africa, or the Middle East.

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

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

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

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

COMMENTS:

Visiting Professor for FY Fall 2020 thru Spring 2021.

EMPLOYEE REGULAR WORK SCHEDULE:

Daily

EMPLOYEE DIRECT SUPERVISOR:

V/C Shawn Vance

NUMBER OF EMPLOYEES SUPERVISED, (if any)

100

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 I-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

LAW CENTER - TITLE III

CAUTION: The above purchase(s) is/are authorized under the terms and conditions of the appropriation, budget or award agreement and in accordance with Federal, State, Local, and University policies and procedures required for fiscal compliance.

FI

FO

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/Exec/Inst 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

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Visiting Professor AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Southern University Law Center
 (Department or Unit)

- | | | | |
|--|--|---|--|
| <input type="checkbox"/> Replacement | <input type="checkbox"/> New Position | <input type="checkbox"/> Unclassified | <input type="checkbox"/> State |
| <input type="checkbox"/> Civil Service | <input checked="" type="checkbox"/> Temporary | <input checked="" type="checkbox"/> Faculty | <input checked="" type="checkbox"/> Grant-in-Aid |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Probationary (For Faculty this is same as tenure track) | | <input type="checkbox"/> System Revenue |
| | | | <input type="checkbox"/> Agency Fund State |

VACANCY DESCRIPTION AND JUSTIFICATION

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved through Human Resources).

The position is a non-tenure tract faculty position for the 2020-2021 academic year.

The visiting professor will teach courses assigned to them and engage in scholarly research, serve on committees as assigned. Also the visiting professor will host office hour to meet with students in course that they teach, and perform duties as otherwise assigned. Some of the above tasks will occur remotely due to the COVID-19 pandemic.

Salary/Range: \$90,000 to \$110,00 Previous Incumbent (if replacement): _____

Approved Disapproved [Signature] 8/5/2020
 Department Head Date

Approved Disapproved [Signature] 8/6/2020
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u>[Signature]</u>	Date
Budget Number	<u>320906-32030-61003 34100</u>

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<input type="checkbox"/> Yes	<input type="checkbox"/> No
Employee Class:	Job Class:
Verified By:	Date:

Approved Disapproved [Signature] 6/5/2020
 Vice Chancellor Date

Approved Disapproved [Signature] 8/5/2020
 Chancellor/Vice President Date

Approved Disapproved [Signature] _____
 President Date

An Equal Opportunity Employer

JOSEPH M. ISANGA

EMPLOYMENT

CONCORDIA UNIVERSITY SCHOOL OF LAW, Boise, ID, July 2015-Present
Professor of Law (effective July 1, 2020). Courses taught: Contracts, Secured Transactions (UCC 9), Bankruptcy, International Law and International Human Rights, Writing for the Bar Exam, Bar Exam Planning. Using an online teaching platform, I taught an Introduction to Contracts to pre-admission students. Committees: Chair, Appointments Committee; Chair, Diversity and Inclusion; Research and Scholarship; Adjunct Training and Supervision; Faculty Affairs Committee; Non-JD Program Committee, among others.

UNIVERSITY OF PADUA, ITALY, SCUOLA GALILEIANA DI STUDI SUPERIORI,
Visiting Professor, Spring, 2015. Course taught(invited): Regional Protection of Human Rights.

UNIVERSITY OF NOTRE DAME, KELLOGG INSTITUTE FOR INTERNATIONAL STUDIES
Faculty Guest Scholar, Jan. 2014-Dec. 2014. Duties: Research Scholar.

AVE MARIA SCHOOL OF LAW, Naples, FL, U.S.A, Fall 2007-2014
Associate Professor of Law, August 2010. Courses taught: International Law, International Business Transactions, Jurisprudence, Law, Ethics and Public Policy, Moral Foundations of Law.

UNIVERSITY OF NOTRE DAME, CENTER FOR CIVIL AND HUMAN RIGHTS, NOTRE DAME LAW SCHOOL, South Bend, Indiana, USA, 2006-2007
Postdoctoral Research Associate

UNIVERSITY OF NOTRE DAME, South Bend, Indiana, USA, 2006-2007
Member, University of Notre Dame Millennium Development Initiative Task Force – Uganda Millennium Village Project, <http://www.nd.edu/~ndworks/eleven2006-7.pdf> (2006-2007)

MARYKNOLL – GLOBAL CONCERNS, Washington, D.C, USA. Summer, 2004
Intern

KAWANGA & KASULE ADVOCATES, Kampala, Uganda 2003
Pupil Attorney

HUMAN RIGHTS AND PEACE CENTER, Kampala, Uganda 2001
Researcher

EDUCATION

UNIVERSITY OF NOTRE DAME, Notre Dame, Indiana, USA
Juridical Sciences Doctorate (J.S.D), May 21, 2006
Summa cum Laude –Honors, J.S.D. Law School, University of Notre Dame

UNIVERSITY OF NOTRE DAME, Notre Dame, Indiana, USA
Master of Laws (LL.M), May 16, 2004
Summa cum Laude -Honors

MAKERERE UNIVERSITY, Kampala, Uganda
Bachelor of Laws (LL.B), January 17, 2003
First Class (Summa cum Laude)–Honors; Graduated First-in-Class.

LAW DEVELOPMENT CENTER, Kampala, Uganda
Bar (Diploma in Legal Practice), April 2004
Recognized as top national pupil attorney by Uganda Law Society

MAKERERE UNIVERSITY, Kampala, Uganda
Bachelor of Divinity, January 1995
First Class (Summa cum Laude)–Honors; Graduated First-in-Class

PONTIFICAL URBAN UNIVERSITY, Rome, Italy
Bachelor of Philosophy, May 1990
Magna cum Laude

AWARDS, RECOGNITION, AND FELLOWSHIPS

- Juridical Sciences Doctorate, with Honors, University of Notre Dame;
- *Top Law School Student*, 2003, Makerere University (Kampala);
- Recipient of *Uganda Law Society Top Students Award*, 2004, Law Development Center (Bar) (Kampala, Uganda)
- Recipient of University of Notre Dame Master of Laws Fellowship 2003-04
- Recipient of University of Notre Dame Doctor of Juridical Sciences Fellowship 2004-05

PUBLICATIONS:

1. *Resurgent Cold War and U.N. Security Council Reform Opportunities*, 47.2 Denv. J. Int'l L. & Pol'y, 73 (2018-2019) (forthcoming)).
2. "Kata Bersama," *Pembangunan, dan Hak-Hak Asasi Manusia: Perspektif Afrika dan Katolik*, a book chapter in *Kata Bersama* (Gadjah Mada University Press, 2019). This is a book chapter.
3. *Philippines v. China Aftermath: Rule of Law and Legitimacy Under Assault*, 45 Syracuse J. Int'l L. & Com. 147 (2018).
4. *African Judicial Review, The Use of Comparative African Jurisprudence, and the Judicialization of Politics*, 49 Geo. Wash. Int'l L. Rev. 749 (2017) (lead article)

5. *Rule of Law and African Development*, Joseph M. Isanga, *Rule of Law and African Development*, 42 N.C. J. INT'L L. 730 (2017).
6. *The Constitutive Act of the African Union, African Courts and the Protection of Human Rights: New Dispensation?* 11 Santa Clara J. Int'l L. 267 (2013)
7. *The International Criminal Court Ten Years Later: Appraisal and Prospects*, 21 Cardozo J. Int'l & Comp. L. 235 (2012)
8. *Surging Intercountry Adoptions in Africa: Paltry Domestication of International Standards*, 27 BYU J. Pub. L. 229 (2012)
9. *Foundations of Human Rights and Development: A Critique of African Human Rights Instruments*, 11 Ave Maria L. Rev. 123 (2012)
10. *Countering Persistent Contemporary Sea Piracy: Expanding Jurisdictional Regimes*, 59 Am. U. L. Rev. 1267 (2009-2010)
11. *Rethinking the Rule of Law as Antidote to African Development Challenges*, a book chapter in *Legitimacy, Legal Development & Change: Law & Modernization Reconsidered* (Ashgate Publishing Ltd, U.K, 2012)
12. *Response to Philip Blosser*, a book chapter in *St. Paul, The Natural Law, and Contemporary Legal Theory* (Eds. Jane Adolphe, Robert Fastiggi, and Michael Vacca, Lexington Books, 2012).
13. *Counter-Terrorism and Human Rights: The Emergence of a Rule of Customary International Law from United Nations Resolutions*, 37 Denv. J. Int'l L. & Pol'y 233-256 (2008-2009).
14. *The Role of International Actors in Promoting Rule of Law in Uganda*, published as a book chapter in an edited volume titled *Globalizing Justice: Critical Perspectives on Transnational Law and the Cross-Border Migration of Legal Norms* (Ed. David Linnan, Sunny Publishers, 2010), <http://www.sunypress.edu/p-4886-globalizing-justice.aspx>
15. *African Courts and Separation of Powers: Comparative Study of Judicial Review in Uganda & South Africa*, 2 Nw. Interdisc. L. Rev. 69-102 (2009).
16. *Triadic Contest for Africa-U.S.A., the European Union, and China: Implications for International Human Rights and Democracy*, Northwestern Interdisciplinary Law Review, Vol.59, No.5 (2010).
17. *African Perspectives on Theory and Application of a Common Word*, a book chapter in *Muslim and Christian Understanding: Theory and Application of "A Common Word,"* (Eds. Waleed El-Ansary, David Linnan) (Palgrave Macmillan, 2010).
18. *Mulieris Dignitatem, Ephesians 5 and Domestic Violence: Grounding International Women's Human Rights*, Ave Maria Law Review, Vol.8, No.2 (2010).

19. *Kenya's Kadhi's Court: An International Human Rights Perspective*, International Commission of Jurists (Kenya Section) (2009-2010).
20. *Implementing International Human Rights in National Legislation: A Case Study of Law and Religion in Uganda* (Doctoral Dissertation) (Lambert)
21. Op Ed titled *Global Community Can Intervene in North Africa, Middle East*, appeared in Naples Daily News (Print edition), March 1, 2011 and both the online and print edition of the Fort Myers News-Press. See, <http://www.news-press.com/article/20110309/OPINION/103090345/1075/Intervene-North-Africa-Middle-East?odyssey=nav%7Chead>

PRESENTATIONS, CONFERENCES, TRAINING, PAPERS AND INTERVIEWS

1. Law and Economics Training, under the auspices of George Mason University Antonin Scalia Law School's Law and Economics Center, June 2019.
2. Presentation on Refugee Crisis, Concordia University School of Law, 2015.
3. "African Women's Economic Rights: The Impact of Customary Law and Nascent Rule of Law," Rudolph C. Barnes Sr. Symposium at University of South Carolina School of Law, Columbia, South Carolina (April 2012).
4. "Constitutional Courts and the Judicialization of Politics in Sub-Saharan Africa, at The Judicialization of Politics from International and Comparative Perspectives," at University of California, Irvine, California (July 2011), <http://www.democr.uci.edu/research/conferences/IPSARC09.pdf>
5. Interview, National Catholic Register, (December, 2008). See Jeff Gardner, *U.S. Case Against Holy See May Go Forward, Court Rules*, <http://www.ncregister.com/site/article/16786>
6. "The Common Word, Development and Human Rights: African and Catholic Perspectives," Rudolph C. Barnes, Sr. Symposium on Legitimacy, Economic Development and Change, at University of South Carolina School of Law, Columbia, South Carolina (March, 2009), <http://www.lfip.org/barnes/2009/speakerpage.htm>
7. "Triadic Contest for Africa-U.S.A., European Union, China: Implications for International Human Rights and Democracy," Rudolph C. Barnes, Sr. Symposium on Legitimacy, Economic Development and Change at University of South Carolina School of Law, Columbia, South Carolina (January 2008), <http://www.lfip.org/barnes/2008/speakers/index.htm>
8. *U.S. Case Against Holy See May Go Forward*, Court Rules, Interview by the National Catholic Register, December, 2008, appeared in the article titled by Jeff Gardner, <http://www.ncregister.com/site/article/16786>
9. "United Nations Resolutions Relative to Efforts Aimed at Combating International Terrorism: An Emerging Norm of Customary International Law and Jus Cogens," Association of American Law Schools Conference Panel on International Human Rights Law, (January, 2008), <http://www.aals.org/am2008/sunday/index.html>

10. Speaker, Symposium on The Humanitarian Crisis in Post-Conflict Northern Uganda, at the University of Tennessee, Knoxville, Tennessee (November, 2007).
11. Panelist, International Human Rights Panel Discussion, "International Restorative Justice Conference", at Marquette University Law School, Milwaukee, Wisconsin (November, 2006), <http://law.marquette.edu/cgi-bin/site.pl?2130&pageID=2898>
12. Lecture, "Current Human Rights and Governance Issues in Africa: Making Progress," at Valparaiso University School of Law, Valparaiso, Indiana (April, 2006)
13. Speaker, "Role of the International Criminal Court in the Northern Uganda Conflict," at Joan B. Kroc Institute for International Peace Studies, University of Notre Dame, South Bend, Indiana, (March, 2006), <http://agenda.nd.edu/cgi-bin/view/webevent.cgi?cmd=showevent;eventID=9695;token=gest.3924791ec23c123174fa16712c4b8718>
14. "The Role of Judicial Review In An Emerging Democracy: The Case of Uganda Courts of Judicial Review", Globalizing Justice: Transnational Law and Processes, at Arizona State University, Tempe, Arizona (February, 2006).
15. Talk, "Religious Liberty and Uganda", Talk on Freedom's Ring Radio (hosted by Alan Reinach, Esq.), California, (December 2005).
16. "Northern Uganda: 18 Years of Conflict is Enough", Maryknoll Office for Global Concerns, NewsNotes Vol. 29, No. 4, Washington, D.C. (July/August, 2004)
17. "Uganda: Amendment Harms Peace, Economy", Maryknoll Office For Global Concerns NewsNotes Vol. 29, No. 4, Washington, D.C. (July/August, 2004).
18. "The State, Law and Religion in Uganda: The Need For Cooperation Rather Than Competition", International Conference on Religion in African Conflicts and Peacebuilding Initiatives: Problems and Prospects For a Globalizing Africa, (The Joan B. Kroc Institute For International Peace Studies, University of Notre Dame), at Jinja, Uganda, (April, 2004), <http://kroc.nd.edu/events/jinjaconfsched.shtml>
19. Lecture, "Regional Human Rights Protection Mechanisms—Africa", Eckerd College, St. Petersburg, Florida (March, 2004).
20. Talks, "Uganda—History, Politics, Economics, Law", Rotary Sunbeam, www.rotary.org, St. Petersburg, Florida, and Rotary of Citrus Heights, <http://www.rotarycitrusheights.org/>, Sacramento, California.

References:

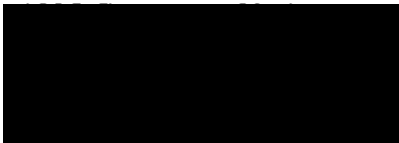
Dean Latonia Keith,
Interim Dean, Concordia University School of Law,



Prof. Greg Sergienko,
Concordia University School of Law,



Prof. Kevin Hugh Govern,
Ave Maria School of Law





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

August 11, 2020

Atty. Domoine Rutledge
Chairman
Office of the Southern University Board of Supervisors
J. S. Clark Administration Building, 4th Fl.
Baton Rouge, LA 70814

Dear Chairman Rutledge and Honorable Members of the Board:

Please accept this correspondence as a request for a salary adjustment for Mr. Flandus McClinton, Southern University System Vice President for Finance and Administration. Specifically, an eight (8.5%) percent increase is advanced, effective September 1, 2020.

In a recent salary analysis of Chief Financial Officers (CFO) for Louisiana higher education peer institutions, it became apparent that the salaries for comparable positions at other universities were significantly higher than the salary level of the CFO for the Southern University System (see attachment). Fiscal accountability and oversight are of the utmost importance at our institutions. Moreover, the management of both federal and state funding during the current COVID-19 environment will be critical to the progression and advancement of the System.

I, therefore, seek your favorable consideration of this request as based on merit and equity.

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

Sincerely,

A handwritten signature in blue ink, appearing to read "Ray L. Belton".

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

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

WWW.SUS.EDU

System and Institution CFO Salary Comparison

Institution	Operating Budget Salary	Restricted Salary	Supplemental Salary Operating	Total Base Salary
Louisiana Community & Technical College System	\$209,633	\$0	\$0	\$209,633
Delgado Community College	\$155,000	\$0	\$15,000	\$170,000
Bossier Parish Community College	\$163,859	\$0	\$0	\$163,859
South Louisiana Community College	\$154,940	\$0	\$0	\$154,940
Northshore Technical Community College	\$154,028	\$0	\$0	\$154,028
Elaine P. Nunez Community College	\$127,500	\$0	\$0	\$127,500
Baton Rouge Community College	\$118,800	\$0	\$0	\$118,800
L.E. Fletcher Technical Community College	\$117,571	\$0	\$0	\$117,571
Sowela Technical Community College	\$112,037	\$0	\$0	\$112,037
River Parishes Community College	\$111,300	\$0	\$0	\$111,300
Central LA Technical Community College	\$106,000	\$0	\$0	\$106,000
Northwest LA Technical Community College	\$96,300	\$0	\$0	\$96,300
Louisiana Delta Community College	\$80,000	\$0	\$0	\$80,000

Institution	Operating Budget Salary	Restricted Salary	Supplemental Salary Operating	Total Base Salary
LSU System	\$266,503	\$83,698	\$0	\$350,201
LSU and A&M College	\$217,298	\$0	\$0	\$217,298
LSU in Shreveport	\$155,000	\$0	\$0	\$155,000
LSU at Alexandria	\$127,308	\$0	\$0	\$127,308
LSU at Eunice (interim)	\$77,920	\$0	\$0	\$77,920
LSU Health Sciences Center - New Orleans	\$0	\$338,767	\$12,000	\$350,767
LSU Health Sciences Center - Shreveport	\$0	\$400,000	\$0	\$400,000
LSU Agricultural Center	\$150,000	\$0	\$0	\$150,000
Pennington Biomedical	\$0	\$182,772	\$0	\$182,772

Institution	Operating Budget Salary	Restricted Salary	Supplemental Salary Operating	Total Base Salary
University of Louisiana System Office COO	\$170,000	\$0	\$0	\$170,000
University of Louisiana System Office CFO	\$150,000	\$0	\$0	\$150,000
University of Louisiana at Lafayette	\$268,092	\$0	\$0	\$268,092
University of New Orleans	\$215,000	\$0	\$0	\$215,000
Grambling State University	\$200,000	\$0	\$0	\$200,000
Louisiana Tech University	\$168,000	\$0	\$3,450	\$171,450
Southeastern Louisiana University	\$165,120	\$0	\$0	\$165,120
University of Louisiana at Monroe	\$159,350	\$0	\$0	\$159,350
McNeese State University	\$156,528	\$0	\$0	\$156,528
Nicholls State University	\$148,569	\$0	\$0	\$148,569
Northwestern State University	\$147,900	\$0	\$0	\$147,900

Institution	Operating Budget Salary	Restricted Salary	Supplemental Salary Operating	Total Base Salary
Southern University System	\$170,000	\$0	\$0	\$170,000
Southern University Law Center	\$132,000	\$0	\$18,000	\$150,000
Southern University and A&M College	\$127,500	\$0	\$18,000	\$145,500
Southern University in New Orleans	\$104,000	\$0	\$0	\$104,000
Southern University in Shreveport	\$81,500	\$0	\$0	\$81,500

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) _____

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 N/A Reason Left _____
 Date Left _____ Salary Paid _____

Profile of Person Recommended

Length of Employment July 01, 2020 To June 30, 2021
 Effective Date September 01, 2020

Name Flandus McClinton, Jr. SS# xxx-xx-6063 Sex Male Race* B
 (Last 4 digits only)

Position Title: VP For Finance and Business Affairs Department: Office of Finance and Business 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 49 Years Southern University Experience 48 Years

Degree(s): Type/Discipline: Institution/Location: Year:

Bachelor of Science / Accounting Southern University and A&M College
 Master of Business Administration Louisiana State University
 Certified Public Accountant _____

Current Employer Southern University System

Personnel Action

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

Recommended Salary \$185,000 Salary Budgeted \$185,000

Source of Funds State Funds

Identify Budget: 111001-11091-62000- Location

16000

Form Code: _____ Page _____ Item # _____

Change of: _____ From _____ To _____

Position _____

Status _____

Salary Adjustment \$170,000 \$185,000

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
State Funds	\$185,000

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor *Ray L. Belta* 8/19/20 Date

Dean/Unit Head *Ray L. Belta* 8/19/20 Date
 Chancellor _____ Date

Vice Chancellor _____ Date

Director/Personnel _____ Date
 President *Ray L. Belta* 8/19/20 Date

Vice President/Finance 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:

EMPLOYEE REGULAR WORK SCHEDULE: 8:00 a.m. to 5:00 p.m.

EMPLOYEE DIRECT SUPERVISOR: Dr. Ray Belton

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	

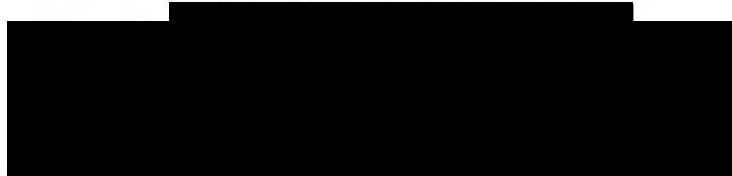
Do Not Write Below This Area
For Human Resource and Budgetary Control Use Only!

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 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)

RÉSUMÉ

FLANDUS McCLINTON, JR., CPA



PROFESSIONAL SUMMARY:

- Visionary leader with more than 48 years' experience in higher education administration.
- Dedicated executive with a demonstrated commitment to the University and those it serves.
- Innovative change agent with a strong passion for student success.
- Skillful and experienced administrator capable of making hard but fair decisions quickly and efficiently.
- Proven commitment to the University's strong tradition of teaching, research, public service, scholarship, and diversity.
- Experienced senior administrator serving on the Senior Leadership Team.
- Strong team leader in four (4) successful University accreditations.
- Served on the Southern Association of Colleges and Schools (SACS) visiting and Special Committee as a team member.
- Collaborates with faculty, students, staff, and other University constituents to meet the University's mission and goals.
- Possesses strong organizational, written, verbal, and interpersonal communication skills.
- Team builder/motivator who promotes team effort through networking and recognition of team members.
- Represents the University to the public and serves on various Committees and Community Boards.

EDUCATIONAL BACKGROUND:

- B.S. Accounting, 1971, Southern University, Baton Rouge, Louisiana
- M.B.A., 1981, Louisiana State University, Baton Rouge, Louisiana

PROFESSIONAL AFFILIATIONS:

- Certified Public Accountant (CPA), 1985
 - Certified Governmental Financial Manager (CGFM), 1996
 - American Institute of Certified Public Accountants (AICPA)
 - Member of the Board of Directors, Southern Teachers and Parents Credit Union
 - Member of the Board of Directors, Louisiana Leadership Institute
 - Association of Government Accountants (AGA)
 - National Association of Colleges and University Business Officers (NACUBO)
-

WORK HISTORY:

- **VICE PRESIDENT FOR FINANCE AND BUSINESS AFFAIRS (JUNE 2015 - PRESENT)**
- A general description of the duties and responsibilities of the Vice President for Finance and Business Affairs & Chief Finance Officer (CFO) is presented below:
- The Vice President for Finance and Business Affairs and CFO is responsible to the President, and through him, to the Board of Supervisors for the integration and coordination of all financial operations of the institutions of the Southern University System, their financial reporting and accounting systems, and the receipt, recording and disbursement of all funds.
- The Vice President for Finance and Business Affairs and CFO advises the President on matters relating to business and financial affairs. He makes recommendations on fiscal policy planning. He assists the President in coordination, preparation and execution of the budget of the SU System. He is responsible for the efficient functioning of the Office of the System Vice President for Finance and Business Affairs and CFO.
- The Vice President for Finance and Business Affairs and CFO is responsible for the coordination of all major system-wide management studies and the coordination and supervision of all system-wide technology activities for the SU System.
- The Vice President for Finance and Business Affairs and CFO, at the request of a Chancellor of a campus, or at the direction of the President, assists and advises in matters relating to the financial and business affairs of that campus.
- **ACTING CHANCELLOR/VICE CHANCELLOR FOR FINANCE AND ADMINISTRATION (JULY 2014-JUNE 2015)**
 - Serves as the chief executive officer of Southern University and A&M College at Baton Rouge (SUBR).
 - Oversees and provides strong leadership for the overall operations of the SUBR campus.
 - Reports and is responsible to the Board through the System President as required in the Board's by-laws.
 - Complies with laws and regulations applicable to the Chancellor's office and public officials.
 - Provides executive leadership in the development and execution of SUBR's long-term strategic plan.
 - Collaborates with faculty, staff and student leaders to make improvements to programs and services.
 - Meet required performance expectations as determined by the System President.
 - Oversees the planning and development of the University's budget to ensure institutional mission and goals are met.
 - Oversees the recruitment and retention of a diverse faculty, staff, and student body.
 - Oversee and provide leadership for the Division of Finance and Administration.

- **VICE CHANCELLOR FOR FINANCE AND ADMINISTRATION (JANUARY 1998-JUNE 2014)**
 - Responsible to the Chancellor for all financial, business and administration functions for Southern University at Baton Rouge.
 - Provides broad oversight for the units of Budgets, Fiscal Operations, Facilities Operations, and University Police.
 - Directs the preparation of the general operating budget. Presents budget to Chancellor for approval.
 - Establishes budget priorities and ensures expenditures are kept within available revenues and conform to prescribed guidelines.
 - Oversees the development short term and long term strategic plans for the division of finance and administration.
 - Ensures the University's physical environment is safe and conducive to intellectual growth and development.
 - Maintains fiscal accountability and transparency through effective internal control process
 - Ensures fiscal and legal compliance with appropriate regulatory bodies.

- **SOUTHERN UNIVERSITY, BATON ROUGE, LOUISIANA-- (SEPTEMBER 1971-JANUARY 1998)**

ASSOCIATE COMPTROLLER

- Served as Chief Fiscal Officer for a combined operating budget in excess of \$140 million and a combined plant of approximately \$289 million. Was responsible for directing the development and monitoring of the University's budget, managing financial reporting, accounting for revenues and expenditures, receipts and disbursements, monitoring investments, securities, cash management, and maintaining fiscal accountability and control.

DEPUTY COMPTROLLER

- Coordinated the University's accounting and reporting functions.
- Acted as fiscal executive advisor to the System Vice President for Finance and Business Affairs and Comptroller to ensure that University's state, federal and local policies and procedures were followed.

FINANCIAL CONTROL OFFICER

- Directed budgetary control, cash management, financial analysis, and controlled investment of all institutional funds.

MANAGEMENT INFORMATION SYSTEM

- Worked with Arthur Anderson and Company (CPA), and Louisiana Information Processing Authority in documenting and designing the financial accounting procedures for the University (i.e., purchasing, accounting, inventory control, job orders, personnel, movable property).

GRANTS AND CONTRACTS ADMINISTRATOR

- Directed the financial reporting and accounting for all federal, state and private grants and contracts.

ASSISTANT ACCOUNTING SUPERVISOR

- Supervised accountants that performed accounting services, maintained budgetary control and prepared reports on all federal, state and private funds.

ACCOUNT ANALYST

- Performed accounting services, maintained budgetary control and prepared reports for approximately 44 grants.

- **INSTRUCTOR-- Louisiana State University, Baton Rouge, Louisiana (August 1980-May 1981)**
 - Part-time accounting instructor and full-time student.
- **CORPORATE STAFF ACCOUNTANT-J. I. CASE, RACINE, WISCONSIN (JULY 1971-SEPTEMBER 1971)**
 - Prepared all capital authorization and expenditure reports.

REFERENCES AVAILABLE UPON REQUEST



Office of the Executive Vice President/
Executive Vice Chancellor

J. S. Clark Adm. Bldg.
P. O. Box 9819
Baton Rouge, LA 70813

August 11, 2020

Dr. Ray L. Belton
President-Chancellor
Southern University System
J.S. Clark Adm. Bldg.
Baton Rouge, LA 70813

Dear Dr. Belton:

I am recommending that the salary of Mr. Benjamin Pugh, vice chancellor for Finance and Administration, increase to \$165,000 annually, making his salary comparable to others in his position throughout the State of Louisiana.

Mr. Pugh has demonstrated exceptional stewardship of the University's financial resources, allowing the university to succeed as an institution of higher learning. He has been critical to our success in the past and will be even more critical to the University achieving its strategic goals in the future as we work to provide quality instruction and services to our students during the COVID-19 pandemic.

This recommended increase is appropriate to the position and his scope of work. If you should have any questions or concerns, please contact me.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Bijoy K. Sahoo'.

Bijoy K. Sahoo, Ph.D.
Interim Executive Vice Chancellor/
Senior Associate Vice Chancellor for Academic Affairs

APPROVED: _____

A handwritten signature in black ink, appearing to read 'Ray L. Belton'.

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

DATE: _____

8-11-20

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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

CAMPUS: SUS ___ 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 September 1, 2020 To June 30, 2021
 Effective Date September 1, 2020

Name Benjamin Pugh SS# U01759201 Sex Male Race* Black
 (Last 4 digits only)

Position Title: Vice Chancellor for Finance and Administration Department: Vice Chancellor for Finance and Administration

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 41 Southern University Experience 41

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>Bachelor of Science in Accounting</u>	<u>Southern University and A&M College</u>	<u>1976</u>
	<u>Master of Science in Administration</u>	<u>Central Michigan University</u>	<u>2007</u>

Current Employer Southern University - Baton Rouge

Personnel Action

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

Recommended Salary \$165,000 Salary Budgeted \$165,000

Source of Funds 211001-26051-61002-26000

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

Change of: From _____ To _____

Position _____
 Status _____
 Salary Adjustment \$127,500 \$165,000

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
211001-26051-61002-26000	\$165,000

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor _____ Date _____

Vice Chancellor _____ Date 8/19/2020

Director/Personnel _____ Date _____

President _____ Date _____

Dean/Unit Head _____ Date _____

Change of _____ Date _____

Vice President/Finance _____ Date _____

Business Affairs/Comptroller _____

Chairman/S.U. Board of Supervisors _____ Date _____

[Handwritten Signature]

[Handwritten Signature]

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:

EMPLOYEE REGULAR WORK SCHEDULE: 8:00 am -- 5:00 pm (Monday -- Friday)

EMPLOYEE DIRECT SUPERVISOR: Dr. Bijoy Sahoo

SUPERVISOR/DEPARTMENT CONTACT NUMBER 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	

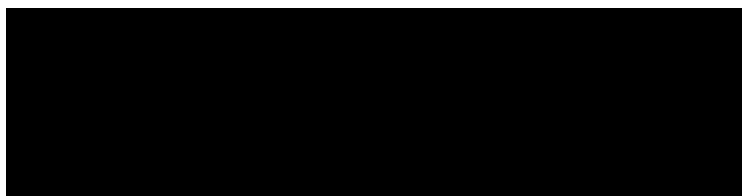
Do Not Write Below This Area

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 bead)
- Proposed Employee Appointment
- Proposed Employee Clearance
- Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

Benjamin W. Pugh



OBJECTIVE:

Seeking a challenging position which offers responsibility and opportunity for growth in higher education administration and management.

EDUCATIONAL EXPERIENCE:

Master of Science in Administration (MSA)
Concentration in Health Services Administration
Central Michigan University – May 2007

Bachelor of Science in Accounting (BS)
Southern University, 1976 – Cum Laude
(Minor in Economics)

PROFESSIONAL EXPERIENCE

- 2015-Present** **Southern University – Baton Rouge – Vice Chancellor for Finance and Administration**
- Serves as Chief Financial and Administrative Officer for the University reporting directly to the Chancellor.
 - Directly responsible for supervision of the Budget Office, Auxiliary Services, Facilities and Property, University Police, Purchasing Department, Comptroller’s Office, Property Management Office, and Motor Pool.
- 2001-2015** **Southern University –Shreveport – Vice Chancellor for Finance and Administration**
- Serves as Chief Financial and Administrative Officer for the University reporting directly to the Chancellor.
 - Directly responsible for supervision of the Business Office, University Police, Information Technology Center, Human Resources, Facilities and Property.
- 1999-2001** **Southern University – Baton Rouge – Comptroller**
- Planned, directed and coordinated fiscal operations and financial accounting functions.
 - Developed accounting systems and procedures for recording revenues and expenditures.
 - Directed the maintenance of accounting records concerning appropriations or other revenues, payroll expenses, supply and equipment purchases, travel expenses, contracting costs, and other financial transactions.

- Planned and directed operational or financial audits and other reviews to insure financial accountability, insure compliance with established standards, and enhance agency operating procedures;
- Directed the preparation of financial statements and reports;
- Reviewed and approved obligations and expenditures as needed;
- Directed the review and preparation of budgets;
- Supervised approximately 55 staff members.

1995-1999 Southern University – Shreveport – Vice Chancellor for Fiscal Affairs and Administration

- Served as Chief Financial and Administrative Officer for the University;
- Served as supervisors for manager’s responsibility for the Business Office, University Police, Human Resources and Facilities and Property.

1990-1995 Southern University – Baton Rouge – Director of Accounting Services

- Coordinated the day-to-day operation of the Accounting Services Division of the Comptroller’s Office;
- Served as supervisors to managers responsible for the areas of general accounting, auditing, accounts receivable, bank reconciliations and grants administration;
- Reviewed the reconciliation of various general ledger accounts to ensure accuracy and accountability;
- Prepared various work papers in conjunction with the fiscal year-end audit of the University’s financial statements.

1980-1990 Southern University – Baton Rouge – Accountant II

- Maintained the general fund account group under the general supervision of the accounting supervisor;
- Participated in the compilation of the annual general fund budget;
- Prepared journal entries for recording financial transactions and prepared various reconciliations;
- Reviewed the general ledger accounts for valid ending balances;
- Assisted in the preparation of the annual and interim financial statements.

1978-1980 Southern University – Baton Rouge – Accountant I

- Maintained the general fund account group under the general supervision of the Accountant II
- Assisted in the compilation of the annual general fund budget;
- Assisted in the preparation of journal entries for recording financial transactions;
- Assisted in the review of general ledger accounts.

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F	9	9	4	6
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CAMPUS: SUS _____ SUBR _____ SULAC X SUAREC _____ SUNO _____ SUSLA _____

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

X 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 N/A Reason Left N/A
 Date Left N/A Salary Paid N/A

Profile of Person Recommended

Length of Employment 09/01/2020 To 05/31/2021
 Effective Date 09/01/2020

Name Greg Sergienko SS# XXX-XX-0723 Sex M Race* W
(Last 4 digits only)

Position Title: Visiting Professor Department: Law Center - Instruction

Check One X 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 35 Southern University Experience 0

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SI-Baton Rouge):	Year:
	B.A.	Harvard College	1980
	J.D.	Harvard Law School	1985

Current Employer Concordia University School of Law

Personnel Action

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

Recommended Salary \$108,000.00 Salary Budgeted \$108,000.00

Source of Funds Strengthening HIBGI

Identify Budget: Title III Grant Location 320906-32030-61003-34100
 Form Code: I 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:


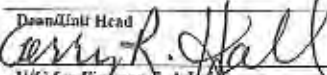
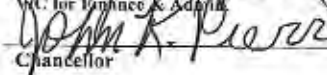



*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
N/A	0.00

*See Reverse Side

Graduate School signature (if, applicable):

	<u>8/15/2020</u>	Dean/Unit Head 	<u>8/16/20</u>
Supervisor	Date	VC for Finance & Admin 	Date
	<u>8/15/2020</u>	Chancellor	<u>8/15/20</u>
Vice-Chancellor	Date	Vice President/Finance Business Affairs/Comptroller	Date
	<u>8/17/2020</u>		
Director/Personnel	Date		
		Chairman/S.U. Board of Supervisors	Date
President	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 peoples of Europe, North Africa, or the Middle East.

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

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

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

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

COMMENTS:

Visiting Professor for FY Fall 2020 thru Spring 2021.

EMPLOYER REGULAR WORK SCHEDULE: Daily

EMPLOYEE DIRECT SUPERVISOR: V/C Shawn Vance

NUMBER OF EMPLOYEES SUPERVISED, (if any) 100

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 LAW CENTER **TABLE III**

I certify that the above purchase(s) is (are) allowable under the conditions of the appropriation, budget or award approval in accordance with Federal, State, Local, and University policies and procedures required for fiscal compliance.

F1
F0

By: *Shawn Vance*
Date: *2-17-2020*

Do Not Write Below This Area
For Human Resource and Budgetary Control Use Only!

PAR 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 PAR, 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

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Visiting Professor AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Southern University Law Center

(Department or Unit)

- | | | | |
|--|--|---|---|
| <input type="checkbox"/> Replacement | <input type="checkbox"/> New Position | <input type="checkbox"/> Unclassified | Source of Funds |
| <input type="checkbox"/> Civil Service | <input checked="" type="checkbox"/> Temporary | <input checked="" type="checkbox"/> Faculty | <input type="checkbox"/> State |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Probationary (For Faculty this is same as tenure track) | | <input checked="" type="checkbox"/> Grant -in-Aid |
| | | | <input type="checkbox"/> System Revenue |
| | | | <input type="checkbox"/> Agency Fund State |

VACANCY DESCRIPTION AND JUSTIFICATION

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved through Human Resources).

The position is a non-tenure tract faculty position for the 2020-2021 academic year.

The visiting professor will teach courses assigned to them and engage in scholarly research, serve on committees as assigned. Also the visiting professor will host office hour to meet with students in course that they teach, and perform duties as otherwise assigned. Some of the above tasks will occur remotely due to the COVID-19 pandemic.

Salary/Range: \$90,000 to \$110,00 Previous Incumbent (if replacement): _____

Approved _____ Disapproved _____ [Signature] 8/5/2020
 Department Head Date

Approved _____ Disapproved _____ [Signature] 8/6/2020
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
_____ Yes	_____ No
<u>[Signature]</u>	<u>8-6-2020</u>
Signature	Date
Budget Number:	<u>320906-32030-6/003-34100</u>

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
_____ Yes	_____ No
Employee Class:	Job Class:
Verified By:	Date:

Approved _____ Disapproved _____ [Signature] 8/5/2020
 Vice Chancellor Date

Approved _____ Disapproved _____ [Signature] 8/5/2020
 Chancellor/Vice President Date

Approved _____ Disapproved _____ _____
 President Date

An Equal Opportunity Employer

Greg Sergienko
Concordia University School of Law

Office

501 W. Front St.
Boise, ID 83702
(208) 639-5405
gsergienko@cu-portland.edu



LEGAL CAREER:

Associate Dean of Academics and Professor of Law. Concordia University School of Law.
Associate Dean, 2012-2017; Professor 2012-present.

As the dean of academics, built a start-up law school meeting ABA and regional standards. Key achievements included:

- Provided national best bar exam results, including two-year cumulative rates of 100% for all takers in 2016 and 2017, far exceeding the rates of institutions with similar admissions criteria, and (with Yale) one of only two schools in the country with such a record.
- Obtaining ABA provisional approval while maintaining regional approval and having successful site visits from ABA and regional accreditors.
- Developing a detailed sound business model that would attract enough students to ensure financial stability and drafting a feasibility study that met the ABA's substantive requirements.
- Developing an Admission by Performance to provide an on-line, non-LSAT measure of student performance that could identify applicants who would not otherwise qualify for admission but who would nonetheless succeed in law school.

As faculty member, named Professor of the Year (2017-18); chaired numerous faculty committees, including Admissions, Faculty Appointments, Promotion and Tenure, and Strategic Planning and Institutional Research. Served on other law school and university committees, including law school Curriculum, Facilities, and Leadership Team. Key achievements include:

- As chair of the admissions committee, developed predictors for academic performance superior to LSAC's standard models.
- As chair of the admissions committee, developed advanced metrics for assessing Concordia's admission by performance program.

Associate Dean of Academics and Professor of Law. Western State University. Associate Dean of Academics, 2003-2004, 2007-2009. Full professor 2002-2012. (Associate Professor, 1999-2002. Tenured Fall 2001.)

As the dean of academics, led the faculty through regional and ABA accreditation. Worked through transitions to new deans and new parent companies.

Key achievements in second term as dean of academics:

- Surveyed students to identify effective bar review courses, studying techniques, and resources in law school and for the bar.
- Increased the bar-passage rate from 17% to 73% (February '07 to July '08) without substantial increases in entering statistics or attrition by using survey data and providing support for students' bar studies.
- Helped obtain full ABA approval; participated in ABA hearings and gathered and presented critical bar-passage data to the ABA.

Key achievements in first term as dean of academics:

- Successfully dealt with the ABA's efforts to remove the school's accreditation by participating in presentations and litigation leading to the ABA's agreement to waive obstacles to a quick site visit and Committee and Council action. Helped obtain a favorable site report and the regain ABA approval.
- Maintained WASC regional accreditation through WASC's transition to outcome-based measures of institutional effectiveness.

Faculty achievements:

- Taught civil procedure, torts, remedies, professional responsibility. Served as law review advisor.
- Served as chair of the curriculum committee; elected chair of the Faculty Affairs and Development Committee; chair of the Faculty Evaluation and Tenure Committee; co-chair of the self-study committee (twice); ad hoc representative of the faculty to the Board of Trustees; co-presenter of retreat on improving instructional methods; and co-chair of the instructional design task force.

Visiting Professor of Law. Albany Law School. Fall 2006-Spring 2007.

Taught property and academic support. Presented materials on teaching and evaluating critical thinking and arranged for guest lecturers on teaching.

Visiting Associate Professor. Southern Illinois University. 1998-1999 academic year.

Taught torts, privacy, environmental law, and administrative law.

Visiting Associate Professor. Wayne State University. Spring 1998.

Taught environmental law and civil procedure.

Visiting Associate Professor. University of Maryland. Fall 1997.

Taught business associations and property.

Visiting Assistant Professor. University of Richmond. August 1994-June 1997.

Taught civil procedure; contracts and commercial law, including secured transactions and agency and partnership; environmental law, including basic environmental law; implementing environmental policy, which studied the administrative and legislative process in environmental law; international environmental law; and the environmental externship program in Washington, D.C.; professional responsibility.

Honorable Mention in 1995 AALS Contest for Young Scholars.

Adjunct Professor. William & Mary Law School. Spring 1995.

Taught civil procedure, worked with inter-scholastic moot court team.

Bigelow Teaching Fellow and Lecturer in Law. University of Chicago. 1993-1994 academic year.

Designed course materials and taught legal research, writing, persuasion, and analysis.

Associate. Barrett, Hale & Gilman, Seattle. 1986-1993.

Worked in environmental litigation, insurance coverage litigation, and other complex commercial and corporate litigation. Trial and appellate work included multi-million dollar cases.

Judicial Clerk. Law Clerk to the Honorable Alfred T. Goodwin, United States Court of Appeals for the Ninth Circuit. 1985-1986.

EDUCATION:

Harvard Law School. J.D., magna cum laude, June 1985. HARVARD CIVIL RIGHTS—CIVIL LIBERTIES LAW REVIEW. Research Assistant for Albert Sacks for THE LEGAL PROCESS, Zipporah Wiseman for articles on Karl Llewellyn and U.C.C. Article 2.

Harvard College. B.A., magna cum laude, June 1980. Thesis examined the growth of products liability law from a social and economic perspective.

Coast Community College. Spring 2000. On-line course on learning theory and instructional design.

OTHER EMPLOYMENT AND EXPERIENCE:

President and Board Member. Fullerton Methodist Foundation. Unpaid position; led efforts to raise money for long-term needs. Doubled the existing endowment in approximately two years. January, 2008 — January 2010.

Programmer/Analyst. Geographic Systems, Inc. Developed and implemented algorithms in computational geometry. Wrote JCL systems utilities. Optimized, generalized, and converted previously written programs. Reading, Massachusetts. December, 1981 — June, 1982.

Programmer/Analyst. Abt Computer Graphics Corp. Designed and implemented ABT/GEO product line, with primary responsibility for computational geometry. Designed data structures and sorting and paging algorithms. Converted programs for use on other machines. Cambridge, Massachusetts. July, 1980 — November, 1981.

PUBLICATIONS:

ALPHABET SOUP: A LAW STUDENT'S GUIDE TO MULTIPLE-CHOICE QUESTIONS (with Steven Friedland) (Carolina Academic Press, 2020) (forthcoming). Provides a guide to the theory of multiple-choice questions and techniques for understanding their drafting.

Bar Success Program Profiles, RAISING THE BAR, Fall 2019, at 4 (invited submission) (vol. 2, issue 4).

Property Law and Climate Change, NAT. RESOURCES & ENV'T, Winter 2008, at 25, http://www.abanet.org/environ/pubs/nre/winter08/propertylaw_climatechange.pdf, reprinted in abridged format, GPSOLO MAGAZINE, September 2008 ("Best of ABA Sections" issue). Developed property law rules that would foster the development of low-carbon sources of power and in dealing with the conflicts between esthetics and environmentally friendly uses of land.

Assumption of Risk As a Defense to Negligence, 34 W. ST. U. L. REV. 1 (2006), reprinted in 56 DEFENSE L. J. 427 (2007). Analyzed the history of assumption of risk, argued in favor of assumption of risk as a defense to negligence, and proposed an assumption of risk in the absence of conscious assent to a risk in circumstances in which contract law would recognize an implied-in-law contract or apparent agreement. Available at <http://heinonline.org/HOL/P?h=hein.journals/wsulr34&i=5>

Motivating Students to Learn Forum Selection, TEACHING THE LAW SCHOOL CURRICULUM 21 (Steven Friedland & Gerald F. Hess eds., Carolina Academic Press, 2004). Described my materials on motivating students to learn the rules of civil procedure by describing them as solutions to litigation or practical problems.

Active-Learning Overview in Contracts, TEACHING THE LAW SCHOOL CURRICULUM 134 (Steven Friedland & Gerald F. Hess eds., Carolina Academic Press, 2004). Described a

simple exercise with high student involvement that provided an overview of most contracts issues.

Don't Start with Vosburg, TEACHING THE LAW SCHOOL CURRICULUM 375 (Steven Friedland & Gerald F. Hess eds., Carolina Academic Press, 2004). Argued in favor of starting with materials that were difficult but accessible enough so that students were encouraged to develop their own analytic abilities.

Using Instructional Design to Improve Student Learning, 1 J. ASS'N OF L. WRITING DIRECTORS 267 (2002). Described ways of applying educational theory to improve law school learning. Available at <http://heinonline.org/HOL/P?h=hein.journals/jalwd1&i=281>.

Using Multiple-Choice Questions for Assessing Higher-Level Skills, in Assessment, Feedback, and Evaluation (Proceedings of the Summer 2001 Conference at the Institute for Law School Teaching) (Gonzaga University School of Law) (Summer 2001)

New Modes of Assessment, 38 SAN DIEGO L. REV. 463 (2001). Described ways law schools can improve their evaluation of students, thereby allowing them to improve students' learning, without burdening faculty. Available at <http://heinonline.org/HOL/P?h=hein.journals/sanlr38&i=469>.

United States v. Hubbell, Encryption, and the Discovery of Documents, 7 RICHMOND J.L. & TECH. 31 (2001) <<http://law.richmond.edu/jolt/v7i4/article1.html>>. Described the implications of the Supreme Court's opinion in *Hubbell* for encrypted documents, especially in multi-jurisdictional conspiracies.

Skills Evaluation with Multiple-Choice Exams, THE LAW TEACHER, Fall 2000, at 3, <http://www.law.gonzaga.edu/Programs/Institute+for+Law+School+Teaching/The+Law+Teacher+-+Newsletter/Past+Issues+of+The+Law+Teacher/Fall+2000/Skills+Evaluation+.htm>; <http://heinonline.org/HOL/P?h=hein.journals/lawteaer8&i=3>.

Practicing What We Preach and Testing What We Teach, in TECHNIQUES FOR TEACHING LAW 292 (Gerald F. Hess & Steven Friedland eds., 1999).

Self-Motivating Discovery Exercises in Civil Procedure, in TECHNIQUES FOR TEACHING LAW 146 (Gerald F. Hess & Steven Friedland eds., 1999) (an earlier version was published as *Procedure Students 'Discover' Exams*, THE LAW TEACHER, Spring 1997, at 10, <http://www.law.gonzaga.edu/Programs/Institute+for+Law+School+Teaching/The+Law+Teacher+-+Newsletter/Past+Issues+of+The+Law+Teacher/Spring+1997/Procedure.htm>); <http://heinonline.org/HOL/P?h=hein.journals/lawteaer4&i=22>

Solomon and Civil Procedure, in TECHNIQUES FOR TEACHING LAW 42 (Gerald F. Hess & Steven Friedland eds., 1999) (an earlier version was published as *Non-Legal Materials Foster Critical Thinking*, THE LAW TEACHER, Fall 1996, at 3, <http://www.law.gonzaga.edu/Programs/Institute+for+Law+School+Teaching/The+Law+Teacher+-+Newsletter/Past+Issues+of+The+Law+Teacher/Fall+1996/Non-Legal+Materials.htm>).

"A Body of Sound Practical Common Sense": Law Reform Through Lay Judges and the Transformation of American Law, 41 AM. J. LEGAL HIST. 175 (1997) (published in 1999). Analyzed the constitutional amendments placing lay judges on New York's highest court and their differences with professional judges. Available at <http://heinonline.org/HOL/P?h=hein.journals/amhist41&i=185>.

Social-Contract Neutrality and the Religion Clauses of the Federal Constitution, 57 OHIO ST. L.J. 1263 (1996). Used the social contract theories of the framers to explain the religion clauses of the federal Constitution. Available at <http://heinonline.org/HOL/P?h=hein.journals/ohslj57&i=1275>

The Fifth Amendment and Cryptographic Keys, 2 RICHMOND J. L. & TECH. 1 (1996) <<http://law.richmond.edu/jolt/v2i1/scrgienko.html>>. Addressed derivative use immunity for documentary evidence in connection with the compulsory production of cryptographic keys.

Full Faith and Credit, Choice of Laws, and Extraterritorial Regulation of Corporate Transactions, 18 HASTINGS CONST. L.Q. 325 (1991) (with Maureen Callahan). Analyzed the full faith and credit clause's limits on state anti-takeover laws; proposed new constitutional limits on choice of law.

SELECTED PRESENTATIONS AND OTHER WORK

May 23, 2019, *After Academic Probation: A Dialogue*. Presentation at the Association of Academic Support Educators, Seattle Washington. The presentation illustrated the importance of doing statistical analysis to determine whether academic support made a difference, the importance of early identification of those who needed academic support, and some ways of improving the identification of those who need support.

October 20, 2018, *Forced Pooling, Fracking, and Takings*. Presentation at the First Annual ABA SEER Law Professors Workshop, San Diego California. The presentation was of my work in progress, which argued that precedents holding that the extraction of oil was not a taking could not extend to fracking and that the regime of forced pooling in many states was both inefficient and unfairly coercive.

July 18, 2013. *The Implications of Technology for the Practice of Law*. Idaho State Bar Association Annual Meeting, Coeur d'Alene, Idaho.

January 24, 2013. *Back to the Future: Using the Original Understanding of the Idaho Constitution to Secure Our Liberties without Hampering Criminal Prosecutions*. Idaho District Judges, Boise, Idaho.

May 29, 2010. *Peace and Justice Sunday: Religious and Legal Perspectives*. Browns Point United Methodist Church, Tacoma, Washington. Presented perspectives on the conflicts among the necessity defense, individual conscience, and collective decision-making, as applied to problems of protests against war.

April 18, 2007. *Combating Climate Change: The Legal Issues of Alternative Energies*. Albany Law School. Faculty supervisor of the symposium sponsored by the Albany Environmental Outlook Law Journal, for which I was faculty advisor; moderated panel at conference.

November 15, 2006. *Should Congress Interfere with Major League Baseball's Steroid Policy?* Albany Law School. Panelist, with Professor Paul Finkelman and others.

May 16, 2006. *Using CPS Clickers for Classroom Feedback*. Albany Law School. Presented material on gathering feedback from in-class questions with clickers and using the results to shape instruction.

August 2, 2005. *What CALI Can Do For Us*. Western State University Faculty Retreat. Presented paper on incorporating CALI lessons into syllabuses and classroom teaching to give students practice and feedback.

May 19, 2004. *Uses and Abuses of Numerical Analyses of Multiple-Choice Questions*. Western State University Faculty Retreat. Discussed common statistical tests for the reliability of multiple-choice questions and ways in which the tests can be misleading.

August 9, 2003. *Deans' Panel Discussion – Communication with Administration*. American Bar Association Annual Meeting—Student Bar Association. Discussed ways in which to improve the effectiveness of communications between deans and representatives of the Student Bar Association.

November 6, 2002. *Succeeding on Multiple-Choice Questions*. Western State University College of Law. Presented information on how students could improve their analysis of multiple-choice questions and improve their score on multiple-choice tests.

November 6, 2002. *Meeting with Deborah Quentel, Executive Director of CALI*. Discussed ways in which Western State's and CALI's approaches to learning and assessment could benefit one another.

June 21, 2002. *What Your Students Don't Know Can Hurt You: Using Pre-tests to Understand Students' Limitations and Enhance Learning*. CALI Annual Conference. Presented information on how pretests can improve teaching effectiveness of law professors.

April 30, 2002. *Presentation to Adjunct Professors*. Western State University College of Law. Presented ideas on learning theory with special emphasis on testing in skills courses.

February 27, 2002. *Learning Theory's Greatest Hits: Three Things I've Learned*. McGeorge School of Law, University of the Pacific. Discussed the transforming effects of identifying the characteristics of one's students, using classroom and out-of-classroom teaching effectively, and testing on skills and other non-doctrinal subjects in doctrinal courses.

July 28, 2001. *Using Instructional Design to Improve Student Learning*. Biennial Conference of the Association of Legal Writing Directors at University of Minnesota School of

Law.(With Michael Schwartz.)Demonstrated how to improve teaching by classifying learning goals and adopting the best practices appropriate for such goals.

July 14, 2001.*Using Multiple-Choice Questions for Assessing Higher-Level Skills.*Institute for Law School Teaching Conference on Assessment, Feedback, and Evaluation at Gonzaga University School of Law.Discussed the higher-level skills involved in lawyering and how to test for many of them with multiple-choice exams.

March 2001- present.CALI Editorial Board.Review CALI lessons.

August 17-18, 2000.*Faculty Retreat.*Western State University College of Law.Presented the results of research on instructional design in a multi-day retreat.(With Michael Schwartz.)

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAI ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F	9	9	4	6
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CAMPUS: SUS _____ SUBR _____ SULAC X SUAREC _____ SUNO _____ SUSLA _____

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

X 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 N/A Reason Left N/A
 Date Left N/A Salary Paid N/A

Profile of Person Recommended

Length of Employment 09/01/2020 _____ To 05/31/2021 _____
 Effective Date 09/01/2020 _____

Name Ryan B. Stoa SS# XXX-XX-6404 Sex M Race* W
(Last 4 digits only)

Position Title: Visiting Professor Department: Law Center - Instruction

Check One X 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 PAI, if applicable.)

Years Experience 24 Southern University Experience 0

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>B.A.</u>	<u>University of North Carolina at Asheville</u>	<u>1998</u>
	<u>J.D.</u>	<u>University of Michigan Law School</u>	<u>2001</u>

Current Employer Concordia University School of Law

Personnel Action

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

Recommended Salary \$95,000.00 Salary Budgeted \$95,000.00

Source of Funds Strengthening IIBGI

Identify Budget: Title III Grant Location 320906-32030-61003-34100
 Form Code: I Page 1 Item # 1

Change of: _____
 Position _____ From _____ To _____
 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
N/A	0.00

*See Reverse Side

Graduate School signature (if, applicable):

<u>[Signature]</u> Supervisor Date <u>8/15/2020</u>	<u>[Signature]</u> Dean/Unit Head Date _____
<u>[Signature]</u> Vice Chancellor Date <u>8/15/2020</u>	<u>[Signature]</u> VC for Finance & Admin. Date <u>8/15/2020</u>
<u>[Signature]</u> Director/Personnel Date <u>8/17/2020</u>	<u>[Signature]</u> Chairman Date _____
<u>[Signature]</u> President Date _____	<u>[Signature]</u> Vice President/Finance Business Affairs/Comptroller Date _____
	<u>[Signature]</u> 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 peoples of Europe, North Africa, or the Middle East

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

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

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

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

COMMENTS:

Visiting Professor for FY Fall 2020 thru Spring 2021.

EMPLOYEE REGULAR WORK SCHEDULE: Daily
EMPLOYEE DIRECT SUPERVISOR: V/C Shawn Vance
NUMBER OF EMPLOYEES SUPERVISED, (if any) 100
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, IJ-R 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): SOUTHERN UNIVERSITY LAW CENTER
TYPE: LAW CENTER - TITLE III
United States Citizen/Certificate of Naturalization
Resident Alien
F-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")
CODE: 03
EXPIRES: 8-17-2022
By: [Signature]
Date: 8-17-2022

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

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Visiting Professor AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Southern University Law Center
 (Department or Unit)

- | | | | |
|--|--|---|---|
| <input type="checkbox"/> Replacement | <input type="checkbox"/> New Position | <input type="checkbox"/> Unclassified | <input type="checkbox"/> State |
| <input type="checkbox"/> Civil Service | <input checked="" type="checkbox"/> Temporary | <input checked="" type="checkbox"/> Faculty | <input checked="" type="checkbox"/> Grant -in-Aid |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Probationary (For Faculty this is same as tenure track) | | <input type="checkbox"/> System Revenue |
| | | | <input type="checkbox"/> Agency Fund State |

VACANCY DESCRIPTION AND JUSTIFICATION

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved through Human Resources).

The position is a non-tenure tract faculty position for the 2020-2021 academic year.

The visiting professor will teach courses assigned to them and engage in scholarly research, serve on committees as assigned. Also the visiting professor will host office hour to meet with students in course that they teach, and perform duties as otherwise assigned. Some of the above tasks will occur remotely due to the COVID-19 pandemic.

Salary/Range: \$90,000 to \$110,00 Previous Incumbent (if replacement): _____

Approved _____ Disapproved [Signature] 8/5/2020
 Department Head Date

Approved _____ Disapproved [Signature] 8/6/2020
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
_____ Yes	_____ No
<u>[Signature]</u>	<u>8-6-2020</u>
Signature	Date
Budget Number	<u>320906-32030-6403-34100</u>

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
_____ Yes	_____ No
Employee Class:	Job Class:
Verified By:	Date:

Approved _____ Disapproved [Signature] 8/5/2020
 Vice Chancellor Date

Approved _____ Disapproved [Signature] 8/5/2020
 Chancellor/Vice President Date

Approved _____ Disapproved [Signature] 8/6/2020
 President Date
 An Equal Opportunity Employer

RYAN B. STOA



ACADEMIC APPOINTMENTS

Concordia University School of Law, Boise, Idaho

Associate Professor of Law, 2016 – present

Subjects Taught: Property Law, Wills and Trusts, Administrative Law, Environmental Law, Natural Resources Law, Water Resources Law, Ocean and Coastal Law, Environmental Law Clinic, Sea Level Rise Studio, Environment and Development Seminar

Research Areas: Environmental Law and Policy, Natural Resources Law and Policy, Sustainable Development, Energy Law and Policy, Natural Disasters, Cooperative Federalism, International Environmental Law, Agriculture, Cannabis Regulation, and related topics

Florida International University College of Law, Miami, Florida

Visiting Associate Professor of Law, Fall 2019

Senior Scholar, 2015 – 2016

Fellow in Water Law and Policy, 2011 – 2014

Florida International University College of Arts and Sciences, Miami, Florida

Postdoctoral Associate (Courtesy Appointment), 2016 – present

Co-Director, International Working Group, Institute for Water and the Environment, 2015 – 2016

Deputy Director, USAID Global Water for Sustainability Program, 2012 – 2014

Program Executive Officer, USAID Global Water for Sustainability Program, 2011 – 2012

EDUCATION

Duke Law School, Durham, NC. J.D., 2011

Class of 2011 Environmental Law Award

A. Kenneth Pyc Scholar

Dean's Summer Service Grant

Asia-America Institute in Transnational Law, Hong Kong, China. Visiting Study, 2009.

McGill University, Montreal, Quebec, Canada. Joint-Honours B.A., 2008.

Joint-Honours: International Development Studies and Political Science

Dean's Honour List

Senior Thesis: The Single Global Currency - A Developing World Perspective

The University of Edinburgh, Edinburgh, Scotland, United Kingdom. Visiting Study, 2006-2007.

Universitas 21 Travel Award

PUBLICATIONS

Book

Craft Weed: Family Farming and the Future of the Marijuana Industry, MASSACHUSETTS INSTITUTE OF TECHNOLOGY (MIT) PRESS, 2018.

Law Review Articles

Corporate Cannabis Responsibility, BOSTON UNIVERSITY LAW REVIEW (work-in-progress, forthcoming 2021).

The Coastline Paradox, 72 RUTGERS UNIVERSITY LAW REVIEW 101 (2020).

Regulated Entities' Adaptation to Regulatory Change and Uncertainty: A Case Study of the Clean Power Plan, 47 ILLINOIS LAW REVIEW 863 (2019). [lead article]

Marijuana Agriculture Law: Regulation at the Root of an Industry, 69 FLORIDA LAW REVIEW 297 (2017). [lead article]

Comparative Cannabis: Approaches to Marijuana Agriculture Regulation in the United States and Canada, 49 MCGEORGE LAW REVIEW 89 (2017).

Marijuana Appellations: The Case for Cannabicultural Designations of Origin, 11 HARVARD LAW AND POLICY REVIEW 513 (2017).

Weed and Water Law: Regulating Legal Marijuana, 67 HASTINGS LAW JOURNAL 565 (2016). [lead article]

Cooperative Federalism in Biscayne National Park, 56 NATURAL RESOURCES JOURNAL 81 (2016).

Peer-reviewed and re-published (with permission) in: AGRICOLTURA, ISTITUZIONI, MERCATI; RIVISTA DI DIRITTO AGROALIMENTARE E DELL'AMBIENTE (Agriculture, Institutions, Markets: Environmental and Agricultural Law Journal), Issue 2/14.

Water Governance in Haiti: An Assessment of Laws and Institutional Capacities, 29 TULANE ENVIRONMENTAL LAW JOURNAL 243 (2017).

Droughts, Floods, and Wildfires: Paleo Perspectives on Disaster Law in the Anthropocene, 27 GEORGETOWN ENVIRONMENTAL LAW REVIEW 393 (2015).

The United Nations Watercourses Convention on the Dawn of Entry Into Force, 47 VANDERBILT JOURNAL OF TRANSNATIONAL LAW 1321 (2014).

Law Review Essays

Coastline Non-Conformism, 42 UNIVERSITY OF HAWAII LAW REVIEW 149 (2020).

Florida Water Management Districts and the Florida Water Resources Act: The Challenges of Basin-Level Management, 7 KENTUCKY JOURNAL OF EQUINE, AGRICULTURE, AND NATURAL RESOURCES LAW 73 (2014).

Subsidiarity in Principle: Decentralization of Water Resources Management, 10 UTRECHT LAW REVIEW 31 (2014).

Book Chapters

“Coastal Zones: The Past, Present, and Future Nexus Between Law, Politics, and the Coastal Environment.” The Encyclopedia of Environmental Law. Edward Elgar Publishing (forthcoming, 2020). [invited contribution]

“Climate Change Mitigation and Adaptation: The Role of International Ocean and Freshwater Agreements.” Sustainability of Integrated Water Resources Management (IWRM): Water Governance, Climate and Ecohydrology. Comp. Shimelis G. Setegn and Maria C. Donoso. Springer 2015. [invited contribution]

“Shared Waters of the South Caucasus: Lessons for Treaty Formation and Development.” Sustainability of Integrated Water Resources Management (IWRM): Water Governance, Climate and Ecohydrology. Comp. Shimelis G. Setegn and Maria C. Donoso. Springer 2015. [invited contribution]

“Sustainable Development and Integrated Water Resources Management.” With J. Alberto Tejada-Guibert and Maria C. Donoso. Sustainability of Integrated Water Resources Management (IWRM): Water Governance, Climate and Ecohydrology. Comp. Shimelis G. Setegn and Maria C. Donoso. Springer 2015. [invited contribution]

"International Water Law Principles and Frameworks: Perspectives from the Nile River Basin." The Nile River Basin: Ecohydrological Degradation, Climate Change and Hydropolitics. Comp. Assefa M. Melesse, Wossenu Abteu and Shimelis G. Setegn. Springer, 2014. 581-595. [invited contribution]

"Harmonizing International Water Law: Current Challenges and Future Prospects." Instrumentos Jurídicos Para a Implementação do Desenvolvimento Sustentável - Legal Instruments for the Implementation of Sustainable Development. Comp. Carina Costa De Oliveira and Romulo Silveira Da Rocha Sampaio. Rio De Janeiro: Fundação Getúlio Vargas, 2012. 357-72. [invited contribution]

Updated and re-published in: Instrumentos Jurídicos Para a Implementação do Desenvolvimento Sustentável (Vol. II) - Legal Instruments for the Implementation of Sustainable Development (Vol. II). Comp. José Antônio Tietzmann e Silva and Michel Prieur. Goiânia: PUC Goiás, 2012. 533-550. [invited contribution]

Op-Eds

"A Brief Global History of the War on Cannabis," *MIT Press Reader* (January 23, 2020).

Re-published in:

The Daily Beast

High Times Magazine

"Protecting the Champagnes of American Weed," *Utne Reader* (September 26, 2019).

[Book Excerpt]

"Here's Why the Craft Cannabis Industry Can Thrive in the Face of Big Marijuana," *Dow Jones MarketWatch* (February 17, 2019).

"Big Marijuana vs. Craft Weed: Will Cannabis Conglomerates Ruin Small Family Farms?" *Salon* (November 25, 2018). [Book excerpt]

"Can Artisanal Weed Compete with 'Big Marijuana'?" *The Daily Beast* (November 23, 2018).

"Should We Regulate Cannabis Like Champagne?" *The Wall Street Journal* (November 15, 2018).

"Summer Recreationists Must Understand New, Flawed Trespassing Bill," *Idaho Press* (June 12, 2018).

Op-Ed re-published in:

The Spokesman Review

The Idaho County Free Press

The Ontario Argus Observer

The Magic Valley Times-News

The Idaho State Journal

"Is Big Marijuana Inevitable?" *The New Republic* (Aug. 19, 2016).

Other Publications

Stoa et. al., *Regulatory Adaptation in the Energy Sector: Best Practices and Emerging Solutions*, 65 ROCKY MOUNTAIN MINERAL LAW FOUNDATION JOURNAL 29-1 (2020).

Structuring Water Governance Reform: A Case Study of the Trou-du-Nord Watershed in Northern Haiti, 9 AQUA-LAC 25 (2017).

"Is Water a Commodity or a Human Right? Lessons from Flint." JURIST (Feb. 29, 2016).

"The Promise of International Water Treaties." *University of Pennsylvania RegBlog*, August 20, 2014.

"Contracting for Forest Carbon: Elements of a Forest Carbon Purchase Agreement." With Slayde Hawkins, Michelle Nowlin, Daniel Ribeiro, Ryke Longest, and Jim Salzman. *Forest Trends*, 2010.

FEATURED IN THE MEDIA

On the Radio

"Could Weed be the Future for Minnesota Farmers?" WCCO RADIO MINNEAPOLIS, March 5, 2020. Available at: <https://tinyurl.com/scpntw7>.

"CBD Shops are Popping Up in Idaho – But Are They Legal?" BOISE STATE PUBLIC RADIO, November 2, 2019. Available at: <https://tinyurl.com/uytj8sb>.

"The Legalities of Hemp and Cannabis in Idaho," BOISE STATE PUBLIC RADIO, June 12, 2019. Available at: <https://tinyurl.com/y5b3hhfy>.

"Craft Weed vs. Big Marijuana," FINANCIAL SENSE INSIDER, February 20, 2019. Available at: <https://tinyurl.com/y4csf4br>.

"Examining the First Year of Legal Recreational Marijuana in California," KCBS RADIO SAN FRANCISCO, November 30, 2018. Available at: <https://tinyurl.com/y6tap8ch>.

"Concordia Law Professor Discusses the Agribusiness of Marijuana Cultivation," BOISE STATE PUBLIC RADIO, November 14, 2018. Available at: <https://tinyurl.com/y2txhadq>.

"Idaho's New Trespass Law Goes Into Effect," BOISE STATE PUBLIC RADIO, June 26, 2018. Available at: <https://tinyurl.com/stoaradio2>.

"Regulating Big Marijuana," NEWS TALK 770 RADIO CALGARY, August 28, 2016. Available at: <https://tinyurl.com/y2uegtxa>.

In Print and Online

"Welcome to the World of Craft Weed," Sean Illing, VOX, March 8, 2020. Available at: <https://tinyurl.com/t5gv9s8>.

"Book Review of 'Craft Weed,'" Piyush Mathur, THOUGHTFOX, February 15, 2020. Available at: <https://www.thoughtfox.xyz/burning/stoa-marijuana>.

"Hundreds of Cannabis Strains Form an Array of Choices for Consumers," FINANCIAL BUZZ, September 17, 2019. Available at: <https://tinyurl.com/w2kqh8l>.

DIFFERENT LEAF MAGAZINE, July 2019 (inaugural issue).

"These Ancient Peoples Smoked the Chronic at Funerals," Matt Simon, WIRED, June 12, 2019. Available at: <https://tinyurl.com/y46xjaak>.

"Book Review of 'Craft Weed,'" Daniel Matthews, THE TIMES LITERARY SUPPLEMENT, March 12, 2019. Available at: <https://tinyurl.com/y4hqjrby>.

"Why the Future of Marijuana Farming Could be Craft Weed," Angela Chen, THE VERGE, November 21, 2018. Available at: <https://tinyurl.com/y7e7qbce>.

"In a World with Legal Pot, Should We Allow Corporate Cannabis?" Madison Margolin, MERRY JANE, November 15, 2018. Available at: <https://tinyurl.com/y4b6o8zq>.

"Weed Wins on Election Day. So What Comes Next?" Matt Simon, WIRED, November 7, 2018. Available at: <https://tinyurl.com/yyyy9m7r>.

"Craft Weed: How Family Farming Can Remain in Marijuana's Future," K. Astre, CANNABIS NOW, October 28, 2018. Available at: <https://tinyurl.com/cannabisnow>.

"The Quest to Make California's Weed the Champagne of Cannabis," Matt Simon, WIRED, October 10, 2018. Available at: <https://tinyurl.com/wiredstoa>.

"A Word with Ryan Stoa of Concordia University Law School," Anne Wallace Allen, IDAHO BUSINESS REVIEW, August 20, 2018. Available at: <https://tinyurl.com/stoaibr>.

"Caught in the Middle of the Trespass Law," Kyle Pfannensteil, IDAHO PRESS, July 14, 2018. Available at: <https://tinyurl.com/stoatrcspass2>.

"Idaho's New Trespass Law Set to Go Into Effect July 1," Samantha Wright, BOISE STATE PUBLIC RADIO, June 27, 2018. Available at: <https://tinyurl.com/stoatrespas1>.

"Big Unknowns: What Legal Marijuana Means for Water in Western States," Matt Weiser, NEWS DEEPLY, January 3, 2018. Available at: <https://tinyurl.com/newsdeeplystoa>.

"Inside the Battle to Accurately Label Pot," Amanda Chicago Lewis, ROLLING STONE, November 29, 2017. Available at: <https://tinyurl.com/rollingstonestoa>.

"Weeding Through the Options: Dealing with the Thorny Issue of Cannabis Regulation," Elizabeth Kinsolving, CONCORDIA NEWS, July 13, 2017. Available at: <http://tinyurl.com/weedingthrough>.

"Infrastructure lacking in wake of Flint water crisis, says Florida law professor," Mark Powell, FLORIDA RECORD, May 13, 2016. Available at: <http://tinyurl.com/stoafllrcord>.

"California's Sweeping New Marijuana Industry Laws Are a Win for the Environment," Alice Walker, GIZMODO, October 10, 2015. Available at: <http://tinyurl.com/california243>

"Ryan Stoa '11 – Duke Law Featured Alumni," Frances Presma, DUKE LAW NEWS, September 20, 2015. Available at <http://tinyurl.com/dukeprofile>.

"Nicaragua Canal Environmental Assessment Criticized as Scientifically Weak, Technically Inaccurate," Keith Snyder, CIRCLE OF BLUE, June 5, 2015. Available at: <http://tinyurl.com/nicaraguacanalinterview>

"Professor Ryan Stoa named FIU Top Scholar for 2015," Victoria Galan, FIU LAW NEWS, April 29, 2015. Available at: <http://tinyurl.com/fiutopscholar>

"FIU Law scholar Ryan Stoa discusses pressing marine issues at lecture in Key Largo," Victoria Galan, FIU LAW NEWS, March 25, 2015. Available at: <http://tinyurl.com/oceanliferies>

"Integrating water management from East to West," Sue Hoye, USAID GLOBAL WATERS, July 29, 2014. Available at: <http://tinyurl.com/USAID-Stoa>

"International water law expert and Professor Ryan Stoa tasked to review Kura River treaty," Victoria Galan, FIU NEWS, June 12, 2014. Available at: <http://tinyurl.com/Kura-Stoa>

"Dolphin Injuries Leave BP Exposed to Fresh Deepwater Fines," Sean McLernon, LAW360, January 8, 2014. Available at: <http://tinyurl.com/Dolphins-Stoa>, or <http://tinyurl.com/Dolphins-Stoa2>

"Global Water for Sustainability: Delivering Clean Water Solutions Around the World," Robyn Nissim, FIU MAGAZINE, July 22, 2012. Available at: <http://tinyurl.com/fiumag>

"Ryan Stoa Made Case for Harmonizing International Water Laws," Blanca Mesa, FIU NEWS, July 9, 2012. Available at: <http://tinyurl.com/Rio-Stoa>

"FIU Leads Global Water Projects Around the World," Deborah O'Neil, FIU NEWS, April 18, 2012. Available at: <http://tinyurl.com/Stoa-Waters>

SERVICE

Concordia Law Faculty Governance

- Scholarship and Teaching Committee, 2016-17, 2017-18 (chair), 2018-19 (chair), 2019-2020 (co-chair)
- Faculty Evaluation and Retention Committee, 2016-17, 2017-18, 2018-19, Spring 2020
- Concordia University Institutional Review Board, 2016-17, 2017-18, 2018-19, Spring 2020
- Task Force on Best Practices in Online Learning, 2017-18, 2018-19
- Faculty Affairs Committee, 2017-18, 2018-19
- Curriculum Committee, 2016-17, 2018-19
- Diversity and Inclusion Committee, Spring 2020
- Institutional Research Committee, 2017-18
- Concordia University Research Committee, 2017-18
- Facilities Committee, 2017-18
- Adjunct Teaching and Training Committee, 2016-17, Spring 2020
- Academic Dismissal Review Committee, 2016-17

Other Service and Activities

- *Recipient*, FIU Top Scholar Award, 2015
- *Co-Director*, FIU Environmental and Natural Resources Law Program, 2015-16
- *Co-Founder*, FIU Environmental and Natural Resources Law Certificate
- *Editorial Board*, *SEA GRANT LAW AND POLICY JOURNAL*, 2015 – present
- *Editorial Board*, *LAND USE AND ENVIRONMENTAL LAW REVIEW*, 2016-17, 2017-18, 2018-19
- *Peer Reviewer*, *WATER*, 2016
- *Country Expert (Haiti)*, World Bank Program on the Business of Agriculture, 2017
- *Concordia Law Review Faculty Advisor*, 2016-17, 2017-18
- *FIU Law Faculty Advisor*, 2014 – 2016
- *Affiliate Faculty*, FIU Southeast Environmental Research Center, 2016 – present
- *Affiliate Faculty*, FIU Africa and African Diaspora Studies Program, 2013 – 2016
- *Advisor*, Miami Beach Sea Level Rise Initiative, 2014 – 2016
- *Advisor*, Florida Climate Institute Law and Policy Initiative, 2015-16

SCHOLARLY PRESENTATIONS

“Craft Weed: Family Farming and the Future of the Marijuana Industry.” Book tour locations and dates:

- Books Inc., Alameda, CA, November 27, 2018
- Time Tested Books, Sacramento, CA, November 28, 2018
- Powell’s City of Books, Portland, OR, November 29, 2018
- Elliott Bay Book Company, Seattle, WA, November 30, 2018
- Rediscovered Books, Boise, ID, April 5, 2019
- Northtown Books, Arcata, CA, April 18, 2019
- Books & Books, Coral Gables, FL, September 14, 2019
- Jaipur Literary Festival, Boulder, CO, September 22, 2019

“Cannabis Legalization in Idaho and Beyond,” at the Concordia University School of Law Legislative Summit (Boise, Idaho, January 21, 2020).

“Protecting Business Value from the Impact of Regulations,” at the Construction Industry Institute Annual Conference (San Diego, California, August 5, 2019).

“How Regulated Entities Adapt to Environmental Regulatory Change and Uncertainty,” at the Rocky Mountain Mineral Law Foundation Annual Institute (Monterey, California, July 20, 2019).

“Cannabis is legal in most states — now what?” at the Idaho Bar Environmental and Natural Resources Section meeting (Boise, Idaho, April 24, 2019).

“Regulating Cannabis Agriculture in California and Beyond,” at Humboldt State University (Arcata, California, April 17, 2019).

“Agricultural Regulations and the Future of the Cannabis Industry,” at the Washington Cannabis Summit (Seattle, Washington, January 4, 2019). [invited contribution]

“From Eradication to Propagation: Cannabis and the Environment,” at the International Cannabis Policy Conference (Vienna, Austria, December 8, 2018). [invited contribution]

“Equity and the Clean Power Plan,” at the Energy Policy Research Conference, Boise State University (Boise, Idaho, September 7, 2018).

“State and Federal Marijuana Law Conflicts,” Panelist (with Wendy Olson), at the Idaho State Bar Symposium on Federalism: Exploring State and Federal Conflicts and Cooperation, University of Idaho Law School (Boise, Idaho, January 12, 2018). [invited contribution]

“Natural Resources Protection,” Panel Moderator (with Bret Birdsong and Jessica Owley), at the FIU Law Review Symposium on Environmental Federalism in the Trump Era, FIU Law School (Miami, Florida, October 20, 2017). [invited contribution]

“Comparative Cannabis: Approaches to Marijuana Agriculture Regulation in the United States and Canada,” at the McGeorge Law Review Symposium on Regulating Marijuana at Home and Abroad, McGeorge School of Law (Sacramento, California, March 3rd, 2017). [invited contribution]

“Designing Sea Level Rise Resilient Policies,” at the Sea Level Rise and the Public Realm Workshop (Miami, Florida, February 9, 2017). [invited contribution]

“Property Law, Rising Seas, and the Real Estate Market in South Florida,” at the Tower Club Real Estate Forum (Fort Lauderdale, Florida, July 14, 2016). [invited contribution]

“Policy Approaches to Sea Level Rise,” at the Coral Gables Sea Level Rise Lecture Series, Coral Gables Museum (Coral Gables, Florida, March 8, 2016). [invited contribution]

“Human Rights and International Water Law,” at the 21st Annual Summit on Environmental Law and Policy (Panel with David Takacs), Tulane University Law School (New Orleans, Louisiana, February 19-20, 2016). [invited contribution]

"Climate Commitments and Constitutional Power: How States and the Federal Executive Are Leaving Congress Behind," at the 21st Conference of the Parties, United Nations Climate Change Conference (Paris, France, December, 2015). [invited contribution]

"Gouvernance de L'eau en Haïti: Résultats Préliminaires" (Water Governance in Haiti: Preliminary Results), at the Stakeholder Workshop on Water Governance in Haiti (Petionville, Haiti, June 18, 2015). Co-organizer.

"Gouvernance de L'eau en Haïti: Résultats Préliminaires" (Water Governance in Haiti: Preliminary Results), at the Stakeholder Workshop on Water Governance in Haiti, Limonade University (Limonade, Haiti, June 16, 2015). Co-organizer.

"Opening Remarks," at the Nicaragua Canal Environmental Impact Assessment Review Panel, FIU Law School (Miami, Florida, March 9-10, 2015). Co-organizer.

"Law of the Sea: Energy, Overfishing, and Pollution," at the Ocean Life Series, Key Largo Cultural Center (Key Largo, Florida, March 20, 2015). [invited contribution]

"Je Suis...?" Headlines and Headnotes Speaker Series (with Stanley Fish and Charles Jalloh), FIU Law School (Miami, Florida, January 27, 2014).

"Droughts, Floods, and Wildfires: Paleo Perspectives on Disaster Law in the Anthropocene," at the 11th Circuit Legal Scholarship Forum, Stetson Law School (Gulfport, Florida, October 11, 2014).

"Droughts, Floods, and Wildfires: Paleo Perspectives on Disaster Law in the Anthropocene," at the Future Environmental Law Professors Workshop, Pace Law School (White Plains, New York, September 26, 2014).

"Droughts, Floods, and Socio-Cultural Perceptions of Risk in Water Management," at the Workshop on Water Management in Island States, Instituto Nacional de Recursos Hidraulicos (Santo Domingo, Dominican Republic, September 11, 2014). [invited contribution]

"Interpreting Legal Rights and Duties: Experiences in the Kura River Basin," at the 15th Water Information Summit, Itaipu Binacional (Foz do Iguassu, Brazil, July 29, 2014). [invited contribution]

"Nile River Basin Hydropolitics: Reconciling International Water Law Principles," at the Seminar on the Nile River Basin's Water Challenges, Florida International University (Miami, Florida, April 24, 2014). [invited contribution]

"Droit de L'eau: Aux États-Unis et au Niveau Mondial" (Water Rights: in the United States and Around the World), at the Burkina Faso Conference of Water Professionals, Florida International University (Miami, Florida, March 4, 2014). [invited contribution]

“Subsidiarity in Principle: Decentralization of Water Resources Management Across the Economic Development Continuum,” at the Conference on Water and Ocean Law in Times of Climate Change, Utrecht Centre for Water, Oceans and Sustainability Law (Utrecht, the Netherlands; October 31, 2013).

“Concluding Remarks – Institutional, Economic, and Scientific Elements of Watershed Management Sustainability,” at the South Caucasus Conference on Sustainability and Watershed Management (Tbilisi, Georgia; June 11, 2013). [invited contribution]

“Water Law and Climate Variability: Regulatory and Institutional Mechanisms in the Face of Global Change,” at the Workshop on Sustainability of Integrated Water Resources Management in the Face of Climate Variability and Change, Universidad Nacional Autonoma de Mexico (UNAM) (Mexico City, Mexico; April 24, 2013). [invited contribution]

“Harmonizing International Water Law: Current Challenges and Future Prospects,” at the World Meeting of Environmental Lawyers (Rio de Janeiro, Brazil; June 17, 2012). [invited contribution]

“Community Engagement in Integrated Natural Resources Management in Watersheds of the Republic of Georgia: a Model for Green Growth,” at the High-Level Panel on Water and Green Growth, World Water Forum 6 (Marseille, France; March 15, 2012). [invited contribution]

FUNDED RESEARCH AND OTHER PROFESSIONAL EXPERIENCE

Identifying and Evaluating the Impact of Regulations throughout the (Power, Utilities, and Infrastructure) Project Life Cycle

Co-Principal Investigator, 2017-2019

Contributing recipient of research grant from the Construction Industry Institute.

Research project aims to identify regulatory risks to power, utilities, and infrastructure projects and develop a framework or methodology to mitigate risks and “future-proof” project designs.

Natural Resource Condition Assessments for the U.S. Virgin Islands National Park System

Co-Principal Investigator, 2016 – 2019

Collaborator and contributing grant recipient of \$240,000 natural resource assessment project for the Virgin Islands National Park, Buck Island Reef National Monument, and Salt River Bay National Historical Park and Ecological Preserve.

Water Availability, Quality, and Integrated Water Resources Management in Northern Haiti

Co-Principal Investigator, 2014 – 2016

Lead author of national water law and policy analysis. Lead author of water sector capacity assessment in Haiti. Contributing grant recipient of \$1 million water management program in northern Haiti.

Integrated Natural Resources Management in Watersheds of Georgia Program, Tbilisi, Republic of Georgia

Principal Investigator and Program Executive Officer, 2011 – 2014

Senior manager of \$6.4 million natural resources management project funded by the United States Agency for International Development (USAID). Managed program staff, developed technical scope of work, ensured fiscal stability, and provided strategic planning to maximize program outcomes. Provided technical assistance on legislation and policy to field staff, USAID, and the Government of Georgia.

Ministry of Environment and Natural Resources Protection of Georgia

Legal Advisor, 2013 – 2014

Invited by Georgian Ministry of the Environment to contribute legal expertise to: 1) negotiations between Azerbaijan and Georgia over the Kura River Basin Agreement; and 2) ongoing reforms to Georgian national water law.

Capacity Building of WASH Sector NGOs/CBOs in Africa Program, Mozambique, Tanzania, Burkina Faso

Program Director, 2011 – 2012

Senior manager of \$500,000 water, sanitation, and hygiene project funded by USAID. Developed NGO database, human resource capacity assessments, and WASH Governance Training Program.

Rwanda Integrated Water Security Program, Kigali, Rwanda

Legal Advisor, 2012 – 2014

Provided legal expertise to \$19 million water security project funded by USAID. Assisted with contract development, labor/employment, and partnership negotiations.

Tanzania Integrated Water, Sanitation, and Hygiene Program, Morogoro, Tanzania

Legal Advisor, 2011 – 2014

Provided legal expertise to \$16 million WASH project funded by USAID. Assisted with contract development, labor/employment, and partnership negotiations.

West Africa Water, Sanitation, and Hygiene Program, Burkina Faso, Mali, Niger, Ghana

Legal Advisor, 2011 – 2013

Provided legal expertise to \$32 million WASH project funded by USAID. Assisted with contract development, labor/employment, and partnership negotiations.

Earthjustice, Denver, Colorado

Law Clerk, 2010

Conducted legal research and drafted legal documents for the 10th Circuit Court of Appeals, including motions, complaints, and oral arguments. Specialized expertise in statutory management of natural resources.

Tilleke & Gibbins International Ltd., Bangkok, Thailand

Law Clerk, 2009

Conducted legal research for international law firm in advance of litigation, negotiations, and client interviews. Produced legal briefs for intellectual property experts.

BAR CERTIFICATION

Florida, 2011 (inactive status, 2013)

LANGUAGES

English -- native language

French -- native language

Spanish -- intermediate/limited working proficiency

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F	9	9	4	6
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CAMPUS: SUS _____ SUBR _____ SULAC X SUAREC _____ SUNO _____ SUSLA _____

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

X 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 N/A Reason Left N/A
 Date Left N/A Salary Paid N/A

Profile of Person Recommended

Length of Employment 09/01/2020 To 05/31/2021
 Effective Date 09/01/2020

Name Tracie L. Washington SS# XXX-XX-3374 Sex F Race^d B
(Last 4 digits only)

Position Title: Visiting Professor Department: Law Center - Instruction

Check One X 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 31 Southern University Experience 0

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>B.A.</u>	<u>Carleton College</u>	<u>1985</u>
	<u>J.D.</u>	<u>The University of Texas School of Law</u>	<u>1989</u>
	<u>Master of Law</u>	<u>Drake University School of Graduate Studies</u>	<u>1986</u>

Current Employer Louisiana Supreme Court Research Attorney/Chief Justice Bernette Johnson

Personnel Action

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

Recommended Salary \$ 90,000.00 Salary Budgeted \$ 90,000.00

Source of Funds Strengthening IIBGI

Identify Budget: Title III Grant Location 320906-32030-61003-34100
 Form Code: 1 Page 1 Item # 1

Change of: _____
 _____ From _____ To _____

Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

List total funds currently paid (his employee by Southern University):





*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
<u>N/A</u>	<u>0.00</u>

*See Reverse Side

Graduate School signature (if, applicable):

	<u>8/5/2020</u>	<u>Gerry B. Hall</u>	Date
Supervisor	Date	V/C for Finance & Adm.	Date
	<u>8/5/2020</u>	<u>John K. Pierre</u>	<u>8/5/2020</u>
Vice Chancellor	Date	Chairman	Date
	<u>8/7/2020</u>		
Director/Personnel	Date	Vice President/Finance	Date
		Business Affairs/Comptroller	
			
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 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 peoples of Europe, North Africa, or the Middle East.
- Black, not of Hispanic Origin. A person having origins in any of the Black racial groups of Africa.
- Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origins, regardless of race.
- Asian or Pacific Islander. A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.
- American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.

COMMENTS:

Visiting Professor for FY Fall 2020 thru Spring 2021.

EMPLOYEE REGULAR WORK SCHEDULE: Daily
EMPLOYEE DIRECT SUPERVISOR: V/C Shawn Vance
NUMBER OF EMPLOYEES SUPERVISED, (if any): 100
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
- EL-1 Visa (Distinguished Merit & Ability)
- J-1 Visa (Exchange Visitor Program)
- F-1 Visa (Student Imp. FT Student at S.U.)
- OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

SOUTHERN UNIVERSITY LAW CENTER
LAW CENTER - TITLE III

I (we) hereby purchase(s) this equipment under the terms and conditions of the application, budget or award agreement and in accordance with Federal, State, Local, and University policies and procedures required for fiscal compliance.
 By: *Shawn Vance*
 Date: *8/6/2020*

**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 (positions 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

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Visiting Professor AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Southern University Law Center

(Department or Unit)

- | | | | |
|--|--|---|---|
| <input type="checkbox"/> Replacement | <input type="checkbox"/> New Position | <input type="checkbox"/> Unclassified | <input type="checkbox"/> State |
| <input type="checkbox"/> Civil Service | <input checked="" type="checkbox"/> Temporary | <input checked="" type="checkbox"/> Faculty | <input checked="" type="checkbox"/> Grant -in-Aid |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Probationary (For Faculty this is same as tenure track) | | <input type="checkbox"/> System Revenue |
| | | | <input type="checkbox"/> Agency Fund State |

VACANCY DESCRIPTION AND JUSTIFICATION

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved through Human Resources).

The position is a non-tenure tract faculty position for the 2020-2021 academic year.

The visiting professor will teach courses assigned to them and engage in scholarly research, serve on committees as assigned. Also the visiting professor will host office hour to meet with students in course that they teach, and perform duties as otherwise assigned. Some of the above tasks will occur remotely due to the COVID-19 pandemic.

Salary/Range: \$90,000 to \$110,00 Previous Incumbent (if replacement):

Approved Disapproved *Sh. Q. [Signature]* 8/5/2020
 Department Head Date

Approved Disapproved *Amy R. Hall* 8/6/2020
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input type="checkbox"/> Yes	<input type="checkbox"/> No
<i>Amy R. Hall</i> <u>8/6/2020</u>	
Signature	Date
Budget Number <u>320906-32030-61003-34100</u>	

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<input type="checkbox"/> Yes	<input type="checkbox"/> No
Employee Class:	Job Class:
Verified By:	Date:

Approved Disapproved *Sh. Q. [Signature]* 8/5/2020
 Vice Chancellor Date

Approved Disapproved *John K. Pearce* 8/5/2020
 Chancellor/Vice President Date

Approved Disapproved *[Signature]*
 President Date

An Equal Opportunity Employer

TRACIE L. WASHINGTON

SUMMARY OF QUALIFICATIONS

Attorney Licensed in Texas (1989) and Louisiana (1998), with 30 years of legal experience in the private and public sectors, including significant and in-depth experience as in-house counsel, in mediation/facilitation and advocacy, and in project management. Exceptional interpersonal and communication skills. Extensive background in the following broad-based competencies:

Corporate Governance & Management	Program Management & Strategic Initiatives
K-12 & Higher Education Law	Compliance & Ethics Programming
Civic Engagement	Legislative Advocacy
Labor and Employment Law	Policy Analysis

- Self-starting, entrepreneurial leader with well-rounded, executive level organizational management experience.
- A demonstrated track record of building strong relationships with and among constituencies.
- Strong communications skills with passion, energy, and vision that inspires Board, staff, and stakeholders.
- Demonstrated cultural competency and experience in serving culturally and socially diverse communities.
- Calm in the face of stress and pressure that comes with heading a well-respected organization.
- Demonstrated networking skills and an ability to sustain and build on established partnerships and collaborations.
- A commitment to living by shared values and ensuring a high degree of personal and organizational integrity.

PROFESSIONAL PROFILE

2020- **Research Attorney**
 Chief Justice Bernette Johnson
 Louisiana Supreme Court

- Performs highly responsible legal work directly assisting Chief Justice Johnson with case-specific duties.
- Prepare bench briefs and legal memoranda on upcoming cases following a thorough review of the record, research of pertinent law, and analysis of facts submitted.
- Significant work and knowledge required of the principles, methods, materials, and practices of legal research to analyze, appraise, and organize facts, evidence, and precedents in difficult and complex cases.
- Presentation to justices requiring ability to communicate clearly and concisely, both orally and in writing.

2016 - 2018 **CHIEF LEGAL OFFICER**
 Orleans Parish Sheriff's Office

- Promotion to position responsible for providing legal services and counsel on a wide range of legal issues, to assist the agency in fulfilling operational and fiduciary responsibilities.
- Represent and advise Sheriff Gusman and OPSO staff in all legal matters pertaining to OPSO's daily operations.

- Attend and oversee various executive meetings to keep a pulse on agency business and assist with improving communications across functions within the agency.
- Oversee work with outside legal firms providing specialized services to the agency.
- Responsible for preparing all training materials for newly instituted policies and procedures, including online and classroom learning, lesson plans, and power points.
- Responsible for facilitating training for non-commissioned and commissioned personnel on human resources policies

2014 - 2016 CHIEF COMPLIANCE OFFICER
Orleans Parish Sheriff's Office

- Functioned as an independent and objective analyst to review and evaluate compliance issues within the organization.
- Monitored (1) management and staff compliance rules of OPSO's regulators; (2) management and staff compliance with OPSO policies and procedures; and (3) OPSO's ethics program.
- Served as a communications conduit to receive and direct compliance issues to appropriate resources for investigation and resolution, and as a final internal resource with which concerned parties may communicate after other formal channels and resources have been exhausted.
- Responsible for training on all compliance and federal consent judgment matters.
- Facilitated of communications between, and manager of the often competing interests of the outside monitors, OPSO's counsel and jail experts, federal regulators, and the New Orleans community concerning remediation toward a constitutional jail.

2006 - GENERAL COUNSEL
Friends of King, Inc.

- Provide legal guidance and representation to the Board of Directors, the CEO, and District staff on a broad range of legal issues involving the District, its policies and programs, employees and students.
- Responsible for all governance matters, including preparation of board agenda and minutes, annual reports, and all government compliance reports.
- Primary legal responsibilities: contractual relations, financing, and growth strategy; litigation, particularly litigation arising under the labor/employment law, school law, related special education laws, and public employment statutes and regulations; project management (new site development).
- Prepare all school district contracts and manuals for compliance with state and federal regulations.
- Chief facilitator of all strategy discussions, and lead mediator/arbitrator in any disputes involving the school district, including internal disputes (labor/employment), and external disputes (litigation, community relations, and government regulation).

2001 - ATTORNEY/PRINCIPAL CONSULTANT (2001 -)
Tracie L. Washington, APLC
Higher Ground Consultants, Inc.
CO-FOUNDER & DIRECTOR (2007 -)
Louisiana Justice Institute
DIRECTOR (2006 - 2007)
NAACP Gulf Coast Advocacy Center

- Attorney/mediator in the corporate, non-profit, and government sectors, on labor issues, federal/state compliance and regulatory matters, governance, and resolving concerns through facilitated problem solving and management training. Primary areas of practice: general corporate and non-profit management, traditional labor and employment law, education law, regulation and policy analysis, human resource management consulting, and mediation services.
- **Higher Ground Consultants, Inc.** is a firm dedicated to supporting non-profit organizations in attaining outstanding management. In the charter schools environment, we work to ensure superior authorizer-school

relations, charter law compliance and successful federal revenue management practices. With over 25 years' experience in school law, we can often predict problem areas and work to ensure compliance. In our work with other non-profit organizations, our specialty is board governance, community engagement and outreach, and asset/partnership matching. Using our phenomenal research and writing skills, HGC provides high-tech support in resource acquisition.

- The **Louisiana Justice Institute** is a non-profit civil and human rights legal advocacy law firm devoted to fostering social justice campaigns across the Gulf Coast for low income communities and communities of color.
 - Supervised nine (9) employees and scores of volunteers in six areas of justice work, with significant policy and advocacy wins each year.
 - Managed significant campaigns funded by grants from community foundations, national philanthropic organizations, and local contributors.
- The **NAACP Gulf Coast Advocacy Center** was opened to address the reconstruction and recovery of the Gulf Coast Region. I directed the NAACP's Regional Post-Katrina policy and advocacy agenda in housing, civic engagement, education, and support services.

1999- 2001 GENERAL COUNSEL

New Orleans Public Schools
New Orleans, Louisiana

First appointed General Counsel to school district, which was second largest employer in City of New Orleans, charged with total management of legal affairs for \$500 million per year district. Responsibilities included:

- Reported to Orleans Parish School Board on all policy and procedures (from drafting to compliance monitoring), and represented administration at all administrative hearings (tenure, student and faculty grievance for union and non-union personnel).
- Worked seamlessly with School Board and Superintendent to implement strategic goals for District.
- Managed outside counsel representing the district and Board on state and federal litigation.
- Counseled district concerning state and federal legislative and regulatory issues.
- **Negotiated collective bargaining agreements with the three (3) recognized unions.**
- Established procedures to govern administrative and other hearings at the district level.
- Provided training to district personnel and Board on state and federal labor and employment laws, including Title VII, Title IX, FERPA, FLSA, and ADA, and food regulation (USDA).

1996 - 1998 CHIEF COUNSEL AND ASSISTANT GENERAL MANAGER

Capital Metropolitan Transportation Authority
Austin, Texas

First appointed Chief Counsel and CAO, with responsibility for management of corporate law and litigation activities for transportation authority, and for personnel administration and governmental relations.

- Advised Authority on labor relations, contract negotiations and personnel administration.
- Lead negotiator in Authority's collective bargaining agreement with its union.
- Development of materials and training of all management personnel in employment/labor law.
- Chief advisor to the Capital Metro Board of Directors regarding board policies and governance.
- Direct responsibility for contact with General Manager and Board of Directors on legislative (local, state, and federal) and regulatory matters, and on all government led investigations.

1989 - 1996 ATTORNEY IN PRIVATE PRACTICE

Texas

- Practiced in two large Texas law firms under direct supervision of attorneys in labor and employment law related matters, including in commercial area, focusing on litigation and transactional work.
- Trial Attorney charged with recovery of government owned assets following financial institution liquidations (FDIC). Administrative practice, including the argument of cases before state regulatory agencies.

CIVIC & PROFESSIONAL ACTIVITIES

Current:

Tulane University, Adjunct Professor: Political Science Department (Fall 2018 –). I have been honored to teach American Government (an introductory survey course), and Courts and Politics (an upper-level course introducing students to the American court system, divided into five (5) sections: Institutions of Law; Interpreters of the Law; Consumers of the Law; Trial Courts; and Appellate Review. This class was taught using the Socratic method and participation was required).

- **New Orleans Athletic Club:** Indoor Cycle (SPIN) Instructor.

Past:

Dillard University, Adjunct Professor: Political Science Department, Public Health Department, Communications Department, Philosophy Department (Fall 2013 – Fall 2017). I have been honored to teach several courses in many different departments at Dillard University including: American National Government, Public Health Law, Constitutional Law, International Relations, Comparative Politics, Public Health Law, Communications Law, and Ethics. I used the Socratic method of teaching in my law classes, and in the ethics course.

- **Agenda for Children:** Former Board Chair– Board of Directors
- **O.P.E.N. (Orleans Public Education Network):** Founding Member/Board of Directors.
- **Louisiana Housing Alliance:** Founding Member – Board of Directors.
- **Treme Charter School Association:** Founding Member and Vice President – Board of Directors.

EDUCATION AND PROFESSIONAL LICENSES

- **JURIS DOCTOR, 1989**– The University of Texas School of Law
- **MASTER OF PUBLIC ADMINISTRATION, 1986** – Drake University School of Graduate Studies
- **BACHELOR OF ARTS, 1985** – Carleton College
- **FINRA CERTIFIED ARBITRATOR, 2016** – Financial Industry Regulatory Authority
- **MASTER OF BUSINESS ADMINISTRATION, 2015**– The University of New Orleans
- **CERTIFIED COMPLIANCE & ETHICS PROFESSIONAL, 2014 – 2018.** Society of Corporate Compliance & Ethics (Concentration in Higher Education Compliance)
- **CERTIFIED MEDIATOR & ARBITRATOR, 1996** – American Arbitration Association

ANCILLARY AFFILIATIONS ... TRAININGS ... AWARDS

Affiliations:

- Junior League of New Orleans
- Omicron Nu Zeta Chapter of Zeta Phi Beta Sorority
- Trinity Episcopal Church

Trainings:

- *Fellowship in Effective Leadership* with the United States-Southern African Center for Leadership and Public Values of the Terry Sanford Institute of Public Policy at Duke University & Southern University
- *Fellow, Loyola University Institute of Politics*, 2011
- *Higginbotham Fellow, American Arbitration Association* for 2011-12
- *Fellow, Higher Education Leadership Foundation – Leadership Institute, Gamma Cohort*, 2016

Awards:

- Carleton College *Distinguished Achievement Award* at my 30th reunion
- *Trial Lawyer of the Year* by the Public Justice Foundation, for my work as co-counsel in the landmark trafficking case *David vs. Signal*.
- 100 *History Makers in the Making*, MSNBC's *The Grio*
- "Twenty Leading Black Women Advocating Change," *The Root*, a daily online magazine published by Washington Post/Newsweek Interactive.
- Featured in Spike Lee's documentary "*If God is Willing and Da Creek Don't Rise*" focusing on my civil rights advocacy.

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	1	9	9	4	6
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CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

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

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

Previous Employee N/A Reason Left N/A
 Date Left N/A Salary Paid N/A

Profile of Person Recommended

Length of Employment 09/01/2020 To 05/31/2021
 Effective Date 09/01/2020

Name Shandrea P. Williams SS# XXX-XX-3935 Sex F Race* B
 (Last 4 digits only)

Position Title: Visiting Professor Department: Law Center - Instruction

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 25 Southern University Experience 0

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>B.A.</u>	<u>Southern Agricultural & Mechanical University</u>	<u>1991</u>
	<u>J.D.</u>	<u>Loyola University School of Law</u>	<u>1994</u>

Current Employer Concord Law School at Purdue University

Personnel Action

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

Recommended Salary \$ 99,000.00 Salary Budgeted \$ 99,000.00

Source of Funds Strengthening HBCI

Identify Budget: Title III Grant Location 320906-32030-61003-34100
 Form Code: 1 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

Comments: (Use back of form)

Source of Funds	Amount
N/A	0.00

*See Reverse Side

Graduate School signature (if, applicable):

<u>[Signature]</u> Supervisor Date <u>8/15/2020</u>	<u>[Signature]</u> Vice Chancellor Date <u>8/17/2020</u>	<u>[Signature]</u> Dean/Unit Head Date <u>8/6/2020</u>
<u>[Signature]</u> Director/Asst. Dir. Date _____	<u>[Signature]</u> Vice President/Finance Business Affairs/Comptroller Date _____	<u>[Signature]</u> Chairman/S.U. Board of Supervisors Date _____
<u>[Signature]</u> President Date _____		

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

Visiting Professor for FY Fall 2020 thru Spring 2021.

EMPLOYEE REGULAR WORK SCHEDULE: Daily

EMPLOYEE DIRECT SUPERVISOR: V/C Shawn Vance

NUMBER OF EMPLOYEES SUPERVISED, (if any) 100

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, M-1-B and J-1 visas, passport, and 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 Equip. FT Student at S.U.)
- OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

SOUTHERN UNIVERSITY LAW CENTER
STUDENT CENTER - TITLE III
I verify that the above purchase(s) is (are) allowed under the terms and conditions of the authorization, budget or award by the sponsor in accordance with Federal, State, Local, and University policies and procedures required for these purchases.
If Alternative Compliance Verified
Electronic Funds Available
Doc. 1.0.1.1
RFI
 By: *[Signature]*
 Date: *[Date]*

**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 (classified/unclassified 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

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Visiting Professor AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Southern University Law Center
 (Department or Unit)

- | | | | |
|--|--|---|---|
| <input type="checkbox"/> Replacement | <input type="checkbox"/> New Position | <input type="checkbox"/> Unclassified | <input type="checkbox"/> State |
| <input type="checkbox"/> Civil Service | <input checked="" type="checkbox"/> Temporary | <input checked="" type="checkbox"/> Faculty | <input checked="" type="checkbox"/> Grant -in-Aid |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Probationary (For Faculty this is same as tenure track) | | <input type="checkbox"/> System Revenue |
| | | | <input type="checkbox"/> Agency Fund State |

VACANCY DESCRIPTION AND JUSTIFICATION

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved through Human Resources).

The position is a non-tenure tract faculty position for the 2020-2021 academic year.

The visiting professor will teach courses assigned to them and engage in scholarly research, serve on committees as assigned. Also the visiting professor will host office hour to meet with students in course that they teach, and perform duties as otherwise assigned. Some of the above tasks will occur remotely due to the COVID-19 pandemic.

Salary/Range: \$90,000 to \$110,00 Previous Incumbent (if replacement): _____

Approved _____ Disapproved _____ [Signature] 8/5/2020
 Department Head Date

Approved _____ Disapproved _____ [Signature] 8/6/2020
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u>[Signature]</u>	<u>8-6-2020</u>
Signature	Date
Budget Number	<u>320906-32030-6003-34100</u>

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position			
<input type="checkbox"/> Yes		<input type="checkbox"/> No	
Employee Class:		Job Class:	
Verified By:		Date:	

Approved _____ Disapproved _____ [Signature] 8/5/2020
 Vice Chancellor Date

Approved _____ Disapproved _____ [Signature] 8/5/2020
 Chancellor/Vice President Date

Approved _____ Disapproved _____ _____ _____
 President Date

An Equal Opportunity Employer

SHANDREA P. WILLIAMS

An innovative, energetic, inspirational, and creative legal and educational expert with many years of administrative experience in higher education looking to utilize my legal zeal and managerial expertise in the non-profit and profit sector.

ADMINISTRATIVE & TEACHING EXPERIENCE

Concord Law School at Purdue University Global, Los Angeles, California
Professor of Law (2017-Present)

- Carry a primary teaching load of first year and advanced courses: Contracts I & II; Torts I & II; Criminal Law I & II; Evidence I & II; Real Property I & II
- Faculty Lead: Fundamentals pre-start program that provides insight into the law school's course platform and foundational information regarding core concepts and strategies for success
- Faculty Senate Member (Purdue University Global)
- Serves on several committees to review educational goals and policies consistent with the requirements of the law school's governing bodies

Wilberforce University, Wilberforce, Ohio

Professor, Credentials for Leadership and Management in Business (CLIMB) Program
(2016-Present)

Vice President of Institutional Advancement, Office of Institutional Advancement (2016)

- Teach and counsel students as a professor in the Credentials for Leadership and Management in Business (CLIMB) Program.
 - Primary Teaching Load: Criminology; Principles of Forensic Sciences; The Law and You; Values & Organizational Ethics; Ethics and the Administration of Justice
- Developed and implemented a long-range fundraising strategy for the University
- Grants administrator
- Lead an integrated fundraising program, including planning and implementing a comprehensive capital campaign
- Ensured the quality and effectiveness of the programs for major gifts, leadership giving, annual fund, planned-giving, foundation and corporate relations, stewardship, alumni engagement, communication, and advancement services
- Developed an energizing accountability culture for meeting or exceeding clear goals for core activities and giving metrics
- Served as a contributing member of the President's Cabinet for University-wide planning, budgeting, policy development, and issue resolution
- Developed strong teamwork and accountability among the Institutional Advancement staff and assist them in their continued growth and professional development

Southern University Law Center, Baton Rouge, Louisiana

Adjunct Professor, Academic Support and Bar Prep Summer Pre-Law Program (2016)

- Taught and counseled students as a professor in the Summer Pre-Law Program. Introduced participants to law school case briefing, legal writing, legal analysis, and pedagogy.
 - Primary Teaching Load: Civil Procedure, Contracts, Criminal Law, and Torts

Lamar Institute of Technology, Beaumont, Texas

Coordinator, Student Enrollment Services/Academic Advisor (2016)

- Developed and implemented strategic and operating plans
- Advised, coordinated, and integrated policies and procedures
- Responsible for maintenance of academic records and processes and coordinated staff participation of reports (i.e. Clearinghouse and State Licensure Board)
- Created office forms and procedures including State and Federal mandated guidelines
- Reviewed and evaluated score reports from nationally administered college readiness and program admissions tests
- Liaison/coordinator between LIT departments, Lamar University and the Student Services team relating to student testing requirements, commencement, and other student-related guidelines
- Monitored student TSI compliance by updating the student information database, analyzing reports, auditing student compliance status, and researching and notifying students of TSI compliance and remediation requirements.
- Oversaw the daily operations of student advisors and recruiters including cross-training student services staff members
- Conducted admissions presentations and on-site visits
- Developed recruiting schedule for and participated in high school and college fairs community based, and business events
- Resolved student concerns

University of LaVerne College of Law, Ontario, California

Assistant Professor of Law, Student Advisor (2014-2015)

Taught and counseled students as a member of the Center for Academic & Bar Readiness which is an innovative and constantly evolving program that employs sound educational principles to help La Verne Law students achieve their highest academic potential by cultivating and enhancing their academic skills.

- Primary teaching load: Strategic Legal Methods I and II (concentration Evidence and Criminal Procedure); White Collar Crime
- Responsible for developing programs and curriculums to enhance law student performance gains
- Responsible for developing and implementing academic support workshops in doctrinal subjects and holistic learning, including time-management and integrative study skills

Arizona Summit School of Law (formerly Phoenix School of Law), Phoenix, Arizona
Associate Professor of Law (2013-2014); Assistant Professor of Law (2005-2009)

- Carried a primary teaching load of seven courses: Transactional Practice I & II (Property & Contracts), Criminal Procedure, White Collar Crime, and Sports and Entertainment Law. Personally taught more than 750 different Juris Doctor students
- Served as one of five faculty members of InfiLaw Corporation's inaugural evaluation team that was developed to provide recommendations for improving relationships between all interested parties at Phoenix School of Law, Charlotte School of Law, Florida Coastal School of Law, and InfiLaw Corporation

Associate Dean for Academic Affairs (2010-2013)

- Responsible for the law school's academic curriculum, providing leadership to the faculty and managing policies and processes of teaching, and overseeing student affairs academic-related issues
- Member of Consortium's Admissions, Academic Affairs, Student Affairs, and Academic Support Best Practices Team

Lead Curriculum Specialist & Faculty Liaison, Student Affairs (2012-2014)

- Responsible for overseeing the process for developing a new first year law school curriculum
- Responsible for conducting the "front semester" course committee meetings and guiding the committee through the process of developing a new course proposal and scheduling focus groups to seek input from interested constituencies
- Responsible for drafting new course proposals for faculty review and approval
- Responsible for making policy recommendations to the PSI administration and the Board
- Responsible for working with the Dean of Student Affairs regarding programs, services, and initiatives to promote active student engagement throughout the law school and community

Faculty Liaison, ABA Accreditation & Academic Affairs (2006-2008)

- Major role in drafting the school's Self-Studies (required for ABA accreditation); Lead drafter Chapter V, Admissions and Student Services
- Co-drafted Honor Code and Student Handbook, (adopted February 2006)

Interim Director of Academic Success (2005-2006)

- Responsible for developing programs and curriculums to enhance law student performance gains
- Developed and implemented academic support workshops in doctrinal subjects and holistic learning, including time-management and integrative study skills

Edward Waters College, Jacksonville, Florida

Vice President Student Affairs, Adjunct Professor (2002-2004)

- Responsible for supervision and evaluation of admissions and records functions, enrollment and financial aid, students' activities, including athletics, special programs and services, off-campus student services, and honors program
- Hired personnel in the Student Affairs Office
- Oversaw budget directives for each department, and developed reports for state and federal auditing purposes
- Taught Criminal Justice course

University of Florida Levin College of Law, Gainesville, Florida

Director of Admissions & Special Programs, Adjunct Professor (1998-2002)

- Responsible for supervision of admissions and records functions, including support staff on daily office management issues
- Responsible for day-to-day operations of the Department of Student Affairs
- Directed the creation and development of candidate files including candidate follow-up programs
- Planned, developed, and administered recruitment and retention programs and student activities
- Developed reports for auditing purposes
- Taught first-year law courses in front-semester summer program

University of Mississippi School of Law, Oxford, Mississippi

Assistant to the Dean, Academic Advisor, Adjunct Professor (1994-1996)

- Planned, developed, and administered recruitment and retention programs and student activities
- Supervised Academic Success Tutorial Program, including developing teaching assistants' curriculum and workshops
- Managed secretarial services
- Managed Department of Student Affairs
- Wrote Dean's speeches and reports
- Taught Employment Discrimination Law course

Williams Tutorial & Training Program

Teacher (1996-1998)

Instructor (2005-2010)

Instructor On-Call (2010-Present)

- Conducted training for new and experienced tutors for Orleans and Jefferson Parish School System
- Provided diversity affairs consulting services for Orleans Parish School System
- Tutorial services for high school, university, and law school students

OTHER PROFESSIONAL EXPERIENCE

Worked as a tutor with Sylvan Learning Center and as an admissions representative at Isidore Newman Independent School from 1996 to 1998. Worked as an admissions representative with the University of Phoenix from 2004 to 2005.

CONSULTING SERVICES

S.Williams Consulting Group, LLC

Founder and CEO of S.Williams Consulting Group, LLC, a consulting firm offering motivational speaking, team-building workshops, life coaching, grant writing, and business and public relations consulting services.

- Currently engaged with the Housing Authority of the City of Westwego to provide General Business Consulting to assist the Agency with achieving its overarching goals

LEGAL EXPERIENCE

Robert L. Jenkins L.L.P, New Orleans, Louisiana

Associate (1996-2018)

Practice at a law firm specializing in criminal defense including high profile criminal cases and various civil matters in the areas of employment, construction, and commercial representation and liability litigation.

- Prepare a variety of motions and memoranda in support of criminal defense litigation and civil litigation including education law including preparing and responding to discovery requests
- Draft complaints and answers to complaints filed in state and federal courts
- Perform client interviews and factual investigations in contract and property matters

Minnesota Vikings Football Club, Eden Prairie, Minnesota

Summer Legal Intern;

Associate to Assistant Head Coach & Director of Player Personnel (1993-1994)

- Coordinated recruiting programs for NFL draft; assisted with drafting and negotiating player's contracts, developed Pop Warner coaching clinics
- Analyzed data, conducted meetings, supervised travel arrangements, and other scheduling responsibilities

Mitchell J. Landrieu Attorney at Law, State Representative, New Orleans, Louisiana

Legal Intern, (1992-1993)

- Prepared a variety of motions and memoranda in support of commercial and products-liability litigation; prepared research for legislative matters
- Drafted complaints and answers to complaints filed in state and federal courts
- Performed client interviews and factual investigations in contract, tort, and property matters
- Prepared and responded to discovery requests

Jefferson Parish District Attorney's Office, Gretna, Louisiana

Summer Law Clerk, (1992)

- Researched substantive issues of state and federal law, drafting legal memoranda, opinions and orders, and attending court proceedings
- Interacted with staff, court personnel, litigants and the public
- Assisted in settlement conferences
- Provided trusted legal support to District Attorney and Assistant District Attorneys

EDUCATION

Loyola University School of Law, New Orleans, Louisiana

Juris Doctor

Class leader, member of Moot Court Council. Recognized as an outstanding student leader for Class of 1994

- Shell Oil Law Academic Scholarship
- Faculty & Administrative Liaison, Black Law Students' Association
- Member, Moot Court Council
- Dean's Student Ambassador

Southern Agricultural & Mechanical University, Baton Rouge, Louisiana

Bachelor of Arts, English

- Honors Graduate
- Member, Lambda Iota Tau National English Honor's Society
- Captain, Southern A&M University Cheerleaders (1989-1991)

PUBLICATIONS

Shandrea P. Williams, *National Consensus, Retributive Theory, and Foundations of Justice and Morality in Eighth Amendment Jurisprudence: A Response Advocates of the Child Rape Death Penalty Statute in Kennedy v. Louisiana*, 13 SCHOLAR 583 (2011).

Shandrea P. Williams, *All Athletes Are Created Equal, But Some Are More Equal Than Others: How Winning at Any Cost is Affecting the Integrity of American Sports* (work in progress)

Shandrea P. Williams, *Everyone Doesn't Deserve a Blue Ribbon: The Illusion of Inclusion* (work in progress)

Dye, D., Smith, P., Williams, S., Willrich, P., *Overrepresented in Lockup – Underrepresented on the Home Front: Creating a Blueprint for Quality Reintegration into Home and Family After Incarceration*, Ninth Annual National Fatherhood & Families Conference, Phoenix, Arizona, Program Booklet (2008).

PRESENTATIONS AND INTERVIEWS

- 2019** Co-Presenter, "Walking in My Shoes: Communicating in a Multicultural, Diverse Environment, Purdue Global Village, Purdue University Global Center for Teaching and Learning, Chicago, Illinois, November 2019
- 2018** Panlist, Southern A&M University Law Center Professionalism Orientation, Louisiana State Bar Association, Baton Rouge, Louisiana August 2018
- 2017** Panlist, Southern A&M University Law Center Professionalism Orientation, Louisiana State Bar Association, Baton Rouge, Louisiana August 2017
- 2017** Keynote Speaker, University of Kansas, Men's Football Team Season Opening Retreat, Lawrence, Kansas, August 2017
- 2017** Keynote Speaker, UNCF Annual Mayor's Luncheon, Columbus Ohio, February 2017
- 2016** Keynote Speaker, UNCF Freedom Fund Banquet, Springfield Ohio Chapter, November 2016
- 2016** Keynote Speaker, UNCF Freedom Fund Banquet, Youngstown Ohio Chapter, October 2016
- 2014** Executive Committee Member, Program Co-Chair, Panlist, and Moderator, Southeast/Southwest People of Color Law Conference, Thurgood Marshall School Law, Houston, Texas February 2014
- 2013** Panlist, Gladiators in the 21st Century-Violence and Injuries in Athletics, Center for Sports Law and Policy, Thomas Jefferson School of Law, San Diego, California, November 2013
- 2012** Panlist, Gladiators in the 21st Century-Violence and Injuries in Athletics, Center for Sports Law and Policy, Thomas Jefferson School of Law, San Diego, California, November 2012
- 2011** Participated in a debate with Professor Dan Subotnik of Touro Law School, sponsored by the Federalist Society, Phoenix School of Law Chapter. The debate was about racism in law schools, affirmative action in law school admissions, and related topics.
- 2010** Panlist, Women's Leadership Symposium, Delta Sigma Theta Sorority, Inc., Baton Rouge, Louisiana
- 2008-09** Participated in a debate for Rotary 100, the local Phoenix chapter, about the relative merits and demerits of internet censorship. Following the annual Rotary-sponsored debate contest for high school students, a pair of local professionals are invited to debate for the students' entertainment.
- 2008** Guest on "The Terry Gilberg Show," on KFYT (550 AM), in Phoenix – a political/social commentary talk show. Provided legal expert opinion for 30-45 minutes about the Carol Gotbaum case. Mrs. Gotbaum died while in police custody at the Phoenix airport, and her family sued the City of Phoenix. Discussed the basics of the family's case, the necessary proofs, and the City's potential defenses.

- 2008** Ninth Annual National Fatherhood & Families Conference, Arizona Fathers and Families Coalition, Phoenix, Arizona. Title: "Overrepresented in Lockup – Underrepresented on the Home Front: Creating a Blueprint for Quality Reintegration of Fathers Into Home and Family After Incarceration" (with Professors Daniel J. Dye and Penny L. Willrich, and Pamela Smith)

CERTIFICATIONS

University of Phoenix

Certified Instructor, Criminal Justice and Graduate Business Management

Journal of National Medical Association

Certified Manuscript Reviewer

Six Sigma Certified

HONORS

Co-Teacher of the Year, Arizona Summit School of Law (formerly Phoenix School of Law), 2010

Dean Jon Mills Excellent Service Award, University of Florida Levin College of Law, 2002

Rahim Reed Outstanding Service Award, University of Florida Levin College of Law, Black Law Student Association, 2001

Outstanding Service Award, Dean's Recognition, Admissions Office Prospectus, University of Florida Levin College of Law, 2000-2002

Senior Class Student Appreciation Award, Edward Waters College, Jacksonville, Florida, 2001

Outstanding Achievements in Education, *Ebony Magazine*, 1995

Dean Louis Westerfield Leadership Award, Loyola University School of Law (awarded to the outstanding leader of each graduating class)

Member, Moot Court Team, Loyola University School of Law, 1992-1994

Street Law Outstanding Service Award, Loyola University School of Law, 1994

Student Member, Loyola University School of Law Admissions Recruiting Team, 1993-1994

Outstanding Service Award, Delta Sigma Theta Sorority, Inc., Alpha Tau Chapter, Baton Rouge, Louisiana, 1991

PROFESSIONAL AND EDUCATIONAL SERVICE

Judge, Jessup International Moot Court Competition (2011 - Present)

Coach, National Moot Court Teams (2007, 2008)

Coach, ABA Appellate Advocacy Teams (2008)

Coach, San Diego Criminal Procedure Moot Court Teams (2008)

Coach, Gibbons National Criminal Procedure Moot Court Teams (2006, 2007)

LEADERSHIP AND COMMUNITY SERVICE

Volunteer, Hurricane Katrina Relief Efforts, 2005-Present

Volunteer, "A Voteless People is a Hopeless People", 2004-Present

Volunteer, W. Steven Martin Police Toy Drive, 2004-Present


Volunteer, Go-To-High-School, Go-To-College Program, Pilgrim Rest Baptist Church, 2004-Present

Volunteer, Pro Bono Legal Services, Mt. Pilgrim Rest Baptist Church, 2004-Present
Volunteer Cheerleading Coach, Alliance Youth Sports, PW Kings Football, 2012-2014
Volunteer, Hurricane Isaac Relief Efforts, 2012
Volunteer, Kyrene de las Lomas Elementary (Art Masterpiece and Jamba Juice Rep), 2010-13
Member, Board of Directors, Literacy Volunteers of Maricopa County, 2008-2011
Coordinator, Pilgrim Rest Baptist Church Vacation Bible School, Pre-K Youth Division, 2008
Volunteer, Election Protection (National Campaign for Fair Elections), 2006-Present
Faculty Volunteer, Family Advocacy Pro Bono Project, 2006-2010 (over 150 hours' service)
Chair, Arizona Wives and Significant Others Scholarship Fund Brunch Organizing Committee, 2006
Member, Arizona Cardinals Community Service Wives Foundation, 2004-2008
Volunteer, Phoenix Women's Sports Foundation, 2004
Volunteer, Boys & Girls Club, Alachua County, 2002-2004
Member, Minnesota Vikings Wives and Significant Others Foundation, 2000-2002
Volunteer, Leukemia & Lymphoma Society, 1999-Present
Volunteer, Dress for Success, 1998-Present
Volunteer, New Orleans AIDS Foundation, 1994-1998
Member, Delta Sigma Theta Sorority, Inc., 1990-Present
Graduation Mistress of Ceremonies, West Jefferson High School, 1987
Student Body President, West Jefferson High School, 1987
Homecoming Queen, West Jefferson High School, 1987
Top-Ten Finalist, Miss Teen Louisiana, 1986

PROFESSIONAL REFERENCES

Jay L. Austin

Senior Associate Dean of Enrollment and Financial Aid
Rutgers Law School, U304A



Daniel J. Dye

Associate Professor of Law Emeritus
AZ Summit School of Law

Law Success Instructor


St. Mary's University School of Law



Laura Gaston Dooley

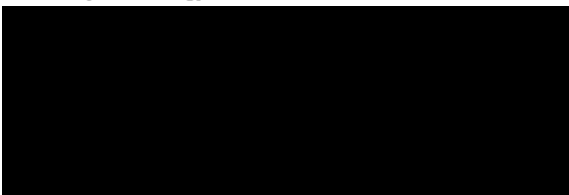
Professor of Law

Valparaiso University Law School



Javan Reed


Assistant Vice President, Adult and Distance Education
Wiley College



Sean Rugless

Founder & President

Katalyst Group





Office of the Executive Vice President/
Executive Vice Chancellor

J. S. Clark Adm. Bldg.
P.O. Box 9819
Baton Rouge, LA 70813

August 6, 2020

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

Dear Dr. Belton:

I am asking that the university waive the advertising and search process for the position of Dean of the Graduate School and appoint Dr. Ashagre A. Yigletu as the new dean. We have conducted two searches and selected candidates who agreed to accept the position, but eventually turned down our offer. Dr. Yigletu is ready to assume the post if approved and will bring a wealth of knowledge and experience that could elevate our program.

Dr. Yigletu's proposed appointment has been endorsed by the Dean's Council, President of the Faculty Senate Albert Samuels, the Graduate Council and Academic Council. Since 2006, he has served as associate dean and MBA Program Director. Prior to that appointment, he was chair of the Department of Economics and Finance. He started his career as the lead expert for export and investment promotion at the Ministry of Trade, Industry and Tourism in Ethiopia. From 1975 to 1980, Dr. Yigletu represented Ethiopia at the International Coffee Organization negotiations during the annual conference in London. He has served as the spokesperson and chairman for Sub-Saharan African Ministers of Trade at the Group 77 meetings in Addis Ababa and Nairobi.

In Ethiopia, Dr. Yigletu served as the Minister of Trade and Tourism, Ambassador to Bulgaria, Hungary and Rumania and coordinated Ethiopian missions in Brussels, Geneva, Germany, Athens and Belgrade. He rose to the position of Deputy Prime Minister, supervising the Ethiopian Ministry of Education, Commission for Higher Education, Ministry of Health, Civil Service Commission, Pension Commission, and Relief and Rehabilitation Commission.

Since 2008, he has coordinated the development of more than 22 new MBA elective courses and seven concentrations in the areas of accounting, entrepreneurship, finance, human resource management, international business, marketing, and supply chain management. He came to Southern University in 1991 as a visiting professor in the Department of Economics and School of Public Policy. Dr Yigletu earned his bachelor's degree in economics at the University of Novi Sad in 1967 and his master's in economics and a Ph.D. in economic sciences at Belgrade University.

I am recommending that Dr. Yigletu receive a 12-month full-time salary of \$140,000.

With Kindest Regards,

Bijoy K. Sahoo, Ph.D.
Interim Executive Vice Chancellor/
Senior Associate Vice Chancellor for Academic Affairs

APPROVED:
Mr. Benjamin Pugh
Vice Chancellor for Finance and Administration

DATE: 8/7/20

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

DATE: 08/11/2020

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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

CAMPUS: SUS ___ SUBR X SULAC ___ SUAREC ___ 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	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 Habib Mohamadian Reason Left Retired
 Date Left December 31, 2019 Salary Paid \$132,492

Profile of Person Recommended

Length of Employment August 12, 2020 To June 30, 2021
 Effective Date August 12, 2020

Name Ashagre Yigletu SS# xxx-xx-5415 Sex Male Race* Blk
 (Last 4 digits only)

Position Title: Dean Department: Graduate School

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 _____ Southern University Experience _____
 Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:
BS - Economics University of Novi, Sad Serbia 1967
MS - Economics University of Belgrade, Belgrade, Serbia 1970
Ph.D. - Economics University of Belgrade, Belgrade, Servia 1972

Current Employer Southern University, Baton Rouge

Personnel Action

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

Recommended Salary \$140,000 Salary Budgeted \$140,000

Source of Funds State 210888 211001 22301 61002 24100

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

Change of: _____
 Position From Assoc. Dean/MBA Program Director To Dean, Graduate School
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):



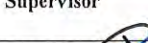

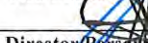


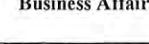
List total funds currently paid this employee by Southern University:
 *See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount

*See Reverse Side

Graduate School signature (if, applicable):

 Supervisor _____	<u>8/6/20</u> Date _____	 Dean/Unit Head _____	<u>8/6/20</u> Date _____
 Vice Chancellor _____	<u>8/19/2020</u> Date _____	 Chancellor _____	_____ Date _____
 Director/Personnel _____	_____ Date _____	 Vice President/Finance _____	_____ Date _____
 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 ORIGIN (Please check one):

_____ Hispanic or Latino _____ Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS: Effective August 12, 2020, Dr. Ashagre Yigietu will serve as Dean of the Graduate School at Southern University and A&M College, Baton Rouge.

EMPLOYEE REGULAR WORK SCHEDULE: Mon. - Fri., 8am - 5pm
EMPLOYEE DIRECT SUPERVISOR: Dr. Bijoy Sahoo
SUPERVISOR/DEPARTMENT CONTACT NUMBER: 225-771-2326
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, H-1-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens.

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

CLASS OF EMPLOYMENT (VISA STATUS):

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

Do Not Write Below This Area
For Human Resource and Budgetary Control Use Only!

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

- _____ Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- _____ Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- _____ Application for Employment Form Admin/Tac/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)

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION Dean AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Graduate School
 (Department or Unit)



- | | | | |
|---|--|---------------------------------------|--|
| <input checked="" type="checkbox"/> Replacement | <input type="checkbox"/> New Position* | <input type="checkbox"/> Unclassified | <input checked="" type="checkbox"/> State |
| <input type="checkbox"/> Civil Service | <input type="checkbox"/> Temporary | <input type="checkbox"/> Faculty | <input type="checkbox"/> Grant-in-Aid |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Probationary (For Faculty this is same as tenure track) | | <input type="checkbox"/> System Revenue |
| | | | <input type="checkbox"/> Agency Fund State |

*requires the approval of System President

VACANCY DESCRIPTION AND JUSTIFICATION



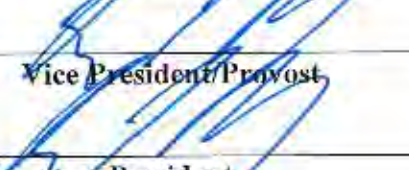
(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved thru Human Resources).

Reporting to the Office of the Executive Vice President / Executive Vice Chancellor, the Dean of the Graduate School is the chief administrator for all graduate programs within the university's schools and colleges. The Graduate School is the pathway and official school of record for graduate student applications, admissions, registration and enrollment, monitoring and recording of academic progress and milestones (admission, residency, qualifying examinations, candidacy, defense of dissertation), and the awarding of degrees.

Salary/Range: \$140,000	Previous Incumbent (if replacement): Dr. Habib Mohamadian
<input checked="" type="checkbox"/> Approved <input type="checkbox"/> Disapproved	 _____ Department Head
	8/6/20 Date
<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	 _____ Dean/Director/Supervisor of Budget Unit
	8/6/20 Date

COMPTROLLER'S OFFICE ONLY	
Funds Available	
<input type="checkbox"/> Yes	<input type="checkbox"/> No
Signature	Date
Budget Number	210888 211001 22301 61002 24100

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position			
<input type="checkbox"/> Yes			<input type="checkbox"/> No
Job Code:	Cal Id:	Job Class:	
Verified By:			Date:

<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved	 _____ Vice Chancellor	8/6/20 Date
<input checked="" type="checkbox"/> Approved <input type="checkbox"/> Disapproved	 _____ Vice President/Provost	Date
<input checked="" type="checkbox"/> Approved <input type="checkbox"/> Disapproved	 _____ President	Date

An Equal Opportunity Employer

Dean of the Graduate School – Duties and Responsibilities

Reporting to the Office of the Executive Vice President / Executive Vice Chancellor, the Dean of the Graduate School is the chief administrator for all graduate programs within the university's schools and colleges. The Graduate School is the pathway and official school of record for graduate student applications, admissions, registration and enrollment, monitoring and recording of academic progress and milestones (admission, residency, qualifying examinations, candidacy, defense of dissertation), and the awarding of degrees. Candidates for Southern University's Dean of the Graduate School should have a distinguished record as a scholar and teacher, should have a PhD or an equivalent doctorate, and should qualify to be appointed as a tenured professor. In addition, all candidates are expected to possess the following:

- A strong, unwavering commitment to excellence in graduate education;
- Leadership skills that will take graduate education to the next level at Southern University Baton Rouge;
- Demonstrate a true commitment to teaching and research;
- An ability to communicate and to engage effectively with a wide range of constituents within and outside of the university;
- Desire to harness institutional potential and seize the opportunity to grow the size and the number of existing graduate programs;
- Commitment to collaborate with academic units to start and gain approval for programs that are interdisciplinary;
- Seek and gain external funding to support graduate education, expand opportunities in online and distance education;
- Experience serving as a leading administrator for a PhD program;
- A strong instinct for collaboration and the ability to navigate various administrative environments;
- Intellectual curiosity, innovative spirit, bold thinking, and a willingness to take calculated risks; and,
- A deep appreciation for Southern University's mission, culture and commitment to ensure the advancement of both the Graduate School and the university's focus on teaching, research and public service.

Essential Job Description and Responsibilities of the Dean of the Graduate School

1. Provide leadership to graduate programs for expanding, revising, and developing them including short- and long-range planning.
2. Work with the Provost, academic Deans, and Online and Distance Education to create and execute overall strategic enrollment planning for graduate education programs at the university.
3. Provide leadership to and oversight of graduate admissions processes.
4. Oversee the overall operations of graduate programs management, assisting the program directors with decisions on waiver requests, appeals, extension of time requests, etc.

5. Supervise the Graduate Assistantship (GA) support budget and allocation to the graduate programs of the university.
6. Collaborate and work closely with the Graduate Council to develop and oversee policies and procedures for graduate education, including program approval.
7. Convene a subcommittee of the Graduate Council in response to a graduate student appeals or grievances.
8. Oversee Assessment and Institutional Effectiveness activities for graduate programs, including compilation and analysis of assessment data and generation performance measures
9. Lead efforts to assist graduate faculty with applications to national and international fellowship programs, e.g. Fulbright Fellowship, NSF Graduate Fellowship.
10. Strengthen programs and policies that improve graduate student retention, degree completion, professional opportunities, and overall success.
11. Plan, direct, and coordinate the operational, personnel, budgetary, and technological activities of the Graduate School.
12. Engage in recruiting activities, including speaking to student groups, participating in recruitment events both nationally and internationally.
13. Strengthen and expand the recruitment of high-quality graduate students and provide direction for the use of graduate assistantships, including policies and procedures related to the awarding and renewal of assistantships, the distribution and creation of assistantships, and the budgetary implications of tuition remission and assistantship stipends.
14. Be an overall advocate of graduate education on campus.
15. Perform other related duties as assigned by the Executive Vice President/Executive Vice Chancellor, including teaching and research in primary field of expertise.

Minimum Qualifications:

Will have an earned terminal degree and holds tenure at the rank of professor; has a record of significant scholarly research and evidence of sustained excellence in graduate teaching, supervision of graduate student research and advisement of graduate students to degree completion; an appreciation of the role of graduate education and a commitment to rigor and excellence in graduate programs; a commitment to successful recruitment of prospective graduate students, the academic success and professional development of current graduate students, quality mentorship by graduate faculty and well developed grantsmanship skills.

Preferred Qualifications:

Administrative experience in the capacity of a graduate coordinator, a member of the Graduate Council, or other graduate related administrative role.

Minimum Experience

Demonstrated successful experience in academic leadership at department, the college and/or university level; evidence of successful teaching in higher education; evidence of scholarly

activity and professional achievement in an academic discipline commensurate with appointment to Professor in an academic department; experience with fiscal management procedures in higher education

Instructions for Applying:

All applicants must send their applications via mail: The College of Business, P.O. Box 9723; Southern University and A&M College, Baton Rouge, LA 70813 or via e-mail to: jasmin_banks@subr.edu or at 225-771-2829. or e-mail to Jasmine Banks, at jasmine_banks@subr.edu . The application package must consist of a cover letter that includes the candidate's administrative philosophy for the graduate school, current curriculum vitae, unofficial transcripts of terminal degree, and the complete contact information for at least three professional references.

ASHAGRE A. YIGLETU, Ph.D.

**Associated Dean and MBA Director
Associate Dean and Graduate Programs Director
Southern University and A&M College
College of Business**

Fax: (225) 771-5262

E-mail: ashagre_yigletu@subr.edu

www.subr.edu

Education

B.A. Economics, University of Novi Sad, 1967
M.A. Economics, Belgrade University, 1970
Ph.D. Economic Sciences, Belgrade University, 1972

Administrative Experience

- 2006-present, Associate Dean and MBA Program Director
- 1999-2006, Chair Department of Economics and Finance
- 1989 – 1991, with the rank of Deputy Prime Minister, supervised the Ethiopian Ministry of Education, Commission for Higher Education, Ministry of Health, Civil Service Commission, Pension Commission, and Relief and Rehabilitation Commission.
- 1989 – 1991, with the rank of Deputy Prime Minister, represented Ethiopia in several rounds of conflict resolution negotiations held in Athens, Atlanta, London, Nairobi and Rome with Ethiopian opposition forces.
- 1984-1989 represented Ethiopia at different regional and international forums negotiated and signed several bilateral and multilateral trade agreements.
- 1982 – 1984, with the rank of a Minister headed and directed the Ethiopian Nationalities Research Institute in Addis Ababa, Ethiopia.
- 1980 – 1982, served as the Ethiopian Ambassador to Bulgaria, Hungary and Rumania and coordinated Ethiopian missions in Brussels, Geneva, Germany, Athens and Belgrade.
- 1977 – 1980, represented Ethiopia in multilateral negotiations such as EEC – African, Caribbean and Pacific (ACP) countries with the European Economic Community (EEC) in Brussels, Belgium.
- 1976 - 1980, served as the Minister of Trade and Tourism

- 1976 – 1980, represented Ethiopia in the 3rd, 4th, and 5th Conferences of the United Nations Conference on Trade and Development (UNCTAD).
- 1976 – 1977, served as the spokesperson and chairman for Sub-Saharan African Ministers of Trade at the Group 77 meetings in Addis Ababa and Nairobi and the 5th UCTAD Conference in Manila, Philippines.
- 1975 – 1980 represented Ethiopia at the International Coffee Organization negotiations during annual conferences held in London, UK.
- 1975-1976, served as Deputy Minister of the Ministry of Industry, Trade and Tourism administered and directed public and private businesses, industries and tourist organizations.
- 1972 – 1976, served as the lead expert for export and investment promotion in the Ministry of Trade, Industry and Tourism.

Academic Experience

- August 2006 – present serve as Associate Dean and MBA Director.
- November 2019- present - serve as the SUBR Curriculum Committee Chair
- August 2017 - present serve as the SUBR RTP Committee Chair
- August - December 2019 - developed the SU Online MBA Program
- 2006 – present member of the Southern University Baton Rouge Graduate Council member and as of December, 2018 vice Chair of the Council
- 2008-2009 - in collaboration with the SU Law Center, developed letter of intent and proposal for JD/MBA dual degree program for approval by the Louisiana Board of Regents.
- 2008-2014 – coordinated the development of over 22 new MBA elective courses and seven concentrations in the areas of: Accounting, Entrepreneurship, Finance, Human Resources Management, International Business, Marketing, and Supply Chain Management. 2008-2014
- 2007 - Initiated and assisted the establishment of the SU MBA Student Association (SUMBASA)
- 2007-2017 - developed the SU MBA Program's Five-Year Plans for the period 2007-2012, 2012 – 2017 and 2017 – 2022.
- 2006-present - played key role in the establishment and implementation of the SU MBA National Board of Advisors.
- Developed Proposal to create Global Trade and Finance Concentration within the Business Economics Program and started implementation in the fall 2004.
- 2000 – Coordinated and implemented the proposal for Bachelor of Science degree program in Finance.

- August 1999 – July, 2006 Professor and Chair, Department of Economics & Finance
- 1995 – present serve as member and as of 2015 Vice Chair of the University Curriculum Committee.
- August 1993 - April 1998, Associate Professor, Department of Economics, Southern University, Baton Rouge, La. 70813.
- August, 1991 - July, 1993, Visiting Professor, Department of Economics and School of Public Policy, Southern University, Baton Rouge, La 70813.
- 1991 - Present taught International Economics, Public Finance, Macroeconomics, Money and Banking, Principles of Economics and Urban Economics.
- Developed Proposal on Master of Science in International Business Program for the COB at Southern University.

Publications

- No, S., Andrews, Nwachukwu, S., Powell, K., Rey, M., and Yigletu, A. (2016) Leadership Skills Needed for Success at Historically Black Colleges and Universities (HBCUs): A View from the HBCU Business School Deans' Perspective. *Journal of African Business*.
- Donald R. Andrews, Sung No, Kimberly Powell, Melanie Powell Rey, and Ashagre Yigletu (2015) Historically Black Colleges and Universities' Institutional Survival and Sustainability: A View from the HBCU Business Deans' Perspective. *Journal of Black Studies*.
- Donald R. Andrews, Sung No, Saviour Nwachukwu, Aloyce Kaliba and Ashagre Yigletu (2013) Entrepreneurship Education at Historically Black Colleges and Universities: Call for A New Mission. *Washington Business Research Journal*.
- Donald R. Andrews, Sung No, Saviour Nwachukwu, Aloyce Kaliba And Ashagre Yigletu. (2012) Back to The Future: Entrepreneurship Education at Historically Black Colleges Paper Presented at the Minority Serving Institutions Research Partnership Consortium, University of Texas Pan American, McAllen, Texas.
- Donald R. Andrews, Sung No and Ashagre Yigletu (2011) Cointegration in and Diversification Benefits from Sub-Saharan Capital Markets: The Case of Kenya, Tanzania, and Uganda. *Papers and Proceedings of the Academy of Economics and Finance*.
- Donald R. Andrews, Sung No, Saviour Nwachukwu, and Ashagre Yigletu. (2011) New Realities in Entrepreneurship Education at Historically Black Colleges and Universities. Paper presented to OFC Venture Fund Program for Dean and Faculty Development in Entrepreneurship, Atlanta, GA.
- Donald R. Andrews, Saviour Nwachukwu Mysore Ramaswamy and Ashagre Yigletu. (2010) An Analysis of the Impact of Electronic Medical Records System in a Global Medical Tourism Environment. *Issues in Information Systems*, Volume XI, No. 1.

- Donald Andrews, Saviour Nwachukwu, Syed Khalil and Ashagre Yigletu. (2008) A Cross-National Analysis of Government Implementation: A Research Note. *Issues in Information Systems*, Volume IX, No. 2.
- Donald R. Andrews, Sung No and Ashagre Yigletu. (2008) The Influence of Socio Economic Factors on Educational Performance for Elementary School Children in Louisiana with a Focus on New Orleans, National Economics Association, Annual Meeting, New Orleans, Louisiana.
- Donald R. Andrews, Sung Chul No and Ashagre Yigletu. (2007) Dynamic Analysis of Income and Independence Effect of African American Female Labor Force Participation on Divorce," *Atlantic Economic Journal*.
- Donald R. Andrews, Saviour Nwachukwu, Ashagre Yigletu, and Andrew Washington. (2007) Factors Impeding the Development of Export Activities: A Survey of Louisiana Small Businesses. *Southwest Business and Economics Journal*.
- Donald R. Andrews, Andrew Muhammad, Audrey Kahara-Kawuko, Tamwisigire Caleb and Ashagre Yigletu. (2006) Tourism and Economic Development in East Africa: The Case of Uganda, National Economics Association Annual Meeting Chicago, Illinois.
- Donald R. Andrews, Andrew Muhammad, Ashagre Yigletu. (2006) Disaster and Black Business Development: Recovering from Katrina. Dubois Institute Spring Conference, Southern Center for Studies in Public Policy and Clark Atlanta University School of Business.
- Donald R. Andrews, Andrew Muhammad, Ashagre Yigletu. (2006) Role of HBCU Universities in Minority Business Development: Recovering from Katrina: Understanding the Impact of Natural Disasters on Communities and MBEs, Presentation at the Minority Business Development Agency National Conference, New Orleans, Louisiana.
- No, S, Andrews, D, and Yigletu, A. (2011). Cointegration in and Diversification Benefits from Sub-Saharan Capital Markets: The Case of Kenya, Tanzania, and Uganda. *Papers and Proceedings of the Academy of Economics and Finance*.
- Sung Chul No, Donald Andrews and Ashagre Yigletu, (2007). Dynamic Analysis of Income and Independence Effect of African American Female Labor Force Participation on Divorce. *International Atlantic Economic Society*, Vol. 35, pp. 159-171.
- Andrews, D., No, S., and Yigletu, A. (2007). Estimation of Derived Demand for and Supply of Better Education in Louisiana. *The Business Review, Cambridge*. Vol. 7, (1) pp.24-28.
- Nwachukwu, S., Andrews, D., Yigletu, A., Washington, A. (2007) A Survey of Louisiana Small Businesses." *Southwest Business and Economics Journal*, Volume 15.
- Yigletu, A and Andrews, D, (2005) Foreign Direct Investment and Developing Countries: The Case of Uganda." *Proceedings, Academy of Economic and Finance*, Vol. 29.
- Washington, A., Yigletu, A. and Andrews, D. (2002) The Derived Demand for

Imported Wheat in Ghana." *Southwestern Economic Proceedings*, Volume 29.

- Andrews, D., Washington, A., Yigletu, A. and Nwachukwu, S. (2002) Influence of Poverty on Educational Performance in Louisiana: Emphasis on the Mississippi Delta Parishes. *Southwestern Economic Proceedings*, Volume 30, Number 1.
- Donald R. Andrews, Krishna Agnihotri and Ashagre Yigletu (1998) The Influence of Student Personality on Test Performance in Economics for African American Students. *The African Economics and Business Review*.
- Benjamin, Cheng, and Yigletu, A. (1998) Causality and Cointegration between Taxes and Expenditures in the U.S.: A Multi variate Approach, *New York Economics Review*.
- Yigletu, A. (1998) Hungary's Systematic Transition and Privatization Paradigm: Lessons for the sub-Sahara African Reform Countries." *Scandinavian Journal of Development Alternatives*, Vol. 17 NO 5.
- Andrews, D., Agnihotri, K. and Yigletu, A. (1998) The Influence of Student Personality on Test Performance in Economics for African American Students." *The AFRICAN Economic and Business Review*, Vol. 1.
- Yigletu, A. (1997) Global Agricultural Trading System: Implications for Developing Countries." *Scandinavian Journal of Development Alternatives*, Vol. 16 No 3&4,
- Yigletu, A. (1996) Eastern Europe as Business Location: Macroeconomic Analysis of Opportunities and Threats. *Proceedings, Academy of Economic and Finance*, Vol. 20.
- Yigletu, A. (1995) Recent Democratic Changes in South Africa: Overview and Comment on Economic Environment and Investment Opportunities. *American Society of Business and Behavioral Science Perspective Journal*, Vol. 5, No. 4.
- Yigletu, A. (1995) Agricultural Trade Liberalization and the World Trade Organization: Economic Analysis of Implications on Developing Countries." *Proceedings, Academy of Economics and Finance*, Vol. 19

Professional Development

- Attended the AACSB Annual Conferences 2008 - 2017.
- Attended the 2 Annual Conference on Blacks in Higher Education, National Association for Equal Opportunity in Higher Education (NAHEO), March 22- 25, 2006, New Orleans, Louisiana.
- Attended the AACSB Student Learning Outcomes Assessment Seminar, Tampa, Florida, February, 21 – 23, 2005.
- Attended the 2005 Annual International Affairs and Development Partnerships Conference sponsored by UNCFSP, Washington, D.C., and August 13 – 16, 2005.
- Attended Reflect SHE – Reunion for Entrepreneurship Educators at Babson College, Boston, MA – June 2 – 4th, 2005.

- Participated in the “Globalizing HBCU business School” Study Tour to the University of Cape town, South Africa and University of Botswana, Botswana – June, 2005.
- Attended Globalization Seminars – “Engaging Africa in the 21st Century” at the University of Memphis CIBER – May 5 – 7th, 2005.
- Attended the *Price Babson Symposium for Entrepreneurship Educators - SHK 20*, Baboon College, Boston, MA – June 1 – 5th, 2004.
- Attended Minority Serving Institutions 2nd Conference Jackson State University, September, 2004.
- Attended Faculty Development in International Business - Globalization Seminars at the University of Memphis - June 5-8th, 2003
- Attended SAP Training Workshop, Miami, Fl - January 6 – 9, 2003.
- Attended Annual Grant Writing Workshop, Southern University, Baton Rouge, February 27-28, 2003
- Attended the 5th Annual Global Partnerships Conference: Higher Education and International Development, sponsored by UNCFSP, Washington, D.C., March 6 – 9, 2003.
- Attended *Globalizing HBCU Business Schools Grants and Best Practices Workshop* at Dillard University, New Orleans, LA – November 22 – 23, 2002
- Attended the *Global Dimensions of business Education Faculty Development Summer Program* at the Faculty Resource Network, New York University, and June 1 –15, 2001.
- Attended *New Realities in Business Conference Minority Serving Institutions*, Southern University and A&M College, Baton Rouge, LA, April 5 7, 2000.
- Attended *Faculty Development in International Business summer program* at the University of Southern Carolina, July 17 – 22, 1997.
- Attended *Strategic Planning Process workshop* conducted by the Earnest & Young foundation, southern University and A&M College, Baton Rouge, Louisiana. 1996.

Professional Services

Board Member of Professional Organizations

- 2016 – 2019 – Board member of the University of Connecticut Center for International Business Education and Research (CIBER).

- 2006 - 2008 - Board Member of the National Economic Association.
- 2004 - 2012 - Board Member of Baton Rouge Center for World Affairs.
- 1995-1998 - Board member of Friends for Life: HIV/AIDS Services Inc., Baton Rouge.
- 1993 - 2015 - Board member of American Society of Environmental Sciences.

Grant Proposal Reviewer

- Grant proposal reviewer for the SUBR Office of Grants and Sponsored Program.
- Grant proposal review panelist for Academy of Educational Development (AED), Washington, D.C. 1997-2002
- Grant proposal review panelist for US State Department - 1999-2002

Session Moderator

- Academy of Economics and Finance
- EDA University Center at Southern University 4th Annual Conference

University-wide Committees and Activities

- 2009 - Chair Southern University Human Resources Director Search Committee.
- 2008-present Member of the Southern University Industry Cluster and Co-Chair of Curriculum Committee.
- Member of Southern University Graduate Council 2007- present.
- Member of Southern University Academic Planning Committee, 2006 – present.
- Southern University Faculty Development Board, 2003-2004.
- Campus Coordinator of Louisiana Alliance for Minority Participation (LAMP) – Social and Behavioral Sciences, 1997-2000.
- 1999 - SACS Accreditation Undergraduate general education curriculum Assessment
- 1995 - present - Southern University Curriculum Committee member and since 2015 – Committee Vice Chair.

College of Business Committees and Activities

- 2001-present: College of Business Strategic Plan Coordinator
- 2018 - Chair, College of Business Endowed Professorship Selection Committee.
- 2018 – Chair, College of Business Retention, Tenure and Promotion Committee.
- 2008 - Chair, Search Committee for the College of Business FT Specialist.

- 2013 - Chair, Search Committee for the SUBR Human Resources Director
- 2008 - Developed and coordinated implementation of the SU MBA 1st Annual Fundraiser event— "The Black and White Affair, November.
- 2007 - Chair, Search for the Chair of the College of Business Department of Economics and Finance.
- 2008- present, Chair College of Business Curriculum Management and Assessment Committee.
- 2006 - Coordinated the development and installation of the SU MBA National Board of Advisors.
- 2006 - Chair, Search Committee for Endowed Chair for Small and Minority Business Enterprise.
- 2004 -- 06 - Participated in the development of the SUBR College of Business MBA Program final proposal.
- 2004 - Developed and implemented a concentration in Global Trade and Finance within the Business Economics Program in collaboration with the Department of Foreign Language.
- 2001-2003 - Coordinated the development and implementation of the Finance Degree Program in the College of Business, Department of Economics and Finance.
- Contributed to the creation of academic exchange linkage between SUBR and the College of Business with universities in Angola, Botswana, Ghana, Libya, Mexico, Namibia, South Africa, Tanzania and Uganda.
- 1998 - College of Business Dean Search Committee member.
- 1996-present - Served as member and coordinator of the College of Business Strategic Planning Council and developed 1997-2002, 2002-2007, 2007- 2012, 2012 - 2017 and 2017 - 2022 COB Strategic Plans.
- Developed the College of Business Policies and Procedures Manual 1995, 2006, and 2017.
- 1992-1997 - Coordinated an academic and research discussion forum for the College of Business faculty and students entitled "Economics and Finance Faculty Open Round Table (EFFORT).
- 1993-1994 -Developed a Master of Science in International Business (MSIB) program proposal.

Student Development and Advisement Activities

- 2006-present: academic advisor for over 100 COB graduate students
- 2007 - present - developed relationship with the National Black MBA Association and organized participation of the SU MBA students at the 29th, 30th and 31st Conferences.

- 2005 - present - Organized and administered study abroad programs for the undergraduate and MBA College of Business students.
- 1999 - present – Organized and administered the participation of the College of Business students at the annual “Future Global Leaders in the Caribbean Summer Institute at the University of the U.S. Virgin Islands.
- 1999 - 2009 - Organized and coordinated participation of several students of the College of Business at different conferences and events such as the Beta Gamma Sigma Student Leadership Conferences, Uganda Day Program at the World Trade Center in New Orleans, Global Business Case Competition in Seattle, Washington.
- 1999 - Coordinated the installation of the Southern University Chapter of Beta Gamma Sigma – International Honor Society for AACSB accredited business schools, and served as the chapter faculty Advisor, Secretary and Treasures 1999 - 2016
- 1994 - 1998 - Coordinated the establishment of the Southern University Chapter of Sigma Beta Delta, National Honor Society business schools not accredited by AACSB and served as faculty Advisor, Secretary and Treasurer.

Community Services

- 2009 – present – Presenter on Globalization at the National Forum of Black Public Administrators, Nelson Mandela college of Government & Social Sciences
- 2008-present - Board member of the Baton Rouge Area World Affair Council.
- 1997 - Participated in economics curriculum development for the Baton Rouge, Community College.
- 1995-1998 - Served on the Board of Directors of Friends for Life: HIV/AIDS Services Inc., Baton Rouge, LA.
- 1993-1994 - Taught Principle of Economics I and II to inmates at the Dixon Correctional Institute, Zachary, LA,
- 1999-2004 - Served as President of the American Society of Environmental Sciences.

Funded Grant Proposals

- Promoting Entrepreneurship, Market Economy and Democratic Values in Economic Development through People-to-people Exchanges: Partnership between Southern University, Baton Rouge, Louisiana and Makerere University, Kampala, Uganda -- project funded by the U.S. Department of State – Bureau of Educational and Cultural Affairs.

- Expanding International Business Education at Southern University and enhancing the International Capacity of Small Businesses: A Strategic Partnership Between Southern University-Baton Rouge and Makerere University, Kampala, Uganda, funded by the U.S Department of Education Business and International Education – Title VI B, July, 2007 - 2009
- Creation of an Academic Exchange Partnership Between Southern University and A&M College, Baton Rouge and Makerere University, Kampala, Uganda – funded by the United Negro College Fund Special Programs, 2003-06.
- Collaborative Approach in Internationalizing Business Education:
A Strategy for Building Global Understanding and Competence – funded by the US Department of Education, Business and International Education – Title VI B, 2003-05
- Enhancing International Business Education at Southern University and A&M College – A Comprehensive Program to expand and Strengthen International Business and Small Business Export Development Education in Louisiana – funded by the US Department of Education, Business and International Education – Title VI B, 1998 – 2000.
- The African American Economic Experience; Integrating the Role of Race, Gender and Entrepreneurship into the Economics Curriculum at the SUBR COB, 1998
- Internationalizing Existing Curricula at the College of Business, Southern University, and Baton Rouge Funded by Louisiana Board of Regents, 1996-98.

Membership in Professional Organizations

- Academy of Economics and Finance
- African Economic and finance Association
- National Economic Association
- American Economic Association
- North American Small Business in International Trade Education
- American Society of Environmental Sciences
- Academy of International Business

Honors and Recognition

- Received Recognition Certificate from the Baton Rouge Metro Council for promoting Academic Exchange Partnership Programs in Sub-Saharan Africa -- January 2010.
- Elected Board member of the Baton Rouge Center for World Affairs – 2008 – 2013.
- Received Certificate of Recognition for 20 Years of Service at Southern University and A&M College, March 9, 2011.
- Elected Board Member of the National Economic Association 2005-2008.
- In March 1999 inducted into the Beta Gamma Sigma International Honor Society of AACSB accredited Business Schools.
- Elected President of the American Society of Environmental Sciences (Louisiana Chapter), 1999 – 2004.
- Southern University and A&M College, Baton Rouge 1998 Cluster Quality Employee.
- PHI BETA LAMBDA, Professional Business Fraternity Outstanding Service Award, 1994 - 1995.
- Member of the World Conflict Watch Society of the Institute of All Nations, New York, 1994 – present.



Office of the Executive Vice President/
Executive Vice Chancellor

J. S. Clark Adm. Bldg.
P.O. Box 9819
Baton Rouge, LA 70813

August 6, 2020

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

Dear Dr. Belton:

I support the recommendation to waive the search for a full professor in the Science and Mathematics Education Doctoral Department and appoint Dr. Luria S. Young effective August 10, 2020 to the position at a salary of \$83,200. Dr. Young has the experience and background to excel in this position. She will be an asset to the Department and the University.


Based on the recommendations provided by the Science Math Education Department and subsequent approval from the dean, I am also recommending that Dr. Young be considered for the tenured-track in the Science and Math Education Department. This means, however, that she will be required to be evaluated for tenure based on the provisions of the most current Faculty Handbook which states in section 4.7-C3, under *Procedures for Recommending Academic Tenure*:

"Professor--Persons initially employed as full professors shall serve a two-year probationary appointment within the Southern University System, and the evaluation for tenure will take place during the third academic year (the critical year). At the end of the third year, in the event tenure is to be awarded, the faculty member will be informed in writing. If tenure is to be denied, written notice of termination, to be effective at the end of the subsequent academic year, will be given."

Her salary of \$83,000 is consistent with prevailing salaries of other professors in the Department.

Sincerely,

Dr. Bijoy K. Sahoo
Interim Executive Vice Chancellor/
Senior Associate Vice Chancellor for Academic Affairs

APPROVED:  DATE: 8/7/20
Mr. Benjamin Pugh
Vice Chancellor for Finance and Administration

APPROVED:  DATE: 8/11/2020
Ray L. Belton, Ph.D.
President-Chancellor



SCIENCE/MATH EDUCATION DOCTORAL DEPARTMENT
SUITE 321, PINCHBACK HALL

Post Office Box 9256
Baton Rouge, LA 70813
Office/Fax: (225) 771-5932

August 4, 2020

Dr. Patrick Carriere, Dean
College of Sciences and Engineering
P.B.S. Pinchback Engineering Building, Suite 321, Office 325
Baton Rouge, LA 70813

Re: Request to Appoint Dr. Luria Young as a SMED Full Professor

Dear Dr. Carriere:

This communication comes to request your approval to waive the search for a Full Professor in the Science and Mathematics Education Doctoral (SMED) Department and appoint Dr. Luria S. Young, effective August 10, 2020, at a salary of \$83,200. Dr. Young possesses a wealth of diverse Southern University experiences having served as a staff member, faculty member, middle level administrator and senior level administrator.

Dr. Young served as the Evaluations Coordinator and Statewide Program Administrator of the Louis Stokes Louisiana Alliance for Minority Participation, a Tenure-Track Assistant Professor, Tenured Associate Professor and Tenured Professor, as well as the LIGO Science Education Specialist in the College of Education, Department of Curriculum and Instruction and SMED Program. In 2012, she was appointed Interim Dean of Education, Arts and Humanities, and has subsequently been the Vice Provost for Academic Affairs, Interim Executive Vice President for Academic Affairs and Provost, and Interim Vice Chancellor for Student Affairs. Among her most recent full-time appointment at Southern University, Dr. Young served as a Professor in our program with tenure before her early retirement. Through her continuous participation and commitment to the LIGO project, and other scholarly activity, the University and SMED has continued to benefit. Dr. Young has a wealth of educational and professional experiences. In fact, her brief separation has been more like an academic sabbatical where she has continued to grow and further develop her research program and interest.

As noted on the attached curriculum vitae and letters of recommendation, Dr. Young is actively engaged in research, publishing, outreach and successfully acquiring millions of dollars in external funding for Southern University and A&M College. This strong, diverse academic experience of teaching, research, outreach and administration qualifies her for appointment at the rank of full professor in our research based degree program.

I have reviewed the academic credentials, teaching and research activities of Dr. Luria Young before putting forward this request for her appointment as a Full Professor in the SMED department. My

evaluation of her curriculum vitae was conducted using the SUBR Faculty Handbook confirms that she indeed meets the requirement to be hired as a full professor. Dr. Young excelled in all six (6) tenure criteria which include 1) teaching, 2) research and publications, 3) professional training and experience, 4) professional activities and community service, 5) university service, and 6) mentoring including student advisement. Most notable is that Dr. Young has secured research funding in the amount of over 2.5 million dollars for the University during the last few years. In addition, she has worked with SMED to secure an additional 2.5 million dollars (500,000 per year) research project that has been recently awarded over the next five years.

The appointment of Dr. Young to SMED will not only further strengthen the research and external funding pursuits of our PhD program, the College of Sciences and Engineering, and the Graduate School, but Southern University and A&M College as a whole. Dr. Young would be a tremendous asset to any institution of higher learning, but her commitment is to Southern University. I ask for your favorable consideration of this request. If you need additional information, please let me know.

Regards,



Albertha Lawson, Ph.D.
Professor and Chair of SMED

APPROVALS:

Patrick Carriere

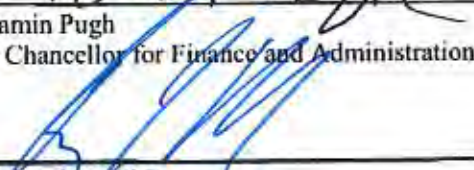
Patrick Carriere, PhD
Dean of Sciences and Engineering



Bijoy Sahoo, PhD
Interim Executive Vice President for Academic Affairs



Benjamin Pugh
Vice Chancellor for Finance and Administration



Ray L. Belton, PhD
President-Chancellor

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER							
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CAMPUS: SUS ___ SUBR X SULAC ___ SUAREC ___ SUNO ___ SUSLA ___

EMPLOYMENT CATEGORY: 9-MONTH ___ 12-MONTH X OTHER ___ (Specify) ___

X 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 Research Administrator Reason Left transfer
 Date Left ___ Salary Paid 36,000

Profile of Person Recommended

Length of Employment 08/04/2020 To ___
 Effective Date 08/12/2020

Name Luria Young SS# S00020509 Sex F Race* B
 (Last 4 digits only)

Position Title: Full Professor Department: Science/Math Education Doctoral
Program

Check One X 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 18 years Southern University Experience 17 years
 Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:
B.S., Biology Southern University -Baton Rouge May 1993
M. Ed., Science Education Louisiana State University- Baton Rouge August 1995
Ph.D, Ed. Lead. & Research Louisiana State University-Baton Rouge May 2004

Current Employer Southern University -Baton Rouge, LA

Personnel Action

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

Recommended Salary \$ 83,200 Salary Budgeted \$ 83,200

Source of Funds SMED/College of Science/Agriculture

Identify Budget: 211001 22488 61003 Location ___
 Form Code: ___ Page 1 Item # 1

Change of: From ___ To ___
 Position Research Administrator Full Professor
 Status Part-time Full-Time
 Salary Adjustment 36,000 \$83,200 (9 month salary)

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
211001 22488 61003 21000	\$83,200

*See Reverse Side

Graduate School signature (if, applicable):

Albert Lopez 8/4/2020 Supervisor Date
Patrick Carriere 8/4/2020 Dean/Unit Head Date
[Signature] 8/5/2020 Vice Chancellor Date
[Signature] 8/19/2020 Director/Personnel Date
[Signature] President Date
[Signature] Chairman/S.U. Board of Supervisors Date
[Signature] Vice President/Finance Business Affairs/Comptroller Date

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

- White, not of Hispanic origin. A person having origins in any of the original people of Europe, North Africa, or the Middle East.
- Black, not of Hispanic Origin. A person having origins in any of the Black racial groups of Africa.
- Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origins, regardless of race.
- Asian or Pacific Islander. A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.
- American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.

COMMENTS: Dr. Young is returning to her faculty position in the Department of Science/Mathematics Education Doctoral Program as a Full-time, Tenured Professor at a 9-month salary of \$82,200, effective August 14, 2020. Dr. Young's last day as the Research Administrator will be 7/31.

EMPLOYEE REGULAR WORK SCHEDULE:

EMPLOYEE DIRECT SUPERVISOR: Albertha Lawson

SUPERVISOR/DEPARTMENT CONTACT NUMBER: 225-771-5932

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, I-1-B and J-1 visas, passport, and I-1-1-94. 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)	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):

- Approval 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 - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Associate/ Full Professor AS DESCRIBED BELOW
BE AUTHORIZED AS A VACANCY FOR Science and Mathematics Education Doctoral Department
(Department or Unit)

Replacement Civil Service Tenured
New Position Temporary Probationary (For Faculty this is same as tenure track)
Unclassified Faculty
Source of Funds: State Grant -in-Aid System Revenue Agency Fund State

VACANCY DESCRIPTION AND JUSTIFICATION

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved through Human Resources).

The successful candidate for this SMED Associate/Full Professor position will lead research operations and teach a regular schedule of two graduate courses per semester, direct and serve on dissertation committees, establish a research program, write and secure grants and other external funding, publish in refereed journals, make presentations at conferences, serve on departmental and institutional committees, recruit students, and otherwise contribute to the success of the program.

Salary/Range: \$75,000 - \$83,200 Previous Incumbent (if replacement): New Position
Approved Disapproved Alberttha Lawson 8/7/2020
Department Head
Approved Disapproved Patrick Carriere 8/6/2020
Dean/Director/Supervisor of Budget Unit Date


FINANCE/BUDGET OFFICE ONLY
Funds Available
Signature Date
Budget Number

HUMAN RESOURCES OFFICE ONLY
Existing/Approved Position
Employee Class: Job Class:
Verified By: Date:

X Approved Disapproved 8/6/2020
Vice Chancellor Date
Approved Disapproved
Chancellor/Vice President Date
Approved Disapproved
President Date

An Equal Opportunity Employer

Luria Young, Ph.D.



ACADEMIC PREPARATION

Louisiana State University, Baton Rouge, Louisiana

Doctor of Philosophy, Educational Leadership, Research and Counseling
concentration in **Higher Education**, May 2004

Louisiana State University, Baton Rouge, Louisiana

Educational Specialist Certificate, Secondary Science Education, May 1997

Louisiana State University, Baton Rouge, Louisiana

Master of Education, Secondary Science Education, August 1995

Southern University and A&M College, Baton Rouge, Louisiana

Bachelor of Science, Biology, May 1993

PROFESSIONAL POSITIONS

The Shaw Consulting Group, LLC

Owner and Lead Consultant

February 1, 2018 - present

- A multi-faceted consulting company, with an emphasis on PK-12 education, higher education, accreditation, evaluation, assessment, mentoring, life coaching and construction management
- Clients include public and private institutions and organizations, and individuals

Southern University and A&M College Laser Interferometer Gravitational Wave Observatory Project (funded by the National Science Foundation)

Research Administrator

July 1, 2019 - present

- Managing the daily activities of the SUBR LIGO project to ensure its success
- Training of docents (undergraduate STEM and education students)
- Engaging teachers in informal/inquiry-based professional development
- Guiding and monitoring the educational research pursuits of SMED scholars
- Responsible for all reporting requirements
- Maintaining the \$500,000 annual budget
- Managing public relations with internal and external constituents
- Writing grants to secure additional external funding to support related activities
- Strengthening collaborations with business and industry to secure additional funding for teachers and students
- Other duties and responsibilities as needed or assigned

Southern University and A&M College

Senior Associate Vice Chancellor for Academic Affairs

January 1, 2018 – March 31, 2018 (Retired March 31, 2018)

- Worked closely with the Executive Vice President for Academic Affairs and Provost to ensure a successful transition and provided leadership for the academic programs to foster excellence in teaching, research, and service
- Advised the Executive Vice President for Academic Affairs and Provost on matters relating to academic affairs, and served as a member of the SUBR Senior Leadership Team
- Other duties and responsibilities as assigned by the Executive Vice President for Academic Affairs and Provost

Southern University System / Southern University and A&M College

Interim Executive Vice President for Academic Affairs and Provost

May 15, 2017 – December 31, 2017

Interim Vice Chancellor for Student Affairs and Dean of Students

July 1, 2017 – December 31, 2017

- Initiated an 18-month failsafe, strategic plan to SUBR's SACSCOC reaffirmation for 2020
 - Oversight of specialized/programmatic accreditation bodies, with direct supervision of efforts over the Baton Rouge campus
 - Provided leadership in creating a culture of faculty research, scholarship and grantsmanship
 - Provided leadership, implemented, and maintained an institutional assessment plan
 - Provided leadership, implemented, and maintained program and activities to increase enrollment and improve retention and graduation rates
 - Provided leadership and articulated the long-term vision and strategic plan to guide the development of Academic Affairs.
 - Fostered an environment for increased faculty morale
 - Provided leadership, developed, and coordinated faculty professional development opportunities
 - Represented the University in community activities by actively participating in community organizations which support and strengthen the University
 - Provided leadership to strengthen articulation and collaborative activities with other educational institutions, including the community college and K-12 systems, public agencies, business, and industry.
 - Participated in professional organizations to improve the university's visibility and reputation
 - Acted on behalf of the President-Chancellor at his request
 - Other duties and responsibilities assigned by the President-Chancellor
- SELECTED ACCOMPLISHMENTS AS THE INTERIM EVP AND PROVOST**
- Led the efforts for the removal of SUBR from SACSCOC Warning, with one year of monitoring
 - Stabilized the Southern University System's Online Education for Growth

- Strengthened and expanded partnerships with business and industry for the Southern University System (Capital One Grant, SUBR LIGO Project, LS-IAMP Project)
- Strengthened the Southern University System's data governance processes for valid and reliable data, and consistent reporting to internal and external constituencies
- Implemented the system and led the effort for SUBR's SACSCOC 18-month plan to reaffirmation
- Conceptualized an increased enrollment and funding plan focused on maximizing Louisiana's Formula Funding Model (SUBR's in-depth program review, focus on 4- and 5-star jobs, Jaguar Journey, and strengthening Dual Enrollment)
- Increased retention by strengthening the academic infrastructure (Student Success Collaborative/Grades First for strategic and professional advising, The Freshman Academy, SUBR's Faculty Professional Development Institute, utilization of Title III funding to focus on the university's SACSCOC reaffirmation and program accreditations, implementation of Degree Works and AdAstra, implementation of IncludedED for gatekeeper STEM courses)
- Increased resources for high performing students, need-based support of students and professional development of faculty
- Led the effort for consideration of new degree programs and concentrations to be considered (Master's degree in Applied Behavior Analysis, Concentration in Music Management in collaboration with the Alumni Federation, and concentration in Media and Digital Content in collaboration with SUBR supporters)
- Elected as the President-Elect of the Conference of Louisiana Colleges and Universities (CLCU) which strategically positions SUBR to host a major conference for all of higher education in Louisiana (2019).

Southern University and A&M College Office of Academic Affairs

Vice Provost for Academic Affairs, March 1, 2016 – May 12, 2017

- Worked closely with the Executive Vice President and Provost and provided leadership for the academic programs to foster excellence in teaching, research, and service
- Managed the Office of Academic Affairs and assisted with the strategic and operational capacities related to faculty and academics
- Fostered faculty engagement and development as well as recruitment/retention of faculty as part of the Southern University System goal to attract and retain excellence
- Facilitated collaborative exchange across the academic and support service units with a goal of improving strategic academic outcomes
- Advised the Executive Vice President for Academic Affairs and Provost on matters relating to academic affairs and graduate studies, and serving as a member of the SUBR Senior Leadership Team
- Broad responsibility for the planning, development and administration of the college's educational programs and services

- Ensured the academic integrity of the college and supporting innovations in programs and methods of delivery that respond in a timely manner to a rapidly changing environment
- Provided leadership, vision, direction, and advocacy for a comprehensive array of programs, which support completion and students' success in meeting their educational goals
- Promoted the effective interrelationship between instructional services, academic initiatives, and student services
- Coordinated and successfully implemented commencement every semester
- Other duties and responsibilities as assigned by the Executive Vice President for Academic Affairs and Provost

Southern University Department of Science/Mathematics Education Doctoral Program, Baton Rouge, Louisiana

Professor and LIGO Science Education Specialist, August 2015 - February 2016

- Courses Taught: SMED 710 History of Science/Mathematics Education; SMED 717 Science/Mathematics Curriculum at the College Level: Biology, Chemistry, Computer Science, Mathematics, Physics, or General; SMED 760 Informal Science Education; SMED 702 Cognitive Psychology; SMED 741 Qualitative Research; SMED 755 Advanced Qualitative Research

Southern University College of Education, Arts & Humanities (CoEAH), Baton Rouge, Louisiana

Interim Dean and Superintendent of the Southern University Laboratory School, Professor, December 2012 - July 2015; Rosalie Guidry Daste Endowed Professorship in Urban Education, Fall 2012, NCAHE Coordinator (Spring 2007 - July 2015)

Responsible for

- the full implementation of the College's mission
- the successful implementation of the College's assessment plan
- providing leadership for effectiveness in the College
- adherence to standards for accreditation
- promoting excellence in undergraduate and graduate programs
- supporting the university's mission, goals, and strategic plan
- the success or failure of students
- securing resources for the College
- the academic excellence of the SUBR Laboratory School
- promoting and serving as a model for effective teaching, professional achievement, and professional service
- Served as the College advocate and representative
- Other duties and responsibilities assigned by the Vice Chancellor for Academic Affairs and Chancellor

SELECTED ACCOMPLISHMENTS AS THE INTERIM DEAN

- Annual Education Round-Up and Praxis Fun Day: concerted efforts to attract our former education majors who are struggling with passing the Praxis examinations

- Worked with a team to develop the Southern University Miniature Laboratories ("Mini Labs") in Business, Engineering, Health Professions, and Law with World Languages and Literacy woven throughout all labs. These mini labs provide experiential learning programs and activities for PK-16+ community.
- Leading and managing the successful partnership with White Castle High School in Iberville Parish
- Exploring a partnership with East Baton Rouge Parish School System, Delmont Elementary School
- Southern University Laboratory School enrollment at a record high of 570 students (Fall 2013) and the school was financially stable
- Leading and managing the Bachelor of Interdisciplinary Studies Online degree
- Worked with a team to develop a Master of Arts in Teaching (MAT), Elementary Education (Grades 1-5), focus on Urban Education and Teacher Leadership
- TeachLive Grant: This research is funded by the Gates Foundation through collaboration with the University of Central Florida. The purpose of this research is to study teacher and student interactions in a virtual environment.
- TeachLive Laboratory: a virtual laboratory in collaboration with the University of Central Florida that focuses on providing teacher candidates and practicing teachers with a mixed reality teaching environment supporting teacher practice in pedagogy and content (November 2013).
- Fostering an inter-unit collaboration in Arts and Humanities and between Education and Arts and Humanities
- Exploring opportunities with Emerald Bayou Studios for a Film Institute and Entertainment Center
- Strengthening a collaboration with the Manship Theatre for student opportunities, such as the Aquila Theatre Company of New York providing classes for our students and partners
- Collaborating with the SU System Foundation and Alumni Federation to raise funding for the CoEAL (hiring of a development officer).

Southern University Department of Science and Mathematics Education Doctoral Program, Baton Rouge, Louisiana

Adjunct Faculty, August 2008 – July 2015

- Course Taught: SMED 717 Science/Mathematics Curriculum at the College Level: Biology, Chemistry, Computer Science, Mathematics, Physics, or General and SMED 760 Informal Science Education; SMED 702 Cognitive Psychology; SMED 741 Qualitative Research; SMED 755 Advanced Qualitative Research

Southern University Department of Curriculum and Instruction (C&I), Baton Rouge, Louisiana

Laser Interferometer Gravitational Wave Observatory (LIGO) Science Education Specialist Assistant (08/04 – 07/10) to Associate Professor (07/10 – 12/12), August 2004 – November 2012; Graduate Studies Faculty (Spring 2008 – November 2012), NCATE Coordinator (Fall 2006 – November 2012)

- Lead administrator and coordinator for the College of Education's involvement in a ten-year collaboration with the California Institute of Technology (Caltech), the

- San Francisco Exploratorium, and the Louisiana Gaining Early Awareness and Readiness for Undergraduate Programs (LA GEAR UP).
- Lead coordinator for the delivery of LIGO science concepts to pre-service and in-service teachers, STEM undergraduates, and the general public.
 - Courses Taught: CRIN 346 Middle School Science Methods, CRIN 420 Techniques for Teaching the Biological and Physical Sciences I, CRIN 424 Techniques for Teaching the Biological and Physical Sciences II, CRIN 205 Seminar in Education, CRIN 326 Early Childhood Science Methods, CRIN 447 Student Teaching (Secondary Science)
 - Excelled at Teaching, Research, and Service

Louis Stokes- Louisiana Alliance for Minority Participation (LS-LAMP), Southern University, Baton Rouge, Louisiana

Statewide Program Administrator, August 1999-July 2004

LS-LAMP is a statewide, systemic mentoring program aimed at substantially increasing the number and quality of minority graduates in science, technology, engineering, and mathematics. LS-LAMP's supplemental projects include two teacher training programs: MainSTey (nation-wide technology integration training project for math and science education faculty) and Teaching Scholars (pre-service teachers).

- Responsible for the management of all administrative/programmatic aspects of Louisiana's Alliance which includes 12 partner universities (Dillard University, Grambling State University, Louisiana State University, McNeese State University, Nunez Community College, Southern University and A&M College, Southern University at New Orleans, Southern University at Shreveport, Tulane University, University of New Orleans, University of Louisiana at Lafayette, and Xavier University) and the Louisiana Universities Marine Consortium (LUMCON).
- Served as the contact person for the Alliance with the Board of Regents (fiscal agent) and the National Science Foundation
- Lead responsibility for reporting and meeting with university officials and faculty in the State to promote the activities of the Alliance
- Overall responsibility for the management of an annual Alliance budget of \$2 million
- Directed the activities of the LS-LAMP statewide management office that included a staff of three full-time professionals, graduate assistants, and undergraduate students
- Provided recommendations for the development of new programs to further promote the goals of the Alliance and researched additional funding opportunities
- Organized and directed an annual review process with a team of external reviewers
- Directed the outreach activities of the Alliance including the development of publications and contacting business and industry to solicit new opportunities for student research
- Assisted the project director with the development of campus wide proposals

- Planned and successfully implemented statewide LS-LAMP meetings, symposiums, and conferences

Louis Stokes-Louisiana Alliance for Minority Participation (LS-LAMP), Southern University, Baton Rouge, Louisiana

Statewide Evaluations Coordinator, June 1998-July 1999

- Coordinate the overall evaluation for the LS-LAMP program
- Responsible for evaluating the effectiveness of activities supported by LS-LAMP
- Responsible for the design, implementation, and regular improvement of a formative and summative evaluation system, including its conceptual strategy, the development of appropriate metrics, and the collection, analysis, and preparation of data
- Responsible for convening an Evaluation Advisory Committee of institutional research officers representing the participating institutions
- Responsible for the mandatory reporting function involving the NSF-supplied Monitoring and Reporting System (MARS).
- Responsible for generating statistical summaries, diagrams, charts, graphs, tables, etc. that summarize program progress and assist with strategic planning

Educational Opportunity Center (EOC), Southeastern Louisiana University, Hammond Louisiana

Outreach Generalist, July 1997 - May 1998

- Assisted low income and first-generation students with enrollment into a postsecondary institution by developing and conducting workshops
- Traveled to assigned areas to present information on EOC, conducted outreach sessions, and completed program applications
- Developed and submitted periodic statistical and narrative reports
- Assisted clients with financial aid, post-secondary enrollment, academic advisement, and other advisement relating to post-secondary education/training
- Developed and maintained resources relating to post-secondary education/training

Louisiana State University Office of Minority Student Services, Baton Rouge, Louisiana

Graduate Intern, August 1996 - December 1996

- Coordinated the Genesis Program and Peer Mentoring Program

Dryades YMCA, New Orleans, Louisiana

External Evaluator, August 1996-March 1997

- Collected and analyzed data using qualitative techniques to assess the educational programs of the YMCA

Louisiana State Department of Education, Baton Rouge, Louisiana

Graduate Intern, January 1996 - May 1996

- Assisted the State Director of Science Education and assisted with the coordination of the Louisiana Science Initiatives Program

Louisiana State University Laboratory School, Baton Rouge, Louisiana
Student Teaching Intern, August 1994 - May 1995

- Taught Biology I and Biology II to ninth and tenth graders

Gonzales Middle School, Gonzales, Louisiana
Student Teaching Intern, March 1995

- Taught Life Science and collaborated with administration and teachers on a proposed professional development program

Louisiana State University Center for Scientific and Mathematical Literacy, Baton Rouge, Louisiana

Graduate Assistant, January 1994 - July 1995

- Collected and analyzed data from the Science Education for Public Understanding (SEPU) and the NSF's Teacher Enhancement Program

East Baton Rouge Parish School Board, Baton Rouge, Louisiana

Long-term Substitute Teacher, Capitol High, Biological Sciences, Spring 1994

Lafayette Parish School Board, Lafayette, Louisiana

Substitute Teacher, Biological Sciences, 1993

Southern University Minority Access to Research Careers, Baton Rouge, Louisiana

Research Assistant, October 1992 - May 1993

- Conducted research on the toxic effects of copper sulfate and chromium trioxide on *Procambius Clarkii*

Boys and Girls Club, Baton Rouge, Louisiana

Site Manager, May 1991 - February 1993

- Supervised and assisted children in educational and physical activities

SCHOLARLY PUBLICATIONS

Rose, T., & Young, L. (2019). The Ideal Niche: Focusing on STEM, Mentoring and Quality Teacher Preparation. In Smith-Ross, C. Editor (Ed.), *Six Tactics to Renew Historically Black Colleges and Universities: Educating Readers for the 21st Century* (pp. 135-149). Lewiston, NY: Mellen Press

Jackson, E., & Young, L. (2016). *The Experiences of Science Teachers' Participation in an Inquiry-Based Professional Development*. NAAAS & Affiliates Conference Monographs, pp. 447-480

Bagayoko, D., & Young, L. (2014). *Introduction to Best Practices in Systemic STEM Mentoring*. A publication of the Louis Stokes Louisiana Alliance for Minority Participation, Baton Rouge, LA.

Young, L. (2010). *Defining Persistence: Students with a GED in Four-Year Institutions*. Hawaii International Conference on Social Sciences Proceedings, Honolulu, HI.

- Pitre, A., Ray, R., & Stubblefield, L. (2009). The Challenge of Implementing Black History: Student Narratives of a Black History Programs. In A. Pitre (Ed.), *Educating African American Students: Foundations, Curriculum, and Experiences Critical Black Pedagogy in Education*, Lanham, MD: Rowman and Littlefield Education.
- Stubblefield, L. (2006). Math Anxiety Among GED Recipients in Four-Year Institutions. *The Journal of Mathematical Sciences and Mathematics Education*, 1(2), 19-23.
- Bagayoko, D., & Stubblefield, L. (2006). K-12 Outreach: The Model of the Timbuktu Academy. *Proceedings of the Conference on K-12 Outreach from University Science Departments, North Carolina State University Science House*, 15-21.
- Bagayoko, D., Stubblefield, L., Reed, J., Kelley, E., & Hasan, S. (2005). A Significant Other for Effective Education Making Adequate Time for Teaching and Learning. *Journal of Urban Education Focus on Enrichment*, 2(1), 42-56.
- Bagayoko, D. & Stubblefield, L. (2005). Competitive Mentoring: Deploying the Model of a US Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring. *LS-LAMP National Student Research Conference Proceedings*, 139-140.

OTHER PUBLICATIONS

- Young, L. (November 2013). Redeemed. *Beautiful Black, Volume 7, Issue 2, p. 17.*
- Young, L. (November 2015). 2 Becoming 1. *Beautiful Black, Volume 9, Issue 2, p. 22.*

PROFESSIONAL PRESENTATIONS

*Invited

- *Louisiana State University, Baton Rouge, LA (panel discussion)
LSU Hidden Figures Revealed: Realizing the Dream, March 17, 2017 (invited, but could not participate due to a death in my family)
- *National Science Foundation Hill Event, Washington, DC (Joe Giaime, Bobbie Shujaa, Vernita Adkins, Joshua Maxie)
Time for a "Snack": LIGO SEC Partnership Broadening Participation, February 17, 2017
- American Association of Physics Teachers, New Orleans, LA (Stephen C. McGuire and Luria Young)
Physics Outside the Classroom: After School Clubs, Summer Camps and Other Enrichment Programs, February 2016

National Association of African American Studies, Baton Rouge, LA (Emily Jackson and Luria Young)

The Experiences of Science Teachers' Participation in an Inquiry-based Professional Development, February 9, 2016

Project Modeling Inquiry Science Education, Baton Rouge, LA (Luria Young and Bobbie Remble)

STEM Education for Transformation, February 7, 2015

Louisiana Association of Teachers of Mathematics (L.A.T.M.) & Louisiana Science Teachers Association (LSTA) Conference, Baton Rouge, LA (Luria Young and JMTLL Participants)

Share-A-Thon: Exhibit Based Activities in Inquiry, October 22, 2014

Hawaii International Conference on Education, Honolulu, HI (Luria Young)

Best Practices in Systemic Mentoring: The Louis Stokes Louisiana Alliance for Minority Participation, January 2014

Hawaii International Conference on Education, Honolulu, HI (Luria Young)

A Model for Strengthening Teacher Content Knowledge in Science and Mathematics, January 2014

LSTA Conference, Baton Rouge, LA (Dr. Luria Young, Emily Jackson & Bobbie Shujaa)

Using an Inquiry-Based Approach to Understanding the Science and Engineering Practices in the NGSS, November 2, 2013

Mid-south Educational Research Association (Luria Young, John Rugutt, Caroline Chemosit)

Mathematics Achievement Levels: A Discriminant Function Analysis Approach, November 9, 2012

Hawaii International Conference on Social Sciences, Honolulu, HI (Luria Young)

Defining Persistence: Students with a GED in Four-Year Institutions, June 3, 2010

Hawaii International Conference on Social Sciences, Honolulu, HI (Bobbie Remble, Luria Young, Joseph Meynsse, Sheila Griffin)

Interfacing Informal with Formal Science and Mathematics Education in the Classroom, June 3, 2010

Hawaii International Conference on Social Sciences, Honolulu, HI (Joseph Meynsse, Luria Young, Bobbie Remble, Sheila Griffin)

Learning Science and Mathematics for Teaching: Results from Louisiana's Professional Development Projects, June 3, 2010

Mid-South Educational Research Association (MSERA) Annual Research Conference,
Baton Rouge, LA, (Luria Young, Joseph Meynsse, Ken Ford, Bobbie Remble)
*Inquiry-based Teaching and Learning in Science and Mathematics
using Exhibits and "Snacks"*, November 4, 2009

University of South Africa (UNISA) Teacher Education at a Distance Conference,
Pretoria, South Africa, (Joseph Meynsse and Luria Stubblefield)
*Assessing the Effectiveness of Two Interventions on Pre-Service and In-Service
Teachers Pedagogical Practices*, October 3, 2008

Dillard University Minority Serving Institutions Research Partnerships Conference 2008,
New Orleans, LA, (presented for Dr. Diola Bagayoko)
Undergraduate Research and Innovation: Timbuktu Academy, May 14, 2008

2YC₃ Conference, Baton Rouge, LA (Luria Stubblefield, Joseph Meynsse, Bobbie
Remble)
Chemistry Connections in the Classroom (C3) using Inquiry, April 3, 2008

Mid-South Educational Research Association Annual Conference, Hot Springs, AR
(Luria Stubblefield, Joseph Meynsse, Bobbie Remble, and Ken Ford)
Teaching Science and Mathematics with Confidence (Display), November 7, 2007

Louisiana Science Teachers Association, Lafayette, LA (Missy Wooley, Bill Deese,
Linda Ramsey, Joseph Meynsse, Luria Stubblefield)
RIPPLE Plus MISE Share-a-Thon, November 2, 2007

J.K. Haynes Teacher Preparation Conference 2007, Baton Rouge, LA (Carol McCree and
Luria Stubblefield).
HISD in the Aftermath of Katrina. September 19, 2007

J.K. Haynes Teacher Preparation Conference 2007, Baton Rouge, LA (Joseph Meynsse,
Luria Stubblefield, and Bobbie Remble).
*Exhibit-based Science and Mathematics Teaching and Learning: Pre-Service
Teachers Summer Institute Experiences*, September 18, 2007

National Association of African American Studies (Luria Stubblefield and Verjanis
Peoples)
*Preparing African American Teachers for Inquiry-Based Science and Math
Teaching and Learning*, Baton Rouge, Louisiana, February 13, 2007

Hawaii International Conference on Education (John Rugutt, Caroline Chemosit, Luria
Stubblefield, Joash Kibet)
*The Impact of Behavioral and Personality Variables on Achievement: A
Discriminant Function Analysis Approach*, Honolulu, Hawaii, January 8, 2007

Louisiana Association of Teachers of Mathematics/Louisiana Science Teachers Association Conference, Shreveport, LA (Cathi Cox, Missy Wooley, Linda Ramsey, Joseph Meynsse, and Luria Stubblefield)
RIPPLE/MISE Meeting (Share-a-Thon), October 20, 2006

National Middle School Association, Nashville, TN (Luria Stubblefield, Joseph Meynsse, Monika Pitts)
Using Partnering and Exhibits to Strengthen Science and Mathematics Teaching and Learning for Middle School Teachers, November 3, 2006

Capitol Pre-College Academy for Girls and Boys Summer Retreat, Baton Rouge, LA (Luria Stubblefield and Linda Lewis)
Gender Specific Strategies for Girls, July 19, 2006

J.K. Haynes Teacher Preparation Conference 2006, Baton Rouge, LA (Carol McCree and Luria Stubblefield).
A Model for Single Sex Education: Capitol Pre-College Academy, July 10, 2006

J.K. Haynes Teacher Preparation Conference 2006, Baton Rouge, LA (Luria Stubblefield and Joseph Meynsse).
Immersing Teachers in Exhibit-based Science and Mathematics Teaching and Learning, July 11, 2006

*LeRoy R. Poscy Seminar, Southern University Department of Mathematics, Baton Rouge, Louisiana (Luria Stubblefield and Ken Ford).
Enhancing Scientific and Mathematical Literacy, March 2, 2006

National Association of African American Studies, Baton Rouge, Louisiana (Luria Stubblefield)
I Just Can't Go Back: African American Male GED Recipients in Four-year Institutions, February 2006

Southwest Educational Research Association Conference, Austin, Texas (Luria Stubblefield, John Rugutt, and Caroline Chemosit).
Linking Teaching and Learning Environment Variables to Student's Effort in Learning, February 2006

Louisiana Association of Teachers of Mathematics, Baton Rouge, LA (Luria Stubblefield).
Math Anxiety Among GED Recipients, November 4, 2005

Yo! Academy of Visual and Performing Arts, Memphis, Tennessee (Luria Stubblefield).
IS-LAMP and the Timbuktu Academy at Southern University, August 2005

- J.K. Haynes Teacher Preparation Conference 2005, Baton Rouge, LA (Luria Stubblefield, Diola Bagayoko, and Saleem Hasan).
An Effective Approach to Teaching and Learning Reading, July 2005
- J.K. Haynes Teacher Preparation Conference 2005, Baton Rouge, LA (Luria Stubblefield, Mildred Smalley, Ivory Toldson, Verjanis Peoples, Steven McGuire, Joseph Meynsse, and Carolyn Person).
Using Partnering and Exhibit-Based Teaching to Enhance Science Literacy, July 2005
- J.K. Haynes Teacher Preparation Conference 2005, Baton Rouge, LA (Joseph Meynsse and Luria Stubblefield).
Professional Development-Learning Mathematics for Teaching: Results from Louisiana's Mathematics Professional Development Projects, July 2005
- J.K. Haynes Teacher Preparation Conference 2005, Baton Rouge, LA (Victoria Banks, Patricia Scriven, and Luria Stubblefield).
Learning from Brain Research to Prepare Highly Qualified Educators, July 2005
- *The Science House 2005 Invitational Conference on K-12 Outreach from University Science Departments, Raleigh-Durham, North Carolina, *K-12 Outreach: The Model of the Timbuktu Academy*, April 20, 2005.
- Tennessee American Association of Physics Teachers, Memphis, TN,
Partnering to Enhance Inquiry-Based Physics Teaching and Learning, March 19, 2005.
- Mid-South Educational Research Association (MSERA), Gatlinburg, TN
High School Dropouts in Four-Year Institutions, November 2004
- Association for the Study of Higher Education (ASHE), Kansas City, MO
Students with a GED in Four-Year Institutions: The Voices of Persisters, November 2004
- J.K. Haynes Teacher Preparation Conference 2004, Baton Rouge, LA (Diola Bagayoko, lead author; Ella Kelley; Saleem Hasan; and Janet Reed).
Two Significant Others for Effective Professional Development, July 2004
- Julia M. Martin College of Sciences Symposium, Baton Rouge, LA
An Educational Overview: Students with a GED in Four-Year Institutions: The Voices of Persisters, March 2004
- Association for the Study of Higher Education (ASHE), Portland, Oregon
Quitting is not an Option: GED Recipients in Four-Year Institutions, November 2003

Mid-South Educational Research Association (MSERA), Biloxi, MS (Proposal Accepted)
Persisting GED Recipients in Four-Year Institutions, November 2003

American Educational Research Association (AERA), Chicago, Illinois
Diversity in Mentoring: "eRACing" Boundaries and "EmBRACKing" Differences, April 2003

Louisiana Association of Student Assistance Programs (LASAP), Baton Rouge, LA
TRIO Clientele: Students with a GED in Four-Year Institutions, April 2003

Southwest Educational Research Association (SERA), San Antonio, Texas
Students with a GED in Four-Year Institutions: The Voices of Persisters, February 2003

The Committee on Institutional Cooperation (CIC), Summer Research Opportunities Program, East Lansing, Michigan
The Louis Stokes Louisiana Alliance for Minority Participation's Systemic Mentoring Component, July 1999

Association for the Study of Higher Education (ASHE), Albuquerque, New Mexico
Women of Color in Higher Education, April 1997

The Compact for Faculty Diversity, New Orleans, Louisiana
Shattering the Silence, October 1997

East Baton Rouge School Board Teacher In-Service Training, Baton Rouge, Louisiana
The Big Stretch Off, February 1994

Louisiana Science Teacher's Association, Lafayette, Louisiana
Modeling Polymers, December 1994

FUNDED STRATEGIC INITIATIVES

PI, SUBR Laser Interferometer Gravitational Wave Observatory Project, National Science Foundation; \$2,500,000; 2020-2025

Project Director, Shell Louisiana STEM Collaborative Teacher Professional Development, Shell; \$150,000; January-December 2019 and 2020

PI, SUBR Laser Interferometer Gravitational Wave Observatory Project, National Science Foundation; \$2,500,000; 2015-2020 (PI through 2018)

Co-PI, Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP) Louisiana Senior Level Alliance, National Science Foundation; \$3,250,000; 2015-2020 (PI through 2018)

- PI, SUBR Laser Interferometer Gravitational Wave Observatory Project, National Science Foundation; \$500,000; 2013-2015
- PI, TeachLive, University of Central Florida; \$8,000; 2013-2014
- Co-Project Director, Project Modeling Inquiry Science Education (MISE), Louisiana Board of Regents; \$164,000; 2013-2014
- Co-Project Director, Project Modeling Inquiry Science Education (MISE), Louisiana Board of Regents; \$216,018; 2012-2013
- Co-Project Director, Project Modeling Inquiry Science Education (MISE), Louisiana Board of Regents; \$180,000; 2011-2012
- Co-PI, Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP) Phase IV, National Science Foundation; \$2,500,000; 2011-2015
- Co-PI, Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP) Phase IV, Louisiana Board of Regents; \$2,500,000; 2011-2015
- Co-Project Director, Project Modeling Inquiry Science Education (MISE), Louisiana Board of Regents; \$153,000; 2010-2011
- Co-Project Director, Project Modeling Inquiry Science Education (MISE), Louisiana Board of Regents; \$192,000; 2009-2010
- Co-PI, National Science Mathematics Initiative, UTeach (in collaboration with Louisiana State University and Southeastern Louisiana University); \$1,578,218; 2007-2012
- Co-PI, Robert Noyce Scholarships, National Science Foundation, \$750,000; 2007-2011
- Co-Project Director, Project Modeling Inquiry Science Education (MISE), Louisiana Board of Regents; \$192,000; 2007-2008
- Co-PI, Physics and Mathematics at the Timbuktu Academy (PMTA), National Science Foundation; \$496,800; 2006-2010
- Co-Project Director, Project Modeling Inquiry Science Education (MISE), Louisiana Board of Regents; \$140,000; 2006-2007
- Co-PI, Science Mission to Planet Earth (SMPE): IT-Integrated Coastal Education, National Science Foundation; \$1,585,956; 2005-2008
- Co-Project Director of Project Modeling Inquiry Science Education (MISE), Louisiana Board of Regents; \$95,000; 2005-2006

Co-PI, Bridge to the Doctorate, National Science Foundation; \$987,000, 2005-2007

Co-PI, Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP) Phase III,
National Science Foundation; \$2,500,000; 2005-2010

Co-PI, Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP) Phase III,
Louisiana Board of Regents; \$2,500,000; 2005-2010.

UNDERGRADUATE STUDENT RESEARCH OF MENTEES

Kevin Mason, "The Impact of Inquiry-based Science and Mathematics Teaching and
Learning Inside the Classroom," Summer 2008

"Exhibit-based Teaching and Learning in Mathematics," Summer 2006

Current Status: High School Mathematics Teacher

Melissa Porter, "Project Modeling Inquiry Science Education," Summers 2005 & 2006

Current Status: Earned a Ph.D. from LSU in Mathematics Education, Summer 2017

GRADUATE STUDENT RESEARCH

Served as chair, co-chair and member of numerous dissertation committees and one
master's theses committee

ACADEMIC AND PROFESSIONAL SERVICE

REVIEWER

SACSCOC Academic Peer Evaluator, Appointed December 2017

National Science Foundation LIGO-Related Proposal Reviewer, December 2016

National Science Foundation LIGO-Related Proposal Reviewer, December 2017

National Science Teachers Association Pre-service Teacher Education Program Reviews,
Spring 2009, Spring 2008 and Fall 2008

National Science Foundation Noyce Proposal Reviewer, May 19-20, 2008

Review of Manuscripts for the Annual Biomedical Research Conference for Minority
Students, September 2006

Reviewer of Dissertations, MidSouth Educational Research Association Outstanding
Dissertation Award, August 2006

Review of Manuscripts for the American Association of Colleges for Teacher Education
Conference, January 2006

Review of Manuscripts for the Annual Biomedical Research Conference for Minority
Students, November 2005

Review of Manuscripts for the American Association for the Study of Higher Education
Conference, November 2004

SESSION CHAIR / PRESIDERS

National Science Teachers Association's National Conference, April 7, 2006

American Association for the Study of Higher Education Conference, November 2004

JUDGE

LSAMP Poster Session on the Hill, July 2010

7th Annual More Graduate Education at Mountain States Alliance's Student Research
Conference, April 23, 2007

Southern University Laboratory School Science Fair, February 7, 2007

Capitol Pre-College Academy for Boys Science Fair, April 2006

UNIVERSITY COMMITTEES

SACSCOC Committee, Appointed Fall 2014 (Member and SACSCOC Liaison)

University Retention Committee, Appointed Fall 2014

Curriculum and Instruction Graduate Education Committee, Chair, Appointed Fall 2008

SU Faculty and Staff Development Fund, Appointed Summer 2008

NCATE Co-Coordinator, Appointed Fall 2006; Coordinator Summer 2008

SUBR SACSCOC Task Force 3A (Educational Programs), Appointed Summer 2006

Planning Committee for SUBR Laboratory School, Appointed Spring 2006

SUBR College of Education Scholarship Committee, Appointed Spring 2006

SUBR General Education Committee, Appointed Fall 2005

NCATE Steering Committee, College of Education, Appointed Fall 2005

Praxis Committee, College of Education, Appointed Fall 2005

Assessment Committee, College of Education, Appointed Fall 2005

ADVISORY BOARDS

LIGO EPO Advisory Committee, Appointed February 2019

Helix Community Schools and Mentorship STEAM Academy Board of Directors,
Appointed January 2019

ESTEM, Baton Rouge, LA, Appointed May 2009

Crestworth Pre-Engineering Magnet School, Baton Rouge, LA, Appointed August 2007

University of Maryland Eastern Shore Advanced Curriculum and Technology-Based
Instructional Opportunities Network, Appointed Spring 2007

McNeese State University Community-Based STEM Education Initiative, Lake Charles,
LA, Appointed Fall 2005

COMMUNITY SERVICE

The Church Academy at Baton Rouge, Spring 2019

Believer's Advantage, Co-Founder, 2009

Billy Graham Evangelistic Association, Volunteer, Rock the River Tour, August 2009

Voices of Faith Ministries, Deaconess, 2008-2015

My Brother's Keeper After-Care Ministries, Secretary, August 2005-present

Parent Helper, Zachary Community School District, 2001-present

Mount Pilgrim Baptist Church Volunteer, 1994-present

PROFESSIONAL DEVELOPMENT ACTIVITIES

SACSCOC Annual Meeting, December 7-10, 2019, Houston, Texas, 16 hours

SACSCOC Annual Meeting, December 2-5, 2017, Dallas, Texas, 16 hours

SACSCOC Institute on Quality Enhancement and Accreditation, July 16-19, 2017,
Austin, Texas, 20 hours

Shaping the Future of eLearning, April 4, 2017, Baton Rouge, LA, 3 hours

The Flipped Classroom, February 2015, Baton Rouge, LA, 8 hours

Louisiana Teacher Leaders' Summer Summit (Common Core State Standards), June 12-
13, 2013, Lafayette, LA, 16 hours

COMPASS Evaluator Training for Universities, October 18-19, 2012, New Orleans, LA,
14 CEUs

- San Francisco Exploratorium Training, March 14, 2011, San Francisco, CA, 5 hours
- Quality Matters Online Certification, November 7, 2009, Baton Rouge, LA, 7 hours
- LiveText Retreat, September 17, 2009, Baton Rouge, LA, 8 hours
- National Science Foundation Robert Noyce PIs Conference, July 1-3, 2009, Washington, DC, 16 hours
- National Science Foundation Joint Annual Meeting, June 8-10, 2009, Washington, DC, 24 hours
- Coaching: A Powerful Form of Job Embedded Learning, Training Workshop, May 13-14, 2009, Louisiana Board of Regents, 13 hours
- Assessing for Learning Workshop, April 30-May 2, 2009, San Francisco Exploratorium, California, 24 hours
- National Council for the Accreditation of Teacher Education (NCATE) Conference, September 18-20, 2008, Arlington, Virginia, 24 hours
- Southern University Leadership Institute, Fall 2006 -- March 2018
- PASS-PORT Follow-up Training at SUBR, April 10, 2008, 2 hours
- Louisiana Department of Education Board of Examiners Training Workshop, Houma, LA, March 31-April 3, 2008, 43 hours
- E-Listen Digital Survey Software Training. SUBR. January 24-25, 2008. 12 hours
- National Science Teachers Association Pre-service Teacher Education Program Reviewer Training Workshop, St. Louis, MO, January 9, 2008, 8 hours
- Quality Education for Minorities Training (Education Research Workshop), New Orleans LA, October 26-27, 2007, 18 hours
- National Science Foundation JDR-K12 Inaugural Conference, Arlington, VA, September 9-11, 2007, 24 hours
- Quality Education for Minorities Training (Discovery Research K12 Follow Up Workshop), Washington, DC, January 19-20, 2007, 12 hours
- Quality Education for Minorities Training (Discovery Research K12 Workshop), Albuquerque, NM, October 14, 2006, 8 hours

International Workshop: Setting a Collaborative Mathematics Education Research Agenda for Africa and the United States, Dakar, Senegal, July 31-August 1, 2006, 18 hours

Temple University Gender Institute, Philadelphia, PA, June 25-30, 2006, 30 hours
LIGO Exhibit Training at Livingston, LA, June 6, 2006, 8 hours

SUBR Department of Curriculum and Instruction (Student Advisement Training), March 23, 2006, 2 hours

LIGO Exhibit Training at SUBR, June 11-12, 2005, 10 hours

LIGO Exhibit Training at Livingston, LA, May 18-19, 2005, 12 hours

NCATE Faculty Development In-Service at SUNO, April 7, 2005, 3 hours

PASS-PORT Integration and Training, Part II at SUBR, April 2, 2005, 6 hours

San Francisco Exploratorium Institute for Inquiry, February 7-12, 2005, 40 hours

PASS-PORT Integration and Training at SUBR, January 22, 2005, 6 hours

First Annual LINGS Statewide Conference (LaSIP & LA GEAR UP) at Sheraton Hotel, September 30, 2004, 3 hours

HONORS, ACTIVITIES, AND AWARDS

Trailblazer Award, Alpha Phi Alpha Fraternity, Inc., June 16, 2018

SACSCOC Academic Peer Evaluator, Appointed December 2017

President-elect, The Conference of Louisiana Colleges and Universities, April 6, 2017

Rosalie Guidry Daste Endowed Professorship in Urban Education, Fall 2012

Quality Education for Minorities Network, Consultant, 2010 -- present

American Education Institute Think Tank, March 2012

Southern University Faculty Senate, Senator for the College of Education, 2008-2012

Board of Examiners, National Science Teachers Association Pre-service Teacher Education Program Reviewer, Appointed Spring 2009

Louisiana Board of Examiners, Appointed Spring 2008

National Science Teachers Association Pre-service Teacher Education Program
Reviewer, Appointed Fall 2007

Who's Who of American Women, November 2006

Southern University and A&M College Teacher of the Year Award, April 2006 (selected
at the department, college, and university levels)

The Bethany Leadership Training School (Bethany World Prayer Center, 1999)

Huel D. Perkins Fellow (Louisiana State University, 1996)

Southern Regional Education Board Fellow (Louisiana State University, 1996)

Who's Who Among Universities and Colleges Honoree (Southern University, 1992)

REFERENCES

Available upon request



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

August 6, 2020

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

RE: Request for Sabbatical Leave – Professor Cleveland Coon

Dear Dr. Belton:

Professor Cleveland Coon has requested a Sabbatical Leave for the academic year 2020-2021 due to medical reasons.

I am asking that this request for sabbatical leave be placed on the Southern University Board of Supervisors' agenda for the August 2020 board meeting.

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

Sincerely,

A handwritten signature in cursive script that reads "John K. Pierre".

John K. Pierre
Chancellor and Vanue B. Lacour Endowed Law Professor

JOB CLASS 3	8	0	0	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F	9	9	7	6
-----------------	---	---	---	---	---	---

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

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

Academic
 Temporary
 Tenured
 Tenured Track
 Other (Specify) _____

Non-Academic
 Part-time (_____ % of Full Time)
 Undergraduate Student
 Graduate Assistant
 Retiree Return To Work

Civil Service
 Restricted
 Job Appointment
 Probationary
 Permanent Status

Previous Employee Cleveland Coon Reason Left N/A
 Date Left N/A

Profile of Person Recommended

Length of Employment 08/01/2020 To 05/31/2021
 Effective Date 08/01/2020

Name Cleveland Coon SS# XXX-XX*4338 Sex M Race* B
(Last 4 digits only)

Position Title: Associate Professor Department: Law Center - Instruction

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 PAE, if applicable.)

Years Experience 36 Southern University Experience 29
 Degree(s): Type/Discipline (BA-Education): J.D. Institution/Location (SU-Baton Rouge): Southern University Law Center Year: 1981

Current Employer Southern University Law Center

Personnel Action

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

Recommended Salary \$107,100.00 Salary Budgeted \$107,100.00

Source of Funds General Appropriation

Identify Budget: State _____ Location 31 1001-32020-61003-31000
 Form Code: BOR10 Page _____ Item # _____

Change of: _____ From _____ To _____

Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
311001-32020-61003-31000	\$107,100.00

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor [Signature] Date 8/11/2020
 Vice Chancellor [Signature] Date 8/16/2020
 Director/Personnel [Signature] Date 8/7/2020
 President _____ Date _____

Dean/Unit Head Gerry R. Hall Date 8-6-20
 V/C Fin/Business Affairs [Signature] Date _____
 Chancellor [Signature] Date _____
 Vice President/Finance Business Affairs/Comptroller _____ Date _____

Chairman/S.U. Board of Supervisor _____ Date _____

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

Professor Cleveland Conn has requested Sabbatical leave with pay for the fall 2020 and spring 2021 semesters, effective date August 01, 2020 through May 31, 2021.

EMPLOYEE REGULAR WORK SCHEDULE: Daily
 EMPLOYEE DIRECT SUPERVISOR: V/C Shawn Vance
 SUPERVISOR/DEPARTMENT CONTACT NUMBER: 225-771-2552
 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, I-1-D 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
 ENCOMBERED / FUNDS AVAILABLE
 DOCS. EXPIRES
 DATE: 8-7-2020
 BY: Shawn Vance
 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/Exec/Clas 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)



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

J. S. CLARK ADMINISTRATION BUILDING
3RD FLOOR

166 G. LEON NETTERVILLE DR.
BATON ROUGE, LOUISIANA 70813

OFFICE OF
FACILITIES PLANNING

(225)771-2786 OFFICE
(225) 771-2922 FAX
Eli_Guillory@sus.edu

August 5, 2020

Hon. Dr. Ray L. Belton
President of Southern University System
4th Floor, J. S. Clark Adm. Building
Baton Rouge, Louisiana 70813

RE: Southern University System Office of Facilities Planning Project Updates

Dear Dr. Belton,

We are transmitting the attached updated document report, which indicates the remarkable status progress of each campus building construction, renovations, building repairs/upgrades and facilities planning progress for your files.

Should you have any questions, please don't hesitate to call me. Your approval and sustained support of Southern University System Office of Facilities Planning is greatly appreciated.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Eli G. Guillory III", with a large, sweeping flourish extending to the right.

Eli G. Guillory III
Director of Facilities Planning

Attachments enclosed: Progress report and construction pictures

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

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Southern University and A&M College System
Facilities and Property Report
SU System Campuses Projects

Eli G. Guillory III August 2020

agency	Project Name	Project Budget	Funding Source	Approval Date	Completion Date	Comments
SUAG	SUAG Arena - building exterior painting and wall system/roof canopy repairs	\$ 300,000.00	State	2018		Pending project WBS no. from FP&C to proceed w/ planning
SUAG	SUAG - A. O. Williams Hall Renovations - Phase 2 Eastside, ext. wall flashing, de-brick masonry and Mechanical System upgrades	\$ 5,660,400.00	State	2018		Pending project WBS no. from FP&C to proceed w/ planning
SUAG	SUAG New Mega Disaster Relief Shelter (2,500 beds)	\$ 24,375,000.00	State / Federal	Jan. 2019		pending Fp&c approval of designer- p1_\$1,000,000 p5_\$8,375,000 and GOHSEP / FEMA \$15,000,000
SUAG	SUAG Urban Forestry & Natural Resources Headhouse Renovations	\$ 350,000.00	Fed. Gov.	Jan. 2020		bidding is pending.
SUBR	New Science "STEM" Complex Building	\$ 48,000,000.00	State	7/1/2017		FP&C pending of Designer
SUBR	Dehumidifying System Repair Tourgee A. Debose Music Hall	\$ 225,000.00	State	10/19/2017		Active - GIS Engineers. Construction in progress at 99% complete by Blanchard Mech. Contractors, Inc. \$207,850 - completion is pending.
SUBR	Ruffin Paul Central Plant - Loop Pump and Valve Replacement (Rebuild (2) Loop pumps and replace with new VFDs. Replace valves on top of aluminum cooling tower and replace safety rails)	\$ 212,000.00	State	7/27/2018		Active - pre bid meeting by Fp&c Nov 2018, Henry Eyre Engineers - low bidder Gallo Mech. @ \$142,000 - pending completion August 2020
SUBR	ADA Safety Compliance & Drainage Project at the Law Center	\$ 95,400.00	State	7/27/2018		The Luster Group G.C. in progress
SUBR	SU Laboratory School Elementary Buildings renovations	\$ 740,000.00	State	2019		Planning phase in progress
SUBR	Repairs of 100ft. tower and parking lot lighting upgrades to LED's - West and East of F G Clark Activity Center / Upgrade lighting system for classrooms, exits and stairwells in various buildings (Disaster Relief Shelter) WBS:F.19002290	\$ 291,000.00	State	2018		Planning phase in progress for bidding
SUBR	J. S. Clark Adm. Building - Upgrade chill water and hot water pumps and install new automated digital controls WBS-F.19002254	\$ 160,000.00	State	2018		Active - designer: Salas O'Brien, LLC in planning phase Nov 2019 - bidding is pending by fp&c
SUBR	W. W. Stewart Hall Auditorium Mech. HVAC-repairs/upgrades WBS-F.19002254	\$ 255,414.00	State	2018		Active - designer: Salas O'Brien, LLC in planning phase Nov 2019 - bidding is pending by fp&c
SUBR	DOTD - Ravine Erosion Control & Road Improvements	\$ 10,000,000.00	DOTD	5/25/2017		Active - construction / low bid \$5,000,000 by Merrick LLC - pre-const. meeting 3July2019 - Installation of Box Culverts In Nov. 2019 - back in progress Aug 1, 2020

SUBR	DOTO / FP&C Ravine Utility Line Erosion Control and Relocation	\$ 1,221,407.00	State	2018	Active - in progress - Designer AST Engineers pre-con 24 June 2019 - G. C. Gallo Mech. bld \$400,000
SUBR	Music Building Annex - Music & Recording Studio	\$ 325,000.00	Title 3	2018	Active - planning CD's Construction Bid Documents, out for bidding May 2020 - pre-bid conf. July 24, 2020
SUBR	J. W. Fisher Renovations Phase 1 - classroom Labs hoods, lab casework, Mech., Elect, Window sys. Interior finishes upgrades proj# 01-107-18-02 WBS-F.01003868	\$ 6,500,000.00	State / Private	2018 April / approved 2019 June	Active - planning phase - Coleman Partners Architects 6/2019 to 8/2020 planning(2nd floor). Phase 2 funding in review w/ fp&c to proceed w/ planning of 1st floor
SUBR	Demolition of Jones Hall Dormitory	\$ 1,620,000.00	State	7/24/2019	Mougeot Architecture - fee \$135,133 planning 9/7/2019 - bidding date-Jan 2020 - low bid by Henderson Construction Service at \$1,299,879 (6 months to complete) Demo in progress
SUBR	Demolition of Architecture West & Lottie Anthony Hall	\$681,000.00	State	7/24/2019	BCB Architects \$98,390 fee - planning 9/7/2019 contract 10Oct2019 - bidding date 24Mar2020 - bid open Apr. 28, 2020 - Demo in progress
SUBR	Demolition of Jesse Owens Hall	\$252,664.00	State	7/1/2019	Active - Dec 2019 fp&c executed contract w/ designer - The Map Design Group, LLC - planning June2020 & bidding
SUBR/SUAG	Demolition of Dairy Barn/Silo(s)/Farm Slab	\$132,548.00	State	7/1/2019	Active - Dec 2019 fp&c executed contract w/ designer - The Map Design Group, LLC - planning June2020 & bidding
SUBR	Demolition of Washington Hall and Collections & Receivables Building	\$368,816.00	State	7/1/2019	Active - Fp&c designer selection - Williams and Williams Architecture, LLC \$23,831 Nov. 4, 2019 - planning date Nov 2019-Feb 2020 & bidding date July 2020
SUBR	SU Laboratory School Gym roof replacement and (Inc. walkways)/upgrades as required for interior protection of rain water migration.	\$ 740,000.00	State	11/15/2019	pending proj# to proceed by fp&c - this project will be combined with su lab school elementary buildings renovations for a total amount of +- \$740,000. the project is in Planning phase for bidding
SUBR	Navy ROTC (Army ROTC-review 20 year warranty) Roof Replacement	\$ 110,000.00	State	11/15/2019	pending proj# to proceed by fp&c
SUBR	J. B. Moore Hall Roof Replacement	\$ 300,000.00	State	11/15/2019	pending proj# to proceed by fp&c
SUBR	DOTD - Information Center @ SUBR Campus	\$ 5,625,876.00	State / DOTD	Aug. 1998 / Aug. 2014 / Nov. 2019	Active - Hewlett & Washington Architects in re-planning phase for bidding by DOTD August 2020
SUBR	W. W. Stewart Hall First Floor Renovations - South	\$ 150,000.00	Title 3	Nov-19	Active - June's Ceiling & Flooring Inc. & Bell's Flooring and SUN Ind.

SUBR	W. W. Stewart Hall Renovations to 3rd floor restrooms	\$ 159,000.00	Title 3	May-20	Jul-20	project is under construction, 30% complete, scheduled completion date 7/15/2020 Architect – Domain Architects Contractor – Integrity Builders Budget - \$159,000
SUBR	W. W. Stewart Hall Renovations to 3rd floor	\$ 208,000.00	Title 3	Mar-20		bid documents complete Architect – Williams and Williams Architecture \$25,000 Contractor – Luster Group \$183,000 Budget - \$150,000
SUBR	W. W. Stewart Hall Renovations to 2nd floor Restrooms Renovations	\$ 175,000.00	Title 3	Mar-20		bid documents complete Architect – Modus, Inc. \$25,000 AFC Budget - \$150,000
SUBR	W. W. Stewart Hall Renovations to 2nd floor - Classrooms, offices and Corridors	\$ 150,000.00	Title 3	Mar-20		bid documents complete Architect – Hewitt Washington & Associates \$25,000 AFC Budget - \$150,000 - low bid by Integrity Builders \$130,000
SUBR	W. W. Stewart Hall Auditorium new VCT flooring replacement	\$ 54,000.00	Title 3	May-20		project is in progress 20% complete, scheduled completion date 6/30/2020 Contractor – Bell's Flooring Budget - \$54,000
SUBR	W. W. Stewart Hall Light fixture replacement first floor south wing	\$ 90,433.00	Title 3	Apr-20		92% complete, scheduled completion date 6/30/2020 Contractor – Sun Electric Budget - \$90,433
SUBR	W. W. Stewart Hall 1st floor room signage installation north side	\$ 5,059.46	Title 3	Oct-19	Jun-20	project complete ASI Signage Innovations Budget - \$5,059.46
SUBR	W. W. Stewart Hall Removal/replacement of existing ceiling grid and tiles first floor south wing	\$ 79,998.00	Title 3	Feb-20	Jun-20	Contractor – June's Ceiling and Flooring, project 70% complete, scheduled completion date 6/30/2020 Budget - \$79,998
SUBR	W. W. Stewart Hall Electrical light fixture removal and replacement 2nd and 3rd floors	\$ 145,000.00	Title 3	Jun-20		50% complete, scheduled completion date 7/15/2020 Contractor – Sun Electric Budget - \$145,000
SUBR	W. W. Stewart Hall Ceiling grid and tile removal 3rd floor	\$ 37,000.00	Title 3	May-20	Jul-20	complete, scheduled completion date 6/18/2020 Contractor - June's Ceiling and Flooring Budget - \$37,000
SUBR	W. W. Stewart Hall Classroom and conference room furniture and technology installation 1st floor	\$ 74,000.00	Title 3	Apr-20	Jun-20	complete, scheduled completion date 6/18/2020 Contractor – GoMedia Budget - \$74,000
SUBR	J.B. Cade Library 4th floor Renovations (South/Westside)	\$ 92,000.00	Title 3	Feb-20	Jul-20	construction completed by Chenevert Construction
SUBR	J.B. Cade Library Renovations 4th floor elevator lobby (counter demo/vct removal and replacement)	\$ 12,000.00	Title 3	May-20	May-20	Project is complete Contractor – Bell's Flooring
SUBR	SUBR Campus signage	\$ 50,000.00	Title 3			out for bids
SULC	Law Center Mechanical HVAC upgrades Phase 2	\$ 390,000.00	state	Nov. 2019		pending designer to proceed by fp&c

SUNO	ADA Compliant Restrooms and Public accommodations in the Cafeteria, University Center, Health & Physical Education, Library and Administration Building, Planning and Construction	\$ 1,850,000.00	state	Nov. 2019	pending designer to proceed by fp&c
SUNO	Campus Wide Electrical & Lighting Repairs - Phase II - WBS:F.19002262	\$ 475,399.00	State	8/31/2018	Active - GVA Engineering, LLC Designer and bidding (SUN Industries, LLC bid @ \$239,900) pre-const. meeting - const. in progress
SUNO	Site Parking Lot Restoration Phase 1 & 2 - Demo of temporary fema trailers on the lake campus (classrooms) and park campus (conf. center).	\$ 2,154,846.00	FEMA	2015	Active - Phase 2 - 75% complete-pending additional planning meeting w/ Fp&c. All South Eng. designer -planning 10June20 w/ a/c \$1,709,918
SUNO	Arts & Humanities and Social Sciences: Auditorium Buildout flooring upgrades (17,533 sf renovated flooring) Project No. 01-107-05B-13, Part No. F.01003889	\$ 400,000.00	FEMA	2019	Active - planning phase (chasm + fusion Architecture) for bidding in Oct. 2019 - L L I Environmental Construction, LLC \$307,300. notice to proceed 6Nov2019 to Feb/Mar 2020 completion - pending punch list.
SUNO	Arts & Humanities and Social Sciences - Museum Renovation 2nd floor	\$ 522,000.00	FEMA	2019	Active - (chasm + fusion Architecture) planning phase for bidding - (additional displays funding of \$1,200,000 is pending) bidding Jan 2020 - G.G. Industrial Mech. Contractors \$450,000
SUNO	Campus sidewalk and parking lot upgrades / repairs for various locations on the Park Campus and Lake Campus WBS-F.19002262	\$ 145,000.00	State	2018	Active - planning by Studio Kiro Nov2019, CD planning and bidding Feb/Mar/July 2020
SUNO	Campus wide Mechanical HVAC System Upgrades for various buildings (Bashful Adm. Bldg) on the Park and Lake Campus WBS: F.19002259	\$ 334,307.00	State	2018	Active - planning by David Vivien Eng. and bidding Nov. 2019 - pre bid Jan 6, 2020 - Industrial Mech. Contractors
SUNO	Demolition of existing Buildings - New Science and Old Science Buildings	\$ 1,393,000.00	FEMA	2015	Active - planning phase by Manning Architects w/ pre-design meeting Oct. 2019 - in progress
SUNO	Administration Building - Roof upgrades	\$ 350,000.00	State	Nov. 2019	Verges Rome Architects in planning phase
SUSLA	Lewis Collier Hall Science Building Renovaion, Planning and Construction	\$ 4,200,000.00	State	Nov. 2019	pending designer to proceed by fp&c
SUSLA	Gymnasium roof replacement	\$ 400,000.00	State	Nov. 2019	pending proj# to proceed by fp&c
SUSLA	Library Building Roof Replacement Building	\$ 180,000.00	State	Nov. 2019	pending proj# to proceed by fp&c
SUSLA	Mechanical/HVAC System Repairs - Controls - WBS:F.19002199	\$ 476,000.00	State	7/27/2018	Active - pending planning & bidding - Purtle & Assoc. Eng. - planning Des. Dev. phase - bid date pending
SUSLA	ADA Restrooms upgrades Downtown Metro 3rd & 4th floors - WBS:F.19002255	\$ 117,873.00	State	2/8/2019	Active - pending planning by Fp&c - Designer McNew Architects (Brian McNew 318-219-7388) - pending completion

SUSLA	Install keyless Entry Locks on MLK, Incubator and Metro Campus'	\$ 50,000.00	Title III	2018	Active - construction in progress
SUSLA	Campus Building Direction Signage	\$ 15,000.00	Title III	2018	Active - planning phase
SUSLA	Adm. Building Admissions Office Renovations	\$ 20,000.00	Title III	2018	Active - Planning Phase
SUSLA	MLK Restrooms Renovations / ADA upgrades	\$ 50,000.00	Title III	2018	Active - construction in progress
SUSLA	Adm. Building Welcome Center Renovations	\$ 125,000.00	Title III	2019	Active - construction pending completion
SUSLA	Louis Collier Hall (Site campus drainage upgrade throughout the main campus) - WBS:F.19002260	\$ 47,828.00	State	2018	Active - planning by The 3-KLW Company Inc. - pending additional funds
SUSLA	Mechanical System - Replace Air Handler Units and Duct system, Fan Coils, Exhaust Fans (Science Building (S07505), (Fine Arts, S07509 & Jesse Stone, S07511) Server Unit Repair (IT, Main Campus, S07503), Replace Fan Coil Unit Motors and (Administration S07503), Replace Pumps (Administration S07503) - WBS:F.19002261	\$ 515,000.00	State	2018	Active - planning by Purtle & Associates Sept 2019 - pending bid date
Total amount		\$ 124,014,268.46			