

SOUTHERN[®] UNIVERSITY SYSTEM

BATON ROUGE • NEW ORLEANS • SHREVEPORT

BOARD OF SUPERVISORS MEETING

9:00 a.m.

March 12, 2021

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS MEETING

Committee of the Whole

Friday, March 12, 2021

9:00 a.m.

Virtual Meeting

AGENDA

1. Call to Order
2. Invocation
3. Roll Call
4. Adoption of the Agenda
5. Special Presentations
 - A. Above and Beyond Award
6. Public Comments
7. Action Item(s):
 - A. Request Approval of the Minutes from February 12, 2021 meeting of the Board of Supervisors
 - B. Request Approval of the Law, Agriculture, Arts, Business, Science, Engineering, and Technology (LA²B-SET) Collaboration Initiative to Enhance Faculty Development and Student Career Opportunities (SULC)
 - C. Request Approval of MOU Between Southern University Agricultural Research and Extension Center and Davis Farms, INC. to solidify an Agricultural Partnership relative to Research, Extension and Teaching (SUAREC)
 - D. Request to Establish Bachelor of Science in Nursing (BSN) program at Southern University at New Orleans for the 2022-2023 Academic Year (SUNO)
 - E. Request Approval of MOU Between Southern University at New Orleans and Deep South Economic Mobility Collaborative to Enhance Economic Development and Business Procurement Opportunities (SUNO)
 - F. Request Approval to Create a New Academic Title of Professor from Practice at the Southern University Law Center (SULC)
 - G. Request Approval of Cybersecurity Policy to establish the guiding principles for securing Information technology (IT) resources (SUS)
 - H. Request Approval of Information Security Policy Plan to Safeguard Campus Data and Information (SUS)
 - I. Request Approval of Graduate Council Policy for Southern University at Baton Rouge (SUBR)
 - J. Request Approval to Establish the Brookshire's-Super 1 First-Generation Endowed Scholarship at Southern University at Shreveport (SUSLA)

- K. Request Approval to Establish the Alpha Kappa Alpha Sorority, Inc. Endowed First-Generation Endowed Scholarship at Southern University at Shreveport (SUSLA)
- L. Request Approval for Professional Legal Services between Board of Supervisors and Decuir, Clark and Adams, L.L.P. (SUS)
- M. Request Approval of Recommended Tenure Track Faculty Appointments to Southern University at Baton Rouge (SUBR)

Applicant	Rank/Status	College	Dept.	Applied for:	Recommendation by:						
					Dept. Committee	Dept. Chair	College Committee	Dean	University Committee	Associate Vice Chancellor	Executive Vice Chancellor
Mary C Carruth	Assistant Professor/ Tenure Track	Humanities & Interdisciplinary Studies	English	Tenure X	Approved. The English and Philosophy Department Committee unanimously recommended Dr. Mary Carruth for tenure and promotion.	Approved. The Department Chair concurs with the Department Committee that Dr. Mary Carruth is recommended for tenure and promotion.	Approved. Dr. Carruth received unanimous vote in favor of tenure and promotion.	Approved. The Dean concurred that Dr. Mary Carruth be granted tenure and promotion.	Approved for promotion to Associate Professor with Tenure	Approved. Dr. Mary C Carruth is approved for both Tenure and Promotion to rank of Associate Professor. Meets or exceeds criteria in all areas of evaluation.	Approved. Dr. Mary C Carruth is approved for both Tenure and Promotion to rank of Associate Professor.
				Promotion X							

Applicant	Rank/Status	College	Dept.	Applied for:	Recommendation by:						
					Dept. Committee	Dept. Chair	College Committee	Dean	University Committee	Associate Vice Chancellor	Executive Vice Chancellor
Melanie Johnson	Assistant Professor/ Tenure Track	Nelson Mandela College of Government and Social Science	Political Science	Promotion X	Approved Within each category she has exceeded the required number of points to support tenure and promotion to Associate Professor.	Approved Concurs with the assessment of the committee's assessment.	Approved Unanimously recommends awarding of tenure and promotion	Approved Concurs with the findings and recommendations of prior committees' evaluation. Recommends favorable consideration.	Not scored. Found Ineligible to apply for promotion or tenure. Dr. Johnson's does not have a PhD in Political Science.	Approved for Promotion To Associate Professor with Tenure. (Consistent with recommendation of Department and College and prior review, appeal and letter restoring Dr. Johnson to continue in tenure-track position)	Approved for Promotion To Associate Professor with Tenure.
				Tenure X							

Applicant	Rank/Status	College	Dept.	Applied for:	Recommendation by:						
					Dept. Committee	Dept. Chair	College Committee	Dean	University Committee	Associate Vice Chancellor	Executive Vice Chancellor
Herman Jackson	Assistant Professor (Not on Tenure-Track)	College of Humanities & Interdisciplinary Studies	Music	Promotion X	Approved. The RTP Department Committee requested evidence of Professional Training and Experience, Professional Activities and Community Services, University (Southern) Services, and Advisement as listed on Mr. Jackson's Curriculum Vitae.	Approved. Mr. Jackson has earned recognition on the national and international levels for music performance. Although he does not possess the terminal degree, his world-renowned performances and experiences in the music field compensate for the lack thereof.	Approved. Mr. Jackson received a unanimous vote in favor of tenure from the College-Level Evaluation Committee.	Approved. The Dean concurs with the recommendations that Mr. Herman Jackson is granted tenure.	Not Recommended for Promotion or Tenure. Found Ineligible to apply for promotion or tenure.	Not approved for tenure. Does not have a tenure-track appointment. No basis for review.	Not approved for tenure. Approved for longer-term three-year, renewable contract at the rank of Associate Professor.
				Tenure X	Mr. Jackson provided additional information to the committee.				Approved for longer-term three-year, renewable contract at the rank of Associate Professor.		

N. Request Approval of Tenure and/or Promotion Appointment for Faculty who Appealed Former Recommendations (SUBR)

Applicant	Rank/Status	College	Dept.	Applied for:	Tenure/Promotion Recommendations Recommendation by:							Spring 2021	Spring 2021
					Dept. Committee	Dept. Chair	College Committee	Dean	University Committee	Associate Vice Chancellor	Executive Vice Chancellor	University Appeals Committee	Executive Vice-Chancellor
Dr. Yolanda Campbell	Assistant Professor/ Tenure Track	Humanities & Inter-disciplinary Studies	Mass-Communication	Tenure X	Approved for Tenure and Promotion. Meets minimum standards.	Approved: concurs with Department Committee	Approved: Meets Criteria for Promotion.	Approved For Tenure and for Promotion	Not Approved for promotion to Associate Professor with Tenure. Deficiency cited in Teaching, in Research and in Service.	Not Approved. Concurs with University Committee. Deficient in Research and Peer-reviewed publication.	Not Approved. Not recommended/ approved for Tenure or Promotion to rank of Associate Professor.	Recommended for Tenure.	Approved for Tenure. Concurs with the Appeals committee
				Promotion X								Recommended for Promotion to Associate Professor.	Approved for Promotion. Concurs with the Appeals Committee.

❖ Dr. Yolanda Campbell was not recommended for tenure and not recommended for promotion using the peer-review process. However, she appealed the decision not to grant her tenure and promotion. An appeals committee comprising of her faculty peers further evaluated the evidence she cited and found evidence that her accomplishments were downplayed or not scored appropriately. The University Appeals committee unanimously approved her to receive tenure and promotion to the rank of Associate Professor.

O. Request Approval of Recommended Tenure Track Faculty Appointments to Southern University at New Orleans for the 2021-2022 Academic Year (SUNO)

Name or Faculty Member. Attach Listing of Publications or Other Scholarly Works for Each	Department	Promotion from Present Rank to --	Next Rank	Years of Experience at SU as a Full-Time Faculty Member	Number of Years in Present Rank	Is Automatic Tenure Granted if this Promotion is Approved (Indicate Yes or No)?	Temporary track (non-Probationary)
							Probationary (Tenure track) Tenured
Dr. John-Clifford Obih	Natural Sciences	Assistant Professor	Associate Professor	6.5	6.5	Yes	
Dr. Derrick Freeman	Social Work	Assistant Professor	Associate Professor	6	6	Yes	
Dr. Celina Carson	Child Development & Family Studies	Assistant Professor	Associate Professor	13	13	N/A	Tenured
Dr. Charles Briggs	Business Administration	Associate Professor	Full Professor	10	4	N/A	Tenured
Name or Faculty Member	Department	Years of Experience at SUNO as a Full-Time Faculty Member	Present Rank	Number of Year in Rank	Number and % of Tenured Faculty in Department (include Chairs, if tenured) No. Tenured.....%		
Dr. Warren Jones	Arts & Humanities	7	Assistant Professor	7	8.....62.0%		
Dr. Krishna Poudel	Business Administration	6	Assistant Professor	6	5.....71.0%		

P. Request Approval of Recommended Tenure and Tenure Track Faculty Appointments to Southern University Law Center for the 2021-2022 Academic Year (SULC)

Deleso Alford	Professor of Law Tenure (SULC)	\$143,100.00	State
Linh Dai	Assistant Prof and Fellow of the St. Louis A. Berry Civil Rights and Justice Institute Tenure Track (SULC)	\$108,000.00	Federal
Charletta Fortson	Director of the Common Law Bar Preparation Program and Assistant Professor of Law Tenure Track (SULC)	\$132,000.00	Federal
Phebe Poydras	Professor of Law Tenure (SULC)	\$146,280.00	State
Mark Roark	Professor of Law Tenure (SULC)	\$119,059.20	State
Greg Sergienko	Associate Vice Chancellor for Academic Affairs /Professor of Law Tenure Track (SULC)	\$153,000.00	Federal
Kenya Smith	Professor of Law Tenure (SULC)	\$114,120.00	State
Ryan Stoa	Associate Prof. and Fellow of Cannabis and Hemp Law and Policy Institute Tenure Track (SULC)	\$108,000.00	Federal
Shandrea Williams	Associate Professor of Law Tenure Track (SULC)	\$108,000.00	Federal

Q. Request Approval of Personnel Action on Positions equal to or greater than \$60,000*

1. Adriel Hilton	Vice-Chancellor for Student Affairs and Enrollment Management New Appointment (SUNO)	\$120,000.00	State
2. Lucretia Jenkins	Assistant Director in the Office of Institutional Effectiveness Additional responsibilities (SUBR)	\$62,295.00	Federal
3. Kim Rugon	Vice-Chancellor for Advancement New Appointment (SUNO)	\$120,000.00	State
4. Torin Sanders	Director of Online Certificate Program New Appointment (SUNO)	\$75,300.00	Federal/ State
5. Michael Thomas	Director of Marketing and University Relations New Appointment (SUSLA)	\$60,000.00	State

6. Katara Williams	Chief of Staff/Executive Director for Strategic Initiatives Additional Responsibilities/Title Change	\$145,000.00	State
7. LaTonya Wright	Interim Director of Records and Registration Continuation (SULC)	\$83,700.00	State

R. Request Approval to Grant Endowed Professorships to the following for the 2021-2022 Academic Year:
(SULC)

1. Deleso Alford
2. Kenya Smith

S. Request Approval of BA-7 for the Southern University Law Center (SULC)

T. Resolutions

8. Information Items

A. Finance Update

1. Interim Financial Reports

B. Facilities Planning Project Updates (SUS)

C. President's Reports

D. Campus Reports

9. Other Business

10. Adjournment

****Pursuant to La R.S. 42:17 Executive Session May be Required.***

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS MEETING

**Committee of the Whole
Friday, February 12, 2021**

9:00 a.m.
Virtual Meeting

Minutes

The meeting of the Southern University Board of Supervisors was called to order by Board Chairman Attorney Domoine Rutledge. The invocation was given by Rev. Gerard Robinson, pastor of McKowen Baptist Church, Baton Rouge, LA.

Roll Call by Dr. Ray Belton.

Present: Chairman Atty. Domoine Rutledge, Vice Chairman Atty. Edwin Shorty, Mr. John Barthelemy, Dr. Leroy Davis, Mr. Raymond Fondel, Jr., Mr. Bakari Garvey, Mr. Sam Gilliam, Mr. Richard Hilliard, Mr. Myron Lawson, Ms. Christy Reeves, Mrs. Ann Smith, Dr. Leon Tarver II, Rev. Samuel Tolbert, Dr. Rani Whitfield, and Ms. Arlanda Williams

Absent: Atty Jody Amedee

AGENDA ITEM 4: ADOPTION OF THE AGENDA

Chairman Atty Rutledge mention that Items G - I will be deleted from the agenda and Item O #4 job position has to be updated to "Interim". Upon the motion by Ms. Christy Reeves and second by Ms. Arlanda Williams, the agenda was recommended for adoption with the deletion of Items G- I and update to Item O #4.

Motion Approved.

AGENDA ITEM 5: PUBLIC COMMENTS

None

AGENDA ITEM 6: ACTION ITEM(s):

There was a motion by Mr. Sam Gilliam and second by Mr. Myron Lawson to approve Action Item 6A.

Motion Approved

A. Request Approval of the Minutes from January 8, 2021 meeting of the Board of Supervisors

There was a motion by Dr. Leon Tarver and second by Mr. Sam Gilliam to approve in global (action items 6B – 6E)

Motion Passed

No additional comments from Dr. Ammons (SUNO) or Dr. Ellis (SUSLA) but both are available for any questions the board members may have. There were none.

Item 6E – Dr. Belton commended and acknowledged Dr. Leon Tarver for all his work. He mentioned the information Center was a project that Dr. Tarver initiated. Mr. Myron Lawson also acknowledged Dr. Tarver. Atty Edwin Shorty and Mr. Myron Lawson had questions in reference to the contract and asked for additional information. Dr. Belton and Mr. Eli Guillory responded to Atty Edwin Shorty and Mr. Myron Lawson question. Dr. Leroy Davis asked questions in reference to the architect firm and the fees and fee formula. Mr. Guillory responded to Dr. Davis.

- B. Request Approval of Intent to Develop a 100% Online Master of Arts in Teaching (M.A.T.) in special Education (SUNO)**
- C. Request Approval of MOU between Southern University at New Orleans and Education Farm to Establish a Tech Farm and Workforce Development Initiative (SUNO)**
- D. Request Approval of Partnership Agreement with Southern University at Shreveport Louisiana and Avance International University, Uganda to Establish a Study Abroad and Global Education Program (SUSLA)**
- E. Request Approval and Authority to Execute Information Center Contract between Southern University and A&M College and The Louisiana Department of Transportation and Development (SUBR)**

There was a motion by Dr. Rani Whitfield and second by Dr. Leroy Davis to approve in global (action items 6F, 6J, 6K, and 6L)

Motion approved.

Items 6F, 6K and 6L - Chancellor Pierre provided brief comments on each and mentioned he is available for any questions. There were none.

Item 6J – Dr. Belton mentioned his request for consideration to launch an education awareness campaign to provide the stakeholders of this state with sufficient information that would enable them to make an informed decision about their health, particularly as it relates to the COVID- 19 virus. He introduced the individuals who are on the team that will represent the university and provide additional information and comments. Brief presentation on the curriculum were provided by team members, Mr. Alfred Harrell – SUS Foundation and Dr. Sandra Brown – Dean, College of Nursing and Allied Health. Dr. Rani Whitfield is also on the team, he provided information on the vaccination. He encouraged everyone to become a part of the initiative. Chairman Rutledge “thanked the team for responding positively to the appeal.” Dr. Belton thanked Chairman Rutledge and the team for their leadership. Dr. Leroy Davis commented on he and his family receiving the vaccination. He spoke about the African American community having trouble receiving the vaccination. He asked Southern University to get access to the vaccine. There were no additional comments. Chairman Rutledge mentioned to Dr. Brown and Dr. Whitfield that Ms. Reeves can be impactful as well with her work at Ochsner health system. Chairman Rutledge requested a report in the next 60 – 90 days from the team which detail how many people are actually taking the vaccine after being educated.

- F. Request Approval of Cooperative Endeavor Agreement (CEA) between the Acadiana Planning Commission, Inc. (APC) and the Southern University Law Center to Promote Economic Development Opportunities and Resiliency for Small Business (SULC)**

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~~G. Request Approval to Adjust the Tuition for the Executive PhD Program in Public Policy Effective Fall 2021 Cohort (SUBR)~~

~~H. Request to Approval of Revised Endowment Policy for Southern University at Baton Rouge (SUBR)~~

~~I. Request Approval of Graduate Council Policy for Southern University at Baton Rouge (SUBR)~~

J. Request Approval of Management Agreement of Black Health, a Statewide Initiative Related to COVID-19 Vaccine Education with Southern University System Foundation and Southern University A & M College (SUBR)

K. Request Approval of MOU between LexisNexis Rule of Law Foundation and the Southern University Law Center to provide Cooperative Opportunities for Global Advancement (SULC)

L. Request Approval of Proposed Amendment to the Southern University Law Center's Mission Statement (SULC)

M. Request Approval of SUSLA Market Salary Adjustments (SUSLA)

Chairman Atty Rutledge mentioned item 6M is a return item from last meeting. He thanked Mr. Sam Gilliam and others who did a lot of work on this item in the interim period between today and our last meeting. He believe Dr. Ellis did a very good job of justifying the reason behind the decisions made on this item. He recognized Dr. Rodney Ellis for any additional comments. Dr. Ellis thanked Mr. Sam Gilliam and others and he hope he was able to provide all information to satisfy their questions. Mr. Sam Gilliam commended Dr. Ellis for his cooperative spirit and making sure he provided the representation.

1.	Devonye Brown	Director of Outcomes Assessment and Quality Management Additional Responsibilities (SUSLA)	\$60,027.00	State
2.	JoAnn Brown	Dean & Associate Prof of Allied Health Additional Responsibilities (SUSLA)	\$74,390.50	State
3.	Stephanie Graham	Director of Grants and Sponsored Programs Additional Responsibilities (SUSLA)	\$71,300.00	State
4.	Barry Hester	Dean of BSTEM & Prof of Chemistry Additional responsibilities (SUSLA)	\$69,455.50	State
5.	Leslie R. McClellon	Chief of Staff and Executive Director for Strategic Initiatives Title Change (SUSLA)	\$88,248.00	State
6.	Lonnie McCray	Dean Arts, Humanities, Social Science & Education Additional Responsibilities (SUSLA)	\$61, 651.25	State

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7. Veloria Nanze	Director of Accounting Additional Responsibilities (SUSLA)	\$61,200.00	State
8. Jane O'Riley	Library Director Additional responsibilities (SUSLA)	\$61,405.00	State

There was a motion by Ms. Reeves and second by Mr. Myron Lawson to approve in global (action items 6N – 6O)

Motion approved.

**N. Request Approval of Personnel Action on Positions equal to or greater than \$60,000
Associated with the Title III Program (SUBR)**

1. Carmela Bethley	Associate Director & Budget Manager Additional Responsibilities (SUBR)	\$70,200.00	Federal Title III
2. Norma Frank	Ofc Sponsored Programs-Executive Director Title Change (SUBR)	\$82,000.00	Federal Title III
3. ValaRay Irvin	Executive Director & Senior Psychologist Additional Responsibilities (SUBR)	\$95,960.00	Federal Title III
4. Huey K. Lawson	Director Title III Additional Responsibilities (SUBR)	\$123,600.00	Federal Title III
5. Kresten Pitcher	Resource and Project Manager Additional Responsibilities (SUBR)	\$62,640.00	Federal Title III

O. Request Approval of Personnel Action on Positions equal to or greater than \$60,000

Name	Position/Campus	Salary	Funding Source
1. Shawn Charles	Associate VC for Administration and Finance & University Comptroller New Appointment (SUNO)	\$90,000.00	State
2. Marlon Ford	Research Assistant Professor and Urban Agricultural Specialist Additional Responsibilities (SUAREC)	\$75,000.00	Federal
3. Teresa Hardee	Vice Chancellor for Administration and Finance Permanent Appointment (SUNO)	No Change	State
4. Eurmon Hervey	Interim Associate Vice-Chancellor of Academic Affairs New Appointment (SUNO)	\$85,000.00	State
5. LaKeeshia Lusk	Communications Coordinator Salary Adjustment (SUAREC)	\$65,000.00	State

6. Sanjay Palle	Network Admin/Web Administrator Salary Adjustment (SUAREC)	\$70,000.00	State
7. Christopher Rogers	Deputy CIO-Client Services Additional Responsibilities (SUAREC)	\$90,000.00	State
8. Bobbie Shujaa	SUBR LIGO Program Coordinator Office of Sponsored Programs Additional Responsibilities (SUBR)	\$65,400.00	Federal
9. Derrick Warren	Interim Associate Dean / MBA Director Interim Appointment (SUBR)	\$120,000.00	State
10. Ada Womack-Bell	Director LA Small Business Development Center Additional Responsibilities (SUBR)	\$88,500.00	Federal

P. Resolutions

Dr. Katara Williams, Chief of Staff read resolutions and commendations for the following:

- Dr. Mary Alice Gray Darby
- Mr. Jerry Morris Fultz
- Mr. Donald Delandro
- Mr. Lee Andrew Haynes
- Dr. Jaswant Rai Jindia
- Attorney Ed Larvadai n, Jr.
- Mr. Clarence Stewart
- Ms. Joyce Marie Huntsberry Turnley

There were additions:

- Angelo Corceone – SULC Student – Passed away on February 8, 2021
- Mr. Lonnie Hewitt – SU graduate – School of Architecture – Hewitt-Washington & Associates – passed away on January 25, 2021.

Commendations:

- Crystal Brumfield – SU graduate – Louisiana Native – has been recently named by President Biden as the chief acquisition officer and associate administrator for government wide policy at the GSA in Washington.

Upon Motion from Dr. Leon Tarver to approve the read resolutions and commendations with the additions and Mrs. Ann Smith second the motion.

Motion Approved.

AGENDA ITEM 9: INFORMATIONAL ITEMS

Dr. Belton introduced everyone that were presenting Items 9 A-E.

A. Technology Update

An overview of Technology for Southern University system was provided by Dr. Gabriel Fagbeyiro. (Entire Transcribed Minutes in File) Dr. Fagbeyiro thanked the board for the opportunity to provide highlights on technology and asked if there were any questions. Mr. Sam Gilliam had questions in reference to NOLA being the only state that does not have the fiber optic network. Dr. Fagbeyiro responded. Chairman Rutledge thanked Dr. Fagbeyiro for his presentation.

B. SUS Online Learning Update

An update was provided by Atty Tracy Barley. Atty Barley thanked the board for the opportunity to update them today. She had a short presentation. She concluded her report and asked if there were any questions or concerns. There were none. Chairman Rutledge thanked Atty Barley for her presentation.

C. Medical Marijuana Update

An update was provided by Dr. McMeans who introduced Dr. Jana Snowden. Dr. Snowden made a presentation. She discussed the partnership with Alera; the products – there are a total of 11 products. The vape pen has approved and coming soon. She discussed the Sales Summary and showed before and after pictures of the new facility which has been restored. Chairman Rutledge questioned the sales summary which Dr. Snowden responded. Dr. Whitfield asked if the board members could tour the facility. Dr. Snowden says “yes the members can tour, she requested the member to call to schedule the tour to prevent social distance.” She mentioned she will work with Atty Blache. There was discussion around physicians writing prescriptions for patients and healthcare response. Dr. Whitfield responded that these products will not be covered, cash is required and they are not expensive. Chairman Rutledge thanked Dr. McMeans and Dr. Snowden for their presentation.

D. SUBR College of Education Update

An update of the SUBR College of Education was provided by Dr. VerJanis A. Peoples. Dr. Peoples had a power point presentation which provided information on the mission of the college, the admission requirements, completion requirements, certification information, accreditation information, etc. She concluded her presentation and asked if there were any questions or comments. Chairman Rutledge thanked Dr. Peoples for the presentation. Mrs. Ann Smith commended Dr. Peoples on the excellent presentation. She commented on the passing rate and made suggestions and commented on scholarships and funding for students entering the college. There were no additional comments.

E. Finance Update

1. Interim Financial Reports

The Financial report for Fiscal Year Ending June 30, 2021 as of January 31, 2021 was provided by Mr. McClinton for all campuses. He mentioned “the detailed information is provided in the board packet for each campus. Based on the information provided that we have provided on the statement for the spring semester revenue will change because the campuses are continuing to register students as of January 31 so we are projecting revenue and we will be able to provide actuals at the meeting next month.” Mr. McClinton mentioned he had reviewed the statements from each of the campuses and had conversation with each campus CFO and they all have made the appropriate

adjustments in order to end up with a balanced budget for each campus.” Mr. McClinton will provide updates next month. That concludes his report. He addressed questions. There were no questions but Mr. Sam Gilliam had a comment. Mr. Sam Gilliam requested a copy of the Interim Financial Report. Ms. Taylor-Jarrell informed the board members that she will email the financial report to all board members again.

Mr. Sam Gilliam and Chairman Atty Domoine Rutledge thanked Mr. McClinton for the report and Mrs. Taylor-Jarrell for emailing the documents.

F. Facilities Planning Project Updates (SUS)

Dr. Belton introduced Mr. Eli Guillory who will give the project updates. Mr. Eli Guillory mentioned the detail and comprehensive list of projects for each campus is included in the packet. (refer to board packet for documentation) He gave brief description of the construction on the campuses and their expected completion dates. He concluded by mentioning, “he is looking forward to additional improvements for all campuses and this concludes his report.” He asked if there were any questions or comments? There were none.

AGENDA ITEM 10: OTHER BUSINESS

Chairman Rutledge announced “the Ray Smith Memorial Fund donated another medical mannequin to the School of Nursing. With that donation and the donation from November, it totals to over about \$28k. Chairman Rutledge thanked Mrs. Ann Smith who has been instrumental in soliciting support from the Ray Smith Memorial Fund family members. Grateful for her support and extend congratulations to Dr. Brown and the school of nursing and allied health.” Chairman Rutledge asked Mrs. Ann Smith if she had any comments. She did not have any comments.

Chairman Rutledge mentioned “the committee assignments are forthcoming. He discussed the March board meeting is scheduled to be an in person meeting on March 12th in Baton Rouge. He has heard from a number of board members who remain uncomfortable meeting in person. He mentioned looking at the CDC guidelines and working with Dr. Whitfield and in person meeting guidelines working with legal counsel.”

Chairman Rutledge called for any other business or matters to discuss from any of the members. There were none. Chairman Rutledge called for motion for adjournment.

AGENDA ITEM 11: ADJOURNMENT

Ms. Christy Reeves made a motion to adjourn, Mr. Bakari Garvey second the motion. Motion Approved.



SOUTHERN UNIVERSITY LAW CENTER

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February 26, 2021

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

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

RE: Approval of LA²B-SET Collaboration Initiative

Dear Dr. Belton:

The Southern University Law Center (SULC) has greatly benefitted from being a participant in the IBM Global University Programs which include the following components:

- The IBM Academic Initiative,
- IBM Academic Awards Opportunities, and
- The IBM Skills Academy

The IBM Skills Academy is a blended skills-oriented training program to empower students of various backgrounds with the skills needed to excel in today's high-demand job and labor market. Topics covered in the training program include (a) Artificial Intelligence (AI), (b) Blockchain, (c) Cloud Computing, (d) Cyber Security, (e) Data Science, (f) Design Thinking, (g) Internet of Things, and (h) Quantum.

SULC students have also benefitted by participating in the Amazon Academy commonly referred to as the AWS Academy. The AWS Academy empowers higher education institutions to prepare students from various majors and academic programs to earned industry-recognized certifications that will prepare them for cloud-based career opportunities.

In addition to the hereinabove described benefits derived from the IBM Global University Programs and AWS Academy as a result of being a constituent institution within the Southern University System, SULC has engaged in partnerships and collaborations independent of the SU System based initiatives designed to bring technology resources to SULC along with in-kind commitments and monetary grants available exclusively to current and future SULC faculty and students.

Those initiatives include, but are not limited to collaborations with (a) Code Path, (b) Apple, (c) Intel, (d) CISCO, (e) Knowable, (f) Net App, (g) Microsoft, (h) Hewlett Packard, (i) T-Mobile, (j)

Verizon, (k) Google, and (l) Elevate. SULC has also made deep investments in the classroom and operational technology as well as academic initiatives in Law and Technology, the Technology and Entrepreneurship Legal Clinic, the Urban Law Technology Research Academy (ULTRA), and Mixed Reality Virtual Innovation Gaming and E-sports (MRVIGES) Institute.


Those deep investments in classroom technology include the investment in (a) Polycom Immersive Telepresence classroom at SULC, (b) a Transformyx digitally enhanced classroom at SULC, and (c) a Polycom Immersive Telepresence classroom in Shreveport on the SUSLA campus. The profound investments in academic initiatives include, but are not limited to collaborations with (a) the Harvard Business School for law students to earn a certificate/credential in data analysis, (b) Code Path, a nonprofit organization that has a mission to provide training to minority students to enhance their digital skills, (c) Territorium, a Microsoft Global Partner that provides asynchronous industry-recognized certificate/credential training on digital skills needed by professionals to function effectively in a post-pandemic world. On February 25, 2021, SULC was awarded a USDA Distant Learning Technology (DLT) grant to provide distance learning courses by SULC to residents in Avoyelles, East Carroll, Madison, Morehouse, and St. Landry parishes.

Based upon recent desires expressed by the Southern University Board of Supervisors in September, October and November 2020 for SU System constituent institutions to increase innovation in virtual academic initiatives, SULC seeks approval by the Board of Supervisors to allow SULC along with the Southern University College of Sciences and Engineering, and the Southern University College of Business to lead a proposed LA²B-SET collaboration initiative. LA²B-SET is an acronym for Law, Agriculture, Arts, Business, Science, Engineering, and Technology. The LA²B-SET Collaboration Initiative seeks to leverage industry partnerships, technology resources, and assets to (a) enhance opportunities for students in the LA²B-SET ecosystem to access in-demand career paths, (b) create fellowship opportunities for graduate and professional students in the LA²B-SET ecosystem, (c) provide faculty development and financial resources to faculty in the LA²B-SET ecosystem, and (d) provide affordable access to hundreds of professional development and academic courses that lead to industry-recognized stackable credentials and badges through boot camps, existing courses, electives, continuing education, and executive/corporate training.

Financing the LA²B-SET Collaboration Initiative would be accomplished through grant funding and self-generated resources. I respectfully ask that this proposal and request be placed on the board's agenda for consideration at the March 12, 2021 board meeting.

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

Sincerely, \



John K. Pierre

Chancellor and 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
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OFFICE OF THE CHANCELLOR-DEAN

February 25, 2021

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

Dear President Belton:

As Chancellor of the Southern University Agricultural Research and Extension Center and Dean of the Southern University Agricultural, Family and Consumer Sciences, I am requesting the approval of the attached document.

Memorandum of Understanding between SUAREC and the Davis Farm, Inc.

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 read 'O. F. McMeans'.

Orlando F. McMeans, PhD
Chancellor-Dean

Approval by:

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

Date

MEMORANDUM OF UNDERSTANDING

Between

Southern University Agricultural Research and Extension Center and
Davis Farm, Incorporated

ON

A PUBLIC-PRIVATE AGRICULTURAL PARTNERSHIP

I. PARTIES

THIS MEMORANDUM OF UNDERSTANDING (hereinafter referred to as “MOU”) is made and entered into by and between the Southern University Agricultural Research and Extension Center (hereinafter referred to as “SUAREC”), and Davis Farm, Incorporated (hereinafter referred to as “DF”) (collectively referred to as “Parties”).

SUAREC is one of five campuses in the Southern University System. SUAREC’s agricultural land-grant mission is research and extension. DF’s mission is in the realm of production agriculture that includes soybean, wheat, corn, and other crops. DF has a keenly and heightened interest in industrial hemp research as an agronomic crop and student experiential learning opportunities in our modern highly technological agricultural industry. Agriculture, tourism, and oil and gas are the big 3 industries of Louisiana. The parties of SUAREC and DF look forward to this public-private agricultural partnership.

II. PURPOSE

The purpose of this MOU is to establish a public-private partnership between SUAREC and DF. The Memorandum of Understanding (MOU) has research, extension, and teaching components.

This MOU sets forth the mutual interest in working together of the Parties (DF and SUAREC).

The Parties intend to collectively promote a strong and viable public-private partnership on agricultural activities to include research on industrial hemp, student internship opportunities, and extension outreach

activities as a part of this MOU. This MOU sets forth certain agreed upon terms and conditions, which defines the relationship between the above-mentioned parties.

This MOU defines in general terms the basis for which the Parties will cooperate. In particular, this MOU is intended to:

- Explore and establish research activities to include industrial hemp, forages, vegetables, small fruits, and medicinal plants.
- Outline the framework for conducting result research and extension demonstrations and/or field days and share findings to applicable stakeholders to include, limited resource producers, K-12 youth, and college students.
- Explore internships opportunities for college agricultural students in the use of high technology farm machinery, general farm production practices, and agricultural business operations.
- Provide a select number of internship opportunities for College of Agricultural, Family and Consumer Sciences (hereinafter referred to as “CAFCS”) students in assisting the SUAREC Hemp Team execute field research trials and extension outreach activities pertaining to this MOU.
- Provide a select number of CAFCS students with internships for learning and gaining hands on experiences in agronomy, profitability, yield, storage, and procurement.
- Provide CAFCS students with real world experiences in crop management, soil sampling, on-farm hemp testing for THC, inventory tracking and delivery, data entry, data analysis, inclusive.
- Provide students assistance in research farm operations as it relates to using state-of-the art agricultural technology, agricultural artificial intelligence (AI), sustainability, inclusive.
- Provide intern students a forum to present their accomplishments to their peers and faculty via a student internship seminar series by the CAFCS and SUAREC.
- Provide an extension framework for the dissemination of the research findings to appropriate stakeholders.
- Provide the framework for community outreach and engagement focusing on growing industrial hemp for either seed or fiber on an agronomic crop farm.
- Provide for result demonstrations via such modalities as field days, trainings, and workshops.

III. BACKGROUND

SUAREC was established in 2001. Its motto is “Linking Citizens with Opportunities for Success.” SUAREC is an agricultural land-grant institution with a strong team of highly skilled faculty, research, and staff with diverse background in areas such as (1) plant and soil sciences, (2) extension programs, (3) forage production, (4) youth programs, (5) family and consumer sciences, and (6) urban forestry and natural resources.

SUAREC is linked with the CAFCS in striving to educate a cadre of students for professional careers in the workplace. Concomitantly, the linkage strengthens the CAFCS students’ abilities to grapple with the current challenges of a highly technological and globalized workforce; enhance extension outreach activities through the dissemination of information and knowledge (basic and applied research) to farmers in rural communities in Louisiana and beyond.

DF is owned and operated by Mr. James E. Davis, Jr. He happens to be the largest black farmer in several parishes in the northeast Louisiana, including Concordia & Tensas Parishes. The DF is over 2,000 acres. The farm has state-of-the-art farm equipment. The equipment includes several tractors, disks, seeders, sprayers, combines, and an 18 wheeler grain transport truck. Mr. James E. Davis, Jr.’s knowledge in farming is unparalleled. Crops such as soybean, corn, wheat, and vegetables are grown on DF. DF will be the site for the SUAREC and DF public-private partnership. The aforementioned farm experiences of Mr. James E. Davis, Jr., the DF soil types, and location are ideal for a cooperative public-private partnership in conducting hemp research and outreach activities beyond East Baton Rouge Parish.

IV. RESPONSIBILITIES UNDER THIS MOU

- A. The SUAREC shall undertake the following activities:
 1. Developing and implementing strategies outlined in this MOU.
 2. Establishing timeline for research activities at the DF.
 3. Disseminating program activities of this MOU through extension education and field days.
 4. Establishing a timeline for industrial hemp research.
 5. Managing/collecting research data collection, analysis, and technical reports on program activities.
 6. Helping identify CAFCS students for internships.
 7. Mobilizing resources to support the identified program activities in this MOU.

8. Providing financial resources for the upkeep of the research plots to include materials and supplies.
 9. Providing yearly evaluation of efforts from research, extension, and teaching programs perspective.
- B. DF shall undertake the following activities:
1. Donating for usage, up to 5 acres for research and extension activities in the context of this MOU.
 2. Providing site for 1-3 CAFCS student internships as applicable.
 3. Making available farm equipment of DF for the MOU.
 4. Maintaining the necessary state-mandated licences to operate agricultural production at the farm.
 5. Supporting the SUAREC team in the implementation of outlined program activities in this MOU.
 6. Serving as SUAREC Research Farm Manager for this MOU.
 7. Providing internship experiences for CAFCS students.
 8. Assisting SUREC in the preparation and establishment of hemp research plots.
 9. Assisting SUAREC in the maintenance of hemp research plots.
 10. Assisting SUAREC in the harvesting of hemp research plots.
 11. Assisting in the preparing hemp research plots for planting via turning the soil, eradicating weeds with herbicides, building growing rows, and applying needed soil fertilizer amendments.
 12. Direct seeding hemp into research plots.
 13. Assisting in maintaining hemp research plots by mowing of alleys surrounding research plots.
 14. Assisting in monitoring and reporting any plant health issues exhibited by hemp plants during production season.
 15. Assisting in harvesting hemp research plots for biomass and seed production data analysis.

V. FUNDING

This MOU does include the reimbursement of funds between the Parties. Parties understand that all financial arrangements between them shall be negotiated and mutually agreed and will depend on the availability of funds.

Parties may seek funding in support of the program activities as outlined above from internal and external sources. However, any funding jointly sought and awarded on behalf of Parties to support the outlined project activities shall be administered in accordance with the SUAREC research guidelines.

VI. LEGAL RELATIONSHIP

This MOU shall be construed as a statement of purpose to promote a genuine and mutually beneficial collaboration between the Parties. Nothing in this MOU shall create any legal relationship between the Parties.

VII. DURATION

It is the intent of the Parties to enter into this agreement for a period of three (3) years with an automatic renewal every 1 year(s) perpetually beginning March 1, 2021, unless either party chooses to opt out of the agreement by providing a 30-day written notification before the renewal date. Each party has 30 days to cure the breach.

VIII. INDEMNIFICATION

To the extent permitted under Louisiana law, each party to this MOU agrees to hold harmless the other party of any injury or damage property.

IX. ASSIGNMENT

No party may assign their interest in this MOU without the written permission of the other party.

X. NON-BINDING

This MOU is intended only as a reflection of the intention of the parties and neither this MOU nor its acceptance shall constitute or create any legally binding or enforceable obligation on any party, except with regards to Confidentiality, Closing or Termination, governing Law and the miscellaneous provisions set forth below in XII.

XI. MISCELLANEOUS

This MOU encompasses the entire understanding between Parties herein and supersedes all previous agreements, if any, between the Parties concerning the same or substantially similar subject matter. This MOU may be amended, supplemented, or otherwise modified only in a writing signed by duly authorized representatives of each Party.

XII. EFFECTIVE DATE AND SIGNATURES

This MOU shall be effective upon the signature of authorized officials/parties. It shall be in force from March 1, 2021 to February 28, 2024. This MOU has been drawn up in two (2) original copies with each Party receiving one duly signed copy hereof. Parties A (SUAREC) and B (Davis Farm) indicate agreement with this MOU by their signatures.

The Participants in this MOU designate the following as points of contact for collaboratively administering the activities to be conducted under this MOU:

Key Points of Contacts

For SUAREC:

Contact Person(s): Dr. C. Reuben Walker and Dr. Janana Snowden
Address: Fisher Hall, Rm. 118
Southern University and A & M College
Baton Rouge, LA 70813

Telephone: 225-771-3206 (0)
Cell Phone: 337-344-8634 (cp)
Fax: 225-771-5771
Email: calvin_walker@suagcenter.com
janana_snowden@suagcenter.com

For DF:

Contact Person(s): Mr. James E. Davis, Jr.
Address: 119 Lynwood Drive
Ferriday, LA 71334.
Cell Phone: 318-758-0198 (cp)
Email: Upcominangler@gmail.com

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APPROVALS

IN WITNESS THEREOF, the Parties authorized representatives have affixed their signatures on this MOU on _____ and witnesses there of.
(Month/Day/Year)

Orlando F. McMeans, Ph.D.
Chancellor-Dean
SUAREC & CAFCS
Southern University and A & M College
Fisher Hall, Room 102
Baton Rouge, LA 70813

James E. Davis, Jr.
Owner
Davis Farm, Incorporated
119 Lynwood Drive
Ferriday, LA 71334

WITNESSES

SUAREC Witness #1

DF Witness #1

SUAREC Witness #2

DF Witness #2



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

February 27, 2021

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

Dear Dr. Belton:

Please find a Letter of Intent that describes the details of a new Bachelor of Science in Nursing (BSN) program that Southern University at New Orleans desires to begin in the 2022-2023 academic year.

The letter describes the rich background of the University and how the program aligns with the mission to produce graduates who represent the diversity of our community and who will earn degrees that provide them with an upwardly mobile career path and a life of service to the citizens of Louisiana.

The letter also addresses the fact that there is a shortage of nurses in the state and nation, and that many qualified applicants to existing BSN programs are turned away each year due to current programs being at capacity. In addition, it is well documented that there is also a shortage of nurses of color within the nursing workforce which limits the culturally sensitive nursing care that society needs. SUNO is well positioned to attract a diverse student body.

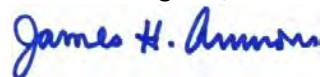
We have carefully planned the resources needed to deliver a quality program and have a plan to attract experienced and well qualified faculty to implement the program. In addition, we have the support of administrators at New Orleans East and Children's Hospital of New Orleans to partner with us to welcome our students to their agencies for their clinical instruction hours. The New Orleans Black Nurses Association has also declared their support for the program and are eager to have new nurses of color enter our BSN program and the workforce.

We are eager to add this program to our Bachelor of Science offerings, which we think will lead to increased enrollment. But we are especially excited to make a much needed contribution to our community of students, New Orleans, and the state of Louisiana.

"An Equal Educational Opportunity Institution"

We ask your support and the approval of the Board of Supervisors for the endeavor, and look forward to the opportunity to join the other universities in Louisiana who are working to alleviate the nursing shortage.

With kind regards,

A handwritten signature in blue ink that reads "James H. Ammons".

James H. Ammons, Jr. PhD
Executive Vice President-Chancellor
Southern University at New Orleans

APPROVED:

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

LETTER OF INTENT to DEVELOP a NEW ACADEMIC PROGRAM [Jan2018]

General Information

Date: March 12, 2021

Institution: Southern University at New Orleans	Requested <u>CIP, Designation, Subject/Title:</u> 51.1601 Bachelor of Science in Nursing

1. Program Objectives and Content

Describe the program concept: purpose and objectives; basic structure and components/ concentrations; etc. Include the draft curriculum.

Southern University at New Orleans (SUNO) seeks approval to develop a new Bachelor of Science in Nursing program (BSN) to better serve its community. SUNO was founded in 1956 and opened in 1959 in eastern New Orleans in historic Pontchartrain Park, a middle-class community of largely African Americans. For over sixty years, SUNO has been a beacon of hope for traditional and nontraditional students who are mostly minority and from limited resource families.

The purpose of the BSN program is to educate additional nurses to meet the health care needs of the population of New Orleans and the State while furthering the mission of SUNO. According to published statistics which will be explained in detail in the Need section below, Louisiana is experiencing a shortage of nurses. In addition, the current nursing workforce needs additional nurses of color to provide culturally sensitive health care. SUNO's mission as one of America's Historically Black Colleges and Universities (HBCUs) has long been to deliver quality education programs and to serve a diverse population. SUNO's mission states its commitment to: "empower and promote 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". (SUNO catalog 2018-20, p 16.)

This new program will be housed as a department in the College of Arts and Sciences where it will join the Departments of Arts & Humanities, Social Sciences, Natural Sciences and three undergraduate programs of Forensic Science, Health Information Management Systems, and General Studies.

The BSN will be structured according to the university requirements for Bachelor of Science degrees which includes completing 120 credit hours, 220 quality points, and meeting residence and community service-learning requirements. In addition, it will meet SUNO's 39 credit hours of general education requirements, plus an additional 21 credits of general education courses in the physical and psycho-social sciences to support the knowledge and competencies that will be developed as students complete the 60-credit nursing curriculum.

SUNO's goals for all students who complete a bachelor's degree as stated in its current catalog, p. 95, are to:

- communicate effectively in oral and written English;
- read with comprehension;
- reason abstractly and think critically;
- understand numerical data and statistics;
- understand the scientific method;
- be familiar with key technological and informational applications;
- learn independently;

- recognize and appreciate cultural diversity;
- understand the nature and value of the fine and performing arts;
- develop a personal value system while retaining a tolerance for others; and
- understand the American political and economic system

The program outcomes for this new BSN program align with these SUNO goals and are stated as follows:
At the conclusion of the program students will be able to:

- Plan and implement nursing care using the foundation of liberal education, biological & behavioral sciences, humanities and nursing science.
- Communicate and collaborate effectively within the health care team using interpersonal, professional and information technology skills.
- Utilize the scientific method, critical thinking, problem solving and evidenced based practice concepts in planning and delivering nursing care.
- Demonstrate the knowledge and use of professional standards, ethical values, and legal standards in safe and effective nursing practice
- Plan and deliver care with consideration of client values, customs, culture, religion and/beliefs.
- Apply leadership and management concepts, skills and decision making into nursing practice.
- Demonstrate basic understanding of the role of the nurse in health promotion, disease/injury prevention and population health across the lifespan.
- Demonstrate a basic understanding of system influences on patient safety and nursing practice including health care policy, regulation, resource management, technology, economics, and politics.

These program outcomes have been developed to ensure graduates also meet the “Essentials of Baccalaureate Education for Professional Nursing” (2008), published by the American Association of Colleges of Nursing (AACN). These statements are the foundational principles required of all BSN graduates by the Council of Collegiate Nursing Education (CCNE). CCNE is the national professional nursing accrediting agency from whom SUNO will seek accreditation for this program. The nine Essentials are:

- Essential I: Liberal Education for Baccalaureate Generalist Nursing Practice (A solid base in liberal education provides the cornerstone for the practice and education of nurses.)
- Essential II: Basic Organizational and Systems Leadership for Quality Care and Patient Safety (Knowledge and skills in leadership, quality improvement, and patient safety are necessary to provide high quality health care.)
- Essential III: Scholarship for Evidence Based Practice (Professional nursing practice is grounded in the translation of current evidence into one’s practice.)
- Essential IV: Information Management and Application of Patient Care Technology (Knowledge and skills in information management and patient care technology are critical in the delivery of quality patient care.)
- Essential V: Health Care Policy, Finance, and Regulatory Environments (Healthcare policies, including financial and regulatory, directly and indirectly influence the nature and functioning of the healthcare system and thereby are important considerations in professional nursing practice.)
- Essential VI: Inter-professional Communication and Collaboration for Improving Patient Health Outcomes (Communication and collaboration among healthcare professionals are

- critical to delivering high quality and safe patient care.)
- Essential VII: Clinical Prevention and Population Health (Health promotion and disease prevention at the individual and population level are necessary to improve population health and are important components of baccalaureate generalist nursing practice.)
 - Essential VIII: Professionalism and Professional Values (Professionalism and the inherent values of altruism, autonomy, human dignity, integrity, and social justice are fundamental to the discipline of nursing.)
 - Essential IX: Baccalaureate Generalist Nursing Practice (The baccalaureate graduate nurse is prepared to practice with patients, including individuals, families, groups, communities, and populations across lifespan and across the continuum of healthcare environments. The baccalaureate graduate understands and respects the variations of care, the increased complexity, and the increased use of healthcare resources inherent in caring for patients.)

To ensure these program outcomes are met, the first year of the program will include basic liberal arts and science courses, two nursing courses will be introduced in the second year and the third and fourth year will consist primarily of nursing courses. A working draft of the curriculum appears below.

<u>Semester 1</u>		<u>Semester 2</u>	
SENL 101N English Comp I	3	SENL 102N English Comp II	3
MATH 151 College Algebra	3	FIAR 101 Intro to Art or MUSC 101	3
*BIOL110N/LN Fundamentals of Biology for Nurses	4	SSOC 201N Introduction to Sociology	3
History of US 210 OR 220	3	SPSY 201 General Psychology	3
JRDV 111 College Survival Skills	1	CISP 164 Computer Productivity Applications	3
JRDV 111A Freshmen Assembly	0		
	14		15
<u>Semester 3</u>		<u>Semester 4</u>	
SCHE 132N7LN Gen Chem	4	SBIO 220/LN Pathogenic Microbiology & Immunology	4
SMAT 130N Elementary Statistics	3	Psych340 Developmental Psychology	3
SCOM 101N Intro to Human Comm	3	*Nur 202 Nur Assessment Theory	2
		*Nur 202C Clinical Assessment Skills	2
*Nu 201 Intro to Nursing Theory	2	SBIO 222N&LN Hum Anat & Phys II	4
*Nu 201C Nursing Clinical Skills	1		
SBIO 221& LN Hum Anat & Phys I	4		
	17		15

<u>Semester 5</u>		<u>Semester 6</u>	
*Nur 301 Pharmacology in Nursing	3	Phil 222 Intro to Ethics	3
*Nur 303 Pathophys in Nursing	2		
*Nur 305 Nur with Adults Theory	2	*Nur 306 Childrearing Family Nur Theory	2
*Nur 305C Nur Prac with Adults	2	Nur 306C Nur Prac with Childrearing Fam	2
*Nur 304 Childbearing Family Nur Theory	2	*Nur 308 Mental Health Nur Theory	2
*Nur 304C Nur Prac with Childbearing Family	2	Nur 308C Mental Health Nur Prac	2
*Nur 307 Culture and Nursing	3	xxx Eng Literature (core req)	3
	16	14	
<u>Semester 7</u>		<u>Semester 8</u>	
*Nur 401 Comm Hlt Nur Theory	3	*Nur 402 Ldshp/Mgmt Theory	2
*Nur 401C Fam/Comm Hlth Prac	3	*Nur 402C Ldshp/Mgmt Prac	2
*Nur 403 Nur in Acute Care	3	*Nur 404 Senior Seminar	2
*Nur 403C Nur in Acute Care Prac	3		
*Nur 405 Research & Ev Based Prac	3	*Nur 406C Professional Practicum	6
		*Nur 408 NCLEX Preparedness	2
	15		14
	Total 62		Total 58
		Grand Total 62 + 58 =	120
<u>General Ed Core Courses:</u>		<u>Required Courses to Support Major:</u>	
English Comp I & 2	6	Coll Survival	1
College Math & Stats	6	Computer Prod App	3
A & P I & II and Chem	9	Micro	4
Psych and Soc 201	6	Dev Psych	3
Art or Music	3	New Biology Course	4
Hist, Communication, Lit	9	Ethics	3
		Bio Lab/A&P Lab/Chem Lab	3
	Total Core Req: 39		Total Support: 21
*asterisk denotes a new course		Core (39) + Support (21) + Nur (60) = 120	

The courses are planned to provide general education and nursing courses that complement each other to ensure students graduate as competent caring novice professional caregivers. Most nursing courses have a clinical companion course that will develop their care giving skills with a defined patient population. This will help them learn the common and unique needs associated with different life stages and educate them to be a generalist who can function safely and effectively in multiple settings. Each class room credit will carry one contact hour and each clinical course credit will carry three contact hours; therefore, a course that has two hours of classroom credit will be offered with a clinical component of the course that will include 2 credits but 6 contact hours of clinical practice in the Nursing skills lab, the Nursing Simulation Lab, or in the clinical area with individuals, families, or communities to deliver curative, rehabilitative, or preventative wellness care.

Some general education courses are available through on-line modalities which have become more available to meet student needs during the recent pandemic restrictions. The plan is for nursing courses to be delivered on site and all clinical courses will be delivered in small groups and through direct instruction and supervision of a faculty member in a skill building or simulated laboratory setting and later in the clinical setting (limited to 10 per group by LSBN rules). Clinical settings will include hospitals, long-term care/rehabilitation agencies, clinics, home care and public health settings.

All general education courses are currently offered at SUNO by highly qualified faculty. A list of the current SUNO faculty who are likely to teach required general education courses in the BSN program is found in the following table:

Name	Highest Degree	Degree Granting Institution
Abdul-Salaam, Connie	M.A. History	University of Northern Iowa
Azzarello, Robert	Ph.D. English	City University of New York
Bashir, Atteia	Ph.D. Human Toxicology	Maastricht University, The Netherlands
Carter, Mary	M.S. Teaching Mathematics	Loyola University
Clement, Christian	Ph.D. Microbiology and Immunology	University of Illinois
Conteh, Nabie	Ph.D. CIS	University of Maryland
Debra Keelen	M.A. Teacher Education Math	Xavier University
Deneen, Lewis	Ph.D. Counseling & Human Development	Clark Atlanta University
Ekaidi, Ibrahim	M.D.	University of Criova, Romania
Eweni, Samuel	M.S. CIS	Southern University – Baton Rouge
Foy, Kenneth	Ph.D. - DMIN Doctor of Ministry Pastoral Counseling	NO Baptist Theological Seminary
Heath, Panagiota "Penny"	Ph.D. Math Education	University of New Orleans
Johnson, Carl	Ph.D. Chemistry	University of Alabama

Jones, Warren	Ph.D. Philosophy	New Orleans Baptist Seminary
Kambhampati, Murty	Ph.D. Environmental Science Ph.D. Ecology	Jackson State University Andhra University, India
King, Heon	Ph.D. Number Theory	Louisiana State University
Kwun, Obyung	Ph.D. CIS	University of Mississippi
Lenus, Jack Jr.	Ph.D. History	University of Pittsburgh
Marinov, Tchavdar	Ph.D. Mathematics Ph.D. Applied Mathematics	University of LA, Bulgarian Academy of Science
Marshall, Douglas,	Ph.D. English	Duquesne University
Mims-Devezin, Lisa	Ph.D. Science and Math Education	Southern University – Baton Rouge
Oaks, Gary	M.F.A.	Louisiana State University
Obih, John-Clifford	Ph.D. Physiology	University of Ibadan, Nigeria
Odynocki, Boris	Ph.D. Sociology	City University of New York
Olubadewo, Joseph	Ph.D. Pharmacology	Vanderbilt University
Omojola, Joe	Ph.D. Nuclear Engineering	University of Arizona
Ramirez, Cynthia	M.F.A	University of NO
Singleton, Cynthia	Ph.D. Science and Math Education	Southern University – Baton Rouge
Sisay, Nebiat	Ph. D. Radiochemistry	University of Missouri
Tietzel, Illya	Ph.D. Immunology & Genetics	Johannes Gutenberg U Mainz Germany
Torregano, Michael	Dr. of Musical Arts,	Boston University
Xiongya, Gao	Ph.D. English	Ball State University
YanJun, Yu	Ph.D. CIS	Washington State University
Zhen, Yi	Ph. D. Theoretical Physics	Modern Physics Institute Xi'an China

All Nursing courses will be delivered by Nursing faculty who will be hired when the program has earned the appropriate approvals from the Board of Regents and the Louisiana State Board of Nursing (LSBN). The Program Director will be an experienced nurse educator administrator with an earned nursing degree and an earned doctorate in Nursing or a related field. The Nursing faculty will be experienced nursing educators who have a Masters in Nursing with a doctorate preferred as required by the LSBN and CCNE. Depending on experience and credentials faculty will likely be hired at the Assistant Professor level for the Tenure Track and will be required to meet role expectations for rank as described in the SUNO Faculty Handbook which requires 12 credit hours of teaching per semester, engage in university and community service and continue their professional growth.

SUNO will search locally for a well-qualified experienced program director and the director will search for two well qualified nursing faculty members. If necessary, we will advertise beyond the local/regional area in the Chronicle of Education and the Journal of the Black Nurses Association as well as on appropriate on-line nation sites.

Our first choice will be a director who is a current seasoned assistant administrator/dean/director/coordinator who will be attracted to the opportunity to be the founding director of a new BSN program and committed to educating students of color to increase diversity in the nursing workforce.

During the first year the Director/Faculty team will work to build the administrative and academic infrastructure as required by the Louisiana State Board of Nursing (LSBN). Near the conclusion of that year a LSBN site visit must be scheduled to ascertain if the program has been well developed and has earned initial approval and is ready to admit students.

About 30 qualified students will be admitted who show qualities that predict success including 1) having completed all of the first-year curriculum requirements and are in good academic standing, have written an essay to reflect their interest and reasons for choosing nursing as a major and other criteria to be developed by the Director and program faculty. The results from a recent "interest in the program" survey suggest that a pool of 30 students who will have met freshman year requirements is a reasonable goal. If these events occur as planned the cohort will be admitted in the fall of 2022 semester and will graduate in the spring of 2025.

During the 2023/24 academic year the program will apply for "new applicant" status for accreditation to CCNE. New applicant status requires the program request a site visit within two years. A site visit will be requested during the Spring 2025 semester so that the first graduates of the program will have the benefit of graduating from a CCNE accredited program which carries some benefits including admission to graduate school and employment at federal agencies.

Upon graduation students must pass the National Council Licensure Exam (NCLEX) to satisfy the National Board of Nursing and the LSBN that the graduate has the ability to begin to practice safely as a registered nurse (RN). The test measures knowledge in four broad areas including 1) maintaining a safe and effective care environment, 2) providing health promotion & maintenance, and knowledge of 3) Psychosocial integrity, & 4) Physiological integrity. Applicants will not be able to practice until they achieve a passing grade on NCLEX.

The LSBN will also do a site visit of the program when the first cohort has graduated and taken their NCLEX exams and if all criteria are met and at least 80% of the graduates in the cohort pass the NCLEX the program will earn final approval from the LSBN.

Best Case Time Line for Program Milestones to Final Approval:

Approval by SUS BOS	March 2021
Approval by LA Board of Regents	June 2021
Approval by LSBN	August 2021
Program Director Hired	August 2021
PD Director Hires Faculty	Dec/Jan 2022
Team Develops Program	April 2022
LSBN Completes Site Visit Approves Program to Admit Students	June 2022
First Cohort Students Admitted	August 2022
Second Cohort Students Admitted	August 2023
Requests New Applicant Status of CCNE	Spring 2024
Third Cohort Admitted	August 2024
CCNE Site Visit	Spring 2025
First Cohort Graduates	May 2025
First Cohorts Takes NCLEX	Summer/Fall 2025
LSBN Site Visit	Fall 2025
Program Earns Final LSBN Approval	Fall 2025

2. Need

Outline how this program is essential for the wellbeing of the state/region/academy (e.g., accreditation, contribution to economic development; related to current or evolving needs within state or region). Cite data to support need: employment projections; supply/demand data appropriate to the discipline and degree level. Also, identify similar programs in the state and explain why the intended one should not be perceived as unnecessary duplication.

Nurses are a profession in demand and statistical projections say the demand will increase well into the future. It is also a profession that is highly valued by society as evidenced by the many reports surfacing during the COVID-19 pandemic citing the outstanding service of nurses. The Bureau of Labor and Statistics (BLS) notes that employment of nurses in the US is projected to grow much faster than the average for all occupations through 2028. In 2018 there were 3,059,800 Registered Nurses (RNs) employed in the US and the BLS projects that number will grow to 3,431,300 needed by 2028. This 12 per cent growth rate far exceeds the 5 per cent growth projected for all occupations. The Louisiana Workforce Commission star level for Registered Nurse rating is 5 Stars as noted at <http://www.laworks.net/> on February 23, 2021.

Need to increase the number of nurses in the Louisiana Workforce

Louisiana statistics also reflect a current nursing shortage and continued shortfall into the future. Findings in a recent report entitled “Louisiana’s 2019 Nursing Workforce Demand Report” published by the Louisiana State Board of Nursing (LSBN), Center of Nursing (August 2020) note that the number of new RNs do not meet the estimated demand and in light of the COVID-19 pandemic, the shortage will be exponentially increased as we move into the future. For example, healthcare facilities surveyed reported that although there are 38,787 nurses employed, agencies surveyed reported that there are 1,948 vacant positions that are not filled within the state.

The majority of the RNs employed in all of the healthcare industries surveyed were prepared at the associate and baccalaureate level. The majority of nurses employed in hospitals, hospice, ambulatory surgery centers and public health agencies are baccalaureate prepared nurses.

One of the major recommendations of the report was to increase the capacity of nursing programs to

ensure that there will be a continuous pipeline of new RNs available to meet the ongoing demand for nurses in Louisiana.

Similar statistics are reported by the Louisiana Workforce Commission in the “Long-term occupational projections for all occupations to 2026”. Their findings, starting in 2016, show that 44,000 RNs were in the workforce and project that by 2026 Louisiana will need 50,700. They also project that the annual new growth of RNs will be 610 per year by 2026 but there will be annual openings of 3,010 positions.

These national and state-based reports provide clear evidence of the need for additional nurse supply in Louisiana to meet the growing demand for Registered Nurses.

Need to increase the number of educational opportunities for qualified students.

Statistics reported by the LSBN in their Nursing Education Capacity in Louisiana report (2019) show that although there is a nursing shortage, many students who are qualified and who wish to obtain the RN education are not able to be accommodated by the current nursing school programs. One of the major findings noted states that in the 2018/19 academic year only 69% of the 4889 **qualified** applicants who applied to nursing programs were admitted, leaving about 1,499 denied admission and 663 were applicants to BSN programs. In fact, this pattern of current schools being unable to admit all qualified applicants has been consistent for at least the last five years with between 506 and 668 qualified applicants being denied admission to BSN programs each year since 2015.

The following list shows the current BSN programs in Louisiana as of 2018/19:

- Chamberlain University
- Dillard University
- Franciscan Missionaries of Our Lady University (Formerly Our Lady of the Lake)
- Grambling State University
- Herzing University
- Louisiana College
- Loyola University
- LSU Health Sciences Center
- McNeese State University
- Nicholls State University
- Northwestern State University of Louisiana
- Southeastern Louisiana University
- Southern University and A&M College
- University of Holy Cross
- University of Louisiana Lafayette
- University of Louisiana Monroe
- William Carey University

These programs offer a variety of options to students in Louisiana and other states to earn a BSN degree but most report they are at capacity and turn away qualified students each year. Further, a BSN

program at SUNO would be the only school in the city of New Orleans that is a public HBCU with comparatively low tuition that will offer opportunity to low-income students in a largely African American community. Graduates from that geographical area are likely to have community ties and will likely stay in the area to serve the New Orleans community.

Nursing Deans and Directors cited several reasons for not being able to admit additional students. The top reasons cited in the 2019 Nursing Education Capacity report were:

1. Budgeted faculty positions not available
2. Faculty Salaries not competitive
3. Qualified faculty not available
4. Classroom space not available

They also reported their concern that admitting additional students could cause difficulty in finding enough clinical sites to accommodate clinical rotations in the health care agencies that welcome their students each semester.

To deal successfully with these challenges SUNO has the full support of administration to approve an adequate number of faculty positions to serve 30 students each year for the first three cohorts and beyond. In addition, a bi-annual publication of the American Association of Colleges of Nursing shows the mean nurse educator salary for BSN level programs in LA to be about \$65,000 for Assistant Professors with an MSN degree. SUNO will budget \$70,000 per academic year and will also engage in discussions with clinical agencies to explore contractual arrangements to reimburse the agencies for making their masters and doctorally-prepared nursing staff available to serve as adjunct faculty. This arrangement is especially helpful to students because it provides clinical supervision by expert clinicians who are also employees well steeped in the policies and procedures of the agency.

We have also been in conversation with Chief Nursing Officers in the clinical arena about the challenge of meeting adequate clinical placements for our students. We are willing to prepare our students for clinical experiences during the times that are most convenient to the agencies even if evening, nights and weekends are necessary. In fact, SUNO's hallmark is educating nontraditional adults who often meet their educational responsibilities in evening and weekend timeframes, so this will not be a new expectation.

Our new state of the art Simulation Laboratories will also be utilized to ensure students are well prepared in basic competencies prior to actual clinical experience to maximize their clinical experience time and help them be productive to the agencies while in their clinical role. The LSBN allows for up to 50% of required clinical hours to be met with quality simulation time to help schools take advantage of these simulated learning opportunities.

We have received encouragement from health agencies in New Orleans for this new program as evidenced by the letters of support found at the end of this report.

Need to Increase ethnic diversity in the nursing population

Finally, there is a need for much more diversity in the nursing profession to better serve the patient population in our society. Phillips and Malone, in a 2014 report, noted that a more diverse health workforce that is culturally and linguistically competent can better meet the health care needs of an increasingly diverse U. S. population. In addition, the Academy of Medicine and the National Quality Forum both emphasize the need for the nursing workforce to become more diverse to insure increased patient satisfaction, improved patient-clinician communication and greater access to care for patients

belonging to minority populations.

The LSBN in their 2019 report referenced earlier also recommends that the capacity of nursing programs be increased to ensure a diverse workforce that reflects the racial/ethnic composition of the overall state to provide culturally competent care to racial/ethnic minority populations.

According to the latest US Census (2010) the demographics of Louisiana include:

Gender:	51.0%	Female
Ethnicity:	58.4%	White
	32.8 %	Black/African American
	5.30%	His/Latino
	4.50%	Other

According to Louisiana Center for Nursing (2019) The Demographics of the Current Nurse Workforce include:

Gender:	80%	Female
Ethnicity:	80%	White
	17%	Black/African American
	02%	Asian
	01%	Other

These statistics confirm a need for additional diversity within our student nurse and nursing workforce population to better match the diversity of the population and to better serve the health outcomes of the citizens of the state.

SUNO's mission as a public, historically Black university empowers and promotes the upward mobility of diverse populations of traditional and nontraditional students and provides a sound education tailored to special needs of students with diverse backgrounds. SUNO's addition of a BSN program will increase the number of students admitted to nursing each year, improve the overall institutional enrollment, decrease the number of qualified students who are turned away each year and contribute to building a nurse workforce more culturally representative of the citizens of Louisiana to help improve health outcomes.

3. Relevance

Explain why this program is an institutional priority at this time. How will it (a) further the mission of the institution and (b) increase the educational attainment or quality of life of the people of Louisiana.

SUNO has been committed to developing a BSN nursing program for several years. The university's long-standing goal to serve its community with a BSN program began in 2014 when it submitted a Letter of Intent to the Board of Regents. The LOI was approved in February of 2015. Unfortunately, the path forward seemed too challenging for success at that time. The next step in the process was to apply to the LSBN for approval. The LSBN regulations are professionally specific, highly detailed, and SUNO did not have nursing expertise on staff. Further, other new programs were in process, changes were occurring in university leadership, and financial resources could not support needed consultation to proceed with seeking approval from the LSBN. Rather than attempt to go forward without the requisite

resources, the process was postponed.

Now SUNO has a new Chancellor who enthusiastically supports the establishment of this program. It also has a new four-story Natural Science Building (NSB) completed in 2018 that has allocated the second floor with about 12,000 square feet to Nursing. The space includes three 30-seat classrooms, conference rooms, clinical learning labs for general and specialty care, a 30-seat computer laboratory, seven offices, two state of the art simulation laboratories with control room, two exam rooms, and a faculty lounge ready for occupancy. A copy of the floor plan of the space is attached to this report and a video may be viewed at: <https://youtu.be/-npeBYCxMak>.

As noted earlier, as an HBCU, SUNO stands for providing quality education to nontraditional students of diverse ethnicity. It is committed to helping their graduates to attain degrees that will insure them a professional path forward and a life of service in the community. A BSN program fulfills its mission and also fulfills current work force needs of the region as described earlier in the Needs section. This program will help alleviate the nursing shortage, and improve diversity within the nursing workforce. It will also increase opportunity for admission for qualified applicants who get turned away because current programs are at capacity. In summary, this new program is relevant because it:

- allows SUNO to further its mission and continue to thrive as a positive institution of service to the underserved in Louisiana

- gives graduates the opportunity to engage in an upwardly mobile profession that enhances their quality of life and the economic growth of the community

- provides graduates who will make a valuable contribution of service and improved health care outcomes within the community

- alleviates the nursing shortage

- improves diversity within the nursing workforce

4. Students

Summarize student interest/demand for the proposed program.

As SUNO has had a long-standing desire for a BSN program, so has its students. During the time of the first LOI, in 2014, 42 students expressed interest in the program and many studied at SUNO to complete pre nursing courses and left to pursue nursing at other schools. This pattern has continued. Responses to a survey sent to current SUNO students in January 2021 confirmed that 70 students would be interested in enrolling in a BSN program if it were available. About half of the respondents are currently biology majors and the rest social science and professional program majors, and several who self-identify as Nursing because they are completing pre nursing requirements for other schools. Anecdotal reports from admission counselors and advisors also note that potential students often inquire about a nursing major and some enroll to complete general education courses and then leave to attend a school that has a nursing program. The following table shows the respondents who declared their interest in a nursing program at SUNO in January 2021. This list represents students who are currently enrolled at various stages in their program but who are interested in becoming a nursing major at SUNO. When appropriate approvals are earned, SUNO will add Nursing to its list of programs and initiate recruitment strategies by communicating with local inner city high schools to inform students of the new program.

The following table shows the 70 students who responded “yes” to a survey question asking if they had an interest in enrolling in a BSN program if it were available at SUNO. Note that some state Nursing is their major with the intention of attending a college that has a nursing program in the future if SUNO does not develop one.

Student	Current Major	Student	Current Major
1 Jacquez Biddings	Biology	36 Nikia Smoot	HIMS
2 Jasmine Wison	Biology	37 Jaspreana Tobias	Psychology
3 Claisha Coston	Biology	38 Keyanna Ezeb	Psychology
4 Shania Hatter	Biology	39 Kayln Johnson	HIMS
5 Brandie Reeves	Psychology	40 Jon'Monet Ray	Forensic Science
6 Rasheeda Alonzo	HIMS	41 Robert Samuels, II	Biology
7 Chiquita Jones	Nursing	42 Jonnie baker	Biology
8 Jeriyon Macklin	Biology	43 Derenika Williams	Biology
9 Marlo Hills	Science	44 Briana Lewis	CBA
10 Elyssa Willis	Criminal Justice	45 Bentrel Ranson	Forensic Science
11 Ashlea Brown	MS CIS	46 Amia Lopez	Biology
12 Miyshoi Collins	Biology	47 Precious Sylvester	Social Work
13 Tristan Santa Cruz	Psychology	48 Markel Coleman	Biology
14 Shante Maheia	General Studies	49 Chikaodili Osuji	Biology
15 Oianuju T. Obi	Biology	50 Eugene Jessica	Biology
16 Cassandra Walters	Social Science	51 Brittany Hookfin	HIMS
17 Aaliyah Bennett	Biology	52 Edwina Buffert	Biology
18 Jena Terrance	Biology	53 Lawrence Weatherstrand	MCIS
19 Andrew Robertson	Biology	54 Brittney Pearley	Nursing
20 Charrel Williams	Biology	55 Madisen Dave	N/A
21 Michelle Capers (Reed)	BAD&Accounting	56 Jarvis Burrell	Nursing
22 Michael Rivers	ABCP	57 Shauna Anderson	Nursing
23 Avis Morton	Nursing	58 Jamika Hayes	Addiction Counseling
24 Tekiha Berkley	General Studies	59 Malkia Heisser	Biology
25 Wayne Anderson	Biology	60 Malery Louis	CIS

Student	Current Major	Student	Current Major
26 Alaysha Banks2	Biology	61 Jasmine Love	Social Work
27 Kandice Dotson	Biology	62 Raquel Green	Biology
28 Stevione Brumfield	Criminal Justice	63 Francis Jones	N/A
29 JayIn Osby	Psychology	64 Quinecia John-Baptiste	Nursing
30 Debritta Larkins	Biology	65 Deiondra Cooper	Nursing
31 ShaRon Stevenson	Biology	66 Taranica Richardson	Nursing
32 Michelle Martin	HIMS	67 Brooke Holly	Nursing
33 Fierrau Alexander	BSW	68 Antonia Scott	Pre-Nursing/Biology
34 <u>Julie Anne Opia</u>	Nursing	69 Aujelynn Davis	Biology
35 Chariss gallaspy	ABCP	70 Tiana Smith	Social Work

Given the expressed interest of current students at SUNO, the fact that students have left SUNO to pursue careers in nursing and the fact that hundreds of qualified students are denied admission to nursing programs in the state each year it would seem that a BSN at SUNO will easily enroll 30 qualified students each year.

Enrolling 30 students each year until the first cohort graduates in spring of 2025 will allow this new program to establish stability and achieve all required approvals including Board of Supervisors, Board of Regents, LSBN, SACS, and to achieve CCNE professional program accreditation when eligible.

The next step for growth for the BSN program would be to evaluate the size of the applicant pool each year and if numbers support growth, to admit an additional 10 students in year 4 and 5 of the program. This would require the addition of 1 FTE faculty each year to ensure adequate coverage for classroom and clinical instruction and would increase the program to about 50 students in each year of the program going forward.

If the need for additional BSN level graduates continues to grow in LA, the next logical step to serve the community after year 5, is to develop an RN to BSN program to provide current graduates of the LA Associate Degree (AD) in Nursing programs the opportunity to continue their professional growth and earn their BSN at SUNO. This type of program usually requires students to complete about 60 credits of course work in an accelerated on-line format in 15 to 18 months. Courses would be designed to ensure students achieve the same program outcomes as the BSN program with a nursing “bridge course” covering Junior year concepts that were not covered in their AD nursing courses. Following the completion of the “bridge course” students would complete the current senior level BSN courses.

Students would be required to meet all SUNO core curriculum requirements through transfer of their AD general education courses or through course completion to earn the BSN. One FTE faculty would be required to instruct 15-20 RN to BSN students.

Enrolled students will be supported through current student services programs including:

- Academic advisement: upon enrollment an advisor is assigned to help students set realistic goals, identify special needs, refer to available resources, register for appropriate courses and generally guide the path toward goals.
- The Honors Program: Academically talented and motivated students are offered the opportunity to cultivate critical thinking through small classes and independent study under guidance of recognized teacher scholars. The program is administered by the Director of the Honors Program and committee members.
- Early Start Program: A cooperative program with greater metropolitan school districts that provides qualified students with a supported transition from high school to college. It provides the opportunity for selected 11th or 12 graders to complete college credit and build confidence and maturity to be successful as a college student.
- Trio Programs: A student support program funded by the US Department of Education for low income, first generation students and/or students with disabilities. The program is designed to increase academic performance, retention and graduation rates. Students receive instruction in a College Survival Skills course that addresses time management, note taking skills, study skills, resume writing, career development, financial literacy, financial aid and scholarship information. Each student is assigned an academic coach to serve as a mentor and advisor.
- Title III: Continuously provides personnel, technology and resources to support students across all facets of the university through 15 sub programs. For example, The Center for Comprehensive Communication provides assistance for individuals and groups in reading, English, math, writing to promote academic success and Student Development Center that provides multi-faceted counseling and wellness services to promote academic success and personal well-being.
- Library Services: The Leonard S. Washington Memorial Library at Southern University at New Orleans provides academic resources and services for all faculty and students at SUNO. The services include reference, readers' advisory, information literacy instruction and many more. Some of the resources include access to computing lab, collaboration lab, 3D imaging lab, virtual simulations, electronic books, models, test preparation programming and traditional monographs. The Nursing program participants will enjoy all of the rights and privileges of the existing students and faculty. For the past three years, the library has been acquiring content to support the highly anticipated nursing program. In addition to utilizing the selected print and electronic resources for the SUNO student, the faculty and staff may access and borrow content from any of the 41 member university libraries participating in the state library consortium (LOUIS) reciprocal borrowing program. In the event a resource is not available within the state, the library may borrow the item on behalf of the patron via the interlibrary loan system. All library services and resources are available in multiple formats of delivery to ensure that remote and distance students have access to the same quality of service, equipment, and devices.

The first cohort is expected to be filled by students currently enrolled in other programs at SUNO, especially biology majors. Recruitment of BSN students in following years will be conducted by SUNO's Office of Admissions and will include the university's outreach to connect with students enrolled in local secondary schools to develop interest prior to high school completion in the Dual Enrollment and Talent Search programs.

5. Cost

Estimate new/additional costs of the projected program for the first five years. Indicate amounts to be absorbed out of current sources of revenue and needs for additional appropriations (if any). Commit to provide adequate funding to initiate and sustain the program. On the separate budget form, estimate new costs and revenues for the first four years.

SUNO is poised to invest ample resources to develop a quality BSN program. New costs will include salaries for a program director, two full time faculty, and an administrative assistant, for the first two years (one planning year and the first year that 30 students will be admitted to the sophomore level curriculum). Year three will add four new full-time faculty with the expertise to teach specialty courses in mental health, adult health, childbearing health (maternity), and childrearing health (pediatrics). In year four, one additional full time faculty member will be hired to teach community health.

Growth, once accreditation is achieved, can easily be accomplished by admitting an additional 10 students each year which can be accommodated in the classroom sections without new full-time faculty and by adding 5 adjunct faculty at about half time to provide clinical instruction. Adding an RN to BSN program will be considered in year five after professional accreditation is achieved. Discussion has been initiated at the administrative level with Delgado Community College. Delgado Community College graduates about 100 nurses with associate degrees each year and SUNO would like to explore developing an articulation agreement for their students to move directly into the RN to BSN program.

Significant costs are anticipated for furnishing and equipping the second floor of the new Natural Science Building that has been reserved for the nursing program. High cost high and medium cost technology simulation manikins are budgeted for the Simulation Labs as well as lower tech skill lab equipment. In addition, many up to date teaching models and other classroom and clinical teaching tools and supplies are included. All traditional classroom, conference room, and office furnishings are budgeted as well as 40 new computers and support hardware and software to equip a computer lab and provide new personnel with computers in their offices.

James H. Aronson

Chief Academic Officer – SUNO Chancellor

Date

Southern University System President

Date

Management Board

Date of Approval by Board

SUMMARY OF ESTIMATED ADDITIONAL COSTS/INCOME FOR INTENDED PROGRAM

Institution: Southern University at New Orleans

Date: 2/25/21

Degree Program Proposed BSN Program

Unit:

FTE = Full Time Equivalent (use the institution's standard definition and provide that definition)

EXPENDITURES								
INDICATE ACADEMIC YEAR:	FIRST		SECOND		THIRD		FOURTH	
	AMOUNT	FTE	AMOUNT	FTE	AMOUNT	FTE	AMOUNT	FTE
Faculty	\$371,000	3	\$378,420	3	\$777,988	7	\$891,547	8.6
Graduate Assistants								
Support Personnel	\$42,000	1	\$43,260	1	\$44,187	1	\$45,895	1
Fellowships and Scholarships								
SUB-TOTAL	\$413,000	4	\$421,680	4	\$823,175	8	\$937,442	9.6
EXPENDITURES								
	AMOUNT	AMOUNT	AMOUNT	AMOUNT				
Facilities								
Equipment	\$369,620	\$187,000	\$35,000	\$35,000				
Travel	\$7,000	\$7,000	\$11,000	\$12,000				
Supplies	\$12,968	\$6,000	\$6,000	\$6,000				
SUB-TOTAL	\$389,588	\$200,000	\$52,000	\$53,000				
TOTAL EXPENSES	\$802,588	\$621,680	\$875,175	\$990,442				

REVENUES				
Revenue Anticipated From:	AMOUNT	AMOUNT	AMOUNT	AMOUNT
State Appropriations	\$175,000	\$180,250	\$185,657	\$191,227
Federal Grants/ Contracts (Title III)	\$500,000	\$500,000	\$500,000	\$500,000
State Grants/ Contracts				
Private Grants/ Contracts				
Expected Enrollment	30	60	90	120
Tuition	\$134,490	\$268,980	\$403,470	\$537,960
Fees	\$78,670	\$157,340	\$236,011	\$314,681
Nursing Fee* Approval Requested	\$0	\$12,000	\$24,000	\$36,000
TOTAL REVENUES	\$888,160	\$1,118,570	\$1,349,138	\$1,579,868

Addition Budget allocations:

Costs for full time program director (calendar year) and full-time faculty (academic year, teaching 12 credit hours per semester) are computed at program director salary of \$125,000 (doctorally-prepared) and full-time faculty at \$70,000 (Masters prepared, doctorate preferred) depending on experience and credentials.

Equipment costs are based on estimates for state-of-the-art simulation manikins, teaching aids and furnishings for two high tech simulation labs, control room, three nursing skills labs for learning and practicing basic health care delivery knowledge, skills and ways of being with patients.

Supplies are based on equipping labs with start -up supplies to support nursing care delivery in a variety of situations and maintenance annually.

Additional expenses are included for technology support of simulation manikins and the ability to broadcast simulation laboratory activities to classrooms, and conference rooms.

Library support will be budgeted at about \$3,000 in years one two and three to add new reference holdings and texts to compliment the new courses and then \$2,000 per year to maintain up to date holdings.

Jamie Wiggins, PhD(c),
MBA, RN, NEA-BC, FACHE
Sr. Vice President Chief
Clinical Officer/Chief Nursing
Officer 200 Henry Clay
Avenue
New Orleans, LA 70118



Children's Hospital
New Orleans
LCMC Health

O 504 894 6714

C 415 314 1673

Jamie.Wiggins@LCMCHealth.org

February 17, 2021

James H. Ammons, Ph.D
Executive Vice President/Executive Vice Chancellor
Southern University and Agricultural & Mechanical College
3rd Floor J.S. Clark Administration Building, Rm 301
Baton Rouge, LA 70813

Dr. Ammons,

I am writing to support Southern University at New Orleans (SUNO) and their plan to initiate a BSN program. There is a national shortage of nursing programs required to meet the workforce demand in the nursing field. Approximately 60% of RNs in the State of Louisiana are employed in Louisiana hospitals. According to the Bureau of Labor Statistics' 2018-2028 Employment Projections (2019), employment of registered nurses (RNs) is projected to grow 12%, faster than the average for all occupations. By 2022, there will be far more registered nurse jobs available than any other profession, at more than 100,000 per year. With more than 500,000 experienced RNs anticipated to retire by 2022, the U.S. Bureau of Labor Statistics projects the need for 1.1 million new RNs for expanded roles and replacement of retirees to avoid a nursing shortage. In 2019, there was an unmet demand for 1,948 RNs in Louisiana.

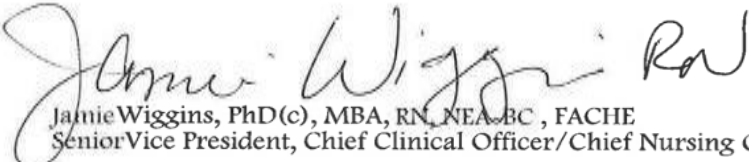
We see the need to increase the capacity of nursing programs to ensure a diverse workforce that reflects the racial/ethnic composition of our community and provides culturally competent care to our diverse patient population. Having an additional program that is a state supported HBCU can offer affordable tuition and provide an opportunity for more students to pursue nursing.

LCMC Health is a six-hospital system that includes: Children's Hospital New Orleans, University Medical Center, Touro Infirmary, West Jefferson Medical Center, East Jefferson Medical Center and New Orleans East Hospital. LCMC Health has clinical capacity to provide the comprehensive clinical experiences relevant for educating BSN nurses. Clinical experiences available across LCMC Health includes adult health, pediatrics, maternity, labor & delivery, behavioral health, ambulatory, surgical services, and critical care. Supporting the SUNO BSN program will have no negative impact on nursing programs that are already utilizing our hospitals for clinical experiences. Further, there may be opportunities for LCMC Health nurses to serve as adjunct faculty and clinical instructors.

By having an additional BSN program in New Orleans this would provide more opportunity for more nursing students in general, given the current nursing shortage and the fact that hundreds of qualified nursing applicants are turned away each year by current nursing programs in the state. The program will work with health care agencies to make their students available on a flexible clinical schedule, such as evenings and weekends to help accommodate all the nursing schools who need clinical placements in the area.

I highly recommend the addition of the SUNO nursing program as the benefits will be greatly felt from all aspects.

Respectfully,


Jamie Wiggins, PhD(c), MBA, RN, NEA-BC, FACHE
Senior Vice President, Chief Clinical Officer/Chief Nursing Officer



February 26, 2021

James H. Ammons, Ph. D.
Chancellor
Southern University at New Orleans
6400 Press Drive
New Orleans, LA 70126

Dr. Ammons,

I am writing this letter of support for the Southern University at New Orleans (SUNO) Bachelor of Sciences in Nursing (BSN) program on behalf of the New Orleans Black Nurses Association (NOBNA).

The mission of the New Orleans Black Nurses Association (NOBNA) is to provide a forum for the collective action by African American nurses to investigate, define and determine what the health care needs of African Americans are and to implement change to make available to African Americans and other minorities healthcare commensurate with that of the larger society.

The Southern University at New Orleans (SUNO) Bachelor of Sciences in Nursing (BSN) program will provide additional opportunities for members of our community to receive the education and training needed to join the ranks of the most trusted profession in America.

Increasing the options for nursing education in New Orleans will provide opportunities to increase the number of nurses available to care for our community. Southern University at New Orleans (SUNO) has been a great educational institution of higher learning for residents of New Orleans and surrounding parishes.

We look forward to working with you to bring this very needed educational program to the community. Please do not hesitate to reach out to me should you need any further recommendations.

Thank you,

Mary L. Kelly, DNP, MSN, MHA, NEA-BC
President
New Orleans Black Nurses Association

New Orleans Black Nurses Association. P.O.Box 50722. New Orleans, Louisiana 70150



Special Thanks to:
Dr. James Ammons
Mr. Harry Doughty
Dr. Evelyn Harrell
Dr. Carl Johnson
Dr. Murty Kambhampati
Dr. Michael Meehan
Mr. Raj Patak



SOUTHERN UNIVERSITY AT NEW ORLEANS

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Office of the Chancellor

February 26, 2021

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

Dear Dr. Belton:

Please find attached a Memorandum of Understanding (MOU) between Deep South Economic Mobility Collaborative and Southern University at New Orleans. The vision of this MOU is to position small and emerging businesses to become a vital force in the economic development of the community and the State of Louisiana. The parties will achieve this vision by increasing entrepreneurship, empowering businesses through the development of sustained financial strategies, providing education and training for the workforce of the small and emerging businesses, and securing procurement opportunities for these businesses. Southern University at New Orleans, through the Small Business Development and Management Institute (SBDMI) will identify business support services that HBCUs can make available to businesses participating in the Program and identify opportunities for Program participants to engage in contracting and procurement opportunities. I am seeking your support and the approval by the Board of Supervisors for this MOU.

Thank you for your consideration of this request.

With kind regards.

A handwritten signature in blue ink that reads "James H. Ammons, Jr.".

James H. Ammons, Jr., PhD
Executive Vice President – Chancellor
Southern University at New Orleans

APPROVED: _____

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

“An Equal Educational Opportunity Institution”

**DEEP SOUTH ECONOMIC MOBILITY COLLABORATIVE
MEMORANDUM OF UNDERSTANDING**

WHEREAS, Hope Enterprise Corporation (“HOPE”), a community development financial institution (“CDFI”) with more than 26 years of experience improving conditions for underserved people and places in the states of Alabama, Arkansas, Louisiana, Mississippi and Tennessee;

WHEREAS, Goldman Sachs Bank USA (“GS Bank”), a New York banking corporation, and the Goldman Sachs Foundation (“GSF”), through its *10,000 Small Businesses* (“10KSB”) initiative, recognize the need for increased support for entrepreneurs of color by facilitating access to capital and business education, respectively, and have collaborated with HOPE in the past to support entrepreneurs and other community development needs in the South;

WHEREAS, HOPE is a leading originator and servicer of small business loans guaranteed by the U.S. Small Business Administration (“SBA”) and other business financing that supports entrepreneurs of color;

WHEREAS, the mayors listed in Exhibit A herein (collectively referred to as “Mayors,” and each individually referred to as “Mayor”) desire to promote diversity and inclusion among the small business community and develop and establish a cooperation model to increase economic opportunity for entrepreneurs of color in their respective cities (collectively referred to as “Cities,” and each individually referred to as “City”); and

WHEREAS, the Historically Black Colleges and Universities listed in Exhibit B herein (collectively referred to as “HBCUs,” and each individually referred to as “HBCU”) desire to support small businesses, and increase economic mobility in the areas around their campuses; and

WHEREAS, HOPE, GS Bank, GSF, the Cities, through their Mayors, and the HBCUs (collectively, the “Parties”) intend to collaborate to support entrepreneurs of color by increasing access to affordable financing, business education and support services to foster economic opportunity for entrepreneurs of color across the South.

The Parties have reached the following understanding:

1. **Purpose.** The purpose of this non-binding Memorandum of Understanding (“MOU”) is to formally outline the terms of a collaboration among the Parties to increase access to affordable financial products, services, education and technical assistance to small businesses owned or led by people of color to build a stronger, inclusive small business support system (hereinafter referred to as the “Program”).
2. **Mayor and City Agreements.**
 - A. Elevate, amplify and promote the Program within the City’s social media channels and communities.
 - B. Identify and inform relevant City partners and technical assistance and business support providers about resources available through the Program.
 - C. Identify business support services and procurement opportunities that the City can make available to businesses participating in the Program.
 - D. Include information about the Program in City’s newsletters, emails, event announcements or other communications.
 - E. Engage corporations, foundations and other stakeholders that can provide procurement opportunities for entrepreneurs of color, particularly in underserved areas.
 - F. Make best efforts to dedicate a staff member (or members) to serve as a point(s) of contact (“City Program Liaison”) for the Program and, when possible, dedicate City staff to provide and document technical assistance to small businesses owned or led by people of color that participate in the Program.

A representative list of City and HBCU programs and other resources currently available to small businesses is included in Exhibit C herein.

HBCU Agreements.

- A. Identify business support services that HBCUs can make available to businesses participating in the Program.
- B. Identify opportunities for Program participants to participate in contracting and procurement opportunities with the HBCU.
- C. Include information about the Program in newsletters, emails, event announcements or other communications.
- D. Make best efforts to dedicate a staff member (or members) to serve as a point(s) of contact (“HBCU Program Liaison”) for the Program and, provide and document technical assistance to small businesses that participate in the Program.

3. GS Bank and GSF Agreements.

- A. GS Bank agrees to collaborate with HOPE to provide senior debt capital to finance loans to small businesses owned or led by entrepreneurs of color, provided, however that such agreement will be governed only by those terms and conditions set forth in a loan agreement for the Program entered into between Hope and GS Bank; and
- B. GSF agrees to collaborate with HOPE and the Cities to facilitate access to business education and support services to small businesses owned or led by entrepreneurs of color.

4. HOPE Agreements.

- A. Serve as the Program manager and track key metrics and outcomes for the Program.
- B. Provide financial products and services to small businesses owned or led by people of color in the Cities.
- C. Provide marketing and educational materials and other materials as needed related to the Program to the Cities and identified partners.
- D. Participate in various events and otherwise collaborate to disseminate information about the Program.
- E. Collaborate with the Cities and HBCUs to ensure small businesses access to business support services.

5. **Communications.** The Parties will designate GS Bank as a senior capital provider of the Program and GSF as a corporate grantor of the Program, and clearly and visibly recognize and describe GS Bank and GSF in a manner appropriate to their respective roles in the Program. GS Bank and GSF may modify the specific manner in which the Parties will describe and refer to GS Bank’s role as senior capital provider, and GSF’s role as corporate grantor from time to time. In all printed and online materials and web pages related to the Program and any press packet concerning the Program (“Program Materials”) GS Bank and GSF will be described in a prominent location as the anchor/founding partners of the Program. On the main page of the Parties’ websites concerning the Program, and any other pages that include information about, or a description of, the Program, GS Bank and GSF will be described as the anchor/founding partners of the Program. The parties also agree to describe GS Bank and GSF in a similar way in any signage or oral presentation at all events related to the Program. GS Bank and GSF will have the right to describe their support and sponsorship of the Program and their participation in the Program and refer to it in any and all media. The Parties agree that GSF and GS Bank, as anchor/founding partners of the Program and in connection with the provisions of this Section, will have an opportunity to review, provide input and approve all promotional material (and relevant plans for such material) related to the Program, including, but not limited to, all marketing materials, website content, Program Materials and event materials prior to the publication or distribution of such materials. Any use of the names, images, or logos of GS Bank, GSF, or any of their affiliates, including the uses contemplated in this paragraph, shall be subject in each case to the prior review and approval of GS Bank and GSF.

6. **Nature of Agreement.** This MOU does not create any legally binding obligations on the Parties but captures the purpose and the good faith intentions of the parties with respect to the activities contemplated in this MOU. The Parties, in their sole discretion, will decide how to support the Program, which may involve entering into a separate binding agreements.
7. **Term.** This MOU is effective upon the day and date last signed and executed by the duly authorized representatives of the Parties to this MOU and shall remain in full force and effect until and unless terminated by either party upon thirty (30) days' written notice to the other party or other mutually agreed upon terms. The notice must be delivered by certified mail, return receipt requested, or in person, with written proof of delivery.

HOPE: William J. Bynum
Chief Executive Officer
Hope Enterprise Corporation
4 Old River Place, Ste A
Jackson, MS 39202
bill.bynum@hope-ec.org

GS BANK: [To come]
Title
Address
Address
City, State, ZIP
[Email address](#)

GS FOUNDATION: [To come]
Title
Address
Address
City, State, ZIP
[Email address](#)

CITIES and HBCUs: Detailed in Attachments

8. **Entirety of Agreement.** This MOU and its attachments represent the entire agreement between the parties and supersedes all prior negotiations, representations and agreements, whether written or oral.
9. **Signatures.** In witness whereof, the parties to this MOU through their duly authorized representatives have executed this MOU on the days and dates set out below, and certify that they have read, understood, and agreed to the terms and conditions of this MOU as set forth herein. The effective date of this MOU is the date of the signature last affixed to this page.

[Hope Enterprise Corporation]

William J. Bynum
Chief Executive Officer

/ Date

[Goldman Sachs Bank USA]

Name
Title

Date

[Goldman Sachs Foundation]

Name
Title

Date

EXHIBIT A – PARTICIPATING CITIES/MAYORS

1. Mayor Randall Woodfin, Birmingham, AL
2. Mayor Sharon Weston Broome, Baton Rouge, LA
3. Mayor Chokwe Antar Lumumba, Jackson, MS
4. Mayor Frank Scott Jr., Little Rock, AR
5. Mayor Steven Reed, Montgomery, AL
6. Mayor LaToya Cantrell, New Orleans, LA
7. *Mayor Lee Harris, Shelby County, TN*
8. *Mayor Jim Strickland, Memphis, TN*

EXHIBIT B – PARTICIPATING HISTORICALLY BLACK COLLEGES & UNIVERSITIES

1. Southern University, Baton Rouge, LA
2. Jackson State University, Jackson, MS
3. Tougaloo College, Jackson, MS
4. Arkansas Baptist College, Little Rock, AR
5. Philander Smith College, Little Rock, AR
6. Alabama State University, Montgomery, AL
7. Miles College, Fairfield, AL
8. Dillard University, New Orleans, LA
9. Xavier University, New Orleans, LA
10. LeMoyne Owen College, Memphis, TN

EXHIBIT C – PARTNER SIGNATURE PAGE & REPRESENTATIVE LIST OF SMALL BUSINESS PROGRAMS AND RESOURCES

Name of City or HBCU: Southern University – New Orleans

James H. Ammons
Executive Vice-President – Chancellor
Authorized Representative

2/22/21
Date

Representative of Small Business Programs & Resources

1. Live Plan Entrepreneurial Training
2. NxLevel Entrepreneurial Training
3. QuickBooks Training
4. Louisiana Notary Prep Training
5. One-on-One Business Assessment
6. Louisiana Economic Development Peer-to-Peer Sessions
7. Culinary Franchise Entrepreneurial Institute
8. Louisiana Claims Adjuster Fast Trac Training
9. Pod Cast Studio
10. Media/Audio & Visual Recording Studio



SOUTHERN UNIVERSITY LAW CENTER

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OFFICE OF THE CHANCELLOR

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FAX (225) 771-2474

February 23, 2021

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

RE: Request Board of Supervisors' approval to create a new academic title of Professor from Practice at the Southern University Law Center

Dear Dr. Belton:

Similar to many higher education institutions, law schools will face many long-term challenges that will require their leaders to develop frameworks for prospective solutions which will effectively deal with those challenges. One of those challenges relates to developing a cadre of faculty members who can support the educational mission of the Southern University Law Center (SULC) on a long-term basis. Because of the pandemic and the need to reduce in-person class sizes and maintaining a manageable remote/virtual class size, SULC had to recruit and develop a large cadre of visiting and adjunct faculty members to assist in meeting a variety of in-person and remote/virtual instructional needs for over 800 law students.

The instructional needs of SULC will vary from time to time over the 2021-2022 academic year and beyond, as we adapt to the post-pandemic legal education and higher education ecosystem. The traditional appointment process for recruiting and finding tenure track faculty does not allow for SULC to recruit the instructional talent that is needed to help students gain the newest and most innovative specialized knowledge that will help prepare SULC students for contemporary and cutting edge practice, and professional opportunities that are available now more than ever in the 21st century.

To assist in meeting the aforementioned needs for SULC, I am proposing that the Southern University System Board of Supervisors authorize and allow SULC to create a new academic category of faculty members entitled "***Professor from Practice***". This category would be reserved for potential faculty members who would be valuable legal educators and faculty members based

on their significant legal professional, and primarily as legal practitioners and/or governmental or corporate experiences. A "**Professor from Practice**" would ideally be an individual who has held senior positions in important public or private legal institutions, governmental institutions or corporate enterprise, and possess specialized knowledge in important subjects in the curriculum, combined with a gift for teaching. Their value as "gifted teachers" and experience in practice would complement the skills of tenured or tenure track professors, but they would not be required to engage in writing and scholarly activities expected of tenured and tenure track professors.

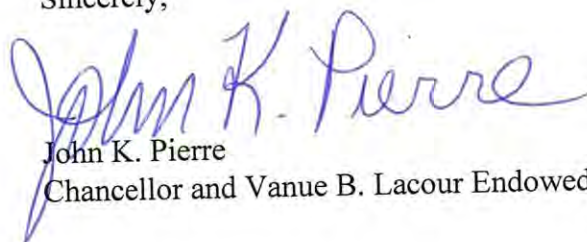
The faculty title of "**Professor from Practice**" would apply to attorneys with significant professional experience who could serve as full-time teachers and contribute important administrative and programmatic service to SULC. They are not adjunct professors who only teach part-time and who do not contribute important administrative and programmatic service to SULC. They are also not a visiting professor, because these faculty members are not visiting from another higher educational institution.

I propose that a "**Professor from Practice**" could be initially appointed by the SULC administration based upon curriculum needs and of course, be limited or restricted by budgetary priorities and necessities for an initial term of one to three years. After the initial term or appointment, the appointment could be renewed for up to three years upon the recommendation of the Faculty Appointment, Retention, Promotion, and Tenure (FARPT) committee if the "**Professor from Practice**" has a satisfactory record of teaching and service.

This proposal does not undermine tenure for law professors at SULC, nor should it be perceived as such. This new title should not be viewed as a threat to tenure. I believe that recognizing the "**Professor from Practice**" academic title will allow SULC to continue protecting existing tenured pathways for scholarly emphasis by meeting changing curricular needs flexibly. "**Professors from Practice**" will be an invaluable resource that will cover courses and/or sections tenured or tenure-track do not teach, to meet the needs created by tenured or tenure track faculty on research leave, teaching specialized seminars, and to teach newly developed or emerging subjects that have not crystalized as subjects of scholarly-development. "**Professors from Practice**" will serve or act as auxiliaries to tenured or tenure track faculty.

I hereby request that this proposal be presented to the Southern University Board of Supervisors for review and consideration. If you have any questions, please feel free to contact me.

Sincerely,



John K. Pierre

Chancellor and Vanue B. Lacour Endowed Law Professor



POLICY TITLE
Cybersecurity Policy

POLICY NUMBER
8-001

Responsible Unit: <i>Division of Information Technology</i>	Effective Date: <i>03/12/2021</i>
Responsible Official: <i>Associate Vice President for Information Technology</i>	Last Reviewed Date: <i>03/01/2021</i>
Policy Classification: <i>Information Technology</i>	Origination Date: <i>01/01/2021</i>

I. POLICY STATEMENT AND RATIONALE

The Southern University System Cybersecurity Policy (SUS-CSP) provides the guiding principles for securing Information technology (IT) resources across the Southern University System.

II. POLICY SCOPE AND AUDIENCE

All Southern University System IT resource users and resources are covered by this policy.

III. POLICY COMPLIANCE

Violations of this policy may result in loss of Southern University system and network usage privileges, and/or disciplinary action, up to and including termination or expulsion as outlined in the applicable user policies.

IV. POLICY DEFINITIONS

- Endpoint: Laptop computers, desktop computers.
- Southern University System IT Resources: Southern University System owned Computers, Networks, Devices, Storage, Applications, or other IT equipment. “Southern University owned” is defined as equipment purchased or leased with either organization funding (including sources such as Foundation funds etc.)

V. POLICY IMPLEMENTATION PROCEDURES

Responsibilities: Information Security Officer

The Information Security Officer (ISO) leads the Cybersecurity team responsible for creating and maintaining the Southern University System's Information Security program. The purpose of the Information Security program is to maintain the confidentiality, integrity, and availability of organization IT Resources and organization data. In addition, the Information Security Officer, or a designee, is responsible for leading the investigation of and response to cybersecurity incidents. The response to any incident will be developed in collaboration with the data steward, organization Communications, legal counsel, and other campus offices as appropriate.

Users

Users are allowed access to only those systems that are required for the execution of their job duties. Southern University System IT Resource users are responsible for protecting the security of all data and IT Resources to which they have access. This includes implementing appropriate security measures on personally owned devices that access Southern University System IT Resources. Users are required to be knowledgeable in identifying general SPAM and Phishing tactics. In addition, users are required to keep their accounts and passwords secure in compliance with the Southern University System's existing *Acceptable Use of Technology Resources and Password Policies*.

Network Management

The Division of Information Technology (DoIT) team is responsible for planning, implementing, and managing the Southern University System's network, including wireless connections.

Only authorized IT personnel can install new devices on the Southern University System network. The Southern University System prohibits users from installing any of the following equipment:

- Routers
- Switches
- Hubs
- Wireless access points
- Voice over IP (VOIP) infrastructure devices
- Intrusion detection systems (IDS)
- Intrusion prevention systems (IPS)
- Virtual Private Networking (VPN)
- Consumer grade network technologies
- Wireless Printers
- Other networking appliances (that may not be included in this list)

Software System Administration

The DoIT System Administrator's team is responsible for proper maintenance of university-wide system resources, including servers, virtual machines (VM), cloud-based services, and backup and recovery systems.

IT Resources that are housed and managed by academic units and campus-based organizations must have a designated Software System Administrator. The Software System Administrator is responsible for proper maintenance of the system, even if the Software System Administrator is not a member of the DoIT technical support team. This responsibility must be acknowledged and documented. In addition, departmental and organizational system resources must be accessible to the DoIT technical support team for incident management purposes unless legal restrictions will not allow such access.

Negligent management of an organization owned IT Resource resulting in unauthorized user access or a data breach may result in the loss of system administration privileges.

Software system administration responsibilities for all organization-owned IT Resources, including those that are self-administered, include the following:

- Complying with all applicable Southern University System IT policies and procedures which includes adherence to username and password policies and procedures
- Performing an annual cybersecurity self-assessment, or as directed by the Cybersecurity Team, for the set of IT Resources administered
- Working with the IT support team to establish the following:
 - Installing and running endpoint security/management agents that have been approved by Southern University System's DoIT
 - Establishing an appropriate backup strategy and performing regular system backups
 - Regularly updating the operating system and other applications installed on the machine
 - Using, where possible and practical, central Southern University System's DoIT services for system login and account management (e.g. Active Directory)

General Procedures:

1. **Incident Reporting:** If a Southern University System IT Resource user suspects that a security incident has occurred or will occur, they should report the suspicion immediately to the Software System Administrator or IT Department. Users may also report the suspected security incident directly to appropriate campus DoIT Cybersecurity team at helpdesk@sus.edu, service@suno.edu, helpdesk@susla.edu, helpdesk@sulc.edu, helpdesk@suagcenter.com.

Software System Administrators who have identified any of the following security events should report the suspected security event to Southern University System Cybersecurity team at helpdesk@sus.edu, service@suno.edu, helpdesk@susla.edu, helpdesk@sulc.edu, helpdesk@suagcenter.com or an IT Team Member:

- Any occurrence of a compromised user account
- Any breach or exposure of protected or sensitive data
- Any occurrence of a server infected with malware
- Any occurrence of endpoints infected with malware
- Any other instance of malware or suspected intrusion that seems abnormal

2. **Enforcement:** Violations of this policy may result in loss of Southern University system and network usage privileges, and/or disciplinary action, up to and including termination or expulsion as outlined in the applicable user policies.

VI. POLICY RELATED INFORMATION

- Information Security Policy (Plan)
- Incident Response Plan
- Acceptable Use of Technology Resources

VII. POLICY HISTORY AND REVIEW CYCLE

This is a new policy. The effective date of this policy is determined by the approval dates of both the Chair of the Southern University System Board of Supervisors and the President-Chancellor of the Southern University and A&M College System. Additionally, the policy last review and origination dates are identified. This policy is subject to a five-year policy review cycle.

VIII. POLICY URL

The approved policy will be posted on the Southern University System website under Board Policies at 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



POLICY TITLE

Information Security Policy Plan

POLICY NUMBER

8-002

Responsible Unit: <i>Division of Information Technology</i>	Effective Date: <i>03/12/2021</i>
Responsible Official: <i>Associate Vice President for Information Technology</i>	Last Reviewed Date: <i>03/01/2021</i>
Policy Classification: <i>Information Technology</i>	Origination Date: <i>01/01/2021</i>

I. POLICY STATEMENT AND RATIONALE

This Southern University System Information Security Policy ("Plan") describes safeguards implemented by the Southern University System to protect covered data and information in compliance with the Federal Trade Commission's (FTC's) Safeguards Rule promulgated under the Gramm Leach Bliley Act (GLBA), Family Educational Rights and Privacy Act (FERPA), Louisiana House Bill No.633 Act No.155, and the Payment Card Industry Data Security Standard (PCI-DSS).

These safeguards are provided to:

- Ensure the security and confidentiality of covered data and information
- Protect against anticipated threats or hazards to the security or integrity of such information
- Protect against unauthorized access to or use of covered data and information that could result in substantial harm or inconvenience to any student, alumni or donor

This Information Security Program also identifies mechanisms to:

- Identify and assess the risks that may threaten covered data and information maintained by the Southern University System
- Develop written policies and procedures to manage and control these risks
- Implement and review the program
- Adjust the program to reflect changes in technology, the sensitivity of covered data and information and internal or external threats to information security

II. POLICY SCOPE AND AUDIENCE

The scope of this policy includes all information assets governed by the Southern University System. All personnel and service providers who have access to or utilize information assets of the Southern University System, including data at rest, in transit or in process shall be subject to these requirements. This Policy applies to all information assets operated by the Southern University System; all information assets provided by Southern University System through contracts, subject to the provisions and restrictions of the contracts; and all authenticated users of the Southern University System's information assets.

All third parties with access to the Southern University System's non-public information must operate in accordance with a service provider contract containing security provisions consistent with the requirements promulgated under, but not limited to the Gramm-Leach-Bliley Act (GLBA), Family Educational Rights and Privacy Act (FERPA), Louisiana House Bill No.633 Act No.155, and the Payment Card Industry Data Security Standard (PCI-DSS).

This policy applies to all non-public personal information of the Southern University System's "customers" such as students, alumni and donors that the Southern University System is privy to, or maintains.

III. POLICY COMPLIANCE

Violations of this policy may result in loss of Southern University system and network usage privileges, and/or disciplinary action, up to and including termination or expulsion as outlined in the applicable user policies.

IV. POLICY DEFINITIONS

- **Covered data and information:** For the purpose of this program, this includes customer financial information (defined below) that is protected under the GLBA and other regulations listed above. In addition to this coverage, which is required under federal law, the Southern University System chooses as a matter of policy to include in this definition any and all sensitive data, including credit card information and checking/banking account information received in the course of business by the organization, whether or not such information is covered. Covered data and information includes both paper and electronic records.
- **Pretext calling:** This occurs when an individual attempts to improperly obtain personal information of Southern University System's customers so as to be able to commit identity theft. It is accomplished by contacting the organization, posing as a customer or someone authorized to have the customer's information, and through the use of trickery and deceit (sometimes referred to as 'social engineering'), convincing an employee of the organization to release customer-identifying information.
- **Student financial information:** This is information that the Southern University System has obtained from a student or customer in the process of offering a financial product or service, or such information provided to the organization by another financial institution. Offering a financial product or service includes offering student loans to students,

receiving income tax information from a student's parent when offering a financial aid package, and other miscellaneous financial services. Examples of student financial information include addresses, phone numbers, bank and credit card account numbers, income and credit histories and Social Security numbers, in both paper and electronic format.

V. POLICY IMPLEMENTATION PROCEDURES

GLBA mandates that the Southern University System appoint an Information Security Program Coordinator, conduct a risk assessment of likely security and privacy risks, organize a training program for all employees who have access to covered data and information, oversee service providers and contracts, and evaluate and adjust the Information Security Program periodically.

Information Security Program Coordinator(s) and Committee

The Deputy CIO of Security & Risk Management and the Information Security Officer have been appointed as the coordinators for the Southern University System. They are responsible forming a committee, the Cybersecurity Committee, for assessing the risks associated with unauthorized transfers of covered data and information, and implementing procedures to minimize those risks to the organization. The Cybersecurity Committee, together with risk management, accounting and other personnel will also conduct reviews of areas that have access to covered data and information to assess the internal control structure put in place by the administration and to verify that all departments comply with the requirements of the security policies and practices delineated in this program.

Identification and Assessment of Risks to Customer Information

The Southern University System recognizes that it is exposed to both internal and external risks, including, but not limited to:

- Unauthorized access of covered data and information by someone other than the owner of the covered data and information
- Compromised system security as a result of system access by an unauthorized person
- Interception of data during transmission
- Loss of data integrity
- Physical loss of data in a disaster
- Errors introduced into the system
- Corruption of data or systems
- Unauthorized access of covered data and information by employees
- Unauthorized requests for covered data and information
- Unauthorized access through hardcopy files or reports
- Unauthorized transfer of covered data and information through third parties

Recognizing that this may not represent a complete list of the risks associated with the protection of covered data and information, and that new risks are created regularly, the Southern University System Cybersecurity Team will actively participate and monitor appropriate cybersecurity advisory groups for identification of new and emerging risks.

Current safeguards implemented, monitored and maintained by Southern University System Cybersecurity team are reasonable, and in light of current risk assessments are sufficient to provide security and confidentiality to covered data and information maintained by the organization. Additionally, these safeguards reasonably protect against currently anticipated threats or hazards to the integrity of such information.

Employee Management and Training

The Southern University System Office of Human Resources performs references and/or background checks (as appropriate, depending on position) of new employees and those working in areas that regularly work with covered data and information (e.g. Cashier's Office, Financial Aid). During employee orientation, each new employee in these departments receives proper training on the importance of confidentiality of student (customer) records, student (customer) financial information, and all other covered data and information. Each new employee is also trained in the proper use of computer information and passwords. Training includes controls and procedures to prevent employees from providing confidential information to an unauthorized individual, as well as how to properly dispose of documents that contain covered data and information. These training efforts should help minimize risk and safeguard covered data and information.

Physical Security

The Southern University System has addressed the physical security of covered data and information by limiting access to only those employees who have a legitimate business reason to handle such information. For example, financial aid applications, income and credit histories, accounts, balances and transactional information are available only to Southern University System employees with an appropriate business need for such information. Furthermore, each department responsible for maintaining covered data and information is instructed to take steps to protect the information from destruction, loss or damage due to environmental hazards, such as fire and water damage or technical failures.

All servers and data storage systems are physically secured behind a card access system and mechanical cypher lock with limited access.

Information Systems

Access to covered data and information via the Southern University System's computer information system is limited to those employees who have a legitimate business reason to access such information. The organization has policies and procedures in place to complement the physical and technical (IT) safeguards in order to provide security to

Southern University System's information systems. These policies and procedures are available upon request from the Information Security Officer.

Social security numbers are considered protected information under both GLBA and the Family Educational Rights and Privacy Act (FERPA). As such, the Southern University System does not use social security numbers as student identifiers in favor of the Student-ID# as a matter of policy. By necessity, student social security numbers will remain in the student information system; however, access to social security numbers is granted only in cases where there is an approved, documented business need.

Management of System Failures

The Division of Information Technology has developed written plans and procedures to detect any actual or attempted attacks on Southern University systems and has an Incident Response Plan formulated in coordination with the Deputy CIO of Security & Risk Management, which outlines procedures for responding to an actual or attempted unauthorized access to covered data and information. This document is available upon request from the Information Security Officer or the Division of Information Technology.

Oversight of Service Providers

GLBA requires the organization to take reasonable steps to select and retain service providers who maintain appropriate safeguards for covered data and information. This Information Security Program will ensure that such steps are taken by contractually requiring service providers to implement and maintain such safeguards. The Information Security Program Coordinator(s) will identify service providers who have or will have access to covered data, and will work with financial affairs office and legal counsel, and other offices as appropriate, to ensure that service provider contracts contain appropriate terms to protect the security of covered data.

Continuing Evaluation and Adjustment

This Information Security Program will be subject to periodic review and adjustment as needed. Continued administration of the development, implementation and maintenance of the program will be the responsibility of the designated Information Security Program Coordinator(s), who will assign specific responsibility for technical (IT), logical, physical, and administrative safeguards implementation and administration as appropriate. The Information Security Program Coordinator(s) will review the standards set forth in this program and recommend updates and revisions as necessary; it may be necessary to adjust the program to reflect changes in technology, the sensitivity of student/customer data, and/or internal or external threats to information security.

VI. POLICY RELATED INFORMATION

- Southern University System Cybersecurity Policy
- Southern University System IT Incident Handling Procedure

- Family Educational Rights and Privacy Act (FERPA)
- Gramm Leach Bliley Act (GLBA)
- Louisiana House Bill No.633 Act No.155
- Payment Card Industry Data Security Standard (PCI-DSS)
- Southern University System Acceptable Use of Technology Resources
- Southern University System Email Communications Policy
- Southern University System Personal Computing Policy
- All other applicable Southern University System Polices

VII. POLICY HISTORY AND REVIEW CYCLE

This is a new policy. The effective date of this policy is determined by the approval dates of both the Chair of the Southern University System Board of Supervisors and the President-Chancellor of the Southern University and A&M College System. Additionally, the policy last review and origination dates are identified. This policy is subject to a five-year policy review cycle.

VIII. POLICY URL

The approved policy will be posted on the Southern University System website under Board Policies at 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



POLICY TITLE

Graduate Council Policy

POLICY NUMBER

1-017

Responsible Unit: <i>Graduate School</i>	Effective Date: <i>03/12/2021</i>
Responsible Official: <i>Dean of Graduate School</i>	Last Reviewed Date: <i>03/01/2021</i>
Policy Classification: <i>Academic Affairs</i>	Origination Date: <i>11/10/2020</i>

I. POLICY STATEMENT AND RATIONALE

The Graduate Council serves as the primary policy-making and academic advisory body to the Graduate School. The Graduate Council is responsible for the development and review of policies governing graduate education and programs at the Southern University – Baton Rouge (SUBR). Specific functions include: the review of the graduate program curriculum, review of existing graduate courses, review of letters of intent and proposals for new graduate programs, review and approval of graduate faculty status applications, facilitating support services to graduate students and ensuring that processes and procedures are in place to address graduate student and faculty concerns. Therefore, this Policy serves as the guidance document that supports a well-represented Graduate Council that operates effectively and efficiently, makes decisions based on clear guidelines, and contributes to the revision and implementation of an updated strategic plan for the Graduate School that is aligned to SUBR’s Strategic – Imagine 20K.

II. POLICY SCOPE AND AUDIENCE

The major audiences of the Policy are the SUBR graduate students, graduate faculty, academic units that offer graduate programs, on-campus entities that deal with graduate studies, Graduate School staff and external partnering graduate institutions and graduate school organizations.

III. POLICY COMPLIANCE

The Policy is required to ensure the Graduate School remains in compliance with the Southern Association of Colleges and Schools-Commission on Colleges (SACSCOC) standards through SUBR's Office of Academic Compliance and SACSCOC Accreditation, the Louisiana Board of Regents requirements, expectations of professional accrediting agencies for various academic programs, the requirements of SUBR's Office of Academic Affairs, as well as the requirements and expectations of the Council of Graduate Schools. Most importantly, the Policy's existence and implementation will further advance the institution's Carnegie Classification of Institutions of Higher Education.

IV. POLICY DEFINITIONS

Graduate Council: refers to the policy-making and advisory body to the Graduate School.

Membership: There shall be 25 voting members of the Graduate Council. The composition is as follows: Representatives of Colleges with Graduate Programs (11), representatives of the Faculty Senate (2), representatives of the Graduate Student Council (2), Dean of the Graduate School (1), University SACSCOC Accreditation Compliance Officer (1), a representative of the Office Institutional Effectiveness, Planning and Policy (1), a representative of the John B. Cade Library (1), a representative of the Center for International Education (1), a representative of the Office of Career Services (1), a representative of the Office of the Registrar, (1), a representative of the Office of e-Learning (1), a representative of the Office of Research and Sponsored Programs, (1), and a representative of the Office of Academic Affairs (1).

Quorum: The minimum number of members required for an assembly or organization to conduct business. In this Policy, the simple majority quorum required for the Graduate Council to conduct business is 50%+1.

V. POLICY IMPLEMENTATION PROCEDURES

The Graduate Council shall develop Bylaws that provide detailed implementation procedures.

Functions of the Graduate Council

The Graduate Council develops, revises and sets policies for the Graduate School. These may include policies and procedures on minimum admission requirements; the award of graduate assistantships, fellowships and scholarships, graduate faculty membership, and supervision of degree requirements. The Graduate Council also reviews graduate programs in consultation with the academic program chairs/directors based on self-study and external review reports. The Council also advises the Dean of the Graduate School on any other issues pertaining to graduate studies. Specifically, the Graduate Council:

1. Serves as policy-making and advisory body to the Dean of the Graduate School.
2. Facilitates the revision of the Strategic Plan for the Graduate School.
3. Ensures Graduate School Policies and Procedures are in compliance with SACSCOC, Louisiana Board of Regents and all applicable institutional, state, and federal requirements.
4. Participates in the development of policies, procedures, manuals and guidelines pertaining to graduate education and graduate programs.
5. Reviews and makes recommendations on proposals for new or revised graduate degree programs, graduate certificates, graduate concentrations/specializations, graduate courses,

deletions of programs, and curriculum additions or changes submitted by academic units offering graduate programs.

6. Initiates and supervises interdisciplinary or dual degree graduate programs in response to national, regional, or state needs.
7. Approves, or modifies recommendations made by the Graduate Council standing or ad-hoc committees.
8. Promotes and reviews periodic self-evaluation of graduate programs to ensure vitality, currency, and academic quality.
9. Considers appeals/concerns filed by graduate students relating to regulations of specific graduate programs or their welfare.
10. Assesses the efficiency and effectiveness of the Graduate School and its operations.

VI. POLICY RELATED INFORMATION

The Graduate Council is referenced in the 2019-2023 Graduate Catalog.

VII. POLICY HISTORY AND REVIEW CYCLE

This policy is a revised edition of an existing Graduate Council Policy and will be effective upon the approval of the Southern University System Board of Supervisors and the President-Chancellor of the Southern University and A&M College System. Additionally, the policy last review and origination dates are identified. This policy is subject to the System and Board approved five-year policy review cycle.

VIII. POLICY URL

Southern University Policies and Procedures: <https://www.sus.edu/page/su-board-policies>

IX. POLICY APPROVAL

Ray L. Belton, Ph.D.

President-Chancellor, Southern University and A&M College

Effective Date of Policy

The Honorable Attorney Domoine D. Rutledge

Chair - Southern University System Board of Supervisors

Effective Date of Policy



Dr. Rodney A. Ellis
Chancellor



Office Of The Chancellor

March 4, 2020

Board of Supervisors
Southern University System
265 South Foster Drive
Baton Rouge, LA 70806

Request to Establish the Brookshire’s – Super 1 Foods Endowed Scholarship Fund

Dear Members of the Board,

Southern University at Shreveport, LA (SUSLA), respectfully requests the Board of Supervisors’ approval to establish the **Brookshire’s – Super 1 Foods Endowed First-Generation Undergraduate Scholarship Fund**. With the Board’s permission, SUSLA will apply for matching dollars based on guidelines set forth in the Louisiana Board of Regents Support Fund’s (BoRSF) Endowed First Generation Undergraduate Scholarship Policies now listed under the BoRSF’s Endowed Professorship Program.

This endowment is made possible with a \$30,000 private donation from the Brookshire Grocery Company. The donation has been matched with \$30,000 from the Title III Fund for endowment support, totaling \$60,000 in non-state contributions. The private donation will be leveraged with a request for \$40,000 in matching state dollars from the Louisiana Board of Regents to fully endow the fund at **\$100,000**. The Board of Regents established the First-Generation Undergraduate Scholarship match program for the purpose of increasing college access and success for low-income and first-generation students. The program policy, in Section V. Allocation of BoRSF/Legislative Matching Funds, allows that each two-year campus (with less than 15 Endowed First-Generation Scholarships matched...) “may be provided \$20,000 for a \$30,000 non-State contribution”.

If approved, this endowed scholarship will address the program’s objectives of enhancing opportunities and quality of life for first-generation students with unmet financial needs and promote Louisiana’s economic development through an educated citizen base.

Thank you for considering our request.

Sincerely,

Rodney A. Ellis, Ed.D.
Chancellor

Approved: Dr. Ray L. Belton, President/Chancellor Date:

Disapproved: Dr. Ray L. Belton, President/Chancellor Date:

Approved: Domoine D. Rutledge, Chairman Date:

Disapproved: Domoine D. Rutledge, Chairman 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



Dr. Rodney A. Ellis
Chancellor



Office Of The Chancellor

March 4, 2020

Board of Supervisors
Southern University System
265 South Foster Drive
Baton Rouge, LA 70806

Request to Establish the AKA – HBCU Endowed Scholarship Fund

Dear Members of the Board,

Southern University at Shreveport, LA (SUSLA), respectfully requests the Board of Supervisors' approval to establish the **AKA – HBCU Endowed First-Generation Undergraduate Scholarship Fund**. With the Board's permission, SUSLA will apply for matching dollars based on guidelines set forth in the Louisiana Board of Regents Support Fund's (BoRSF) Endowed First Generation Undergraduate Scholarship Policies now listed under the BoRSF's Endowed Professorship Program.

This endowment is made possible with a \$50,000 private donation from the Alpha Kappa Alpha Educational Advancement Foundation, Incorporated. The donation has been matched with \$10,000 from the Title III Fund for endowment support, totaling \$60,000 in non-state contributions. The private donation will be leveraged with a request for \$40,000 in matching state dollars from the Louisiana Board of Regents to fully endow the fund at **\$100,000**. The Board of Regents established the First-Generation Undergraduate Scholarship match program for the purpose of increasing college access and success for low-income and first-generation students. The program policy, in Section V. Allocation of BoRSF/Legislative Matching Funds, allows that each two-year campus (with less than 15 Endowed First-Generation Scholarships matched...) "may be provided \$20,000 for a \$30,000 non-State contribution".

If approved, this endowed scholarship will address the program's objectives of enhancing opportunities and quality of life for first-generation students with unmet financial needs and promote Louisiana's economic development through an educated citizen base.

Thank you for considering our request.

Sincerely,

Rodney A. Ellis, Ed.D.
Chancellor

Approved: Dr. Ray L. Belton, President/Chancellor Date:

Disapproved: Dr. Ray L. Belton, President/Chancellor Date:

Approved: Domoine D. Rutledge, Chairman Date:

Disapproved: Domoine D. Rutledge, Chairman 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

STATE OF LOUISIANA

CONTRACT FOR PROFESSIONAL LEGAL SERVICES

BE IT KNOWN THAT this agreement is entered into by and between **BOARD OF SUPERVISORS OF SOUTHERN UNIVERSITY AND AGRICULTURAL AND MECHANICAL COLLEGE**, hereinafter sometimes referred to as (“Board”) and **DECUIR, CLARK AND ADAMS, L.L.P.** hereinafter sometimes referred to as (“Counsel”).

1.

Counsel hereby agrees to furnish the following services to the Southern University Board of Supervisors, the Southern University System and the institutions under its management and control, and to advise the Board and Universities on any legal matters that may arise during the normal course of operation of the university, including litigation not covered by the states self-insurance policy.

The scope of this contract does not include litigation or proceedings arising out of or involving tort or worker’s compensation.

These legal services are to be provided under the immediate supervision of the staff of the Board and subject to secondary review by the Department of Justice, Office of the Attorney General.

The Board hereby certifies, and Counsel hereby acknowledges that:

1. Goals and objectives: The Board has entered into this contract in order to obtain professional and reliable legal services as referred to hereinabove.
2. Performance measures: The services provided by counsel shall be evaluated to determine that the services are provided timely and professionally.
3. Monitoring Plan: The staff of the Board shall monitor the performance of counsel by review of all interim written or verbal reports submitted by contractor and by supervision of the services provided by counsel.

2.

In consideration of the services described hereinabove, Board hereby agrees to pay Counsel as follows:

\$225.00	PER HOUR FOR ATTORNEYS HAVING EXPERIENCE OF TEN YEARS OR MORE IN THE PRACTICE OF LAW
\$175.00	PER HOUR FOR ATTORNEYS HAVING EXPERIENCE OF FIVE YEARS OR MORE IN THE PRACTICE OF LAW
\$150.00	PER HOUR FOR ATTORNEYS HAVING EXPERIENCE OF THREE TO FIVE YEARS IN THE PRACTICE OF LAW

\$125.00 PER HOUR FOR ATTORNEYS HAVING EXPERIENCE OF LESS THAN THREE YEARS IN THE PRACTICE OF LAW
\$ 60.00 PER HOUR FOR PARALEGAL SERVICES
\$ 40.00 PER HOUR FOR LAW CLERK SERVICES

ATTORNEYS AND PARALEGAL RATES

\$225.00 WINSTON G. DECUIR, SR.
\$225.00 LINDA LAW CLARK
\$225.00 BRANDON J. DECUIR
\$225.00 MICHAEL R.D. ADAMS
\$125.00 KRISTY M. BRUMFIELD
\$125.00 ASHLEY J. MCCULLEN
\$ 60.00 ROBIN RICHARDSON

The total of all sums payable under this contract including fees and reimbursement of expenses shall not exceed Two Hundred Fifty Thousand and 00/100 (\$250,000.00) in each year and shall be billed in accordance with Policy and Procedure Memo 50 (Attorney Case Handling Guidelines and Billing Procedures).

Final billing shall be submitted to the State within 90 days of contract expiration date. At the end of each calendar month, Counsel shall submit to the State for review and approval an itemization of all work performed, listing time by date for work performed by hours, down to the tenth of an hour, with specific reference to the nature of the work performed (*e.g., drafting of pleadings, research, review of files, etc.*). It is understood that should Counsel fail to submit statements within thirty (30) days following the end of each month, the State shall not be responsible for payment thereof under this contact or in quantum meruit. All billings by Counsel for services rendered shall be submitted in compliance with LSA-R.S. 39:1618.

All legal fees and costs shall be paid in accordance with the State Agency or Division of Administration Attorney Case Handling Guidelines and Billing Procedures as set forth in PPM 50. Counsel shall be reimbursed for out-of-pocket expenses in accordance with the Division of Administration Travel Rules and Regulations as set forth in PPM 49. Travel time, at the direction and for the convenience of the State, is billable as services if done during normal working hours at one-half the agreed upon Attorney pay rate and shall not exceed eight hours per day without written justification. Counsel agrees to comply with the instructions on Attachment #1 when submitting invoices.

3.

Counsel hereby agrees that the responsibility for payment of taxes from the funds thus received under this agreement and/or legislative appropriation shall be said counsel's obligation and identified under Federal tax identification number 72-1286643 and the Louisiana Department of Revenue Account Number 9141441-002-300.

In accordance with R. S. 39:1624(A)(10), the Louisiana Department of Revenue must determine that the prospective contractor is current in the filing of all applicable tax returns and reports and in payment of all taxes, interest, penalties, and fees owed to the state and collected by the Department of Revenue prior to the approval of this contract by the Office of State Procurement. The prospective contractor hereby attests to its current and/or prospective compliance, and agrees to provide its seven-digit LDR Account Number to the contracting agency so that the prospective contractor's tax payment compliance status may be verified. The prospective contractor further acknowledges understanding that issuance of tax clearance certificate by the Louisiana Department of Revenue is a necessary precondition to the approval and effectiveness of this contract by the Office of State Procurement. The contracting agency reserves the right to withdraw its consent to this contract without penalty and proceed with alternate arrangements should the vendor fail to resolve any identified apparent outstanding tax compliance discrepancies with the Louisiana Department of Revenue within seven (7) days of such notification.

4.

The Legislative Auditor of the State of Louisiana, the State Inspector General and/or Division of Administration auditors may audit all records of Counsel which relate to this contract. Counsel shall maintain said records for a period of five years after the date of final payment under this contract.

5.

This contract is in effect for the period commencing July 1, 2021 and ending on June 30, 2023.

The effective date of this contract may be extended only if an amendment to that effect is duly executed by the contracting parties and approved by the necessary authorities prior to said termination date. Requests for extensions may be initiated by either party by the mailing of such request to the party, via Certified Mail, return receipt requested, not less than thirty (30) days

before the termination date provided for herein or thirty (30) days before the termination of the first extension of this contract. This contract may only be extended by an executed and approved amendment two (2) times.

If either party informs the other that an extension of this contract is deemed necessary, an amendment may be prepared by the State and forwarded to the other party for appropriate action by the other party, and said amendment is to be returned to the State with appropriate information and signatures not less than fifteen (15) days prior to termination date. Upon receipt of the amendment it will be forwarded to the necessary authorities for their approval.

Notwithstanding the foregoing, in no event shall the total term of this contract with extensions be for a period of more than five (5) years.

6.

The continuation of this contract is contingent upon the appropriation of funds to fulfill the requirements of the contract by the legislature. If the legislature fails to appropriate sufficient monies to provide for the continuation of the contract, or if such appropriation is reduced by the veto of the Governor or by any means provided in the appropriations act to prevent the total appropriation for the year from exceeding revenues for that year, or for any other lawful purpose, and the effect of such reduction is to provide insufficient monies for the continuation of the contract, the contract shall terminate on the date of the beginning of the first fiscal year for which funds are not appropriated.

7.

Counsel shall not assign any interest in this contract and shall not transfer any interest in same (whether by assignment or novation), without prior written consent of the State, provided however, that claims for money due or to become due to the Counsel from the State under this contract may be assigned to a bank, trust company, or other financial institution without such prior written consent. Notice of any such assignment or transfer shall be furnished promptly to the State and the Office of State Procurement.

8.

The State shall have the right to cancel this contract for any reason by giving the other party written notice sent to Counsel's address by certified mail. Counsel shall have the right to cancel this contract for any reason by giving the State 30 days written notice by certified mail.

Notice shall be sent Certified Mail, return receipt requested, to the following addresses:

If to Board: Dr. Ray Belton, System President
Southern University Board of Supervisors
Southern Branch Post Office
Baton Rouge, Louisiana 70813

If to Counsel: Winston G. DeCuir, Sr.
Brandon J. DeCuir
DeCuir, Clark & Adams, L.L.P.
732 North Boulevard
Baton Rouge, Louisiana 70802

9.

All records, reports, documents and other material delivered or transmitted to Counsel by State shall remain the property of State, and shall be returned by Counsel to the State, at Counsel's expense, at termination or expiration of this contract. All records, reports, documents, pleadings, exhibits or other material related to this contract and/or obtained or prepared by Counsel in connection with the performance of the services contracted for herein shall become the property of the State, and shall, upon request, be returned by Counsel to the State, at Counsel's expense, at termination or expiration of this contract.

10.

The State and Counsel acknowledge and agree that the Department of Justice has the right to review all records, reports, worksheets or any other material of Counsel related to this contract. The State and Counsel further agree that Counsel will furnish to the Department of Justice, upon request, copies of any and all records, reports, worksheets, bills, statements or any other material of Counsel related to this contract.

11.

Counsel agrees to abide by the requirements of the following as applicable: Title VI of the Civil Rights Act of 1964 and Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, Federal Executive Order 11246 as amended, the Rehabilitation Act of 1973, as amended, 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 as amended, and contractor agrees to abide by the requirements of the Americans with Disabilities Act of 1990.

Counsel agrees not to discriminate in its employment practices, and will render services under this contract without regard to race, color, religion, sex, national origin, veteran status, political affiliation, or disabilities.

Any act of discrimination committed by counsel, or failure to comply with these statutory obligations when applicable shall be grounds for termination of this contract.

12.

This contract is not effective until approved in writing by the Board, the Attorney General and the Office of State Procurement in accordance with La. R.S. 39:1565 and 39:1595.1. It is the responsibility of the contractor to advise the State in advance if contract funds or contract terms may be insufficient to complete contract objectives.

13.

Any claim or controversy arising out of the contract shall be resolved by the provisions of LSA-R.S. 39:1672.2 – 1672.4.

IN WITNESS WHEREOF, the parties have executed this Agreement as of this ____ day
of _____, 2021.

WITNESSES:

BOARD:

BOARD OF SUPERVISORS OF SOUTHERN
UNIVERSITY AND AGRICULTURE AND
MECHANICAL COLLEGE

BY:

**DR. RAY BELTON,
SYSTEM PRESIDENT**

WITNESSES:

COUNSEL:

DECUIR, CLARK & ADAMS, L.L.P.

BY:

Brandon J. DeCuir
TAX IDENTIFICATION NUMBER: 72-1286643
TELEPHONE NUMBER: (225) 346-8716

WITNESSES:

BOARD:

BOARD OF SUPERVISORS OF SOUTHERN
UNIVERSITY AND AGRICULTURE AND
MECHANICAL COLLEGE

BY:

**Domoine D. Rutledge,
BOARD CHAIRMAN**

ATTACHMENT #1

INSTRUCTIONS FOR SUBMITTING INVOICES

At the end of each calendar month, an itemization of all work performed, listing time by date for work performed by hours, down to the tenth of an hour with specific reference to the nature of the work performed (*e.g. drafting of expert reports, research, review of files, etc.*) should be invoiced to (*agency*) via Acuity Management System (if agency is using electronic billing system) OR in accordance with the agency's request.

Reimbursement for all expenses must have receipts or documentation attached to the invoices or reimbursement will not be made. Some examples of the receipts or documentation that will be accepted are given below:

1. Express Mail - a copy of the invoice from the vendor.
2. Travel expenses - purpose of the trip, miles traveled or airline ticket receipt, parking receipts, taxi receipts, hotel receipts (credit card receipt will not be accepted).
3. Invoices are to be submitted at the end of each calendar month and must indicate the amount of the contract, the amount billed to date and the remaining balance.

If your invoices are billed by each individual case that you have worked on please include a summary sheet for that month for that invoice. Do not include any previous balances owed on the summary sheet.

LSA - R.S. 39:1618 calls for invoices to be submitted in the form of an affidavit.



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

February 28, 2021

Dr. Ray Belton, President/Chancellor
Southern University and Agricultural &
Mechanical College
Baton Rouge, LA 70813

Dear Dr. Belton:

The Retention, Tenure, and Promotion (RTP) Committees of the respective departments, colleges, chairs, and deans have reviewed submitted applications for Faculty Tenure and Promotion for the academic year 2020-2021. The attached chart, "Faculty Tenure and Promotion Request," reveals the recommendations at each level.

Each of the candidates recommended fulfill the minimum requirements in all areas of tenure and/or promotion evaluation. The Academic Affairs Committee cited deficiencies in "Teaching Excellence" for some candidates. The noted deficiencies were caused by lack of results for peer review of teaching. Since, relevant data has not been available to faculty since 2015, this requirement is being waived for the candidates presented for this review cycle.

Your kind consideration and approval are kindly requested.

Sincerely,

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

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

Attachment(s)

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 X OTHER (Specify) _____

<input checked="" type="checkbox"/> Academic	<input type="checkbox"/> Non-Academic	<input type="checkbox"/> Civil Service
<input type="checkbox"/> Temporary	<input type="checkbox"/> Part-time (<input type="checkbox"/> % of Full Time)	<input type="checkbox"/> Restricted
<input checked="" type="checkbox"/> Tenured	<input type="checkbox"/> Undergraduate Student	<input type="checkbox"/> Job Appointment
<input type="checkbox"/> Tenured Track	<input type="checkbox"/> Graduate Assistant	<input type="checkbox"/> Probationary
<input type="checkbox"/> Other (Specify) _____	<input type="checkbox"/> Retiree Return To Work	<input checked="" type="checkbox"/> 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 _____ To _____
 Effective Date August 1, 2021

Name Mary Carruth SS# U01264544 Sex F Race* White
(Last 4 digits only)

Position Title: Associate Professor of English Department: ENGLISH

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

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

Years Experience 22 Southern University Experience 8

Degree(s): Type/Discipline: Institution/Location: Year:

<u>Ph.D.-English</u>	<u>Louisiana State University- Baton Rouge, LA</u>	<u>1998</u>
<u>M.A.-English</u>	<u>Louisiana State University- Baton Rouge, LA</u>	<u>1981</u>
<u>B.A.-English</u>	<u>Centre College-Danville, Kentucky</u>	<u>1977</u>

Current Employer Southern University and A&M College

Personnel Action

Check One New Appointment Continuation Sabbatical Leave of Absence
 Transfer Replacement Other (Specify) Promotion in Academic Rank

Recommended Salary \$54,099 Salary Budgeted \$54,099

Source of Funds State

Identify Budget: 211001-22173-61003-21000 Location _____
 Form Code: _____ Page _____ Item # _____

Change of:
 From Assistant Professor of English To Associate Professor of English
 Position _____ Status _____ Salary Adjustment \$47,724 \$54,099

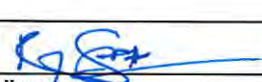
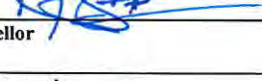
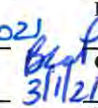
Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
State	\$54,099

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

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

Supervisor 	Date <u>3/1/2021</u>	Dean/Unit Head <u>Cynthia Bryant</u>	Date <u>3/1/2021 1:27 PM PST</u>
Vice Chancellor 	Date <u>3/1/21</u>	Chancellor 	Date
Director/Personnel	Date	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.

ETHNIC ORIGIN (Please check one):

_____ Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

- White, not of Hispanic origin. A person having origins in any of the original people of Europe, North Africa, or the Middle East.
- _____ Black. Not of Hispanic Origin. A person having origins in any of the Black racial groups of Africa.
- _____ Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origins, regardless of race.
- _____ Asian or Pacific Islander. A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.
- _____ American Indian or Alaskan Native. A person having origins in any of the original peoples of North American, and who maintains cultural identification through tribal affiliation or community recognition.

COMMENTS:

Dr. Mary Carruth has been promoted from tenure track Assistant Professor to tenured Associate Professor (English).

EMPLOYEE REGULAR WORK SCHEDULE: MONDAY-FRIDAY; 8am-5pm
EMPLOYEE DIRECT SUPERVISOR: Dr. Munir Ali
SUPERVISOR/DEPARTMENT CONTACT NUMBER 771-5881
NUMBER OF EMPLOYEES SUPERVISED, (if any) N/A

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

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

Do Not Write Below This Area
For Human Resource and Budgetary Control Use Only!

- PAF APPROVAL PROCESS CHECKLIST** (Must have the information outlined below):
- _____ Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
 - _____ Position Vacancy Announcement (position advertised before processing PAF, if applicable)
 - _____ Application for Employment Form Admin/Fac/Uncl Positions(Civil Service Application for classified employees)
 - _____ Authority to Release (signed by employee) (submitted to 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)

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	2	F	9	7	0	5
-----------------	---	---	---	---	---	---

CAMPUS: SUS _____ SUBR X SUT.AC _____ SUAREC _____ SUNO _____ SUSLA _____

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

X Academic _____ Non-Academic: _____
 _____ Temporary _____ Part-time (_____ % of Full Time) _____
 _____ Tenured _____ Undergraduate Student _____
X Tenured Track _____ Graduate Assistant _____
 _____ Other (Specify) _____ Retiree Return To Work _____

RECEIVED
 MAR 01 2021
 Office of the Vice President for Academic Affairs and Provost

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

Profile of Person Recommended

Length of Employment 08/01/2021
 Effective Date 08/01/2021

Name Melanie Johnson SS# U01731971 Sex F Race* B

(Last 4 digits only)

Position Title: Assistant Professor Department: Nelson Mandela(Political Science)

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 13 Southern University Experience 10

Degree(s)	Type/Discipline (BS-Bus Admin):	Institution/Location (SU-Baton Rouge):	Year:
	PHD-Ed. Leadership/Research/Counsel	LSU	2014
	MA-Political Science	SUBR	2006
	BS-Marketing	SUBR	1981

Current Employer Southern University

Personnel Action

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

Recommended Salary \$65,000.00 Salary Budgeted _____

Source of Funds State

Identify Budget: 211001-32450-61003-21000 Location _____
 Form Code: _____ Page _____ Item # _____

Change of: _____
 From _____ To _____
 Position Assistant Professor _____ Associate Professor _____
 Status _____
 Salary Adjustment 53560

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
211001-32450-61003-21000	53560

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

*See Reverse Side Graduate School signature (if, applicable):
 Supervisor _____ Date 03/01/2021
 Dean/Unit Head _____ Date 3/1/2021
 Vice Chancellor _____ Date _____
 Director/Personnel _____ Date 3/1/21
 Chancellor _____ Date _____
 Vice President/Finance _____ Date _____
 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.

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: Tenure and promotion candidate: Assistant Professor to Associate Professor

EMPLOYEE REGULAR WORK SCHEDULE: M-F 8 a.m. – 5 p.m.

EMPLOYEE DIRECT SUPERVISOR: Albert Samuels

NUMBER OF EMPLOYEES SUPERVISED, (if any) n/a

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/A-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/UnclPositions(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)

J.S. Clark Administration Building
Post Office Box 9820
Baton Rouge, Louisiana 70813
Office: 225 771-2360

February 28, 2021

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

Dear Dr. Belton:

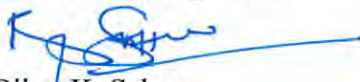
Mr. Herman Jackson is a talented musician who graduated from Southern University with a Bachelor's degree in 1976. Since then, he has had various instructional appointments at our institutions including temporary adjunct appointments, full-time instructor and now serves as an Assistant Professor. While Mr. Jackson does not possess a terminal degree, for SACSCOC accreditation purposes we maintained that he is qualified as faculty via "Qualification by Exception". In 2014, when recommending his promotion from Instructor to Assistant Professor a tenure-track appointment was mentioned/recommended, but never progressed beyond a discussion at the level of his college. I do find any evidence that he was appointed to a tenure-track faculty appointment.

The University Tenure & Promotion Committee deliberated on his Mr. Jackson's application for tenure and did not score his faculty performance on items listed on his application. They maintain that he is ineligible to apply for tenure.

We cannot offer tenure to Mr. Jackson when we do not have evidence he was ever appointed to a tenure-track position. It will establish an unhealthy and untenable precedent. However, given his length of service and his accomplishments as a musician of repute and his commitment to Southern University's mission, I am recommending that Mr. Jackson be given a longer-term, three-year renewable contract at the rank of Associate Professor of Music. He will both be appropriately recognized and will have employment security for an extended period. Your review, agreement and approval are kindly solicited.

I believe we can get his appointment approved at your level without the necessity of BOS review given the prevailing salary at the rank of Associate Professor in Music. I can bring this recommendation separately from the Board package being supported to you for your consideration and approval.

With kindest regards,



Bijoy K. Sahoo
Interim Executive Vice-Chancellor

Tenure/Promotion Recommendations

Applicant	Rank/Status	College	Dept.	Applied for:	Recommendation by:						
					Dept. Committee	Dept. Chair	College Committee	Dean	University Committee	Associate Vice Chancellor	Executive Vice Chancellor
1. Mary C Carruth	Assistant Professor/ Tenure Track	Humanities & Interdisciplinary Studies	English	Tenure X	Approved. The English and Philosophy Department Committee unanimously recommended Dr. Mary Carruth for tenure and promotion.	Approved. The Department Chair concurs with the Department Committee that Dr. Mary Carruth is recommended for tenure and promotion.	Approved. Dr. Carruth received unanimous vote in favor of tenure and promotion.	Approved. The Dean concurred that Dr. Mary Carruth be granted tenure and promotion.	Approved for promotion to Associate Professor with Tenure	Approved. Dr. Mary C Carruth is approved for both Tenure and Promotion to rank of Associate Professor. Meets or exceeds criteria in all areas of evaluation.	Approved. Dr. Mary C Carruth is approved for both Tenure and Promotion to rank of Associate Professor.
				Promotion X							

Applicant	Rank/Status	College	Dept.	Applied for:	Recommendation by:						
					Dept. Committee	Dept. Chair	College Committee	Dean	University Committee	Associate Vice Chancellor	Executive Vice Chancellor
2. Melanie Johnson	Assistant Professor/ Tenure Track	Nelson Mandela College of Government and Social Science	Political Science	Promotion X	Approved Within each category she has exceeded the required number of points to support tenure and promotion to Associate Professor.	Approved Concurs with the assessment of the committee's assessment.	Approved Unanimously recommends awarding of tenure and promotion	Approved Concurs with the findings and recommendations of prior committees' evaluation. Recommends favorable consideration.	Not scored. Found Ineligible to apply for promotion or tenure. Dr. Johnson's does not have a PhD in Political Science.	Approved for Promotion To Associate Professor with Tenure. (Consistent with recommendation of Department and College and prior review, appeal and letter restoring Dr. Johnson to continue in tenure-track position)	Approved for Promotion To Associate Professor with Tenure.
				Tenure X							

Tenure/Promotion Recommendations

Applicant	Rank/Status	College	Dept.	Applied for:	Recommendation by:						
					Dept. Committee	Dept. Chair	College Committee	Dean	University Committee	Associate Vice Chancellor	Executive Vice Chancellor
3. Herman Jackson	Assistant Professor (Not on Tenure-Track)	College of Humanities & Interdisciplinary Studies	Music	Promotion X	Approved. The RTP Department Committee requested evidence of Professional Training and Experience, Professional Activities and Community Services, University (Southern) Services, and Advisement as listed on Mr. Jackson's Curriculum Vitae.	Approved. Mr. Jackson has earned recognition on the national and international levels for music performance. Although he does not possess the terminal degree, his world-renowned performances and experiences in the music field compensate for the lack thereof.	Approved. Mr. Jackson received a unanimous vote in favor of tenure from the College-Level Evaluation Committee.	Approved. The Dean concurs with the recommendations that Mr. Herman Jackson is granted tenure.	Not Recommended for Promotion or Tenure. Found Ineligible to apply for promotion or tenure.	Not approved for tenure. Does not have a tenure-track appointment. No basis for review. Approved for longer-term three-year, renewable contract at the rank of Associate Professor.	Not approved for tenure. Approved for longer-term three-year, renewable contract at the rank of Associate Professor.
				Tenure X	Mr. Jackson provided additional information to the committee.						

J.S. Clark Administration Building
Post Office Box 9820
Baton Rouge, Louisiana 70813
Office: 225 771-2360

March 10, 2021

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

Dear Dr. Belton:

Dr. Yolanda Campbell was not found eligible for tenure and promotion based on review and evaluation of faculty peers, and subsequent review by university administration. I made a recommendation to you and subsequently notified her denying grant of tenure and promotion to the rank of Associate Professor. She appealed this decision consistent with the prevailing policy of the university. Another committee of faculty peers was constituted to review and evaluate her appeal. This committee met to detect if there was any systematic bias and if the information and evidence provided was miscalculated or downplayed resulting in the negative recommendation. Given the pandemic, the delay in processing of the application was understood and was not viewed as a significant factor.

After an exhaustive and thoughtful review, the committee is of the opinion that based on the evaluation of information and evidence included in Dr. Campbell's application, she merits grant of tenure and promotion to the rank of Associate Professor. I concur with the university appeals committee and through this note I am seeking your subsequent approval and presentation for Board of Supervisors consideration and decision.

With kindest regards,



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

Applicant	Rank/Status	College	Dept.	Applied for:	Tenure/Promotion Recommendations							Spring 2021	Spring 2021
					Recommendation by:							University Appeals Committee	Executive Vice-Chancellor
					Dept. Committee	Dept. Chair	College Committee	Dean	University Committee	Associate Vice Chancellor	Executive Vice Chancellor		
Dr. Yolanda Campbell	Assistant Professor/ Tenure Track	Humanities & Inter-disciplinary Studies	Mass-Communication	Tenure X	Approved for Tenure and Promotion. Meets minimum standards.	Approved: concurs with Department Committee	Approved. Meets Criteria for Promotion.	Approved For Tenure and for Promotion	Not Approved for promotion to Associate Professor with Tenure. Deficiency cited in Teaching, in Research and in Service.	Not Approved. Concurs with University Committee. Deficient in Research and Peer-reviewed publication.	Not Approved. Not recommended/ approved for Tenure or Promotion to rank of Associate Professor.	Recommended for Tenure.	Approved for Tenure. Concurs with the Appeals committee
				Promotion X								Recommended for Promotion to Associate Professor.	Approved for Promotion. Concurs with the Appeals Committee.

❖ Dr. Yolanda Campbell was not recommended for tenure and not recommended for promotion using the peer-review process. However, she appealed the decision not to grant her tenure and promotion. An appeals committee comprising of her faculty peers further evaluated the evidence she cited and found evidence that her accomplishments were downplayed or not scored appropriately. The University Appeals committee unanimously approved her to receive tenure and promotion to the rank of Associate Professor.



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

February 22, 2021

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

Dear Dr. Belton:

Please find attached the recommendations of Southern University at New Orleans regarding the 2020 - 2021 Tenure and Promotion exercises for appropriate action. Retention applications were successfully addressed at campus level.

Thank you.

With kind regards,

A handwritten signature in blue ink that reads "James H. Ammons, Jr.".

James H. Ammons, Jr. PhD
Executive Vice President-Chancellor
Southern University at New Orleans

APPROVED:

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

SOUTHERN UNIVERSITY
RECOMMENDATIONS FOR FACULTY PROMOTION IN RANK

*Effective Date: Fall Semester of 2021

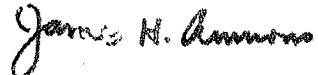
Campus: Southern University at New Orleans

*Provided all approvals are secured prior to this date.

Name or Faculty Member. Attach Listing of Publications or Other Scholarly Works for Each	Department	Promotion from Present Rank to →	Next Rank	Years of Experience at SU as a Full-Time Faculty Member	Number of Years in Present Rank	Is Automatic Tenure Granted if this Promotion is Approved (Indicate Yes or No)?	Temporary track (non-Probationary) Probationary (Tenure track) Tenured
Dr. John-Clifford Obih	Natural Sciences	Assistant Professor	Associate Professor	6.5	6.5	Yes	
Dr. Derrick Freeman	Social Work	Assistant Professor	Associate Professor	6	6	Yes	
Dr. Celina Carson	Child Development & Family Studies	Assistant Professor	Associate Professor	13	13	N/A	Tenured
Dr. Charles Briggs	Business Administration	Associate Professor	Full Professor	10	4	N/A	Tenured

SIGNATURES OF APPROVAL:

 02-22-21
Vice Chancellor for Academic Affairs Date


Vice President/Chancellor Date

President/Chancellor of the System Date

Chairman of the Board of Supervisors
on Behalf of the Board Date

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 checked="" type="checkbox"/> Academic	<input type="checkbox"/> Non-Academic	<input type="checkbox"/> Civil Service
<input type="checkbox"/> Temporary	<input type="checkbox"/> Part-time _____ % of Full Time)	<input type="checkbox"/> Restricted
<input type="checkbox"/> Tenured	<input type="checkbox"/> Undergraduate Student	<input type="checkbox"/> Job Appointment
<input checked="" type="checkbox"/> TenuredTrack	<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 N/A Reason Left N/A
 Date Left N/A Salary Paid \$0.00

Profile of Person Recommended

Length of Employment August, 2021 To May, 2022
 Effective Date August 09, 2021

Name John- Clifford Obih SS# xxx-xx- Sex Male Race* Black
 (Last 4 digits only)

Position Title: Assistant Professor Department: Natural Sciences

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 25 Southern University Experience 6.5

Degree(s): Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
<u>Ph.D. - Physiology</u>	<u>U of Ibadan - Ibadan, Nigeria</u>	<u>1983</u>
<u>BS - Physiology</u>	<u>U of Ibadan - Ibadan, Nigeria</u>	<u>1976</u>

Current Employer Southern University at New Orleans

Personnel Action

Check One New Appointment Continuation Sabbatical Leave of Absence
 Transfer Replacement Other (Specify) Salary increase due to Promotion

Recommended Salary \$47,150.00 Salary Budgeted \$47,150.00

Source of Funds State

Identify Budget: General Funds Location 411001-42500-61003-41000
 Form Code: BOR-10 Page _____ Item # _____

Change of: _____
 Position Assistant Professor From Associate Professor To _____
 Status _____
 Salary Adjustment \$46,350.00 \$47,150.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
411001-42500-61003-41000	\$47,150.00

*See Reverse Side

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor [Signature] Date 03-05-21

Vice Chancellor [Signature] Date 03-05-21

Director/Personnel _____ Date _____

President _____ Date _____

Dean/Unit Head [Signature] Date 03-05-21

Chancellor James H. Ammons Date 3/5/21

Vice President/Finance _____ Date _____
 Business Affairs/Comptroller

Chairman/S.U. Board of Supervisors _____ Date _____

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

EMPLOYEE REGULAR WORK SCHEDULE: Monday – Friday 8:00 a.m. to 5:00 p.m.
EMPLOYEE DIRECT SUPERVISOR: Dr. Carl P. Johnson
NUMBER OF EMPLOYEES SUPERVISED, (if any) 0
HR USE ONLY: STATUS (circle one): EXEMPT NON-EXEMPT

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

<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)
- Pre-Employment Application Form (Civil Service Application for classified employees)
- Supervisory Criminal/Background Check Forms and Authority to Release (signed by employee)
- Exemptions Survey Form
- Proposed Employee Appointment
- Proposed Employee Clearance
- Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

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) 10 Month

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 \$0.00

Profile of Person Recommended

Length of Employment August, 2021 To May, 2022

Effective Date 08/09/2021

Name Derrick Freeman SS# xxx-xx-2336 Sex Male Race* Black

Position Title: Assistant Professor Department: Social Work

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

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 23 Southern University Experience 5

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>BS Substance Abuse</u>	<u>Southern University at New Orleans</u>	<u>1993</u>
	<u>MSW</u>	<u>Southern University at New Orleans</u>	<u>1998</u>

Current Employer Southern University at New Orleans

Personnel Action

Check One New Appointment Continuation Sabbatical Leave of Absence
 Transfer Replacement Other (Specify) Salary increase due to Promotion

Recommended Salary \$48,695.00 Salary Budgeted \$48,695.00

Source of Funds State

Identify Budget: General Funds Location 411001-42620-61003-41000
 Form Code: BoR 10 Page _____ Item # _____

Change of:
 Position Assistant Professor From Associate Professor To
 Status _____
 Salary Adjustment \$47,895.00 \$48,695.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor [Signature] Date 03-05-21 Dean/Unit Head [Signature] Date 3/5/21
 Vice Chancellor [Signature] Date _____ Chancellor James H. Ammons Date _____
 Director/Personnel Date _____ Vice President/Finance Date _____
 President 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 considerations.

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 recognitions.

COMMENTS:

EMPLOYEE REGULAR WORK SCHEDULE:

Monday-Friday, 8 am - 5 pm

EMPLOYEE DIRECT SUPERVISOR:

Dr. Rebecca Chaisson

NUMBER OF EMPLOYEES SUPERVISED, (if any)

-0-

HR USE ONLY:

STATUS (circle one):

EXEMPT

NON-EXEMPT

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

<u>TYPE</u>	<u>CODES</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)
- _____ Pre-Employment Application Form (Civil Service Application for classified employees)
- _____ Supervisory Criminal/Background Check Forms and Authority to Release (signed by employee)
- _____ Exemptions Survey Form
- _____ Proposed Employee Appointment
- _____ Proposed Employee Clearance
- _____ Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER

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

EMPLOYMENT CATEGORY: 9-MONTH X 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 Celina Carson Reason Left N/A
 Date Left N/A Salary Paid \$0.00

Profile of Person Recommended

Length of Employment August, 2021 To May, 2022x

Effective Date August 9, 2021

Name Dr. Celina Carson SS# xxx-xx-7593 Sex Female Race* Black

Position Title: Assist. Professor of Child Dev. & Fam. Studies Department: Child Dev. and Family Studies

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

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 16 Southern University Experience 15

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>Ph.D. Urban Forestry</u>	<u>Southern University A&M</u>	<u>2017</u>
	<u>M.Ed. Health & Physical Education</u>	<u>University of New Orleans</u>	<u>2003</u>
	<u>B.S. Education</u>	<u>University of New Orleans</u>	<u>1999</u>

Current Employer Southern University at New Orleans

Personnel Action

Check One _____ New Appointment _____ Continuation _____ Sabbatical _____ Leave of Absence _____
 _____ Transfer _____ Replacement Other (Specify) Salary increase due to Promotion

Recommended Salary \$49,353.00 Salary Budgeted \$49,353.00

Source of Funds State

Identify Budget: Gen. Funds Location 411001-42260-61003-41000
 Form Code: BoR 10 Page _____ Item # _____

Change of:

	From	To
Position	<u>Assistant Professor, CDFS</u>	<u>Associate Professor/ CDFS</u>
Status	_____	_____
Salary Adjustment	<u>\$48,553.00</u>	<u>\$49,353.00</u>

Financial Aid signature (if, applicable):

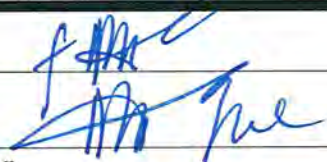
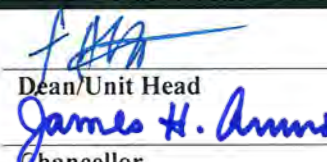
List total funds currently paid this employee by Southern University:
*See Reverse Side

Source of Funds	Amount
<u>411001-42260-61003-41000</u>	<u>\$48,553.00</u>

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor		Date	<u>03-05-21</u>	Dean/Unit Head		Date	<u>3/5/21</u>
Vice Chancellor	_____	Date	_____	Chancellor	_____	Date	_____
Director/Personnel	_____	Date	_____	Vice President/Finance	_____	Date	_____
President	_____	Date	_____	Business Affairs/Comptroller	_____	Date	_____
				Chairman/S.U. Board	_____	Date	_____
				Of Supervisor	_____	Date	_____

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

Previous Employee N/A Reason Left N/A
 Date Left N/A Salary Paid \$0.00

Profile of Person Recommended

Length of Employment August 2021 To May 2022

Effective Date August 09, 2021

Name Charles A. Briggs SS# xxx-xx-3345 Sex Male Race* Black
(Last 4 digits only)

Position Title: Associate Professor Department: Business 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 31 Southern University Experience 10

Degree(s): Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
<u>BA – International Business/Finance</u>	<u>Schiller Intern'l Univ. – London, England</u>	<u>1982</u>
<u>MS – Economics/Finance</u>	<u>Alabama A & M University</u>	<u>1986</u>
<u>PhD – Supply Chain Management</u>	<u>North Dakota State University</u>	<u>2010</u>

Current Employer Southern University at New Orleans

Personnel Action

Check One New Appointment Continuation Sabbatical Leave of Absence
 Transfer Replacement Other (Specify) Salary increase due to Promotion

Recommended Salary \$76,911.00 Salary Budgeted \$76,911.00

Source of Funds General

Identify Budget: State Location 411001-42320-61003-46000
 Form Code: BoR - 10 Page _____ Item # _____

Change of: _____
 Position Associate Professor From Full Professor To
 Status _____
 Salary Adjustment \$75,911.00 \$76,911.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
411001-423230-61003-46000	\$75,911.00

*See Reverse Side

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor [Signature] Date 03-05-21
 Vice Chancellor _____ Date _____
 Director/Personnel _____ Date _____
 President _____ Date _____

Dean/Unit Head [Signature] Date 3/5/21
 Chancellor _____ Date _____
 Vice President/Finance _____ Date _____
 Business Affairs/Comptroller _____
 Chairman/S.U. Board _____ Date _____
 of Supervisors

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

EMPLOYEE REGULAR WORK SCHEDULE: 8:00 a.m. to 5:00 p.m.
EMPLOYEE DIRECT SUPERVISOR: Dr. Igwe Udeh
NUMBER OF EMPLOYEES SUPERVISED, (if any) 0

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

<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)
- Pre-Employment Application Form (Civil Service Application for classified employees)
- Supervisory Criminal/Background Check Forms and Authority to Release (signed by employee)
- Exemptions Survey Form
- Proposed Employee Appointment
- Proposed Employee Clearance
- Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)



SOUTHERN UNIVERSITY AT NEW ORLEANS
6400 PRESS DRIVE
NEW ORLEANS, LOUISIANA 70126
(504) 286-5381 or 286-5327

Academic Affairs

March 10, 2021

James H. Ammons, Jr., Ph.D.
Executive Vice President-Chancellor
Southern University at New Orleans

Dear Dr. Ammons:

Per the Retention, Tenure, and Promotion Policy of Southern University at New Orleans, no salary increase or salary adjustment is required for the two faculty who are recommended for tenure only, i.e., Dr. Warren Jones and Dr. Krishna Poudel.

Thank you.

With kind regards,

A handwritten signature in blue ink, appearing to read "DAVID ADEGBOYE".

David Sunday Adegboye, Ph.D.
Vice-Chancellor for Academic and Evening and Weekend Affairs

APPROVED:

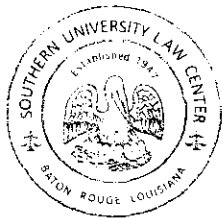
A handwritten signature in blue ink, appearing to read "James H. Ammons, Jr.".

James H. Ammons, Jr. Ph.D.
Executive Vice President-Chancellor
Southern University at New Orleans

APPROVED:

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

"An Equal Educational Opportunity"



SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL
POST OFFICE BOX 9294
BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR
(225) 771-2552
FAX (225) 771-2474

February 19, 2021

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

RE: Granting Tenure to Professors Alford, Poydras, Roark, and Smith with customary pay adjustment

Dear Dr. Belton:

Professors Deleso Alford, Phebe Poydras, Mark Roark, and Kenya Smith submitted applications for tenure to the Faculty Appointment, Retention, Promotion, and Tenure (FARPT) committee of the Southern University Law Center (SULC). The FARPT committee reviewed and deliberated on these applications and voted to recommend that Professors Alford, Poydras, Roark, and Smith be presented to the Southern University System Board of Supervisors for tenure consideration.

Therefore, I am requesting that the Southern University Board of Supervisors vote favorably to grant tenure to these professors to be effective for the 2021-2022 academic year. In addition, I am requesting that Professors Alford, Poydras, Roark, and Smith are given the customary 6% pay increase for the granting of tenure status effective for the 2021-2022 academic year, beginning in August 2021.

I hereby ask that this request be placed on the Board of Supervisors agenda for their meeting scheduled March 12, 2021. If you have any questions, please feel free to contact me.

Sincerely,

A handwritten signature in black ink that reads "John K. Pierre". The signature is fluid and cursive.

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

"An Equal Educational Opportunity Institution"



SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

February 19, 2021

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

RE: Tenure Track Faculty Appointments to the Southern University Law Center (SULC)
for the 2021-2022 Academic Year

Dear Dr. Belton:

The pandemic has made the 2020-2021 academic year a challenging one, and those challenges will probably continue into the 2021-2022 academic year. Due to a significant increase in enrollment at SULC, modifications in instructional delivery, and modifications in the curriculum, SULC is engaged in early planning to secure commitments for tenure track appointments for the 2021-2022 academic year. Hence, SULC reviewed 40 applicants for tenure track appointments for the 2020-2021 academic year.

Based upon the review of applicants by the Faculty Appointment, Retention, Promotion and Tenure (FARPT) committee, and my personal review of applicants, I am submitting five candidates for review and approval by the Southern University Board of Supervisors for the 2021-2022 tenure track faculty appointments. The five applicants are Greg Sergienko, Shandrea Williams, Ryan Stoa, Linh Dai, and Charletta Fortson. As a group, these five candidates represent the best combination of candidates that will help advance the mission and goals for SULC during the 2021-2022 academic year and beyond. A brief synopsis about each candidate is as follows:

- **Greg Sergienko** is currently a visiting professor and Associate Vice Chancellor of Academic Affairs at SULC. He has previously served as the Associate Dean of Academic Affairs and Professor of Law at Concordia University School of Law, Associate Dean of Academics and Professor of Law at Western State University College of Law, and served

on the law faculties at Albany Law School, Southern Illinois University, Wayne State University, University of Maryland, University of Richmond, and William and Mary.

- **Shandrea Williams** is presently a visiting professor at SULC. She has served on the law faculties at the University of LaVerne College of Law, Arizona Summit School of Law, and Concord Law School at Purdue University Global. She also has significant academic administration leadership experience at various higher education institutions such as the University of Florida College of Law, Edward Waters College, Arizona Summit School of Law, and Wilberforce University.
- **Ryan Stoa** is currently a visiting professor at SULC. He has previously served as a faculty member at the Concordia University School of Law, and Florida International University College of Law. He has written a book on the marijuana industry, and has written law review articles on marijuana agriculture law, marijuana agriculture regulation, and cannabis agriculture law and regulation.
- **Linh Dai** is a visiting professor from the St. Thomas University School of Law. She has served on the faculty at McNeese State University and Northern Arizona University. Her teaching and research interests include criminal law and criminal procedure, constitutional law, international human rights, and human trafficking. She has earned a Ph.D. from the School of Justice and Social Inquiry at Arizona State University, an LL.M. in Law and Government from American University, a J.D. from Barry University, and an M.P.A. from Hamline University.
- **Charletta Fortson** is currently the Director of the Common Law Bar Preparation Program and instructor at SULC. She has nearly 20-years of learning and development experience in the area of curriculum design and development, instructional design, and project management. She earned a J.D. from SULC, an M.B.A. from Clayton State University, and an M.S. in Instructional Technology from Georgia State University.

If the Board approves the appointments for Greg Sergienko, he will continue to serve as the Associate Vice Chancellor for Academic Affairs at SULC. I hereby request that his tenure track appointment be at the rank of Professor and that his salary for this position of Associate Vice Chancellor and Academic Affairs and Professor of Law be \$153,000 for 12-months.

If the Board approves the appointment of Charletta Fortson, she will continue to serve as the Director of the Common Law Bar Preparation Program. I hereby request that her tenure track appointment be at the rank of Assistant Professor and that the salary for her position of Director of Common Law Bar Preparation Program and Assistant Professor of Law be \$132,000 for 12-months.

If the Board approves the appointment of Ryan Stoa, I request that he also be appointed as a Fellow of Cannabis and Hemp Law and Policy Institute at SULC and that his tenure track appointment be at the rank of Associate Professor at a salary of \$108,000. Thus his appointment, if approved, would be as the Associate Professor of Law and Fellow of Cannabis and Hemp Law and Policy Institute.

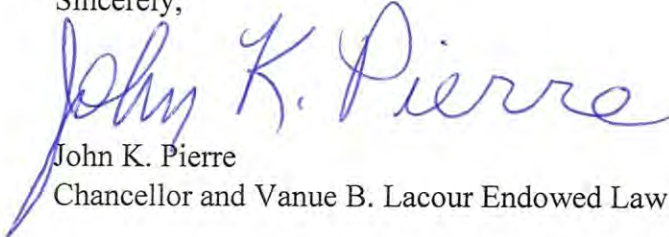
If the Board approves the appointment of Shandrea Williams, I request that her tenure track appointment be at the rank of Associate Professor. The salary desired for this appointment at the rank of Associate Professor is \$108,000.

If the board approves the appointment of Linh Dai, I request that her tenure track appointment be at the rank of Assistant Professor. I also request that she be appointed as a Fellow of the Louis A. Berry Civil Rights and Justice Institute at SULC with a salary of \$108,000. Her appointment would be as Assistant Professor of Law and Fellow of the Louis A. Berry Civil Rights and Justice Institute.

I respectfully ask that the requests outlined in this letter are presented to the Southern University Board of Supervisors at its March 12, 2021 board meeting.

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

Sincerely,



John K. Pierre

Chancellor and Vanue B. Lacour Endowed Law Professor

P. Request Approval of Recommended Tenure and Tenure Track Faculty Appointments to Southern University Law Center for the 2021-2022 Academic Year (SULC)

Deleso Alford	Professor of Law Tenure (SULC)	\$143,100.00	State
Linh Dai	Assistant Prof and Fellow of the St. Louis A. Berry Civil Rights and Justice Institute Tenure Track (SULC)	\$108,000.00	Federal
Charletta Fortson	Director of the Common Law Bar Preparation Program and Assistant Professor of Law Tenure Track (SULC)	\$132,000.00	Federal
Phebe Poydras	Professor of Law Tenure (SULC)	\$146,280.00	State
Mark Roark	Professor of Law Tenure (SULC)	\$119,059.20	State
Greg Sergienko	Associate Vice Chancellor for Academic Affairs /Professor of Law Tenure Track (SULC)	\$153,000.00	Federal
Kenya Smith	Professor of Law Tenure (SULC)	\$114,120.00	State
Ryan Stoa	Associate Prof. and Fellow of Cannabis and Hemp Law and Policy Institute Tenure Track (SULC)	\$108,000.00	Federal
Shandrea Williams	Associate Professor of Law Tenure Track (SULC)	\$108,000.00	Federal

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 X SUAREC _____ SUNO _____ SUSLA _____

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

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

Previous Employee N/A Reason Left N/A
 Date LeR N/A Salary Paid N/A

Profile of Person Recommended

Length of Employment 08/01/2021 To 05/31/2022
 Effective Date 08/01/2021

Name Delton A. Alford SS# XXX-XX-2474 Sex M Race B
(Last 4 digits only)

Position Title: 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 PAY, if applicable.)

Years Experience 12 Southern University Experience 3

Degree(s):	Type/Discipline (DA-Education):	Institution/Location (SU-Baton Rouge):	Year:
B.S.		Southern University A&M College, BR., LA	1987
J.D.		Southern University Law Center	1990
Master of Laws(L.L.M.)		Georgetown University Law Center	2002

Current Employer Southern University Law Center

Personnel Action

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

Recommended Salary \$ 143,100.00 Salary Budgeted \$143,100.00

Source of Funds General Appropriation

Identify Budget: State _____ Location 311001-32020-61003-31000
 Form Code: BOR10 Page 1 Item # 1

Change of: _____
 Position _____ From _____ To _____
 Status _____
 Salary Adjustment \$135,000.00 \$143,100.00

Financial Aid signature (if applicable):

Source of Funds	Amount
311001-32020-61003-31000	\$135,000.00

List total funds currently paid this employee by Southern University:

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

*See Reverse Side

Graduate School signature (if applicable):

Whit K. Pierce Date _____
 Supervisor _____
Herbert Date 2/26/2021
 Vice Chancellor _____ Date _____
 Director/Personnel _____ Date _____
 President _____ Date _____

Dean/Unit Head _____ Date _____
Ann R. Hall Date 2/25/21
 Vice for Finance & Admin. _____ Date _____
Whit K. Pierce Date 2/25/2021
 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 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: Granting Tenure with a customary 6% pay increase for the granting of tenure to Deteso Alford, effective for the 2021-2022 academic year, beginning in August 2021.

EMPLOYEE REGULAR WORK SCHEDULE: Daily

EMPLOYEE DIRECT SUPERVISOR: V/C Shawn Vance

NUMBER OF EMPLOYEES SUPERVISED, (if any) 100

IUR 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		
DATE	CODE	EXPIRES
08/13/21	US	2/25/2021
	RA	
	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/Pac/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

ACADEMIC EXPERIENCE

(Professor of Law)

Southern University Law Center, Baton Rouge, LA
August 2019 – Present

Courses (Fall 2020) Basic Civil Procedure; Federal Jurisdiction and Procedure
SULC Pre-Law Program -- June 15, 2020 – June 26, 2020
Courses (Summer 2020) Law and Racism (Virtual Class)

Courses (Spring 2020) Torts II (Louisiana Law emphasis); Law and Racism

Courses (Fall 2019) Basic Civil Procedure; Federal Jurisdiction and Procedure
Council on Legal Education Opportunity (CLEO) Inc., Pre-Law Summer Institute (PLSI)

Southern University Law Center, Baton Rouge, LA

Course (Torts) June 10, 2019 – July 5, 2019

(Visiting Professor of Law)

Southern University Law Center, Baton Rouge, LA
August 2018 – May 2019

Courses (Fall 2018) Basic Civil Procedure; Federal Jurisdiction and Procedure

Courses (Spring 2019) Torts II (Louisiana Law emphasis); Law and Racism

(Adjunct / Part-time Teaching)

The University of Central Florida (UCF) College of Medicine, Health Sciences Campus at Lake Nona

Assistant Director of Diversity and Inclusion (Summer 2017);
Adjunct Faculty, Associate Professor of Medicine (Medical Education) (2014-2019); and
Co-Director of the Longitudinal Curricular Themes (LCT) in Culture, Health, and Society (2015-2018)

Longitudinal Curricular Themes (LCT) are relevant, interdisciplinary curricular topics designed to impart skills and attributes of an excellent physician. Culture, Health & Society

LCT is interwoven into the four-year medical school curriculum. The focus of this theme is to encourage students to reflect on their own cultural values, assumptions, and beliefs and identify how those values can influence the provision of clinical care and the patient-doctor relationship.

Sessions Co-Facilitated:

Making of Physician series: consisted of first-year medical students (small group sessions) designed to begin to form their identities as future physicians and assist in the development of values of the profession. Topics included: Cultural Awareness, Implicit Bias, Professionalism, How Doctors Think, The Patient's Perspective, Cultural Competency, Special Populations: Military Veterans, Narrative Medicine, Health Literacy, LGBT Patients and Health Care

Courses Co-Taught:

First year medical students-

Ethics in Biomedical Research Opportunities for Medical Students in Collaborative Research: the FIRE Module (Focused Inquiry & Research Experience)
Medical Ethics and Health Equity: The Henrietta Lacks Story
Cultural Health Issues: Addressing the Social Determinants of Health
Approach to Cultural Competency in Patient Interview
Cultural Competency: Communicating Across Differences

Second year medical students-

End of life and Medical Ethics- Participating Faculty Panel focusing on Ethics

Third year medical students-

Diversity in the Clinical Setting
Gender and Culture, Health & Society LCT session: Organizational cultural competency
Health System Role in Addressing Population Health
M3 OB/GYN Clerkship Didactic Lectures for block rotations:
The "Good Doctor": Exploring Professionalism and the Development of U.S. Gynecology through the Lens of Anarcha, Betsey and Lucy

Fourth year medical students-

M4 OB/GYN Residency Prep Bootcamp lecture
*Collaborated with UCF COM medical faculty to design and co-facilitate lectures for (M4) 3rd year medical students and OB/GYN medical residents (M4) 4th year medical students. The didactic lectures will help students to reach milestones of professionalism as identified by the Accreditation Council for Graduate Medical Education (ACGME). The module integrates my legal scholarship on the development of gynecology as a specialty in the United States. (2018)

DELESO A. ALFORD, J.D., LL.M.

Email address: dalford@sulc.edu

Florida A&M University College of Law, Orlando, FL

(Tenured-August 2012)

Associate Professor of Law, August 2008- August 2018

Courses Taught- Torts I, Torts II, Bioethics and the Law, Critical Race Theory, Race and the Law, and The Cuban Legal System

Barry University School of Law, Orlando, FL

Assistant Professor of Law, August 2006- May 2008

Courses Taught- Legal Research and Writing I and Legal Research and Writing II

The George Washington University Law School (2005-2006)

Professorial Lecturer in Law, Legal Research and Writing Program

American University Washington College of Law (Fall 2005)

Adjunct Professor, International Legal Studies Program (ILSP), American Legal Institutions (ALI) Legal Writing Program

UDC David A. Clarke School of Law (2004-2005)

Adjunct Professor, Lawyering Process I and II

(Undergraduate Teaching)

American University (Fall 2005)

Lecturer, Women's and Gender Studies, Arab Studies, American Studies

Parks College (2003-2005)

Adjunct Instructor

Courses taught- Applied Business Law, Psychology, Criminal Procedure, Criminal Evidence, Strategies For Success, Criminal Justice Report Writing, Introduction to Paralegal Assisting, Legal Research, Policing in America, Constitutional Law and Contract Law

University of Maryland Eastern Shore (Fall 1999)

University Assistant Professor

Courses taught- Applied Business Law

DELESO A. ALFORD, J.D., LL.M.

Email address: dalford@sulc.edu

Prairie View A&M University (1998-1999)

University Assistant Professor

Courses taught- Contract law, Torts, and business combinations and the Uniform Commercial Code, Legal Environment of Business course (graduate level -MBA program). Provided Equal Employment Opportunity (EEO) Sexual Harassment training to University employees.

Grambling State University (1995-1997)

University Assistant Professor

Courses taught- Torts, Contracts, and the Uniform Commercial Code

(Short Visits/ Scholar in Residence)

University of New Mexico Health Sciences Center (March 21-23, 2018)

Status Update of Inaugural UNM Diversity Visiting Scholar

Stetson University College of Law (Summer 2017)

Visiting Scholar in Residence

Tuskegee University (Summer 2013)

Residential Research Scholar, National Center for Bioethics in Research and Health Care

University of New Mexico Health Sciences Center (Summer 2012)

Inaugural Diversity Visiting Scholar

EDUCATION

Georgetown University Law Center

Washington, DC

Master of Laws (LL.M.); May 2002

Individualized Program with special emphasis on the Intersectionality of Gender, Race and Law

Thesis- South African Women of African Descent, Employment Equity and Intersectional Discrimination: The Legal Effect of "Recessive Identity Politics" from a Global Critical Race Feminist Perspective

Southern University Law Center

Baton Rouge, LA

Juris Doctorate (J.D.); May 1990

Honors: American Jurisprudence Award (Federal Jurisdiction)

Awards: Member of "Best Overall Team" in Moot Court Round Robin Competition

DELESO A. ALFORD, J.D., LL.M.

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Southern University A&M College

Baton Rouge, LA

Bachelor of Science, May 1987

Honors: Magna Cum Laude

Awards: Psi Chi Honor Society; Alpha Kappa Mu Honor Society

(Certification)

Medical College of Wisconsin

Milwaukee, WI

Certification in Clinical Bioethics, Aug. 2017

PUBLICATIONS

Textbook

Alford, Deleso, excerpt from article: *Critical Race Feminist Bioethics: Telling Stories in Law School and Medical School in Pursuit of "Cultural Competency"*, 72 *Alb. L. Rev.* 961- to be included in upcoming textbook, *Critical Justice: Systemic Advocacy in Law and Society*. The book is designed primarily for classroom use in U.S. law schools and will be published by West Academic in 2020. The three primary editors are Francisco Valdes (Miami), Steven W. Bender (Seattle), and Jennifer Hill (Advocacy Partners Team).

Alford, Deleso, *A Call for Medical Students to Learn the Full Story about the "Father of Gynecology"* *Clinical Trials and Human Subjects Research*, *Hastings Bioethics Forum*, Health and Health Care, October 5, 2017, available at <http://www.thehastingscenter.org/call-medical-students-learn-full-story-father-gynecology/>

Barkley, Lisa, Alford, Deleso. *Medical Ethics and Health Equity: The Henrietta Lacks Story*. MedEdPORTAL Publications; 2015. Available from: http://dx.doi.org/10.15766/mep_2374-8265.10276

HeLa Cells and Unjust Enrichment in the Human Body, 21 *Annals Health L.* 223 (2012)
Examining the "Stick" of Accreditation for Medical Schools through Reproductive Justice Lens: A Transformative Remedy for Teaching the Tuskegee Syphilis Study, 26 *J. Civ. Rts & Econ. Dev.* 153 (2011)

Critical Race Feminist Bioethics: Telling Stories in Law School and Medical School in Pursuit of "Cultural Competency" 72 *Alb. L. Rev.* 961 (2009)

The Anatomy of a "Pantsuit": Performance, Proxy and Presence for Women of Color in Legal Education, 30 *Hamline J. Pub. L. & Pol'y* 605 (2009)
Hurricane Katrina and Collective Identity: Seeing Through A "Her-storical Lens", 31 *Nova L. Rev.* 325, (2007)

DELESO A. ALFORD, J.D., LL.M.

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Every Shut Eye, Ain't Sleep: Exploring the Impact of Crack Cocaine Sentencing and the Illusion of Reproductive Rights for Black Women from a Critical Race Feminist Perspective, *13 Am. U. J. Gender Soc. Pol'y & L.* 1 (2004)

Exploring the Black Wombman's Sphere and the Anti-Lynching Crusade of the Early Twentieth Century, *3 Geo. J. Gender & L.* 895 (2002)

Roots, Resistance and Responsibility: The World Conference Against Racism, *Reflections Magazine*, Vol. 15, No. 3 (Fall 2001)

Books (Edited)

Senior Editor and Encyclopedia Entry- Medical Experimentation and Surgery, Enslaved Women in America: An Encyclopedia, Editor in Chief, Daina Ramey Berry (Greenwood Press/ABC-CLIO, 2012) 2013 RUSA Award for Outstanding Reference Source (The Reference and User Services Association) A Division of the American Library Association
<http://www.ala.org/rusa/awards/outstandingreferencesources>

Media

(Interviews/YouTube)

YouTube – The Restorative Justice Center, Is Restorative Justice the Answer? Panel discussion on Restorative Justice as part of an intensive week-long course at Southern University Law Center facilitated by The Restorative Center (TRC).

https://www.youtube.com/watch?v=u9XdzG_UISs&feature=youtu.be

Interviewed for Black Youth Project, Bioethics Professor Deleso Alford explains why MLK calling healthcare inequity the most 'inhumane' injustice matters today (Culture, Education, HBCUs) April 5, 2018

<http://blackyouthproject.com/70411-2/>

Interviewed for UCF College of Medicine Office of Diversity & Inclusion, What Is Health Leaders: Health Leaders Summer Academy 2017

<https://www.youtube.com/watch?v=f2zwWAwdLJg>

<https://med.ucf.edu/news/health-leaders-academy-inspires-teens/>

Interviewed for Georgetown University Law Center 2016 Reunion Weekend- served as an invited panelist for Georgetown Women's Legal Alliance Panel

<https://www.youtube.com/watch?v=Wrs2mLGjgV8&feature=youtu.be>

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Interviewed for Stetson University College of Law – Summer 2016- Survival of the Fittest: Unite and Conquer by Black Law Students Association (BLSA) President
<https://www.youtube.com/watch?v=CVhni0hQBxc>

Interviewed for Stetson University College of Law – Summer 2016- Addressing bias: visiting scholar Deleso Alford discusses cultural competence
<http://www.stetson.edu/law/news/index.php/2016/07/28/addressing-bias-visiting-scholar-deleso-alford-discusses-cultural-competence/>

Interviewed for the Florida A&M University College of Law – Annual Report 2014 –featured Faculty Member as Faculty Distinction

Interviewed for the UCF College of Medicine Council for Diversity Initiatives – Annual Report 2013-14, College of Medicine’s Curriculum Highlights Diversity, Healthcare Disparities (Spring 2014)

Interviewed for The University of Toledo College of Law magazine, Commemorating 1808: Fighting for the Right to Dream, The University of Toledo College of Law, Toledo, OH (Oct. 24 - 25, 2008)

Interviewed for Journalist Jon Robbins on the Once Upon a Legal Time: Developing the Skills of Storytelling in Law, Applied Legal Storytelling Conference, London, UK, Law Society’s Gazette, the leading Legal weekly in the UK and Europe (July 2007)

(Quoted or Cited -Select)

Yearby, Ruqaiyah, "Exploitation in Medical Research: The Enduring Legacy of the Tuskegee Syphilis Study." *67 Case W. Res. L. Rev.* 67 1171 (2017)

Aziz, Sahar, *Enslaved Women in the Making of the "Father of Gynecology."* Race and the Law Prof Blog, October 9, 2017, available at <http://lawprofessors.typepad.com/racelawprof/>

Garlameau, Charlene, *On Sims's Legacy: Work for Bioethics*, Clinical Trials and Human Subjects Research, Hastings Bioethics Forum, Health and Health Care, August 17, 2017, available at <http://www.thehastingscenter.org/sims-legacy-work-bioethics/>

George, Janel, *History That Should Not Be Repeated: Time to Repeal Hyde*, National Women’s Law Center, Blog posted on September 28, 2016, available at <https://nwlc.org/blog/history-that-should-not-be-repeated-time-to-repeal-hyde/>

Yearby, R. (2016). Missing the “Target” Preventing the Unjust Inclusion of Vulnerable Children for Medical Research Studies. *American Journal of Law & Medicine*, 42(4), 797-833

Brooks, K. C., S. Rougas, and P. George. "When race matters on the wards: talking about racial health disparities and racism in the clinical setting." (2016): 10523

Connor, David J., Beth A. Ferri, and Subini A. Annamma, eds. *DisCrit—Disability Studies and Critical Race Theory in Education*. Teachers College Press, 2016.

Daniels, Rowena A. "Rectifying a Wrong: American Eugenics-Beneficial to the State, but Detrimental to the People." *Tenn. J. Race Gender & Soc. Just.* 4 (2015): 157.

Wilson, Robin Fretwell. "When Governments Insulate Dissenters from Social Change: What Hobby Lobby and Abortion Conscience Clauses Teach About Specific Exemptions." 48 *U.C. Davis L. Rev.* 703 (2014)

Roth-Johnson, D. (2013). Bioethics, as women's issue. In M. Z. Stange C. K. Oyster & J. E. Sloan (Eds.), *The multimedia encyclopedia of women in today's world* (pp. 199-205). Thousand Oaks, CA: SAGE Publications, Inc. doi: 10.4135/9781452270388.n48

Slocum, J. Michael. "Bias, Power, Influence, and Competence: The Implications of Human Nature on the New NIH Conflicts of Interest Regulations." 43.1 *Journal of Research Administration* 135 (2012)

To Be Submitted & Works in Progress

Book

Tuskegee's Forgotten Women: The Untold Side of the U.S. Public Health Service Syphilis Study, (in progress)

Articles - Works in Progress

Critical Race Feminist Bioethics: The Practical Application of Cultural Competency Skills and Cultural Humility in Medical Education

I will explore the efficacy of addressing intersectional lived experiences as a means to comport with Liaison Committee on Medical Education (LCME) and the Accreditation Council for Graduate Medical Education (ACGME) accreditation standards in general and OBGYN Milestones of Professionalism for M4 students through the lens of Anarcha, Betsey and Lucy's Story "Mothers of Modern Day Gynecology" specifically. Particular emphasis will address how ABA Standard 302 call to acknowledge "cultural competency" as a core lawyering skill can be accomplished by longitudinally integrating framework/s throughout the curriculum that explore how race and racism impact the enforcement of law.

HER- story Matters: Critical Race Feminist Bioethics through the Lens of Maternal Mortality

I will shed light on the need to examine alarming maternal mortality rates amongst Black women from the lens of "critical race feminist bioethics." (CRF) Bioethics [viewed] as a tool which

focuses on the realities of women of color with aspects of an approach that pays attention to the point of view of women of color bodies and experiences with interfacing with the healthcare system of the past and present

The HER-Story of Chief Justice Bernette Joshua Johnson: When Power Speaks Truth

I will explore Daniel Dawes' recent book *The Political Determinants of Health* as a lens to critically examine the judiciary's role to address the "health gap."

TESTIMONY

Testimony in support of Congressman John Conyers' bill supporting the passage of H.R. 40, Commission to Study Reparations Proposals for African Americans Act, Washington, DC (April 6, 2005)

Selected Service

Southern University Law Center

- Off-Campus Instructional Site (OCIS) Director, Pathway to Legal Education Opportunity for North Louisiana in Shreveport, LA (August 2020)
- Participant, Strategic Leadership In Times of Crisis, Virtual Leadership Forum (2020)
- Ad Hoc Committee Strategic Leadership Institute (2020)- appointed
- Ad Hoc Voting Committee (2020)- appointed
- Public Protest Symposium Leadership Planning Committee (2020)- appointed
- Faculty Advisor, SULC Journal of Race, Gender, and Poverty, Student- Tiberlee Barnum, Topic- "Black Women's Roles in Social Justice Movements"(2020 - 2021)
- Basic Civil Procedure, Lead Faculty (Fall 2020)
- Federal Jurisdiction and Procedure, Lead Faculty (Fall 2020)
- Speaker for Southern University Law Center Women in Law, 19th Amendment Symposium "History of the 19th Amendment Through the Lens of "HER-story" Baton Rouge, LA (August 28, 2020)
- Chair, Curriculum Committee (2020- 2021)- appointed

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- Ex Officio, Academic Affairs Committee (2020- 2021)- appointed
- Member, Faculty Development (2020- 2021)- appointed
- Speaker for Southern University Law Center's 2nd Annual Diversity Week, "Overcoming Obstacles, Creating Opportunities" Baton Rouge, LA (March 9, 2020)
- Chair, Code of Student Conduct Judiciary (Non-Academic) (2019- 2020)-appointed
- Chair, Code of Student Conduct Judiciary (Non-Academic) (2019- 2020)-appointed
- Chair, Code of Student Conduct Judiciary (Non-Academic) (2019- 2020)-appointed
- Ad Hoc Committee, Grievance (2019- 2020)- appointed
- Faculty Advisor, SULC Journal of Race, Gender, and Poverty, Student- Jessica Pendergrass, Topic- "High Maternal Mortality Rate Among Black Women" (2019 -2020)
- Member, Legal Analysis & Writing Committee (2019-2020)-appointed
- Member, Faculty Development Committee (2019-2020)-appointed
- Chair, Code of Student Conduct Judiciary (Non-Academic) (2018- 2019)-appointed
- Member, Strategic Planning Committee (2018-2019)-appointed
- Completed Spring 2019 evaluations for JD Dual Degree programs and Online Courses- ilaw Ventures -appointed
- Attendee, CLEO PLSI Graduation Program (July 2019)
- Attendee, CLEO PLSI July 4th celebration for the students (July 2019)
- Attendee, Living Faith Christian Center worship service, reception/lunchcon for CLEO PLSI participants (June 2019)

- SULC Faculty Wellness Day (February 2019)

Selected Honors/ Significant Recognition

- Appointed to serve on Governor Jon Bel Edwards' COVID-19 Health Equity Task Force Subcommittee, Public and Regulatory Policy (2020)
- Facilitator, LSU Health Shreveport, "Necessary Conversations: Helping Us to Learn, To Heal Others, To Discover" bite-sized cultural competence monthly seminars (Virtual Chats) designed to serve as a co-curricular learning opportunity for School of Medicine, School of Allied Health Professions and School of Graduate Studies (2020-2021)
- Selected to serve as a participant in Health Justice Workshop sponsored by the American University College of Law and ChangeLab Solutions (July 10, 2020)
- Selected to serve as Humanities scholar; Production Assistant and Creative educator for study/viewing guide development for law students- Documentary Film maker, Dr. Rachel Emanuel's forthcoming full-length documentary, "Blazing a Trail to Justice: Bernette Joshua Johnson and American's Promise."
- Appointed as National Bar Association (NBA) member of Governance Committee (2020-2021)
- Appointed as National Bar Association NBA Secretary for South Africa Intern Affiliate, 2020
- Appointed as National Bar Association (NBA) Secretary, Planning Committee for 95th Annual Convention, Washington, DC (July 25-30, 2020)
- Appointed as National Bar Association (NBA) Assistant Secretary and Special Assistant to the NBA President for the International Affiliates Trip during (Bar Year 2019-2020)
- Selected as University of New Mexico (UNM) Spring 2019 Distinguished Diversity Scholar

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- Speaker, University of New Mexico (UNM) OBGYN Department Grand Rounds, *Historical Context Matters, Gynecology through the lens of Anarcha, Betsey, and Lucy* sponsored by The HSC Office for Diversity, Equity & Inclusion, in partnership with the UNM Division for Equity & Inclusion and the UNM School of Law (April 26, 2019)
- Keynote Luncheon Speaker, University of New Mexico, *Enhancing Wellness By Honoring Our Humanity* sponsored by The HSC Office for Diversity, Equity & Inclusion, in partnership with the UNM Division for Equity & Inclusion and the UNM School of Law (April 26, 2019)
- Speaker, University of New Mexico, Diversity Leaders' Roundtable, sponsored by The HSC Office for Diversity, Equity & Inclusion, in partnership with the UNM Division for Equity & Inclusion and the UNM School of Law (April 26, 2019)
- Featured in a press release of Academia.edu, the world's largest platform for open-access scholarly work with almost 75 million registered users, and the Thurgood Marshall College Fund's Center for Advancing Opportunity (CAO) Black History Month Initiative. The global platform specifically highlighted the academic work of professors from Historically Black Colleges and Universities (HBCUs) (February 21, 2019)
- Selected as Keynote Plenary Speaker for the National Center for Bioethics in Research and Health Care, (National Bioethics Center) Public Health Ethics Intensive Course (Tuskegee University). Topic entitled, "The United States Public Health Service Syphilis Study at Tuskegee through the Lens of Women" (April 2018)
- American Bar Foundation Fellow (since April 2017)

Community Service

- Mistress of Ceremonies (MC), Southern University Law Center Hall of Fame Ceremony, Baton Rouge, LA (cancelled April 2020)
- Attendee, Universities Studying Slavery (USS) University of Virginia, President's Commission on Slavery and the University, Charlottesville, VA (March 5th & 6th, 2020)

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- Attendee, Restorative Justice Training, (July 20, 2020 – July 24, 2020)
- Attendee, BAR BRI workshop, "From Chaos to Creation: Designing & Delivering Engaging Distance Learning (June 19, 2020)
- Attendee, Live with Kellye & Ken: "Strategizing with Distance Education at a Time of Uncertainty" (April 27, 2020)
- Attendee American Bar Foundation, Louisiana Fellows Breakfast, featuring Keynote remarks from President of the American Bar Association and Benefactor Fellow Judy Perry Martinez, Baton Rouge, LA (January 18, 2020)
- Attendee, Royal Cyril Brooks Historical Market Unveiling, Civil Rights and Restorative Justice Project (CRRJ), Gretna, LA (November 2019)
- Planning Committee and Greetings, 75th Anniversary of the 1944 Expulsion of Black Doctors, Co-Sponsored event by Southern University Law Center and the Iberia African American Historical Society, New Iberia, LA (November 2019)
- Planning Committee, SULC Women in Law support Black Women's Equity Day, *Getting your Slice of the Pie* (August 2019)
- Participant, SULC Alumni RoundUp Events (April 2019)
- Attendee, Louis A. Berry Civil Rights and Justice Institute program, "The Role of the People in Justice Battles: An Overlooked Aspect of Civil Rights Litigation" Lead discussant Professor Angela A. Allen-Bell (February 2019)
- Attendee, Public Affairs Research (PAR) Council of Louisiana Annual Conference and Luncheon (April 2019)
- Mistress of Ceremonies (MC), Southern University Law Center Hall of Fame Ceremony, Baton Rouge, LA (April 2019)
- Attendee, Louisiana Rural Economic Development Summit (LaRue), Marksville, La (2019).
- Attendee, Swearing In Ceremony of Chief Justice Felicia Toney Williams, Shreveport Convention Center (December 2018)

Legal Community

- Attendee, Southern University Land-Grant Campus' Annual Scholarship Gala (December 2018)
- Executive Planning Committee Member, Association of American Law Schools (AALS) Section on Socio-Economics, San Francisco, California, (January 5- 9, 2021)
- Planning Committee Member, National Bar Association (NBA) Gertrude E. Rush Mid-Year Conference- Continuing Legal Education (CLE) session, *Protecting Black Mothers: Exploring Paradigms, Perspectives and Policies*, Atlanta, GA (March 20, 2020-postponed)
- Executive Planning Committee, Association of American Law Schools (AALS) Section on Socio-Economics, Washington, DC (January 2 – 5, 2020)
- Planning Committee Member for the People of Color Legal Scholarship Conference, University of Houston Law Center, Houston, TX (2019)
- Planning Committee Member for National Bar Association (NBA) Women's Equity Day, (2019)
- Planning Committee Member for National Bar Association (NBA) International Affiliates Meeting, (2019-2020)
- Visiting lecturer at the University of New Mexico (UNM) School of Law on groundbreaking legal scholarship detailing the ways in which African descendant women's bodies have served as a critical site for American medical research and discoveries—since the era of racial slavery to contemporary times. Topic: Henrietta Lacks and HeLa Cells portion of "The HER-story" series on interdisciplinary collaboration in teaching medical and health equity (March 22, 2018)
- Executive Planning Committee Member, Association of American Law Schools (AALS) Section on Socio-Economics, San Diego, California, (January 3- 6, 2018)

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- Moderator, "Power and Authority" in Promoting Justice for All, The Role of HBCUs in Developing Cultural Understanding and Access to Justice, Southeast/Southwest People of Color Legal Scholarship Conference, Florida A&M University College of Law (February 27, 2016)
- Registration/Sponsorship/Funding Co-Chairs for Southeast Southwest People of Color Legal Scholarship Conference, Florida A&M University College of Law (February 25 - 27, 2016)
- Executive Planning Committee Member for the Southeast Southwest People of Color Legal Scholarship Conference, Florida A&M University College of Law (February 25 - 27, 2016)
- Organizing Committee Member- Association of American Law Schools (AALS) Section on Socio-Economics, New York, New York (January 8 - 11, 2016)
- Planning Committee Member- Law Professors Division, National Bar Association (NBA) International Affiliates Continuing Legal Education (CLE) Meeting, Salvador da Bahia, Brazil (May 17 - May 21, 2014) • Rio de Janeiro (May 21 - May 24, 2014)
- Co-Chair Membership Committee and Member of BA to JD Pipeline Committee for Society of American of Law Teachers (2013-2014)
- Co-Chair Board Nominations Committee for Society of American of Law Teachers (2013)
- Executive Planning Committee Member and Co-Program Chair for the Southeast/Southwest People of Color Legal Scholarship Conference, University of Arkansas William H. Bowen School of Law, Fayetteville, Ark. (April 4 - 7, 2013)
- Co-Chair Membership Committee for Society of American of Law Teachers (2011 - 2012)
- Co-Vice Chair, Planning Committee for the Southeast Southwest People of Color Legal Scholarship Conference, (Samford University Cumberland School of Law, Birmingham, AL (2011 - 2012)
- Planning Committee for the Southeast/Southwest/Midwestern People of Color Legal Scholarship Conference, Fort Lauderdale, FL (April 1, 2011)

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- Co-Chair Program Committee for the Third National People of Color Legal Scholarship Conference, Seton Hall, Newark, NJ (September 9 - 12, 2010)
- National Steering Committee Member for the Third National People of Color Legal Scholarship Conference, Seton Hall, Newark, NJ (September 9 - 12, 2010)
- Planning Committee Member for the Southeast Southwest People of Color Legal Scholarship Conference, University of South Carolina, Columbia, South Carolina (2010)
- Volunteer Training Coordinator for Law Students, National Black Law Students Association -Presidential Inaugural Committee, Washington, DC (2009)
- Vice Chair, National Bar Association- Law Professors' Division (2008)
- Member, Association of American Law Schools- Torts Section (2008)
- Vice Chair, Planning Committee for the Southeast Southwest People of Color Legal Scholarship Conference, Florida A&M University College of Law, Orlando, FL (2007)
- Planning Committee Member for the Southeast Southwest People of Color Legal Scholarship Conference, University of New Mexico School of Law, Santa Fe, NM (2006)
- Planning Committee Member for the Southeast Southwest People of Color Legal Scholarship Conference, Tulane University Law School, New Orleans, LA (2005)
- Steering Committee Member, Louisiana Senator Mary Landrieu's Steering Committee for the Passage of Senate Resolution 39, Senate Apology for Lynching, Washington, DC (2005)
- National Steering Committee Member, Second National People of Color Legal Scholarship Conference, George Washington University Law School, Washington, DC (2004)

Other Service

Florida A&M University (Main Campus)

- University Advisory Board- INDABA Research Sustainability Work Group (2015 - 2016)

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- Florida A&M University Institutional Review Board (2013 - 2015)
- Invited Speaker, Discussion of new book, *Enslaved Women in America: An Encyclopedia*, to Dr. William Guzman, Office of Black Diasporan Culture (OBDC) "Diaspora Dialogues" monthly program (October 8, 2012)
- Invited Speaker, Presentation of paper "Henrietta Lacks and Unjust Enrichment in the Human Body" to Provost Cynthia Hughes Harris, Attorney Linda Barge-Miles, Faculty and Researchers (May 26, 2011)

Florida A&M University College of Law

- Member, Admissions Committee (2017 - 2018); (2012 - 2013); (2011 - 2012)
- Member, Retention, Promotion and Tenure Committee (2012 - present)
- Member, Student Conduct Disciplinary Committee (2017 - 2018); (2014 - 2015); Chair (2013 - 2014)
- Panelist, Orientation for FAMU College of Law (2013- present)
- Volunteer, Professionalism, Fitness and Character for Orientation FAMU College of Law (2017); (2014); (2013)
- Member, Sub-Committee on Professionalism, Fitness and Character for Orientation FAMU College of Law (2014); (2013); (2011); (2009)
- Co-Advisor, Marshall-Bell Law Society (2015 - present)
- Ad Hoc Committee Member, Faculty Handbook Revisions (2014 - 2017)
- Member, Faculty Recruitment Committee (2015 - 2016); (2008 - 2011)
- Member, Curriculum Committee (2016 - 2017)
- Member, Library Committee (2013 - 2015); (2009 - 2010)
- Member, Strategic Planning/Self Study Committee (2013 - 2014) ;(2008 - 2009)

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- Ad Hoc Member, Grade Appeals Committee (2009)
- Faculty Secretary (2013 - 2014)
- Member, Computer and Technology Committee (2012 - 2013)
- Coach, National Black Law Students Association Moot Court Competition (January 2010)
- Spirit of Service Award for New Faculty, Florida A&M University College of Law (2009)
- Panelist, 1st Annual New Mexico Black Wellness Conference, "One New Mexico", *Cultural Competence/Eliminating Racial Disparities in the Healthcare Industry*, Albuquerque, NM (March 24, 2018)
<http://nmblackhistorymonth.com/nm-black-wellness-conference/>
- Georgetown Law Reunion Weekend Volunteer 2017 (October 20 - 22, 2017)
- Orlando (FL) Chapter of the Links Incorporated 65th Anniversary Community Service Project, Disney Epcot World Showplace Pavilion, Orlando, Florida (April 8, 2017)
- Orlando Magic Women's History Celebration, Amway Stadium, Orlando, Florida (March 18, 2017)
- Women Lead Orlando Networking Dinner, The Balcony, Orlando, Florida (March 29, 2017)
- Center for Multicultural Wellness and Prevention (CMWP) Annual Caribbean Health Summit, Orlando, Florida (since 2015)
- Attendee, Orlando Magic Youth Foundation (OMYF) 2016 Charity Gala Fundraiser (March 5, 2016)
- Nap Ford Community School, Annual Fundraiser to celebrate opening of new Charter School, Team Expansion and Sponsorships (March 3, 2016)
- Co-Presenter with Dr. Lisa Barkley, Assistant Dean for Diversity and Inclusion, University of Central Florida College of Medicine, ZORA!™ HATitude 2.0 Series, Exploring the Connections between the Writings of Zora Neale Hurston

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and (STEM) Science, Technology, Engineering and Math, learning module for middle school students in STEM career pipeline program (April 9, 2015)

- Nap Ford Annual Fundraiser, Camp World Stadium, Orlando, Florida (since 2014)
- Guest Speaker, Apopka Academy Day (April 10, 2013)
- Guest Speaker, Apopka High School's Medical Careers Magnet (January 28, 2013)
- Guest Speaker, University of Central Florida, Department of Child, Family and Community Sciences College of Education, Cultural and Family Systems EEC 4402 (March 20, 2013)
- Dean's Award for "Best Achievement as a Scholar/Presenter" Barry University School of Law (2007)
- Member, Sub-Committee for Mission Effectiveness Mission Trip (2008)
- Faculty Liaison/Organizer, Barry School of Law's First Social Justice Mission Trip, New Orleans, LA, Post-Hurricane Katrina Legal Assistance (May 21- 27, 2007)
- Honor Code Investigator, Law School (2007 - 2008)
- Member, Library and Technology Committee, Law School (2007 - 2008)
- Member, Admissions Committee, Law School (2007 - 2008)
- Member, Ad-Hoc Committee on the Vision and Future of Barry Law School (2007 - 2008)
- Member, Student Services Committee, Law School (2006 - 2007)
- Chair, Sub-Committee on Diversity, Law School (2006 - 2007)
- Member, Ad-Hoc Committee on Bar Passage, Law School (2006 - 2007)

Other Honors

- Featured Highlighted Visiting Diversity Profile for University of New Mexico (UNM) Health Sciences Center 2016 Report for A.I.M.E Advancing Institutional Mentoring, p. 9 (2016)
- Selected as Southern University Law Center (SULC) 2014 - 2015 Faculty Series Speaker (March 26, 2015)
- Featured Article for Faculty Distinction as Featured Faculty Member, "One Voice, and a Powerful Story Can Change the World" Florida A&M University College of Law 2014 Annual Report, p. 10 (2014)
- Featured Article for "College of Medicine's Curriculum Highlights Diversity, Healthcare Disparities" University of Central Florida (UCF) College of Medicine Diversity & Inclusion 2013-2014 Annual Report, p. 8 (2013 - 2014)
- Honored for Outstanding achievements during FAMU Board of Trustees Academic Affairs Committee meeting on research entitled, "The Forgotten Women of the U.S. Public Health Service Syphilis Study at Tuskegee" (September 10, 2014)
- AALS Hurricane Katrina Honor Roll, New Orleans (January 2010)
- Award during FAMU Women's History Celebration-Senior Editor for the book, *Enslaved Women in America: An Encyclopedia* and a contributing author for an encyclopedia entry entitled, "Medical Experimentation and Surgery" (March 21, 2014)
- 11th Annual Percy R. Luney Spirit of Service Award- Exemplary "Spirit of Service" to FAMU and beyond (March 30, 2013)
- RUSA Award for Outstanding Reference Source (The Reference and User Services Association) Book-Senior Editor and Encyclopedia Entry- *Medical Experimentation and Surgery, Enslaved Women in America: An Encyclopedia*, (ABC-CLIO) (2013)
- Appreciation Award from FAMU Women and Law Caucus, Annual Conference "Groundbreaking: Women and the Evolution of the Law" (2011)
- Award from FAMU Black Law Students Association Moot Court Team- Coach for Frederick Douglass Moot Court Team Competition, Baton Rouge, LA (2009-2010)

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- Vice Chair, Planning Committee for the Southeast Southwest People of Color Legal Scholarship Conference, Florida A&M University College of Law, Orlando, FL (2007)
- Planning Committee Member for the Southeast Southwest People of Color Legal Scholarship Conference, University of New Mexico School of Law, Santa Fe, NM (2006)
- Planning Committee Member for the Southeast Southwest People of Color Legal Scholarship Conference, Tulane University Law School, New Orleans, LA (2005)
- Steering Committee Member, Louisiana Senator Mary Landrieu's Steering Committee for the Passage of Senate Resolution 39, Senate Apology for Lynching, Washington, DC (2005)
- National Steering Committee Member, Second National People of Color Legal Scholarship Conference, George Washington University Law School, Washington, DC (2004)

SELECT PRESENTATIONS

Speaker, University of New Mexico (UNM) African American Heritage Month
(forthcoming February 2021)

Speaker, Association of American Law Schools (AALS) Co-sponsored Sections on Socio-Economics and Law, Medicine and Health Care, *Socio-Economics, Pedagogy and Health Law*, Virtual, (forthcoming January 5- 9, 2021)

Speaker, Louisiana Center for Health Equity (LCHE) *Maternal Health: HerStory, Racial Concordance and Policy* Webinar, "HER-story Matters: Exploring Black Maternal Mortality through the Mothers of Gynecology" (forthcoming October 27, 2020)

Speaker, Restorative Justice Center (RJC) *Reclaim Justice: Restorative Justice Conference*, "Race in America: Truth and Reckoning, Does Restorative Justice offer a framework for America?" Roundtable Discussion (October 12, 2020)

Panelist, American University College of Law and ChangeLab Solutions, *Health Justice and Empowering Communities*, Virtual (October 2, 2020)

Attendee, Sexual Assault and Title IX Training, (September 24, 2020)

DELESO A. ALFORD, J.D., LL.M.

Email address: dalford@sulc.edu

Attendee, National Bar Association, The Judicial Council, The Long Shadow of the Nineteenth Amendment: Women Leaders in the Judiciary Virtual (August 27, 2020)

Attendee, Restorative Justice Training, (July 20, 2020 – July 24, 2020)

Panelist, Governor's Fellows Civil Rights Panel, *Police Brutality and Black Lives Matter Movement* (July 21, 2020)

Attendee, Live with Kellye and Kim: "Strategizing with Distance Education at a Time" (April 27, 2020)

Attendee, BARBRI Workshop "From Chaos to Creation: Designing & Delivering Engaging Distance (June 19, 2020)

Speaker, SOJURN FOR TRUTH AND JUSTICE 2020 with Michele Browder of I AM MORE THAN TOURS, *Exploring Anaracha, Betsey and Lucy's Story from Practical Application to Proclaiming Her-story Through Visual Artistic Expression*, Montgomery, AL (February 28, 2020)

Speaker, LSU Law Faculty and Student Diversity & Professionalism Committee's first workshop, Implicit Bias Fall Series: The Power of Thinking Without Thinking—Enhancing Justice By Reducing Bias, The Lens of Implicit Bias, Baton Rouge, Louisiana, (September 4, 2019)

Speaker and Moderator, Association of American Law Schools (AALS) Section on Socio-Economics, Socio-Economics, Pedagogy and Implicit Bias, New Orleans, Louisiana, (January 2-6, 2019)

Speaker, Association of American Law Schools (AALS) Section on Socio-Economics, Race, Gender, and Socio-Economic Justice, New Orleans, Louisiana, (January 2-6, 2019)

Attendee, Association of American Law Schools (AALS) Section on Socio-Economics, Gender, Race and Competition in the New Economy, New Orleans, Louisiana, (January 2-6, 2019)

Attendee, Association of American Law Schools (AALS) Section on Socio-Economics, Annual Meeting of the Society of Socio-Economists: Meeting Theme: Socio-Economic Theory, Jurisprudence, Ethical Analysis, and Economic Justice, New Orleans, Louisiana, (January 2-6, 2019)

Attendee, Association of American Law Schools (AALS) Section on Federal Courts, Congressional Structuring of the Judicial Power, New Orleans, Louisiana, (January 2-6, 2019)

DELESO A. ALFORD, J.D., LL.M.

Email address: dalford@sulc.edu

CLE Presenter, Southern University Law Center -Continuing Legal Education (CLE), Cultural Competency: A Core Lawyering Skill, Baton Rouge, LA (December 2018)

Speaker, Lunch and Learn co-sponsored by University Central Florida (UCF) Student National Medical Association, the American Medical Women's Association, and the Office of Diversity and Inclusion, (Her)story & (His)tory: A Perspective on the Narrative of Medical Gynecology in Pursuit of Cultural Competence and Health Equity, Lake Nona, FL (October 19, 2018)

Keynote Plenary Speaker, National Center for Bioethics in Research and Health Care, (National Bioethics Center) Public Health Ethics Intensive Course, Ethics Across Generations, Ethics and the Law": The USPHS Syphilis Study at Tuskegee through the Lens of Women, Tuskegee, AL (April 11, 2018)

Master of Ceremonies (MC), Southern University Law Center Hall of Fame Ceremony, Baton Rouge, LA (April 7, 2018)

Panelist, 1st Annual New Mexico Black Wellness Conference, "One New Mexico", Cultural Competence/Eliminating Racial Disparities in the Healthcare Industry, Albuquerque, NM (March 24, 2018)

Speaker, Association of American Law Schools (AALS) Section on Socio-Economics, Socio-Economics and the Critical Schools, San Diego, California, (January 3- 6, 2018)

Speaker, Association of American Law Schools (AALS) Section on Socio-Economics, Teaching and Scholarship in a Polarized Society: A Roundtable on Pedagogy for New Law Teachers, (January 3- 6, 2018)

Co-Moderator, Association of American Law Schools (AALS) Section on Socio-Economics, The Changing Legal Profession and the Challenge for the Academy: A Deans' Roundtable, San Diego, California, (January 3- 6, 2018)

Presenter, (Work- in- Progress), 2017 LatCrit Biennial Conference, LatCrit XXI: What's Next? Outsider Jurisprudence and Progressive Formations at a Crossroad, Cultural Competency Skills in Legal Education: Exploring ABA Standard 302 from the lens of Medical Education's Accreditation Standard 7.6 Cultural Competence and Health Care Disparities, Orlando, FL (September 29 – 30, 2017)

Guest Speaker, University of South Florida, College of Public Health, Department of Health Policy & Management, Cultural Competency Meets Critical Race Theory: Examining the "Ethical Divide" for the SUPPORT Study, Tampa, FL (November 10, 2016)

DELESO A. ALFORD, J.D., LL.M.

Email address: dalford@sulc.edu

Invited Panelist, Georgetown University Law Center, Georgetown Women's Legal Alliance, *Leading Social Change: Women in Politics, Policy and the Private Sector*, Washington, DC (October 21, 2016)

Invited Panelist, Florida A&M University College of Law, Women and the Legal Profession, *When and Where I Enter: Finding Your Own Shine* (October 17, 2016)

Invited Panelist, Case Western Reserve University School of Law Symposium- approved for Continuing Legal Education (CLE) credit, In Honor of Fred Gray: Making Civil Rights Law from Rosa Parks to the Twenty-First Century, *Seeing Gender Equality Through an Interdisciplinary Lens: The Application of Critical Race Feminist Legal Theory in Practical, Medical School Curricula*, Cleveland, OH (October 14, 2016)

Plenary Speaker, Florida Trial Court Staff Attorney Association, Diversity and Discrimination in the Courts: Minority Challenges at trial and on appeal, *Our Courtrooms are "Color-blind" or Not?: Making the Case for Training Culturally Competent Attorneys*, Ft. Lauderdale, FL (September 22 - 23, 2016)

Moderator/Speaker, African American Women and Law Conference (AAWLC) 2016 *Healing Black Women's and Girls' Minds and Bodies: The Fightback against Racism in Medical Science*, Washington, DC (September 13 - 14, 2016)

Invited Panelist, Stetson University College of Law, International Legal Education Abroad Conference (IEAC), A Response to Declining Enrollment: Innovative International Partnerships and Interdisciplinary Approaches, *Exploring Innovative International Study Abroad Programs with an Interdisciplinary Focus: An Eye Towards Interprofessional Education (IPE)*, Gulfport, FL (April 4 - 5, 2016)

Panelist, Ezian Theatre for Women's History Month, Zora Neale Hurston's 125th Birthday Celebration, screening of *You Belong to Me: Sex, Race and Murder in the South*, Zora Neale Hurston covered the Ruby McCollum murder trial for *The Pittsburgh-Courier*, Maitland, FL (March 19, 2016)

Moderator, Florida A&M University College of Law, Southeast/Southwest People of Color Legal Scholarship Conference, "Power and Authority" in Promoting Justice for All, *The Role of HBCUs in Developing Cultural Understanding and Access to Justice* (February 27, 2016)

Panelist, Association of American Law Schools, AALS Section on Socio-Economics 2016 Annual Meeting, Perspectives on Economic, Gender, and Racial Justice, *Socio-Economics: Broadening the Economic Debate*, New York City, NY (January 8 - 10, 2016)

DELESO A. ALFORD, J.D., LL.M.

Email address: dalford@sulc.edu

Plenary Panelist, Association of American Law Schools, AALS Section on Socio-Economics, Socio-Economics: Broadening the Economic Debate, *Society of Socio-Economics (SOS) Annual Meeting Program*, New York City, NY (January 11, 2016)

Presenter, Vanderbilt Law School, 9th Annual Lutie Lytle Black Women Law Faculty Writing Workshop, Advance Your Agenda, Build Your Brand and Chart Your Career, Tribute to Law Professor Pamela Bridgewater, American University Washington College of Law *Ode to a Good Sister*, Nashville, TN (July 9 - 12, 2015)

Panelist, Association of American Law Schools, AALS 2015 Mid-year Meeting, Workshop on Next Generation Issues of Sex, Gender and the Law Conference, Ideas for the Future Panel *Pursuing Gender Equality Through an Interdisciplinary Lens: The Application of Critical Race Feminist Legal Theory in Practical, Medical School Curricula*, Orlando, FL (June 25 - 26, 2015)

Presenter, Association of American Medical Colleges (AAMC) 2015 Joint Professional Development Conference (PDC) for Admissions and Student Diversity Affairs, *Teaching Medical Students to Advance Health Equity*, Miami, FL (June 18 - 21, 2015)

Presenter, Eatonville Branch of the Orange County Library, The ZORA! STEM Stars: Saving for Our Girls Fundraiser Event, *Medical Ethics and Health Equity: The Henrietta Lacks Story*, Orlando, FL (April 9, 2015)

Invited Speaker, Florida A&M University College of Law, Marshall-Bell Law Society 1st Annual MVP Awards, *Optical Diversity v. Real Inclusion*, Orlando, FL (April 9, 2015)

Keynote Speaker, Southern University Law Center, 2014-2015 Faculty Speaker Series, *Pursuing Gender Equality Through an Interdisciplinary Lens*, Baton Rouge, LA (March 26, 2015)

Keynote Speaker, ZONTA International Meeting, Capital City Country Club, *Women Standing at the Intersection both Domestically and Internationally: A Critical Race Feminist Perspective on Our Bodies, Our Dis-ease, Our Human-ness*, Tallahassee, FL (March 17, 2015)

Panelist, Adventist University of Health Sciences, A Discussion on the Value and Need of a Better Understanding of Diversity for Clinicians, Orlando, FL (March 16, 2015)

Panelist, Tulane Law School Forum on the Future of Law & Inequality, Gender, Embodiment & Inequality, *Pursuing Gender Equality Through an Interdisciplinary Lens: The Application of Critical Race Feminist Legal Theory in Practical, Medical School Curricula*, New Orleans, LA (November 7, 2014)

DELESO A. ALFORD, J.D., LL.M.

Email address: dalford@sulc.edu

Panelist, Southeastern Association of Law Schools (SEALS), Workshop on Health Law: Discussion Group- Hot Issues in Law and Bioethics, *From Terry Schiavo to Jahi McMath: Gender, Race and Autonomy Workshop on Health Law*, Amelia Island, FL (August 1, 2014)

Panelist, Southeastern Association of Law Schools (SEALS), Workshop on Health Law: Discussion Group- Public Health Law Theory and Practice, *Examining the Recent UAB lawsuit and the Application of Critical Race Theory to Enhance Collaborative Institutional Training Initiative (CITI) Training for Institutional Review Board (IRB) Members*, Amelia Island, FL (August 1, 2014)

Panelist, National Bar Association (NBA) 89th Annual Convention- providing Continuing Legal Education (CLE) training *In Pursuit of Social Justice: Critical Perspectives on Personhood and the Law*, Atlanta, GA (July 28, 2014)

Panelist, 98th Annual Assoc. for the Study of African American Life and History (ASALH) National Conf., "Law and the Crossroads of Freedom and Equality: Exploring the Moral and Legal Issues in the Fight for Justice" *Enslaved Bodies and U.S. Gynecology: Critical Legal History Perspective on the Founding of Woman's Hospital in the State of New York*, Jacksonville, FL (October 5, 2013)

Panelist, Southeastern Association of Law Schools (SEALS), Health Care Reform Revisited: What Progress Has Been Made Since Last Year?" *What's in a Name?...Historically Speaking as it Relates to "Enhancing Human Subjects Research Protections" and the Common Rule, 45 CFR part 46*, Palm Beach, FL (August 9, 2013)

Panelist, The University of Texas at Dallas, 3rd Annual, Values in Medicine, Science, and Technology" Conference at the Center for Values in Medicine, Science, and Technology. *Intersectionality, Critical Race Feminist Theory, and Bioethics*, Dallas, TX (May 22 - 24, 2013)

Panelist and Authors' Roundtable, University of Arkansas, William H. Bowen School of Law, Southeast /Southwest People of Color Legal Scholarship Conference, Empty Promises? The Constitution at 225, Fayetteville, Ark (April 5, 2013)

Keynote Speaker, Facilitator for Inaugural Regional Roundtable Discussion, IMPACT National Conference 2013, IMPACT without Borders, *IMPACTing with Critical Humility*, Albuquerque, NM (February 21 - 24, 2013)

Panelist, Association of American Law Schools, AALS 2013 Annual Meeting, Global Engagement and the Legal Academy Conference, Institutional Responsibility for Sex and Gender Exploitation Panel, *Institutional Responsibility and The Forgotten Women of the U.S. Public Health Services Syphilis Study at Tuskegee*, New Orleans, LA (January 4 - 7, 2013)

Panelist, Society of American Law Teachers (SALT), Teaching Social Justice, Expanding Access to Justice: The Role of Legal Education & The Legal Profession, *Refracting Social Justice and Access to Justice Through the Lens of American Healthcare*, Baltimore, MD (October 5 - 6, 2012)

Panelist, Joint Annual Meeting of the Law and Society Association and the Research Committee on Sociology of Law (International Sociological Association, co-sponsored by the Canadian Law and Society Association (CLSA), the Japanese Association of Sociology of Law (JASL), and the Socio-Legal Studies Association (SLSA), Sociological Conversations across a Sea of Islands, *Re-Defining Meritocracy: Legal Education and the "Culturally Competent Lawyer" as a Viable Accreditation Standard*, Honolulu, HI (June 5 - 8, 2012)

Invited Distinguished Faculty-Respondent, National Center for Bioethics in Research and Health Care, Tuskegee University's First Public Health Ethics Intensive Course, Ethics and Research plenary session, Tuskegee, AL (April 24 - 27, 2012)

Invited Speaker, New York Law School, The Law, Society and History Colloquium *The Forgotten Women of the U.S. Public Health Services Syphilis Study at Tuskegee*, New York (April 17, 2012)

Moderator and Panelist, Cumberland School of Law, Samford University, 2012 Southeast/Southwest/Midwestern People of Color Legal Scholarship Conference, Race and Bioethics Panel, Birmingham, AL (March 29 - April 1, 2012)

Panelist, Chicago-Kent College of Law, The Chicago-Kent Institute for Law and the Humanities and the Chicago-Kent Law Review, *Acknowledging the History of Women in the Tuskegee Study of "Untreated Syphilis in the Male Negro"*, Chicago, IL (October 14, 2011)

Moderator, National Bar Association (NBA), Pipeline Project to Law Schools, Baltimore, Maryland (July 31 - August 4, 2011)

Panelist, Association of American Law Schools (AALS) Mid-year Meeting, Workshop on "Women Rethinking Equality" Reproductive Rights to Reproductive Justice Panel...*And What About the Women?: A Reproductive Justice Framework on the Tuskegee Study of Untreated Syphilis in the Negro Male*, Washington, DC (June 21, 2011)

Panelist, Loyola University Chicago School of Law and The American Society of Law, Medicine & Ethics (ASLME), The 34th Annual Health Law Professors Conference *HeLa Cells and Unjust Enrichment in the Human Body*, Chicago, IL (June 10, 2011)

Panelist, 2011 Joint Meeting of Southeast/Southwest/Midwestern People of Color Legal Scholarship Conference, *Re-Defining Meritocracy: "Cultural Competency" as a Viable Accreditation Standard for Legal Education*, Fort Lauderdale, FL (April 1, 2011)

Moderator and Panelist, Seton Hall, Third National People of Color Legal Scholarship Conference, Gender Talk Over Generations: Culture, Power & Representations Panel *And What About The Women?: A Reproductive Justice Framework on the Tuskegee Study of Untreated Syphilis in the Negro Male*, Newark, NJ (September 9 - 12, 2010)

Moderator, Southeastern Association of Law Schools (SEALS) 2010 Annual Meeting, *Regulating the Reproductive Body*, Palm Beach, FL (July 29 - August 5, 2010)

Presenter, (Work- in- Progress), University of Kentucky College of Law, Lutie Lytle Writing Workshop, *Honoring Henrietta Lacks and "Making Right with the Family": Exploring A Reproductive Justice Framework to Address the Taking and Profiting of HeLa Cells*, Lexington, KY (June 24 - 28, 2010)

Panelist, Association of American Law Schools (AALS) Mid-year Meeting, Race and the Law: The Course, Workshop on "Post Racial" Civil Rights Law, Politics and Legal Education: New and Old Color Lines in the Age of Obama, New York, NY (June 10, 2010)

Moderator, University of South Carolina, Southeast/Southwest People of Color Legal Scholarship Conference, Equality and Justice in the Obama Era, Supreme Court Update, Columbia, SC (March 26, 2010)

Panelist, UCLA School of Law, 4th Annual Critical Race Symposium "UNDER-EXAMINED INTERSECTIONALITIES" Towards an Intersectional Analysis of Health ... *And What About the Women? An Intersectional Approach to Re-Telling the Tuskegee Study of Untreated Syphilis in the Negro Male*, Los Angeles, CA (March 12, 2010)

Panelist, Texas Wesleyan School of Law, The Role of Lawyers of Color: Past, Present, & Future, *Historically Black Law Schools and Meritocracy: The Rhyme and Reason For a New "Yardstick"*, Fort Worth, TX (October 9, 2009)

Moderator, Southeastern Association of Law Schools (SEALS) Feminist Legal Theory and Bioethics, Palm Beach, FL, (August 6, 2009)

Panelist and Chair, 2009 Annual Meeting of the Law and Society Association, "Gender, Race, and Class Perspectives: The "Practice" of Medicine" session, *From Critical Race Feminist Theory to Practice: Cultural Competency in Medical Schools*, Denver, CO, (May 28 - 31, 2009)

Presenter, (Work- in- Progress), University of Iowa College of Law, CRT 20: HONORING OUR PAST, CHARTING OUR FUTURE, *From Critical Race Feminist Theory to Practice: Cultural Competency in Medical Schools*, Iowa City, IA, (April 2 -4, 2009)

Panelist, Phoenix School of Law, Southeast/Southwest People of Color Legal Scholarship Conference, *Historically Black Law Schools: Rhyme and Reason*, Phoenix, AZ (March 26 - 29, 2009)

Panelist, Association of American Law Schools 2009 Annual Meeting, AALS Section on Women in Legal Education, *The Anatomy of a "Pantsuit": Performance, Proxy and Presence for Women of Color in Legal Education*, San Diego, CA (January 6 - 10, 2009)

Panelist, Albany Law School, Albany Law Review and Albany Law Journal of Science and Technology, Defining Race Symposium, *Critical Race Feminist Bioethics: Telling Stories in Law School and Medical School in Pursuit of "Cultural Competency"*, Albany, NY (Nov. 14, 2008)

Panelist, The University of Toledo College of Law, Commemorating 1808: Fighting for the Right to Dream, *Acknowledging the 'Narrative Behind the Narrative' of Enslaved Black Women and the Development of Gynecology in the United States*, Toledo, OH (Oct. 24 - 25, 2008)

Panelist, Boston University School of Law, Northeastern People of Color Conference (NEPOC), The Diversity Crisis in Legal Education and the Profession, *Applied Critical Race Feminism: Telling Stories in Law School and Medical School in Pursuit of "Cultural Competency"*, Boston, MA (Sept. 12 - 14, 2008)

Panelist, National Bar Association (NBA), How to Become a Law Professor, Houston, TX, (July 29 - 31, 2008)

Invited Speaker, Association of American Law Schools' Workshop for New Law Teachers, Junior Faculty Feedback (Second year perspective), Washington, DC (June 26 - 28, 2008)

Panelist, University of California, Berkeley, School of Law, "The Teaching For Social Change" Conference co-sponsored by the Society of American Law Teachers (SALT) & University of California, Berkeley, School of Law Boalt's Thelton E. Henderson Center for Social Justice (Boalt Hall) *Applied Critical Race Feminism: Centering A Her-storical Presence*, Berkeley, CA (March 14 - 15, 2008)

Panelist, American University Washington College of Law, American University Founders' Celebration 2008, *When the Laws of Enslavement Met the Development of the Medical Specialty of Gynecology: Centering a Marginalized Narrative to Achieve Cultural Competency*, Washington, DC (February 18, 2008)

Panelist, University of California, Berkeley, School of Law, The Berkeley Journal of African-American Law and Policy 2007 Symposium: Setting the Agenda: Examining the Critical Legal Issues Facing African-Americans and Minority Communities in the 2008 Election, *A Critical Race Perspective on the 2008 Presidential Election; Locating a Balm for the So-called "Katrina Fatigue"*, Berkeley, CA (November 9, 2007)

Presenter, (Work-in-Progress), The Twelfth Annual LatCrit Conference, "Critical Localities: Epistemic Communities, Rooted Cosmopolitans, New Hegemonies and Knowledge Processes", *A Critical Race Perspective on the 2008 Presidential Election: Locating a Balm for the So-called "Katrina Fatigue"* Miami, FL (October 4 - 6, 2007)

Invited Speaker, Association of American Law Schools' Workshop for New Law Teachers, Junior Faculty Feedback (First year perspective), Washington, DC (June 28 - 30, 2007)

Moderator, Association of American Law Schools (AALS) Annual Meeting, Socio-Economics and Economic Justice Section, *Katrina and the Destruction and Rebuilding of New Orleans*, Washington, DC (January 3, 2007)

Panelist, Emory University School of Law, Storytelling and the Law: A Retrospective on Narrative, Ethics and Legal Change, Feminism and Legal Theory Project *In Search of the 'Narrative behind Narrative': Critical Race Feminism and the pursuit of "Cultural Competency" in Medical Schools*, Atlanta, GA (October 27 - 28, 2006)

Panelist, Society of American Law Teachers' Bi-Annual Conference, *What Happens When the Creek Rises and the Levee Breaks...and We Don't See 'Her-story': Hurricane Katrina and Collective Identity*, Boston, MA (September 8, 2006)

Co-Moderator, Southeast/Southwest Scholars of Color Conference, Untying the Gordian Knot, Rethinking The Intersection of Gender, Race, Heterosexism, Class, Culture, and Law, Santa Fe, NM (April 6 - 9, 2006)

Panelist, Southeast/Southwest Scholars of Color Conference, Looking to the Past to Design a Different Future: Communities of Color in Legal History, Santa Fe, NM (April 6 - 9, 2006)

DELESO A. ALFORD, J.D., LL.M.

Email address: dalford@suic.edu

Co-Moderator, American University Washington College of Law, Mid-Atlantic People of Color Legal Scholarship Conference, Roundtable on the Legal Implications of Hurricane Katrina, Race & Rights in the 21st Century: Next Generation Issues, Washington, DC (January 27, 2006)

Panelist, Association of American Law Schools Annual Meeting, Socio-Economic Perspectives on Black Reparations, Washington, DC (January 4, 2006)

Moderator, The Southeast/Southwest Scholars of Color Conference, Tulane Conference on Socio-Economics, Gender, Reproductive and Sexual Rights, New Orleans, LA (May 8, 2005)

Presenter, (Work- in- Progress), The Southeast/Southwest Scholars of Color Conference, *The Medical Specialty of Gynecology in the United States: Standing at the Intersection of Gender, Race and the Illusion of Reproductive Rights*, New Orleans, LA (May 7, 2005)

Moderator, The Southeast/Southwest Scholars of Color Conference, LSAT: Uses and Abuses of High Stakes Testing, New Orleans, LA (May 7, 2005)

Presenter, (Work- in- Progress), Second National People of Color Legal Scholarship Conference, *History of Choice: Reproductive Rights at the Intersection of Race, Gender and Class*, Washington, DC (October 9, 2004)

Moderator, Second National People of Color Legal Scholarship Conference, Maximum and Minimum Sentencing, Washington, DC (October 9, 2004)

Moderator, Second National People of Color Legal Scholarship Conference, *Artistic Soul*, Washington, DC (October 8, 2004)

Guest Speaker, National Gloria Steinem Leadership Institute, *History of Choice*, Washington, DC (July 9, 2004)

Keynote Speaker, Texas Woman's University, African American Women's Student Leadership Conference, *Extension Not Reinvention: The Antiquity in Womanhood*, Denton, TX (March 27, 2004)

Panelist, American University Washington College of Law, American University Founders' Celebration 2004, *Feminism and Legal Theory Project: Celebrating 20 years of Pedagogy, Praxis, and Prisms, Every Shut Eye Ain't Sleep: Exploring the Impact of Crack Cocaine Sentencing and the Illusion of Reproductive Rights for Black Women from a Critical Race Feminist Perspective*, Washington, DC (March 19, 2004)

Co-Presenter, Spelman College, SisterSong Women of Color Reproductive Health and Sexual Rights National Conference, *Exploring the Black Woman's Public Healthcare Through Historical Lens From Enslavement to Civil Rights and It's Present Day Impact*, Atlanta, GA (November 16, 2003)

SELECT WORK EXPERIENCE

David C. Simmons, Esq.
Washington, DC
Consultant
(May 2002)

Conducted legal research, drafted legal memoranda and provided other legal services as required.

Humphries & Brooks, L.L.C
Washington, DC
Consultant
(2000 – 2002)

Provided legal and historical overview(s) in preparation of client's effort to establish a Blue Ribbon Panel of experts. Drafted summary of findings.

University of Maryland Eastern Shore
Princess Anne, MD
Assistant Director of Human Resources
(1999 – 2000)
Legal Consultant (Domestic Violence Training)
(2001 – 2002)

Provided employee training and development in the areas of sexual harassment, employment law, customer relations, and diversity awareness. Implemented a mandatory Domestic Violence and the Workplace training module for the state of Maryland employees. Researched and provided legal advice to University officials. Provided legal support and assistance to Office of Attorney General in preparation for personnel litigation matters.

Ronald F. Lattier & Associates
Shreveport, LA
Associate Attorney
(Summer 1999)

Conducted legal research for insurance defense cases, tort matters and gambling casino industry cases. Wrote memoranda analyzing arguments made in opposing counsel's pre-trial motion and

determined the possible legal outcomes. Gathered data, analyzed facts and wrote memoranda of medical summaries in preparation for litigation.

Willie, Willie & Associates

Houston, TX
Associate Attorney
(1997-1998)

Provided representation of client's legal interest during docket call. Conducted investigations and provided case documentation. Wrote memoranda for discovery matters.

U.S. Dept. of Justice, Federal Bureau of Prisons

Law Clerk/Paralegal

Kansas City, MO
(1990 – 1991)

Dublin, CA
(1991 -1992)

Terminal Island, CA
(1992 – 1995)

Provided legal support on litigation filed in federal court (e.g. claims filed under the Federal Tort Claims Act) and on cases having national impact on Bureau programs and policies. Exhibited the ability to collect, develop and analyze data and information pertinent to case resolution of complex correctional issues. Monitored new legislation, regulations, and policy issuances. Developed a procedure to timely process administrative matters such as tort claims, freedom of information requests, equal employment opportunity complaints and administrative remedies. Conducted legal training for correctional staff.

SELECT INTERNATIONAL EXPERIENCE

National Bar Association (NBA) 92nd Annual Convention Meeting 2017

Toronto, Canada

(July 30 - Aug. 4, 2017)

Panelist, Teaching Cultural Competency: "Curriculum Reform Matters" as an Intentional Response to Societal Demands, providing Continuing Legal Education (CLE) seminar credit for NBA Diversity seminar entitled "The State of American Legal Education and Diversity In Crisis"

Stetson University College of Law/Florida A&M University College of Law Spring Break in Cuba Study Abroad program

Havana, Cuba
(March 5- 9, 2017)

Taught a course entitled, "The Cuban Legal System and Society" with a travel component to Havana, Cuba. The course provided law students with the opportunity to study the historical underpinnings of the Cuban legal system and society, including gaining an understanding of the current legal system in Cuba.

National Bar Association (NBA) International Affiliates Meeting 2016

Havana, Cuba
(May 22 - 27, 2016)

Panelist, Comparative Critical Feminism and Bioethics, National Bar Association (NBA) International Affiliates Continuing Legal Education (CLE) Meeting

The Program in Narrative Medicine, Columbia University, Centre for the Humanities and Health

London, England
(June 19 - 21, 2013)

Panelist, A Matter of Cultural Humility: Incompetent to Refuse Treatment or Incompetent to Practice Narrative Medicine, "A Narrative Future for Healthcare" Conference at King's College London.

National Bar Association (NBA) International Affiliates Meeting 2014

Salvador da Bahia, Brazil,
(May 17 - May 21, 2014)

Rio de Janeiro, Brazil,
(May 22 - May 27, 2014)

Panelist, The Forgotten Women of Tuskegee: Using Critical Race Feminist Lens to Explore the United States Public Health Service Syphilis Study at Tuskegee and Its International Impact, National Bar Association (NBA) International Affiliates Continuing Legal Education (CLE) Meeting

Joint Meetings of the Law and Society Association and the Canadian Law and Society Association (ACDS)

Montreal, Canada
(May 29 – June 1, 2008)

Panelist, Critical Race Feminism: Reproductive Health, and the Impact of Her-storical Narratives on “Cultural Competency”, “New Approaches to Critical Legal Pedagogy” session.

Applied Legal Storytelling Conference sponsored by City University and the Legal Writing Institute

London, England
(July 18 – 20, 2007)

Panelist, In Search of the ‘Narrative behind Narrative’: Critical Race Feminism and the pursuit of “Cultural Competency” in Medical Schools, Once Upon a Legal Time: Developing the Skills of Storytelling in Law.

World Conference Against Racism

Durban, South Africa, Non-Governmental Organization (NGO) Delegate
(Summer 2001)

Member of the NGO Facilitation Team
Lobbied governmental and inter-governmental organizations on behalf of the National Coalition to Abolish the Death Penalty and the International Association Against Torture.

Association of Black Psychologists Accra, Ghana

Chair of Rules Committee
(Summer 2000)

Provided legal review of the organization’s structure. Reported legal areas of noncompliance to the Board of Directors.

Fulbright-Hays Scholar Program

Senegal/ Cote d'Ivoire

Seminar Participant
(Summer 1997)

Researched West African Legal Systems: Traditional to Modern during a five-week travel study.

MEMBERSHIP

American Bar Association

National Bar Association- Law Professors Division

American Association of American Law Schools (AALS) -Sections on Women in Legal

Education and Law, Medicine and Health Care

American Bar Foundation Fellow

BOARD APPOINTMENTS

The Restorative Justice Center, Advisory Board (2020)

Urban Restoration Enhancement Corporation (UREC), Advisory Counsel – 2020

Kennedy Elementary Charter School (East Baton Rouge Parish and Jefferson Parish) - 2020

Florida A&M University Advisory Board- INDABA Research Sustainability Work Group FY
2015 – 2016

American Bar Association (ABA) Special Committee on Bioethics and the Law - FY 2015 –
2016

Center for Multicultural Wellness and Prevention (CMWP) -since 2008

Society of American of Law Teachers (SALT) – 2011 – 2014

Nap Ford Community School (Parramore) - since 2011

DELESO A. ALFORD, J.D., LL.M.

Email address: dalford@sulc.edu

Florida A&M University Institutional Review Board (IRB) - 2013-2015

BAR ADMISSION

Louisiana

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F			
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CAMPUS: SUN SUBR _____ SULAC X SHAREC _____ SUNO _____ SUSLA _____

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

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|---|---|------------------------|
| <input checked="" type="checkbox"/> Academic | _____ Non-Academic | _____ Civil Service |
| _____ Temporary | _____ Part-time (_____ % of Full Time) | _____ Restricted |
| _____ Tenured | _____ Undergraduate Student | _____ Job Appointment |
| <input checked="" type="checkbox"/> 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 08/01/2021 To 05/31/2022
 Effective Date 08/01/2021

Name Linh Dahl SS# XXX-XX- Sex F Race* O
(Last 4 digits only)

Position Title: Assistant Professor of Law and Fellow of the Louis A. Berry Civil Rights and Justice Institut 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 PAT, if applicable.)

Years Experience 14 Southern University Experience 0

Degree(s):	Type/Discipline (BA-Education):	Year:
<u>B.A.</u>	<u>Metropolitan State University</u>	<u>2000</u>
<u>J.D.</u>	<u>Barry University School of Law, Orlando, FL</u>	<u>2008</u>
<u>Ph.D</u>	<u>School of Justice and Social Inquiry, AZ State University</u>	<u>2019</u>

Current Employer St. Thomas University School of Law, MN

Personnel Action

Check One 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 HBGI

Identify Budget: Title III Grant Location 320906-32034-61003-34100
 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:

Source of Funds	Amount
N/A	

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

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

Robert Pearce 2/25/2021
 Supervisor Date
[Signature] 2/26/2021
 Vice Chancellor Date
 Director/Personnel Date

Gerry R. Hall 2/25/21
 Dean/Unit Head Date
[Signature] 2/25/2021
 VC for Finance & Admin Date
[Signature] 2/25/2021
 Chancellor Date
 Vice President/Finance Date
 Business Affairs/Comptroller

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:

Feature Track Faculty for the 2021-2022 Academic Year

EMPLOYEE REGULAR WORK SCHEDULE: Daily
 EMPLOYEE DIRECT SUPERVISOR: V/C Shayn 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)
- F-1 Visa (Exchange Visitor Program)
- F-1 Visa (Student Emp. F1 Student at S.U.)
- OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

SOUTH ALABAMA UNIVERSITY / LAW CENTER
 ENCUMBERED / FUNDS AVAILABLE
 DECODE: _____ EXPIRES _____
 US _____ 2/25/2021
 RA _____ DMB
 HI _____
 JE _____
 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/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

LINH K. DAI


LDai@stu.edu

PROFESSIONAL PROFILE

Current Position: Visiting Assistant Professor of Law

Research Interest: Criminal Law, Constitutional Law, Human Trafficking, Law and Society, Gender Perspectives & Gender Equality, International Human Rights

Teaching Interest: Criminal Law; Torts; Criminal Procedure; Constitutional Law; Women and the Law; Human Trafficking; Professional Responsibility; International Human Rights

EDUCATION

2019 **Ph.D.** School of Justice and Social Inquiry, Arizona State University, AZ.
Dissertation Title: *A Bridge over Troubled Waters: Power, Exploitation, and Gender in International Online Matchmaking.*
Dissertation Committee: Gray Cavender (Chair), Elizabeth Swadener, Nancy Jurik, Donald Tibbs.

2014 **Certificate in International Humanitarian Law**, Sandra Day O'Connor College of Law, AZ

2009 **LL.M.** Law and Government, American University Washington College of Law, D.C.
Concentration Certificate in Civil and Constitutional Rights
Specialization Certificate in Gender and the Law

2008 **J.D.** Barry University Dwayne O. Andreas School of Law, Orlando, FL.
Founder and President of Asian American Law Student Association
Senator of Student Bar Association,
Invited Student Member of the Student and Faculty Service Committee,

2004 **M.P.A.** Hamline University, St. Paul, MN.
Certificate of completion training for Public Conflict Resolution, Mediation, & Arbitration
Certified Public Conflict Resolution, Mediation, & Arbitration

2000 **B.A.** Healthcare Administration, Metropolitan State University, MN.

TEACHING EXPERIENCE

2019 – Present	<i>Visiting Assistant Professor</i>	St. Thomas University School of Law LAW 650 Torts LAW 620 Criminal Law LAW 899 Women and the Law LAW 890 Criminal Law & Criminal Procedure
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2018 - 2019	<i>Assistant Professor (tenure-track)</i>	Department of Social Sciences McNeese State University, Lake Charles, LA CJUS 310 Ethics in Criminal Justice CJUS 352 Crime and Jurisdiction CJUS 355 Judicial System, Court Administration CJUS 342 Community Corrections SOCI 320 Social Research Methods CJUS 620 Policy Analysis & Criminal Justice Administration CJUS 635 Corrections CJUS 640 Leadership Theory
2015 - 2016	<i>Instructor</i>	Department of Criminology and Criminal Justice Northern Arizona University, Flagstaff, AZ. CCJ 101 Introduction to Criminal Justice CCJ 210 Courts and Justice CCJ 360 Women, Crime, and Justice
SU 2012-2014	<i>Faculty Associate</i>	Justice and Social Inquiry Arizona State University, Tempe, AZ. JUS 420 Women, Work, and Justice JUS 374 Holocaust, Genocide & Human Rights JUS 303 Justice Theory <i>Developed original course for:</i> International Human Trafficking Gender Perspectives across the World
2011 - 2013	<i>Teaching Associate</i>	Justice and Social Inquiry Arizona State University, Tempe, AZ. JUS 420 Women, Work, and Justice JUS 105 Intro to Justice Studies JUS 305 Principles of Justice Studies
2010-2012	<i>Teaching Assistant</i>	Justice and Social Inquiry Arizona State University, Tempe, AZ. Dr. Deborah Henderson, Justice and Pop Culture Dr. Deborah Henderson, Drug and Justice Dr. Yanna Gonzales, Social Enterprises: Innovation, Justice, and Community Development Dr. LaDawn Haglund, Human Rights and Sustainability Dr. LaDawn Haglund, Seminar in Human Rights Dr. LaDawn Haglund, Globalization Dr. LaDawn Haglund, Research Methods Dr. Deborah Henderson, Justice and Pop Culture

Academic Guest Lectures

“The Drawbridge Activity and how it relates to Criminal Justice.” Administration & Management of Criminal Justice (CJUS 310). McNeese State University, Lake Charles, LA, March 19, 2019 (Invited by Dr. Steve Thompson).

“The Drawbridge Activity and how it relates to Criminal Justice,” Contemporary Criminal Justice (CJUS 441). McNeese State University, Lake Charles, LA, February 20, 2019 (Invited by Dr. Gregory Clark).

"Solutions: Deep ecology, Deep economy; Global public goods and global commons; Governance, Right to Participation, Autonomy, Decision-making, Inclusion." Human Rights and Sustainability (Honors Seminar-JUS 497) Arizona State University, Tempe, AZ, Spring 2011 (Invited by Dr. LaDawn Haglund)

"CASE STUDY 1 - Urban Ecology and Human Rights." Human Rights and Sustainability (Honors Seminar-JUS 497) Arizona State University, Tempe, AZ, Spring 2011 (Invited by Dr. LaDawn Haglund)

"Theories of Market Liberalism." Globalization and Economic Justice (JUS 325) Arizona State University, Tempe, AZ, Fall 2010 (Invited by Dr. LaDawn Haglund)

"Globalization," Human Rights, and International Political Economy." Globalization and Economic Justice (JUS 325) Arizona State University, Tempe, AZ, Fall 2010 (Invited by Dr. LaDawn Haglund)

RESEARCH EXPERIENCE

2014	Research Assistant	Dr. Elizabeth Swadener, Justice and Social Inquiry, ASU <i>Planning recruitment, campus visit programs for potential new PhD students, & Professional Development Workshops</i>
2011	Research Assistant	Dr. Merlyna Lim, Justice and Social Inquiry, ASU <i>Research on Advancing Public Interest Media in Indonesia --Think Tank Project. Tasks: content analysis of case studies, analyzing research data, generating research outputs.</i>

LEGAL EXPERIENCE

2007	<i>Certified Legal Intern</i>	Orange County Police Department, Legal Advice Office, Orlando, FL.
2007	<i>Certified Legal Intern</i>	Department of Children and Families, Orlando, FL.

GRANTS

Criminal Justice Grant, McNeese State University, Spring 2019, (competitive). Awarded: \$5000

JSI Dissertation Summer Completion Fellowship Grant, Arizona State University, Summer 2016 (competitive). Awarded: \$5000

JSI Dissertation Summer Completion Fellowship Grant, Arizona State University, Summer 2015 (competitive). Awarded: \$3800

JSI Dissertation Summer Completion Fellowship Grant, Arizona State University, Summer 2014 (competitive). Awarded: \$3234

JSI Dissertation Summer Completion Fellowship Grant, Arizona State University, Summer 2013 (competitive). Awarded: \$3822.33

Justice & Social Inquiry Travel Grant, Arizona State University, Fall 2016 (competitive). Awarded: \$1000

Justice & Social Inquiry Travel Grant, Arizona State University, Summer 2012 (competitive). Awarded: \$500

Justice & Social Inquiry Travel Grant, Arizona State University, Spring 2012 (competitive). Awarded: \$400

Graduate College Travel Grant, Arizona State University, Spring 2011 (competitive). Awarded: \$300

Travel Grant, Barry University Dwayne O. Andreas School of Law, Spring 2008. Funded: \$1000

FELLOWSHIPS, AWARDS & HONORS

Award, MR. & MRS. WILLIAM D. BLAKE ENDOWED PROFESSORSHIP – Criminal Justice, McNeese State University, Department of Social Sciences, Lake Charles, LA, (December 2018 – December 2019).

Nominated Award, SOCIAL AND BEHAVIORAL SCIENCES TEACHER OF THE YEAR AWARD, Northern Arizona University, Department of Criminology & Criminal Justice, Flagstaff, AZ (2016).

Fellow, PREPARING FUTURE FACULTY, Arizona State University, Tempe, Arizona (August 2011-May 2013).

Award, TEACHING ASSOCIATESHIP, Arizona State University, Tempe, AZ (August 2010-May 2014).

Award, Inaugural Winner of STUDENT WRITING SCHOLARSHIP AWARD, Southeast/Southwest People of Color Legal Scholarship Conference, North Carolina Central University School of Law, Durham, North Carolina (2008).

PUBLICATIONS AND WORKS IN PROGRESS

Hitting the Brakes on Child Trafficking: An Analysis of Anti-Trafficking Legislation in Viet Nam (forthcoming Spring 2021)

If you can't beat them you Gotta Join Them: A Paradigm shift – Victim-turned Trafficker (working paper).

A Bridge over Troubled Waters: Human Rights and Legal Issues of International Online Matchmaking (working paper).

PRESENTATIONS, FORUMS, & KEYNOTE ADDRESSES

KEYNOTE ADDRESSES

"Raising Awareness of Human Trafficking: The role of Law School Students," Keynote Address, Mississippi College School of Law, Jackson, MS, October 10, 2019.

"International Human Trafficking," Keynote Address, Barry University School of Law, Orlando, Florida, October 29, 2009.

"Hitting the Brakes on Child Trafficking: How to Stop Sexual Exploitation of Children in Viet Nam," Keynote Address, Barry University Dwayne O. Andreas School of Law, Orlando, Florida, Human Trafficking Presentation, April 7-8, 2008.

PRESENTATIONS & FORUMS

"Justice and Relief for Epstein's victims," Invited Scholar's Workshop: Mississippi College School of Law, Jackson, MS, October 10, 2019.

The Many Colors of Crime and Justice, American Society of Criminology, New Orleans Louisiana, Nov. 16 - 19, 2016

"If you can't Beat Them you gotta Join Them: A Paradigm shift – Victim-turned Trafficker"

- Panel: Socializing Migration Systems and Issues, Law and Society Association Annual Meeting, Honolulu, Hawaii. June 8, 2012

"Within and Beyond Our Borders: The Current State of Immigration Law and Policy"

- Panel Moderator - Southeast/Southwest People of Color Legal Scholarship Conference, Cumberland School of Law, Birmingham, Alabama, March 29- April 1, 2012.

"You got Brides! Expanding Our Reach: Human Rights & Legal Issues of International Online Matchmaking," Southeast/Southwest People of Color Legal Scholarship Conference, Cumberland School of Law, Birmingham, Alabama, March 29- April 1, 2012.

"If you can't Beat Them you gotta Join Them: A Paradigm shift - Victim-turned Trafficker," Joint Southeast/Southwest and Mid-West People of Color Legal Scholarship Conference, Nova Southeastern University School of Law, Ft. Lauderdale, FL, March 31-April 3, 2011.

"Kidnap and Mutilation of Children for Child Beggar Rings," Southeast/Southwest People of Color Legal Scholarship Conference, University of South Carolina School of Law, Columbia, South Carolina, March 25-28, 2010.

"Hitting the Brakes on Child Trafficking: How to Stop Sexual Exploitation of Children in Viet Nam," Invited Scholar's Workshop: Widener Law School, Harrisburg, Pennsylvania, April 9, 2009.

"The Influence of Confucian Ideology on Vietnamese Women and How it Affects Gender Equality in Vietnam," Southeast/Southwest People of Color Legal Scholarship Conference, Phoenix School of Law, Phoenix, Arizona, March 26-29, 2009.

"The Influence of Confucian Ideology on Vietnamese Women and How it Affects Gender Equality in Vietnam," Mid- Atlantic People of Color Legal Scholarship Conference, Temple University James E. Beasley School of Law, Philadelphia, Pennsylvania, January 23-24, 2009.

"Hearing the Cry without Answering the Call: Kidnap and Mutilation of Children for Child Beggar Rings," Thirteenth Annual LatCrit Conference, Seattle University School of Law, Seattle, Washington, October 2-5, 2008.

"Hitting the Brakes on Child Trafficking: How to Stop Sexual Exploitation of Children in Viet Nam,"

- Invited Presentation - A Joint Conference of the Western Law Teachers of Color and Conference of Asian Pacific American Law Faculty, University of Denver Sturm College of Law, Denver, Colorado, April 27, 2008.
- Invited Presentation - Southeast/Southwest People of Color Legal Scholarship Conference, North Carolina Central University School of Law, Durham, North Carolina, April 12, 2008.

CONFERENCE WORK & SERVICE

Co-Chair, Student Writing Competition, Access to Justice: How Diversity in Legal Education Opens Doors for Everyone, Southeast/Southwest People of Color Legal Scholarship Conference, Thurgood Marshall School of Law, Houston, Texas, February 22-24, 2018.

Co-Chair, Student Writing Competition, Change we can believe in? Examining the Post-Obama Era, Southeast/Southwest People of Color Legal Scholarship Conference, Southern University Law Center, Baton Rouge, Louisiana, March 30-April 1, 2017

Co-Chair, Student Writing Competition, Power and Authority in Promoting Justice for All, Southeast/Southwest People of Color Legal Scholarship Conference, Florida Agricultural and Mechanical University (FAMU) College of Law, Orlando, Florida, February 25-28, 2016.

Co-Chair, Student Writing Competition, The Pipeline: Preparing Prospective Students for Law School, Law Students for Law Practice, and the Next Generation of Law Professors, Southeast/Southwest People of Color Legal Scholarship Conference, North Carolina Central University School of Law, Durham, North Carolina, March 19-22, 2015.

Co-Chair, Student Writing Competition, Civil Rights as Human Rights: Still Struggling 50 Years after the 1964 Civil Rights Act, Southeast/Southwest People of Color Legal Scholarship Conference, Thurgood Marshall School of Law, Houston, Texas, February 27-March 2, 2014.

Co-Chair, Student Writing Competition, Empty Promises?: The Constitution at 225, Southeast/Southwest People of Color Legal Scholarship Conference, William H. Bowen School of Law, Little Rock, Arkansas, April 4-7, 2013.

Co-Chair, Student Writing Competition, Transformative Advocacy, Scholarship, and Praxis: Taking Our Pulse, Southeast/Southwest People of Color Legal Scholarship Conference, Cumberland School of Law, Birmingham, Alabama, March 29-April 1, 2012.

Co-Chair, Student Writing Competition, The Role of the Lawyer in Fostering Social, Political and Economic Equality, Joint Southeast/Southwest and Mid-West People of Color Legal Scholarship Conference, Nova Southeastern University School of Law, Ft. Lauderdale, FL, March 31-April 3, 2011.

Co-Chair, Student Writing Competition, Equality and Justice in the Obama Era, Southeast/Southwest People of Color Legal Scholarship Conference, University of South Carolina School of Law, Columbia, SC, March 25-28, 2010

PROFESSIONAL DEVELOPMENT

2019	Human Trafficking Training Academy	Miami, FL.
2015-2016	Faculty Professional Development Program,	Northern Arizona, AZ.
2015-2016	Colleague-to Colleague Mentoring Program,	Northern Arizona, AZ.
2015-2016	Faculty Learning Community: How Learning Works,	Northern Arizona, AZ.
2015-2016	Fostering Success for International Students,	Northern Arizona, AZ.
2015-2016	Century Club Meeting-a community of faculty members shared knowledge and experiences on teaching large enrollment courses,	Northern Arizona, AZ.
2012-2015	Root Camp for Teaching Online,	ASU, AZ.
2010; 2014	School of Social Transformation Professional Development Series,	ASU, AZ.
2010-2014	Graduate College Professional Development Workshop Series,	ASU, AZ.
2010-2014	Justice and Social Inquiry Professional Development Seminars,	ASU, AZ.

PROFESSIONAL SERVICES

2019 - Present	Editorial Board Member, Criminal Justice Perspectives Journal
2019	Board of Directors Member, La Familia Resource Center (L.F.R.C)
2019	Court Translator, Lake Charles, LA
2019	Volunteer Translator, Vietnamese Communities in Lake Charles, LA
2006-2008	Volunteer; Seminole County Lake Cleaning.
2006-2008	Volunteer Legal Intern; Catholic Charities for Naturalization Application Process.
2006-2007	President of Asian American Law Student Association
2006-2007	2L Senator of Student Bar Association
2006-2007	Invited Student Member of Student Service Committee
2007	Volunteer Legal Intern; Department of Children and Families
2005-2006	Co-Founder of Asian American Law Student Association
2005-2006	Vice President of Asian American Law Student Association
1997-2003	Reader, Nursing Home
1997-1998	Writing Tutor, Normandale Community College

AFFILIATION/MEMBERSHIP

SESWP/OCC – Executive Planning Committee

AALSMIN-L – Association of American Law Schools' Section on Minority Groups

LSA – Law and Society Association

ASC – The American Society of Criminology

REFERENCES

Available upon request.

JOB CLASS				
JOB CODE	U			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	M	9	9	6	9
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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 N/A
 Date Left N/A Salary Paid N/A

Profile of Person Recommended

Length of Employment 08/01/2021 To June 30, 2022
 Effective Date 08/01/2021

Name Charletta Fortson xxx-xx-0303 Sex F Race* B
(Last 4 digits only)

Position Title: Director of Common Law Bar Program and Assistant Professor of Law Department: Law Center - Instruction

Check One *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 16 Southern University Experience 4

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>J.D.</u>	<u>Southern University Law Center</u>	<u>2016</u>
	<u>MBA, Business Management</u>	<u>Clayton State University, Morrow, GA.</u>	<u>2009</u>
	<u>MS, Instructional Technology</u>	<u>George State University, Atlanta, GA</u>	<u>2004</u>

Current Employer Southern University Law Center

Personnel Action

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

Recommended Salary \$132,000.00 Salary Budgeted \$132,000.00

Source of Funds 320906(84.60%) and Student Success(392007(15.40%)32030-61002-34100

Identify Budget: Grant Location
 Form Code: BOR10 Page 1 Item # 1

Change of:

	<u>From</u>	<u>To</u>
Position	<u>Director of Common Law Bar Program</u>	<u>Director of Common Law Bar Program</u>
Status	<u> </u>	<u>And Assistant Professor of Law</u>
Salary Adjustment	<u>\$90,000.00</u>	<u>\$132,000.00</u>

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
320906-32030-61002-34100	\$76,140.00
392007-32030-61002-34100	\$13,860.00

*See Reverse Side

Graduate School signature (if, applicable):

<u>John K. Pierre</u>	<u>2/25/2021</u>	<u>Cary R. Hall</u>	<u>2/25/21</u>
Supervisor	Date	Dean/Unit Head	Date
<u> </u>	<u>2/26/2021</u>	<u>John K. Pierre</u>	<u>2/25/2021</u>
Vice Chancellor	Date	Assoc. V/C for Fin. Affairs	Date
		Chancellor	Date
Director/Personnel	Date	Vice President/Finance	Date
		Business Affairs/Comptroller	

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: Tenure Track Faculty for the 2021-2022 Academic Year

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
- H-1 Visa (Distinguished Merit & Ability)
- J-1 Visa (Exchange Visitor Program)
- F-1 Visa (Student Emp. FT Student at S.U.)
- OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

SOUTHERN UNIVERSITY LAW CENTER
 CODE _____ EXPIRES _____
ENCUMBERED / FUNDS AVAILABLE
 DOC ID # _____
 DATE RA 2/25/2021
 BY: JL
 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/acc/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

CHARLETTA A. FORTSON

PROFILE

I have nearly 20 years of learning and development experience in the areas of curriculum design and development, instructional design, project management, and consulting, with the most recent year in higher education as Director of Common Law Bar Prep, Adjunct Professor for Contracts, Louisiana Obligations, Common Law Bar Prep, and Legal Writing, and Academic Counselor. I've been a practicing attorney in civil litigation and entrepreneurship for 3 years working with minority small business owners to form their entities, draft and negotiate contracts, and educate them on legally sound business practices.

EDUCATION

Cornell University

Certificate in Women Entrepreneurship, May 2020

Southern University Law Center, Baton Rouge, LA

J.D., December 2016, Magna Cum Laude

Law Review Editor, 2015 – 2017

Trial Advocacy Board, 2015 – 2017

Moot Court Board, 2015 – 2017 (Best Oralist & Best Team -2015)

Study Abroad London, Summer 2014

Clayton State University, Morrow, GA.

MBA, Business Management, 2009

Georgia State University, Atlanta, GA

MS, Instructional Technology, 2004

BBA, Computer Information Systems, 1998

EXPERIENCE

Southern University Law Center

Director of Common Law Bar Prep & Instructor, Adjunct Professor, October 2020 – present
Baton Rouge, LA

- Develop a more structured and sustainable common law bar prep program.
- Design and implement programming that leads to an increase in the percentage of first-time bar passage rates for students.
- Provide supplemental bar preparation materials to aid in the success of first-time bar passage.
- Assist in the collection and compiling of academic support, counseling, and bar exam-related data, to include academic assessment information regarding students' enrollment in courses designed to assist the students who have exhibited academic difficulties.
- Assist with the collection of faculty feedback, comments, and/or critiques of bar exams and provide that information to the relevant state committee on bar admissions.

- Provide support to the Associate Vice Chancellor of Academic Support, Academic Counseling, and Bar Preparation.
- Doctrinal courses: Contracts and Obligations
- Non-Doctrinal courses: Common Law Bar Prep, Cybersecurity, Internet of Things

Southern University Law Center

Academic Counselor & Adjunct Professor, January 2020 – September 2020

Baton Rouge, LA

- Provide support to the Associate Vice Chancellor of Academic Support, Academic Counseling, and Bar Preparation.
- Provide academic counseling and advice to students.
- Teach courses or conduct workshops to instruct students on the academic skills necessary for successful matriculation through law school and entrance into the practice of law.
- Assist in the collection and compiling of academic support, counseling, and bar exam-related data, to include academic assessment information regarding students' enrollment in courses designed to assist the students who have exhibited academic difficulties.
- Assist with management of student employees who work to provide academic support and/or counseling services.
- Assist with the collection of faculty feedback, comments, and/or critiques of bar exams and provide that information to the relevant state committee on bar admissions.
- Assist with the collection of faculty and student feedback about SULC's program of legal education.
- Doctrinal courses: Contracts and Obligations
- Non-doctrinal course: Common Law Bar Prep, Cybersecurity, Legal Writing

United Christian Faith Ministries

Human Resources Business Consultant, December 2019 – present

Baton Rouge, LA

- Advise leadership on the formulation and administration of plans and policies for human resource activities.
- Act as an internal consultant by analyzing and recommending solutions to human resource issues relating to the assigned program or section area.
- Develop, revise, and implement HR policies and procedures.
- Ensure program or section area is in compliance with established policies and procedures and with any relevant federal, state or local legislation.
- Prepare and maintain special internal and external reports as requested by the senior leadership team.
- Assist with developing, coordinating and recommending changes for the improvement of workflow in the program or area.

- Develop methods and procedures for compiling and analyzing data for reports and special projects.
- Conduct periodic audits of human resource activities to ensure compliance with laws, policies and procedures.
- Participate in professional development sessions or seminars.
- Presents training sessions related to HR programs and policies.

A Fortson Law Firm, LLC

Business, Personal Injury, and Civil Litigation Attorney – December 2018 – present
Atlanta, GA

- Consult with entrepreneurs to:
 - Form their business entities – LLC, Partnerships, Non-profits, and Corporations.
 - Draft and negotiate commercial leases.
 - Draft and negotiate professional services contracts, brand ambassador agreements, employment agreements, and licensing agreements.
 - Draft employee handbooks, website policies, and data privacy and protection policies.
 - Educate entrepreneurs on legally sound business practices.
- Help write business policies including employee handbooks and data privacy and protection policies.
- Write blog articles for BIZtechLAWYER.com:
 - *Managing Your Business in the Valley*
 - *Cannabiz 101*
 - *2 Ways to Protect Your Brand As You Expand Your Business*
 - *4 Ways to Protect Your Business Website*
 - *8 Points of Negotiation in Website Development Agreements*
 - *The Misclassification of the Employee (3 Part Series)*
 - *Small Business Startup Mini-Series (6 Episodes - Vlog)*
- Litigation cases include:
 - Breach of Contract
 - Property damage
 - Personal Injury
 - Traffic violations
 - Landlord and tenant (wrongful eviction, failure to return security deposits, commercial lease agreements)

ThinkHR

Labor and Employment Law, Attorney – September 2016 – January 2019
Atlanta, GA

- Research, revise, and draft policies on changes to federal and state employment law on various matters including federal and state privacy requirements, electronic and internet communications, affirmative action plans, discrimination, and wage and hour.
- Provide advice and guidance regarding HR compliance with existing labor and employment laws and new legislation.
- Provide advice and guidance on issues related to the ADAFMLA, USERRA, state and federal wage and hour laws, state and federal employment discrimination statutes, FLSA, NLRA claims, employee discipline and termination.
- Wrote HR blog articles on the following subjects:
 - First Amendment Rights & Employer's Right to Terminate in Light of the Charlottesville Riots
 - Social Media in the Workplace
 - Medicinal Marijuana and ADA Accommodations

Southern University System

Public Service Intern – Summer 2016

Baton Rouge, LA

- Led cross-functional team to determine how regulatory and policy changes to Title IX need to be communicated to university system.
- Reviewed related statutes to develop campus security training for revised policies, procedures, and programs.

Middle District Court of Louisiana, The Honorable Chief Judge Brian Jackson

Judicial Clerk Intern – Summer 2016

Baton Rouge, LA

- Reviewed case briefs, court records, and case documents to write memoranda on various OFCCP topics such as FMLA, ADA, and employment discrimination, as well as insurance liability and federal civil procedure.
- Attended various court and pre-trial proceedings including: Motion to Suppress Evidence, Sentencing, and Plea Hearings, and Pre-Trial and Pre-Sentencing Conferences.

Southern University Law Center, Clinical Education

Louisiana Supreme Court, Title XX Student Attorney – June 2015 – December 2015

Baton Rouge, LA

- Selected to work on appellate case for pro se client
- Co-wrote appellate brief
- Argued before the LA Supreme Court on the following issues:
 - Client was entitled by law to 12-person jury
 - 6-person jury was not a harmless error
 - Application of Habitual Offender Law was erroneous

Weills Fargo & Co.

Learning Consultant – June 2013 – July 2017

- Designed and developed learning strategy for online course development for Wealth Brokerage and Wholesale Solutions lines of business.
- Led project review meetings and identified training impacts for subsequent training plans.
- Worked within compliance to design and develop systems training for learning intervention solution.
- Designed and developed online courses for blended learning solutions – Learning 2.0 sites for national compliance with federal regulations and 2-year development program for leadership development.

SunTrust Banks, Inc.

Vice President, Instructional Design Program Manager – August 2010 – July 2013

Atlanta, GA

- Performed quality control reviews and oversight of service level agreements and vendor management.
- Worked with management to define talent management needs to design and implement individual development plans, needs assessments, retention, engagement programs and support company goals.
- Led cross-functional matrix teams comprised of Business Learning Strategists, internal business partners, and external vendors to design, develop, and integrate learning solutions for multiple lines of business within constraints of project.
- Created project schedules, aligned resources, tracked progress and budget, managed change control, risk, and issue management processes.
- Ensured projects were delivered on time, on budget, in scope, and with the quality needed by multiple lines of business.
- Led team to design and develop a collaborative blended-learning platform for the instructional design team.

Creative Learning Solutions, LLC

Managing Partner, Learning and Development Consultant – January 2007 – 2010; 2013 – 2017

Atlanta, GA

Fortune 500 Clients include:

Georgia Pacific The Southern Company McKesson AT&T The Home Depot IBM Pitney Bowes Equifax

- Designed and developed management training curriculum, Leadership Institute training, and performance-based training for leadership development.
- Managed eLearning curriculum and course development for General Ledger work stream – Oracle and PowerPlant financial system applications.

- Managed budget for assigned training work streams.
- Conducted needs assessment for management training curriculum – blended learning solution (ILT and eLearning); customer service courses; and high potential leadership program.
- Conducted post-pilot analysis and recommended revisions and updates for training.

The Home Depot

Learning Strategy Program Leader – September 2005 – September 2006

Atlanta, GA

- Managed cross-functional team to develop evaluation strategy for Human Resource Learning Organization.
- Created process maps for Levels 1-4 of Kirkpatrick's Evaluation model.
- Designed and implemented online model of Level 1 and deployed to 12,000 store associates as part of a pilot program.
- Developed reporting structure including line item analysis for instructional designers.
- Worked with team to develop and implement learning strategy for new-hire associates.
- Conducted training needs assessment through one-on-one interviews and focus groups to identify product knowledge learning solution.
- Developed and maintained project plans for each training initiative.
- Worked within learning organization to host large-scale learning forums for line of business.
- Developed and implemented ID team's professional development series.
- Created instructor-led and self-paced courses for retail store associates.
- Created and led train-the-trainer events.

IBM

Human Resource Capital Management Consultant – August 2004 – August 2005

Atlanta, GA

- Supported client's organizational readiness activities for new system implementation project.
- Provided subject matter advisory around workforce planning and human capital strategies.
- Assisted in organizational design and position realignment.
- Organized and facilitated meetings and workshops to drive decisions.
- Documented the decisions for implementation.

Southwest DeKalb High School

Algebra Teacher – August 2001 – July 2003

Decatur, GA

- Designed and delivered relevant lessons using the ADDIE model.
- Taught SAT Math preparation courses.

Federated Systems Group

Programmer Analyst – June 2000 – February 2001

Atlanta, GA

- Analyzed, reviewed, and altered programs to increase operating efficiency and adapt to new requirements.
- Wrote, de-bugged, diagrammed, and created flow-charts, codes, documents, and programs.
- Analyzed requirements, developed plans, and conducted UAT tests.
- Created end-user training documentation for application updates.
- Created and maintained online database and reports.

NCR Corporation

IT Consultant – January 1999 – June 2000

- Project manager for wireless installation for hotel chain
- Conducted management training for back office installation

PUBLICATIONS

Now is Not the Time for Another Law School Lecture: An Andragogical Approach to Legal Education, St. Louis U. L.J. (Spring 2021).

Cybersecurity and the Need for International Governance, 6 NLR 137 (2016). <https://www.natlawreview.com/article/cyber-security-and-need-international-governance>

PRESENTATIONS & WORKSHOPS

- Creating Generational Wealth for Small Business Owners, Workshop for Paradise CDC (June 2019)
- How to Become an Entrepreneur: Establishing Your Business Entity, Operation HOPE Entrepreneurship Training Program (April 2019 – June 2019)
- Establishing Your Business Entity and Forming Partnerships, Allen Entrepreneurship Institute (2016 – 2017)

LICENSES & CERTIFICATIONS

- Certified Information Privacy Professional (CIPP), March 2018 – present
- Admitted to practice in Louisiana, October 2017
- Admitted to practice in Georgia, December 2018
- Kirkpatrick Evaluation Certification, December 2010
- National Professional Certification in Customer Service, June 2006
- Microsoft Certified Professional, 2001

AFFILIATIONS & MEMBERSHIPS

- American Association for Justice – 2020 - present
- International Association of Privacy Professionals – 2020 - present
- Society for Human Resource Management, Member, 2019 - present
- Georgia Association for Black Women Attorneys (GABWA), Member, 2018 – present
- Georgia Bar Association, Member – 2018 - present
- American Bar Association, Member – 2017 – present
- Louisiana Bar Association, Member – 2017 – present
- Delta Sigma Theta Sorority, Inc. – 1998 – present

AWARDS & SCHOLARSHIPS

- **National Law Review Journal – 2016**
Won student writing competition for *Cybersecurity and the Need for International Governance*, published May 2016
- **National Black MBA Conference – 2016**
Won FIAT Chrysler's *Best Presenter* award for preparation on the autonomous vehicle, specifically:
 - Federal legislation in support of the autonomous vehicle
 - Legislative implications for the insurance industry
 - Barriers to entry for automotive manufacturers
- United States District Court, Middle District of Louisiana Judges Memorial Scholarship, Spring 2015
- Coauthored winning application for Training Top 125 Award, Fall 2012
- National Honor Society, August 2008
- National Department of Transportation – MBA Scholarship, August 2007

COMMUNITY SERVICE & VOLUNTEER

- Lawyers for Equal Justice, January 2019 - present
 - Represent clients pro-bono in various civil matters
- Atlanta Volunteer Lawyers Foundation, January 2019 – December 2019
 - Represent clients pro-bono in landlord/tenant issues
- Leadership Training Coordinator – Paradise Ministries, 2013 – 2017
 - Develop annual leadership development program
- Chairman of the Board – The CAMI Scholarship Foundation, February 2009 – present
- Youth Program Coordinator – Paradise Church, 2004 – 2010

JOB CLASS 2	4	1	2	0
JOB CODE	M			
CAL ID	U			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	M	9	9	9	4
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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 N/A
 Date Left N/A Salary Paid N/A

Profile of Person Recommended

Length of Employment 08/01/2021 To 06/30/2022
 Effective Date 08/01/2021

Name Phebe E. Huderson-Poydras XXX-XX-02542 Sex F Race* B
 (Last 4 digits only)

Position Title: Asst./Assoc. Professor/ Director of Library Services Department: Law Center – Instructional 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 12 Southern University Experience 4

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>B.A.</u>	<u>University of New Orleans</u>	<u>1991</u>
	<u>JD</u>	<u>Southern University Law Center</u>	<u>1995</u>
	<u>Master</u>	<u>Louisiana State University</u>	<u>1998</u>

Current Employer Southern University Law Center

Personnel Action

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

Recommended Salary \$ 146,280.00 Salary Budgeted \$ 146,280.00

Source of Funds General Appropriation

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

Change of: From To
 Position _____
 Status _____
 Salary Adjustment \$138,000.00 \$146,280.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
311001-32050-61002-34500	\$138,000.00

*See Reverse Side

Graduate School signature (if, applicable):

<u>John K. Pierre</u> <u>2/25/2021</u> Supervisor Date	<u>Gerry R. Hall</u> <u>2/25/21</u> Dean/Unit Head Date
<u>[Signature]</u> <u>2/25/2021</u> Vice Chancellor Date	<u>John K. Pierre</u> <u>2/25/2021</u> Assoc. V/C for Fin. Affairs Date
_____ Director/Personnel Date	_____ Chancellor 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 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:

Tenure with a customary 6% pay increase for the granting of tenure to Phebe Poydras, effective for the 2021-2022 academic year, beginning in August 2021.

EMPLOYEE REGULAR WORK SCHEDULE:

Daily

EMPLOYEE DIRECT SUPERVISOR:

John Pierre

NUMBER OF EMPLOYEES SUPERVISED, (if any)

200

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 UNIVERSITY EXPIRES
ENCUMBERED / FUNDS AVAILABLE
US
DOC: RA
DATE: 11/11/2021
BY: JI
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

PHEBE E. HUDERSON-POYDRAS
Curriculum Vitae

PROFESSIONAL EXPERIENCE

Southern University Law Center Baton Rouge, Louisiana
Director of Library Services & Associate Professor of Law 7/2017—present

- Responsible for the overall management of the Oliver B. Spellman Law Library
- Responsible for administering library budget
- Responsible for shaping policy within the Law Library
- Developing long-term and short term goals for the Law Library
- Responsible for developing and maintaining a collection that complies with ABA and AALS standards.
- Teaching Legal Research and Advanced Legal Research
- Prepares appropriate assignments for Legal Research and Advanced Legal Research
- Prepare status reports on the Law Library
- Serves on Law School committees

Indiana Tech Law School Fort Wayne, Indiana
Associate Dean for Library Affairs (Founding Law Library Dean)
& Assistant Professor of Law 7/2012—6/2017

- Prepared preliminary plans for the implementation and operation of the law library.
- Oversaw budget of the Law School Library.
- Oversaw a current staff of five and seven student workers.
- Recruited, drafted job descriptions and hired staff.
- Prepared reports met with vendors and oversaw contractual decisions that affected the law library.
- Served on various Law School Committees.
- As tenured-track, faculty member taught Advanced Legal Research & Legal Research within the Experiential Legal Writing department.
- Prepared lectures, PowerPoints, assignments, and met with students as needed concerning class requirements and materials.
- As part of the law school administrative team, assisted in shaping law school policy and rules.

Florida A&M University College of Law, Orlando, Florida
Director of the Law Library & Assistant Professor of Law, 1/2009—6/2012

- Oversaw budget of the College of Law Library.
- Oversaw budget of the Orange County Bar Collection.
- Oversaw a staff of seven librarians, four Library Technical Assistants and five OPS student and staff members.
- Prepared reports met with vendors and oversaw contractual decisions that affected the law library.
- As tenured-track, faculty member taught Advanced Legal Research.
- Prepared lectures and meets with students as needed.
- Served on Law School Committees.
- Performed other duties as required.

Florida A&M University College of Law,
Interim Director of the Law Library,

Orlando, Florida
1/2008—1/2009

- Oversaw budget of the College of Law Library.
- Oversaw budget of the Orange County Bar Collection.
- Oversaw a staff of five librarians, four Library Technical Assistants and five OPS student and staff members.
- Prepared reports met with vendors and oversaw contractual decisions that affect the law library.
- Taught Advanced Legal Research, prepared lectures and met with students as needed.
- Performed committee work and served as Secretary on CFLC Board.
- Performed other duties as required.

Florida A&M University College of Law,
Assistant Law Librarian for Public Services,

Orlando, Florida
2/2003 – 6/2006

- Part of the Law Library's Founding team
- Responsible for providing guidance and direction to the Public Services Department and in the director's absence directly responsible for the entire law library.
- Coordinated and monitored the daily activities and operations of the department.
- Provided assistance and direction for circulation, reference, and interlibrary loan.
- Created and established policy manuals and procedures for the department.
- Participated in collection development activities.
- Scheduled computer aided legal research training for faculty, students and librarians.
- Scheduled professional development opportunities for staff.
- Maintained contact with Vendors.
- Established contact with professional library associations for the staff.
- Provided legal research for faculty, students and staff of the College of Law.
- Maintained statistics for the department.
- Performed other duties as assigned and as needed for the library as well as the College of Law.

Southern University Law Center Library,
Documents, Media and Evening Reference Librarian,

Baton Rouge, Louisiana
8/1998 – 2/2003

- Responsible for the operations of the Reference Dept. on evenings and weekends.
- Responsible for the supervision of the Government Documents Dept.
- Provided comprehensive legal research assistance to the faculty of the law center.
- Supervised one full time employee and six student workers.
- Prepared subject bibliographies.
- Assisted the Reference Librarian in the preparation of library's newsletter.
- Covered circulation as needed.

Paul M. Hebert Law Center Library,
Graduate Assistant,

Baton Rouge, Louisiana
1/1997 – 5/1998

- Provided reference assistance to patrons of the law library.
- Instructed patrons in the use of print and electronic resources.
- Provided legal research assistance to the faculty of the law center.

- Prepared and located materials for monthly exhibits.
- Handled duties at the circulation desk as needed.
- Processed microfiche and other government document materials.
- Prepared government documents for bindery.

Kean, Miller Law Library,
Library Assistant,

Baton Rouge, Louisiana
Spring 1998

- Field experience that became an offer for summer employment.
- Undertook the task of cataloging law library's collection.
- Created online catalog system by copy and original cataloging.

TEACHING EXPERIENCE

Southern University Law Center
Legal Research

Baton Rouge, Louisiana
Spring 2017--present

- Lectures and assignment focused on developing the learner's legal research skills.
- Introduces basic legal research materials (i.e. primary and secondary sources)
- Provides instruction on the Legal Research Process

Advanced Legal Research

- Lectures and assignments focused on specialized areas of law. Class focused on both scholarly and practical legal research.

Indiana Tech Law School
Professionalism

Fort Wayne, Indiana
Spring 2016

- Lectures and assignments focused on developing and learning about professionalism.
- Major project culminates with the students drafting an "*Oath of Professionalism*."

Advanced Legal Research

Fall 2013—present

- Lectures and assignments focused on specialized areas of law. Class focused on both scholarly and practical legal research.

Legal Research within Experiential Legal Writing,

Fall 2013—present

- Teach the foundations of legal research within the lawyering skills program.
- Provide guest lectures in the Spring semester classes as needed.

Florida A&M University College of Law
Advanced Legal Research

Orlando, Florida
2008--2012

- Lectures and assignments focused on specialized areas of law. Class focused on both scholarly and practical legal research.

Legal Bibliography

2011—2012

- Introduction to primary and secondary resources, citations and finding tools.

Legal Research Lecturer

2004, 2008 — 2012

- Teaching series on Researching Florida Law for Legal Writing Department.
- Prepared lectures and assignments for first year law students on the mechanics of Legal Research.

Legal Methods Instructor

2006 – 2007

- Prepared lectures.
- Prepared legal research problems for the team.
- Provided guidance and support for students as needed.

EDUCATION

Louisiana State University,
Masters, Library and Information Science, 1998

Baton Rouge, Louisiana

Southern University Law Center,
Juris Doctor, 1995

Baton Rouge, Louisiana

University of New Orleans,
Bachelor of Arts, **Major:** Political Science, **Minor:** History, 1991

New Orleans, Louisiana

Certifications:

Louisiana State University
Certificate in Educational Technology expected completion Fall 2021

Baton Rouge, Louisiana

PUBLICATIONS

- ***“Keeping Up with New Legal Titles”*** upcoming in the Law Library Journal 2021, *The Price of Justice: Money, Morals and Ethical Reform in the Law by Ronald Goldfarb.*
- ***How Law Libraries Can Help Tell the Black Lives Matter Movement’s story?*** 25 AALL Spectrum 41 (2020). Coauthored piece discussing the Black Lives Matters movement and the potential role of Law Libraries.
- ***“Keeping Up with New Legal Titles”*** 108 Law Lib. J. 449, 466 (2016) (reviewing Mark K. Osbeck, *Impeccable Research: A concise Guide to Mastering Legal Research Skills*, Second Edition, (2016).
- ***“Have You Considered Becoming a Law Librarian?”*** Law Practice Today, <http://www.lawpracticetoday.org/article/law-librarian/>, January 14, 2015. This article was one of the featured articles under the subject matter of its alternate careers issue.
- ***“Developing a Legal Information Literate Law Student: That Dog Will Hunt”*** Legal References Services Quarterly, 32:3. 183-201 (2013). Article focuses on developing legal information literacy skills in law students so that they

will be competent legal professionals.

- *"Practicing Law Librarianship: Six Ways to Spread the Word."* 11 AALL Spectrum 8 (2006-2007). Recruiting new members into the profession. The article provides brief suggestions. Three other members of the AALL Recruitment Committee also jointly wrote it.

PRESENTATIONS

- 2020 Panelist, *Southeastern Chapter of the American Association of Law Libraries Virtual Conference, Southern University Law Center Affordable Learning Initiative, April 2020.*
- 2019 Panelist, *Southern University Law Center Affordable Learning Initiative, LOUIS USERS CONFERENCE, October 2019.*
- 2018 Panelist, *Diverse Interactions: Race and Implicit Bias in the Legal Research Classroom, Southeastern Chapter of the American Association of Law Libraries Annual Meeting April 2018.*
- 2016 Panelist, *Building Better Collections: JMAs—Should They Stay or Should They Go? The 67th Annual Ohio Regional Association of Law Libraries Meeting and Conference, October 21, 2016.*
- 2015 Moderator *International Women's Day* sponsored by Zonta Club Fort Wayne, March 19.
- 2014 Presenter, "Internet Legal Research Tips" *Continual Legal Education Series, September 27.*
- 2014 Women's Leadership Forum, Panelist speaking on *Work/life Balance*, sponsored by Manchester University College of Pharmacy and Indiana Tech Law School, March 25.
- 2014 Panelist, *International Women's Day Program "Inspiring Change"* sponsored by It is Well with My Soul and Zonta Club Fort Wayne, March 14.
- 2013 Keynote Speaker, *NAACP Women in the NAACP Black History Brunch February 23.*
- 2013 Moderator, "From Urban Streets to Public Schools: Can the Public be Protected?" *Indiana Tech Law School's Inaugural Symposium "On the Question of Regulating Guns," November 8.*
- 2012—Presenter, *Roundtable—Bridge to Empowerment: Exploring Legal Literacy Paradigms. The Law and Society Association 2012 International Meeting, Honolulu, Hawaii*
- 2012 Presenter, "Internet Legal Research Tips" *Continual Judicial Education Series, Fall 2012.*
- 2010 Moderator at *Third National People of Color Conference. Our Country, Our World in a "Post-Racial" ERA Fall 2010.*
- 2010—Presented *Legal Research Paper at the Second Boulder Conference on Legal Information: Scholarship and Teaching concerning legal research pedagogy and legal information literacy skills.*
- Panelists for *Women in Law Program "Women in Law" FAMU College of Law (Spring 2004).*
- "Researching Legal Employers Presentation" *Southern University Law Center Career Placement (Spring 2002).*

AWARDS

- 2015 Cecil B. Ellis Academic Freedom Award—Fort Wayne Chapter of the NAACP
- 2007 Recipient of Florida A&M University College of Law BLSA Chapter "Spirit of Service" Award for New Faculty—Student voted honor.
- 2005 Special Libraries Association Diversity Leadership Development Program Award Recipient.

ADDITIONAL TRAINING

- Certified Mediator--Center for Minority Land and Community Security Conflict Resolution Project. Baton Rouge, LA July 2002 Basic Mediation and Conflict Resolution.
- Accidental Manager I--Central Florida Library Cooperative. Maitland, FL. June 2003. Learned the fundamentals of management (managerial roles; organizational structure; teams; planning; leadership, management and supervision).
- Accidental Manager II--Central Florida Library Cooperative. Maitland, FL. June 2003. Learned human resource management (diversity; legal consideration; job descriptions; evaluations; recruitment and selection).

PROFESSIONAL AFFILIATIONS/ACTIVITIES

- American Libraries Association
- Central Florida Library Cooperative (2003—2009)
- American Association of Law Libraries (AALL), Member in good standing from 1998 - Present.
- Southeastern Association of Law Libraries 2003—2012.
- Special libraries Association (SLA)
 - (SLA) Legal Division
 - Florida—Caribbean Chapter of Special Libraries Association—Chapter --President Elect (2004-2005)

SERVICE TO THE PROFESSION

- American Libraries Association
- Association of College and Research Libraries (ACRL)
 - ACRL College Libraries Section Best Practices Committee (July 1, 2016-2018)
- Central Florida Library Cooperative Executive Board 2009, 2008—Secretary.
- American Association of Law Libraries (AALL)
 - Member of the AALL/Bloomberg Law Continuing Education Grant Jury
 - Past Member of the Annual Meeting Grant Awards Jury
 - Past Member of the Recruitment to Law Librarianship Committee
 - Past Member of the Scholarship Committee.
 - Member of Academic Law Libraries Special Interest Section
 - Member of Black Law Librarians Special Interest Sections

- Programs Committee
- Member of Research and Instruction & Patron Services Special Interest Section
- Southeastern Association of Law Libraries 2003—2012.
 - Past Member of Program Committee
 - Past member of Education and Publication committee.
 - Past member of sourcebook committee.
- Special libraries Association (SLA)
 - (SLA) Legal Division--Professional Development Committee (2004-2005)
- Florida --Caribbean Chapter of Special Libraries Association Chapter --President Elect (2004-2005)
 - Developed and Planned program on Sarbanes Oxley (Fall 2004)
 - Developed and Planned program on the Art of Managing a Library (Spring 2005)
 - Florida --Caribbean Chapter of Special Libraries Association----President (2005-2006)
 - Florida----Caribbean Chapter of Special Libraries Association—Past-President (2006-2007)
 - Florida -- Caribbean Chapter of Special Libraries Association—Chair, Nominating Committee (2006-2007)
- 2010—2012, Member of Medical & Law Libraries Advisory Group to the Task Force for the Future of Academic Libraries in Florida.
- EBSCO Legal Publishing Advisory Board 2012—present.
- Ohio Regional Association of Law Libraries, 2012—2017
 - Chair, Local Arrangements Committee, 2015 Annual Meeting

SERVICE TO THE COMMUNITY

- Arts United Board Member, Fort Wayne 2013—2017.
 - Appropriations Committee 2014-2017
 - Taste of the Arts Committee 2015, 2016
- The Links Incorporated, 2014 -- present
 - The La Capitale Chapter of the Links incorporated
 - Hostess Committee
 - Services to Youth
 - Past Chair, Scholarship Committee
 - Past Co-Chair, Service to Youth
 - Fort Wayne Chapter of The Links Incorporated
 - Chair, International Trends
- NAACP Fort Wayne Branch, 2013--2016
 - NAACP Executive Board Member 2014-2016
 - Women in the NAACP --(WIN) member 2013-2017
- Zonta International,
 - Fort Wayne Branch, President-Elect 2015-2016
 - Fort Wayne Branch, President- 2014-2015
 - Member of Fort Wayne Branch Inducted Spring 2013.

SERVICE TO THE UNIVERSITY

- Southern University A&M
 - E-learning Council 2019-present

- Southern University Law Center
 - Honor Code Investigatory(2020-2021)
 - Institutional Effectiveness (2017-2018)
 - Intellectual Property (2018-present)
 - Library (2017-present)
 - Loan Reduction Assistance Program (2017-present)
 - QBP Committee (2018-2020)

- Indiana Tech Law School
 - Admissions Committee (2012-2013)
 - Strategic Planning Committee (2013-2015)
 - Self-study Committee (2013-2015)
 - Appointments Committee (2013-2015)
 - Library Advisory Committee --*ex officio* (2013 -2017)
 - Re- Admissions Committee (2015—2017)
 - Accreditation Committee (2015—2017)
 - University Library Committee (2016 -2017)

- Florida A&M University
 - Curriculum Committee (2009-2010)
 - Self-study Committee (2009-2012)
 - Library Committee (2008-2012)

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER

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

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

- | | | |
|--|---|------------------------|
| <input checked="" type="checkbox"/> Academic | _____ Non-Academic | _____ Civil Service |
| _____ Temporary | _____ Part-time (_____ % of Full Time) | _____ Restricted |
| <input checked="" type="checkbox"/> 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 08/01/2021 To 05/31/2022
 Effective Date 08/01/2021

Name Marc L. Roark SS# XXX-XX-4739 Sex M Race* W
 (Last 4 digits only)

Position Title: Professor Department: Law Center - Instruction

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 PAR, if applicable.)

Years Experience 14 Southern University Experience 0
 Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:
B.A. Louisiana State University 1997
J.D. Loyola University School of Law 2002
Master of Laws U.S. Duke University School of Law 2006

Current Employer Southern University Law Center

Personnel Action

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

Recommended Salary \$ 119,059.20 Salary Budgeted \$ 119,059.20

Source of Funds General Appropriation

Identify Budget: State _____ Location 311001-32020-61003-31000
 Form Code: BOR10 Page 1 Item # 1

Change of: _____ From _____ To _____
 Position _____
 Status _____
 Salary Adjustment \$112,320.00 \$119,059.20

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	\$112,320.00

*See Reverse Side

Graduate School signature (if, applicable):

John K. Pierre 2/25/2021 Supervisor Date
Gerry R. Hall 2/25/21 Dept. Chair Date
John K. Pierre 2/25/2021 Vice Chancellor Date
 _____ Date Director/Personnel
 _____ Date Vice President/Finance
 _____ Date Business Affairs/Comptroller
 _____ Date President
 _____ Date 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 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:

Tenure with a customary 6% pay increase for the granting of tenure to Marc Roark, effective for the 2021-2022 academic year, beginning in August 2021.

EMPLOYEE REGULAR WORK SCHEDULE: Daily

EMPLOYEE DIRECT SUPERVISOR: VC, 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. F1 Student at S.U.)
- OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

CODE _____ EXPIRES _____
 SOUTHERN UNIVERSITY LAW CENTER
 (UNEMPLOYED) / FUNDS AVAILABLE
 DOC. NO. _____
 DATE: J1 2/25/2021
 BY: PM/6

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

Marc L. Roark
Louisiana Outside Counsel for Health and Ethics Endowed Professor of Law
Senior Fellow, Native American Law and Policy Institute
Southern University Law Center
Email: MRoark@sulc.edu
marc.roark@gmail.com



I. ACADEMIC APPOINTMENTS

2018 - Southern University Law Center

2018 -- 2019 Visiting Professor

2019 -- 2020. Associate Professor and Senior Fellow

2020 - Pres. Louisiana Outside Counsel Professor of Health and Ethics Professor of Law and Senior Fellow

Courses Taught: Contracts, Common Law Property, Civil Law Property, Torts, Security Devices.

2012-2018 Savannah Law School

2012-2014 Associate Professor without Tenure

2014-2016 Associate Professor with Tenure

2016- Pres. Full Professor

Courses taught: Property (6 hours and 4 hours), Land Use (3 hours), Property Law Seminar: Property, Identity, and Discourse (2 hours), Law and Literature (3 hours), Property and Literature (2 hours), American Legal History (3 hours) Secured Transactions (3 hours), Sales (3 hours), Payment Systems (3 hours), International Sales (3 hours), Torts (6 hours), Professional and Academic Success Seminar (2 hours).

2009-2012 University of La Verne College of Law

2012-2012 Associate Professor of Law

2009-2012 Assistant Professor of Law

Courses taught: Property (5 hours), Secured Transactions (2 hours), Law and Literature (2 hours), Property Law Seminar: Property and the Constitution (2 hours).

2008-2009 University of Missouri College of Law

2008-2009 Visiting Associate Professor of Law

Courses Taught: Torts (5 hours), Sales and Leases (3 hours), Secured Transactions (3 hours), Payment Systems (3 hours) – I also taught as a returning visitor Payment Systems during the summer session from 2009-2012.

2007-2008 University of Tulsa College of Law

2007-2008 Visiting Assistant Professor of Law

Courses Taught: Sales and Leases (3 hours), Secured Transactions (3 hours), Law and Literature (3 hours), International Sales (3 hours).

International Designations

September 8-27, 2017 University of Essex College of Law (International Visiting Researcher in Residence).

May - July 2019 Universitat Rovira i Virgili's Housing Chair, (Visiting Scholar (invitation extended – Awaiting Approval from Fulbright Organization)

2017, Fulbright Specialist, U.S. Department of State, Bureau of Educational and Cultural Affairs (specializing in Housing and Human Rights)

Scholarship Continued to Next Page

II. SCHOLARSHIP

BOOKS

1. *Squatting and the State* (with Lorna Fox O'Mahony) (Forthcoming Cambridge University Press) (2021).
2. *Under-housed: How Property Regimes Impact the Poor* (Forthcoming Cambridge University Press)(2022)
3. *Color me Secured: Exploring Article 9 with Crayons* (with Colin Marks) (2017).

ARTICLES (Citations to Article below entry)

1. *Scaling Commercial Law in Indian Country, forthcoming TEXAS A&M LAW REVIEW* (2020).
2. *Law, Literature, and Identity*, published at Hedgehogs and Foxes
3. *Under-Propertied Persons*, 26 CORNELL JOURNAL OF LAW AND PUBLIC POLICY 1 (2017) (selected as lead article).
Cited in *Denver Law Review* (2018); *Journal of Property, Planning, and Environmental Law* (2018)
4. *Poetry and Property: Reflections on Marc R. Poirier (1952-2016)*, 3 JOURNAL OF LAW PROPERTY AND SOCIETY 13 (2016) (solicited tribute and reflection on scholarship of Marc Poirier).
5. *Place and Identity in Lee and Warren*, solicited colloquium article dedicated to Harper Lee's *Go Set a Watchman*, forthcoming CUMBERLAND LAW REVIEW (2016).
6. *Retelling the English Sovereign*, 4 BRITISH J. AMER. LEGAL STUDIES 81 (2015) (Peer Review).
Books: SHUBH MATHUR, *THE HUMAN TOLL OF THE KASHMIR CONFLICT: GRIEF AND COURAGE IN SOUTH ASIA* (Springer 2016).
Journals: *Wisconsin Law Review* (2016)
7. *Human Impact Statements*, 54 WASHBURN L. J. 649 (2015) (solicited as part of Colloquium: Future of Housing).
Journals: *Fordham Urban Law Journal* (2017); *Cornell Journal of Law & Public Policy* (2017)
8. *Slavery, Property and Marshall in the Positivist Legal Tradition*, 2 SAVANNAH J. REV. 45 (2015) (solicited as part of Colloquium: Reintegrating Spaces).
9. *Homelessness at the Cathedral*, 80 MISSOURI L. REV. 53 (2015).
Journals: *Maryland Law Review* (2017); *Washburn Law Journal* (2015); *N.Y.U. Environmental Law Journal* (2017); *N.Y.U. Review of Law and Social Change* (2018); *Stanford Law Review* (2018); *Probate and Property* (2016); *Cornell Journal of Law and Social Change* (2017); Cases: *Expert Report for Plaintiffs Solicited by British Columbia Supreme Court: City of Abbotsford v. Shantz* (01/21/2015) (docket no. S1516820).
10. *Payment Systems, Consumer Tragedy, and Ineffective Remedies*, forthcoming in 88 ST. JOHNS L. REV. 39 (2014).
White Paper: Pew Charitable Trust, *The Legal Framework of Mobile Payments: Gaps, Ambiguities and Overlaps* (2016); Practice materials: Illinois Practice Materials: Intro to Banking Deposits (2014-2018); Illinois Practice materials: Source Materials (2014-2018); Uniform Commercial Code: Forms and Materials (2015); Uniform Commercial Code Law Letter (2015).
11. *Disease, War, and Waste: A Consideration of External Factors on the Trade Fixtures Doctrine Between 1350-1803*, 41 CUMBERLAND L. REV. 1 (2012) (selected as lead article for volume).
Journals: *University of Chicago Law Review* (2016)
12. *The Contracts Course Survey*, 61 J. LEGAL ED. 435 (Feb. 2012).
Journals: *Michigan State Law Journal* (2016).
13. *Limited Sales Warranties as an Alternative to Intellectual Property: An Empirical Analysis of the Deterrent Impact on consumers of the I-Phone Warranties*, DUKE L. & TECH. REV. (Fall 2010).
Journals: *Duquesne Law Review* (2012); *St. Johns Law Review* (2014); *Rutgers Computer and Tech Law Journal* (2011); Practice Materials: *Hawland Uniform Commercial Code Series: Express Warranties by Affirmation, Promise, or Description* (2009-2018).
14. *Groping Along Between Things Real and Things Personal: Defining Fixtures in law and Policy in the UCC*, 78 U. CINCINNATI L. REV. 1437 (2010).
Journals: *William Mitchell Law Review* (2013); *Uniform Commercial Code Journal* (2014); *University of Cincinnati Law Review* (2017); *DePaul Business and Commercial Law Journal* (2011); Cases: *Idaho First Bank v. Bridges*, Appellant's Opening Brief (2017)
15. *The Real Property Interest in the UCC: Fixtures and Encumbrances*, 42 UCC L. J. 197 (2010).
16. *Loneliness and the Law: Solitude Action and Power in Law and Literature*, 55 LOY. L. REV. 45 (2009).
Books: MICHAEL J. MEYER, *HARPER LEE'S TO KILL A MOCKINGBIRD: NEW ESSAYS* (2010); Journals: *Mississippi Law Journal* (2017); *Cumberland Law Review* (2012).
17. *Reading Mohammed in Charleston: Understanding U.S. Jurisprudential Approaches to Law, Language and Norms* 14 WIDENER J. REV. 205 (2007).
Books: SALIM FARRAR & GIENA KRAYEM, *ACCOMMODATING MUSLIMS UNDER THE COMMON LAW: A COMPARATIVE ANALYSIS* (Routledge 2016); Journals: *Vermont Law Review* (2017); *Cumberland Law Review* (2012).
18. *The CONSTITUTION as IDEA: Defining – Describing – Deciding in Kelo*, 43 CAL. WEST. L. REV. 363 (2007).

Journals: *Urban Lawyer* (2012); *University of Pennsylvania Journal of Law and Social Change* (2011); *Loyola Law Review* (2009); *Wiener Law Review* (2008); *Penn State Environmental Law Review* (2007); Practice materials: *West Practice Resources on Government Takings* (2007-2018); *West Practice Resources on Local Government* (2007-2018).

19. *Opening the Barbarians' Gate or Watching the Barbarians from the Coliseum: A Requiem on the Nomos of the Louisiana Civil Law*, 67 LA. L. REV. 451 (2006).
Journals: *Loyola Law Review* (2013); *International Journal of Legal Information* (2011); *Wiener Law Review* (2008).
20. *All in the Family: The Apocalyptic Legal Tradition as Crit Theory*, 75 UMKC L. REV. 482 (2006).
21. *Note, Warning! Road Block Ahead!: Louisiana creates Log Jam of Search and Seizure Analysis*, 46 LOY. L. REV. 1341 (2000).

OTHER PUBLICATIONS

1. *When Disability Law meets Private Land Use Regulations: Understanding Emerging Constraints on Private Land Use Controls*, 67 LA. BAR J. 180 (2019)
2. *Unpacking Adverse Possession and Ownership as 'Crude Legal Functionalism': Starecheski on The Lower East Side Squatters: Book Review of Ours to Lose: When Squatters Became Homeowners in New York City by Amy Starecheski* FORDHAM URBAN LAW JOURNAL (2020)
3. *Law, Literature, and Identity*, *Hedgehogs and Foxes Journal of the American Bar Association* (2019).

PRESENTATIONS AND PANELS

1. July 29 – August 5, 2020 (Southeastern Association of Law Schools:
 - a. Organized panels: Property and Well-Being; 'The Ric Flair Rule: Market Economics, Political Power, and Critical Awareness in a Global World;
 - b. Moderated panels: Narratives of Legal Change; Aspiring Law Teachers Workshop: Crafting your Scholarship Goals; Workshop on Internationalization: International Cooperation and Faculty and Student Exchanges;
 - c. Panel Discussant: Property and Well-Being; Aspiring Professors Workshop: Beating the Odds; Aspiring Law Teachers Workshop: The Art of Self-Promotion; Commentator on Junior Scholar works in progress papers.
2. May 28, 2020, Property Con-Online (*Squatters and the State - Developing a Methodology*).
3. May 28-30, Association of Law Property and Society Meeting presenting Squatters and the City (Cancelled due to Covid).
4. May 27, 2020 Property in a Mixed Jurisdiction (discussant and Organizer with John Lovett) (Cancelled due to Covid)
5. May 26, 2020, Young Property Lawyers Forum (discussant) Loyola University Law School New Orleans (cancelled due to Covid)
6. April 9-11, Poverty Law Conference *Homeless Cities*, U.C. Berkeley (Cancelled due to Covid)
7. April 4, 2020 Faculty Colloquia University of Maine School of Law (*Squatters and the law*) (Cancelled due to Covid).
8. March 2, 2020, Faculty Colloquium Presenter, St. Mary's University, Presenting Scaling Responses to Squatters from Squatters and the State
9. February 17, 2020, Creighton University Law Review Symposium, Presented Housing Trusts and City Resilience
10. AALS, Workshop on Business Law and Legal Geography (January 2020)
11. November 17, 2019, Stanford University Hoover Institute Workshop on "Indigenous Capital, Growth, and Property Rights", Measuring Utilization of Secured Transactions Laws in Indian Country.
12. October 17, 2019, Universitat Rovira I Virilli, Fourth Annual Affordable Housing Workshop, *Squatters, Scale, and Urban Response* (Cancelled due to protests).
13. October 4, 2019, George Mason Law and Economics Program on Austrian Economics, Works in Progress Workshop – Squatters, Scale, and Interests.
14. August 26, 2019, Federated States of Micronesia Supreme Court Legal Education Conference, YAP, FSM, Implicit Bias – the Basics (1.5 Hours); Implicit Bias and Property (1.5 Hours)
15. July 25-August 2, 2019 Southeastern Association of Law Schools Annual Meeting: Discussant in Property Beyond Boundaries; Cooperative Federalism; Developing Your Research Agenda; Preparing for the Teaching Market.
16. July 12, 2019 University New South Wales *Scale, Squatters and the Urban Setting*
17. July 8, 2019 University of Adelaide: *Scale, Squatters and the Urban Setting*
18. June 4, 2019 University Rovira I Virilli Keynote Lecture: 10 years after the Crash - Lessons Learned
19. May 20, 2019 Syracuse University *Scale, Squatters and the Urban Setting*
20. January 31, 2019 Texas A&M Property Works in Progress *Squatters and the State*
21. November 2, 2018 Southern University Law Center, Panel Moderator Indigenous People and Sovereignty
22. September 21, 2018 Leeds University, 10th Annual Vulnerability Conference: Squatters and the State
23. September 19, 2018, National University of Ireland – Galway, lectured to students and faculty titled: *Adverse Possession, Squatters, and Trespassers in the U.S. through a Global Lens*

24. September 8, 2018, Furman University; Military Consumer Issues and Homelessness, invited by Furman ROTC program to deliver comments to cadets
25. June 12, 2018, Savannah Evictions: What they Mean... Round Table Organized by Georgia Legal Services
26. May 30-June 2, Presentation Squatters and the State, Association of Law Property and Society, Maastricht, Netherlands
27. May 30-June 2, Moderated two panels on property theory and property rights
28. September 27, 2017, lecture on squatters rights and state responsiveness, University of Barcelona
29. September 26, 2017, lecture on squatters rights and state responsiveness, University of Rovira y Virgili
30. September 8-27, 2017 delivered a series of lectures at the University of Essex titled Paradigms of Property's Discourse
31. September 22, 2017 University of Essex, Colchester UK, Squatters, State Responsiveness, and Resilience
32. September 18, 2017 National University of Ireland, Housing, Squatters, and Prosperity
33. May 20, 2017 Association of Law Property and Society: Public Housing Eviction: A Study in Marginal Property
34. April 27, 2017, Universitat Rovira i Virgili's Housing Chair panel on Housing, Public Housing Evictions and What they Mean
35. February 2, 2017, Texas A&M School of Law, Property Roundtable: Under-Propertied Persons.
36. October 17, 2016, Cornell University Law School, Property Scholarship Colloquium: Under-propertied Persons.
37. October 6, 2016, Loyola Law School New Orleans Law School, Faculty Colloquium: Under-propertied Persons.
38. September 16, 2016, Savannah Law School Law Review Symposium: Fictional Property.
39. August 4 – 5, 2016, Southeastern Association of Law Schools, Mentoring Panel on Law School Hiring.
40. August 5, 2016, Southeastern Association of Law Schools, Discussion Group: The rise of the non-JD programs.
41. August 6, 2016, Southeastern Association of Law Schools, Discussion Group: The Second Amendment.
42. May 21, 2016, Association of Law Property and Society, Plenary Panel: Property and Poetry: Tribute to Marc Poirier.
43. May 20, 2016, Association of Law Property and Society, Wasted Identity: How individuals that live outside of Property navigate property.
44. September 23, 2015, Savannah Law School Law Review Symposium: Moderator Panel on Death, Dying and the Law.
45. July 28, 2015, Southeastern Association of Law Schools, Mentoring Panel on Law School Hiring.
46. May 7, 2015, Association Law, Property, and Society, Unpopular Property: Neighborhoods and Conflict.
47. March 8, 2015, Association of Law Culture and Humanities, Robert Penn Warren and Southern Exceptionalism.
48. February 9, 2015, SCAD Community Forum discussing the implications of Clybourne Park performance.
49. February 8, 2015, Washburn University Colloquium on Fair Housing, Invited Presenter: Human Impact Statements.
50. August 1-8, 2014, Southeastern Association of Law Schools, Presenter: Conflict in the HOA.
51. August 1-8, 2014, Southeastern Association of Law Schools, Faculty Mentor, Young Scholars Colloquium.
52. August 1-8, 2014, Southeastern Association of Law Schools, Faculty Mentor, Junior Scholars Works in Progress Panel.
53. May 28, 2014, Law and Society Annual Conference, Moderator, Panel on Social Identity.
54. May 28, 2014, Law and Society Annual Conference, Homelessness and Identity in the City-Scape.
55. April 4, 2014, University of Utah Conference on the Novel, Salt Lake City, UT, Robert Penn Warren and Southern Exceptionalism.
56. March 10, 2014, Association of Law Culture and Humanities, Charlottesville, VA, Discussant Resistance 2.
57. March 10, 2014, Association of Law Culture and Humanities, Charlottesville, VA, RIUJPA and Zoning.
58. February 22, 2014, International Contracts Conference, Miami, FL, Presenter Payments Systems, Consumer Tragedy, and Ineffective Remedies.
59. February 22, 2014, International Contracts Conference, Miami, FL, Panel Moderator.
60. February 10, 2014, Elon University Faculty Colloquium – Homelessness, Identity, and Rule 1 Nuisance Claims.
61. November 21-22, 2013 The Clearinghouse Annual Conference, Panel Member: When Innovation and Regulation Collide (solicited).
62. April 29, 2013, Association of Law Property and Society annual meeting, presented: Nuisance at the Cathedral. Organized panel discussion.
63. November 10, 2012, Stetson University 11th Circuit Scholars Conference, presented: The Unsecured Aggregate Creditor in a Payments Policy Paradigm.
64. March 17, 2012, Association for the Study of Law, Culture and the Humanities, presented: Re-Entering the Loneliness: Robert Penn Warren, Reconciliation and the Law.
65. March 17, 2012, Association for the Study of Law, Culture and the Humanities, discussant for Panel on Global Citizens: Violence and the Transnational Subject.
66. November 4, 2011, Symposium Mobile Technology and the Law: Mobile Money and the Possibilities/Challenges of Payments Policies (solicited).
67. March 11-12, 2011, Association for the Study of Law, Culture and the Humanities, *Discussant* for Panel on Property's Futures.

68. March 11-12, 2011, Association for the Study of Law, Culture and the Humanities, presented: *Popular Property: Using Process-Laden and Property-Laden Concepts to protect Memory and Identity.*
69. March 4-5, 2011, Association of Law Property and Society, presented: *Property at Law's End: How instincts towards private property transcend towards entitlements – Memory and Identity.*
70. April 30, 2010, Conference on Intellectual Property, Iona College, presented: *Reshuffling the Art on the Cathedral Walls: Viewing Entitlements in Copyright through the outlier lens.*
71. March 8, 2010, Association of Law Property and Society, *Present Disease, War and Waste, A Consideration of External Factors on the Trade Fixtures Doctrine 1450-1803*, Georgetown University.
72. August 2009, Panel on Contracts Pedagogy, presented: *The Contracts Survey 2009*, Southeastern Association of Law Schools, Palm Beach, Florida.
73. June 13, 2009, Conference on Intellectual Property, Panel discussion on Legal Limits of Intellectual Property, Iona College, New York.
74. April 21, 2009, *Limitation of Sales Warranties as an Alternative to Intellectual Property*, University of Kansas, Workshop.
75. March 9, 2009, Respondent to James Copeland, Manhattan Institute, "The Law Industry and How much it costs our society," University of Missouri Federalist Society.
76. February 11, 2009, *Limitation of Sales Warranties as an alternative to intellectual property* University of Missouri.

III. EDUCATION

Duke University School of Law, Durham, North Carolina

Masters of Laws U.S. (May 2006) G.P.A.: 3.621

University Scholar Fellow, Only Admitted student for the U.S. LL.M 2005 – 2006

Loyola University School of Law, New Orleans, Louisiana

Juris Doctor, Magna cum laude (May 2002)

Class Rank: Top 3/172 G.P.A.: 3.691

LOYOLA LAW REVIEW Managing Editor, William Crowe Distinguished Scholar

Louisiana State University, Baton Rouge, Louisiana

Bachelors of Arts in History (May 1997)

IV. OTHER EMPLOYMENT

Smith Gambrell & Russell, L.L.P., Atlanta, Georgia (2006 - 2007)

Associate, Commercial and Federal Litigation: construction litigation, security devices, bankruptcy, sales and lease contract enforcement, commercial arbitration, litigation in both state and federal courts.

Pheips Dunbar, L.L.P., New Orleans, Louisiana (2002 - 2004)

Associate, Commercial Litigation: cross transactional/ litigation: bailments, lien practice, sales and lease contracting, construction litigation, commercial arbitration, bankruptcy, security devices, warranties for commercial paper.

V. PROFESSIONAL ASSOCIATIONS, ACTIVITIES, AND MEMBERSHIPS

American Society for Law and History

Louisiana Historical Society

Phi Delta Phi Honor Society

Alpha Sigma Nu Honor Society

Choctaw Nation of Oklahoma

National Native American Bar Association

VI. BAR ADMISSIONS

Louisiana (Inactive)

North Carolina (Inactive)

District of Columbia (Active)

United States Supreme Court

United States Fifth Circuit (Inactive)
 United States Fourth Circuit (Inactive)
 United States Eleventh Circuit (Inactive)
 U.S. District Courts (Eastern, Western, and Middle Districts) of Louisiana (Inactive)
 U.S. District Courts (Eastern and Western Districts) of North Carolina (Inactive)

ADMINISTRATIVE EXPERIENCE

Significant University-Based Administrative Experience

Savannah Law School

- Designed and implemented the Academic Support Program for Savannah Law School
- Director, Savannah Law School's Student Academic Success (2012-2013)
- Chair, Outside Research; Lead Negotiator of Inter-Institutional Agreement between Savannah Law School and Savannah State University to merge IRB offices
- Savannah Law School Faculty Representative to the Board of Directors
- Vetted and recommended adjunct faculty for review, Savannah Law School and University of La Verne
- Facilitated employment contacts between career services office and law firms, Savannah Law School
- Facilitated contact between career services office and judicial court for extern opportunities, Savannah Law School
- Drafted portions of Self-Study, Savannah Law School
- Law faculty representative to University Strategic Planning Committee

Southern University Committees

Curriculum	2018-2019
Foreign Study	2018-2019
Strategic Planning	2018-2019

Savannah Law School Committees

Admissions (Chair)	2013-2014 (Chair), 2012-2013, 2015-2016,
Academic Standards	2013-2014 (Co-Chair), 2015-2016 (Chair)
Institutional Assessment	2015-2016, 2017-2018
Curriculum	2017-2018 (Chair), 2016-2017 (Chair), 2015-2016, 2014-2015 (vice chair), 2012-2013
Faculty Development	2015-2016, 2017-2018
Retention, Promotion and Tenure	2012-2013, 2013-2014, 2015-2016, 2016-2017, 2017-2018
Appointments (Chair)	2012-2013, 2014-2015 (Chair)
Law Review Symposium Committee	2014-2015
Self-Study	2012-2013, 2014-2015
Internal Review Board (Vice Chair)	2014-2015
Strategic Planning	2012-2013

University of La Verne Committees

Admissions	2011-2012
Diversity (Chair)	2009, 2010, 2010-2011, 2011-2012
Law School Orientation (Faculty chair)	2010-2011, 2011-2012
Faculty Development (Chair)	2011-2012
University Strategic Planning	2011-2012
Academic Standards	2009-2010, 2010-2011
Self-Study	2010-2011

University of Tulsa Committees

Black Studies Committee (University)	2007-2008
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Non-University Related Administrative Experience

Center Court Inc., Improving Lives through Accountability

Marketing and Resource Procurement 2014-Present

- Designed and built website (www.savannahcentercourt.org)
- Launched social media sites for organization
- Coordinated fund raising campaign to raise \$100,000
- Oversaw strategic marketing plan
- Oversaw event coordination
- Oversaw and directed grant applications

Georgia Swimming LSE

Operational Risk and Safety Chair

- Develop standards to evaluate educational approaches for teams, officials, and athletes within the LSE
- Develop pathways to communicate aims of the organization to constituents
- Build a committee and pipeline for future board development
- Communicate with USA Swimming regarding new initiatives on behalf of the LSE
- Monitor and report on safety occurrences on behalf of Georgia Swimming.

Homeless Authority of Savannah

Advisor

Worked closely with executive director to shape public policy conversations in the City of Savannah around Homelessness, including targeted editorials and a State of the City Round Table.

Wilmington Park Swim Team

President

2013-Present

In 2013, I was asked to assume control of the non-profit youth sports organization the Wilmington Park Swim Team. At the time, the organization was significantly in debt, and it was questionable whether the organization would be able to meet its contractual obligations to coaches and field a competitive organization. Also, the team was in desperate need of certain equipment upgrades to maintain competitive basis.

During my first year as President, I brought a steady hand to the competing board dynamics and also created financial stability. During that year, we were able to create a significant financial reserve, acquire equipment upgrades that were necessary for the team's competitive balance, increase coaches salaries, while not raising individual subscription costs. This past year, the organization was able to nearly double the reserves it created in the first year putting the team in position to significantly lower subscription costs for swimmers for next year. Entering the third year, the team will have a significant surplus, while increasing coaching salaries for the third year in a row.

Wilmington Island Presbyterian Church

Child-Safety Task Force 2015-Present

I assisted the task force with creating and implementing a church wide policy for addressing child-abuse allegations and inappropriate conduct towards minors.

Mission Committee

2013-Present

First Christian Church -- Pomona

Elder

2010-2012

I helped formulate policy, addressed laity concerns, and helped administer sacraments within the liturgy of the church.

JOB CLASS 3	8	0	4	0
JOB CODE	U			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	M	9	8	8	8
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CAMPUS: SUS ___ SUBR ___ SULAC X 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 ___
X 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 08/01/2021 To 06/30/2022
 Effective Date 08/01/2021

Name Greg Sergienko SS# XXX-XX-0723 Sex M Race* W
 (Last 4 digits only)

Position Title: Associate Vice Chancellor of Academic Affairs Department: Law Center - Instruction
And Professor of Law

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 1
 Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:
B.A. Harvard College 1980
J.D. Harvard Law School 1985

Current Employer Southern University Law Center

Personnel Action

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

Recommended Salary \$153,000.00 Salary Budgeted \$153,000.00

Source of Funds Strengthening HBGI

Identify Budget: Title III Grant Location 320906-32030-61002-34100
 Form Code: 1 Page 1 Item # 1

Change of: From To
 Position Associate V/C of Academic Affairs Associate V/C of Academic Affairs and
 Status Professor of Law
 Salary Adjustment \$150,000.00 \$153,000.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
320906-32030-61002-34100	\$150,000.00

*See Reverse Side

Graduate School signature (if, applicable):

John K. Pierre 2/25/2021 Dean/Unit Head Date
 Supervisor Date
John K. Pierre 2/26/2021 V/C for Finance & Admin. Date
 Vice Chancellor Date
 Director/Personnel Date
 President Date
John K. Pierre 2/25/2021 Chancellor Date
 Vice President/Finance Date
 Business Affairs/Comptroller
 Chairman/S.U. Board of Supervisors 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 American, and who maintains cultural identification through tribal affiliation or community recognition.

COMMENTS: Tenure Track Faculty for the 2021-2022 Academic Year

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
- H-1 Visa (Distinguished Merit & Ability)
- J-1 Visa (Exchange Visitor Program)
- F-1 Visa (Student Emp. FT Student at S.U.)
- OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

SOUTHERN UNIVERSITY LAW CENTER
CODE _____ EXPIRES _____
ENCUMBERED / FUNDS AVAILABLE
DOC # _____
DATE RA 2/25/2021
HI _____
BY: JI [Signature]
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

Professor Greg Sergienko

Prof. [REDACTED]

LEGAL CAREER:

Visiting Professor of Law and Consultant, Southern University Law Center, August 2020-present. Associate Vice Chancellor, October 2020-present. Taught two courses (Basic Civil Procedure and Professional Responsibility) as the sole professor of record; co-taught one section of Constitutional Law I and substitute taught class session of another section. Taught review classes to bar takers. Contributed to shared pools of questions and model answers for my courses. Wrote an Excel package to automate grad check. Readied an analysis of factors that contribute to bar success.

Associate Dean of Academics and Professor of Law, Concordia University School of Law, Associate Dean, 2012-2017; Professor 2012-2020.

As the dean of academics, built a start-up law school meeting ABA and regional standards. Key achievements included:

- Providing 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 Lewellyn 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/nrc/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/wsuir34&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/lawtear8&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+Tea>

[cher+-+Newsletter/Past+Issues+of+The+Law+Teacher/Spring+1997/Procedure.htm](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/jol/v2i1/sergienko.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.)

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:

Tenure with a customary 6% pay increase for the granting of tenure to Kenya Smith, effective for the 2021-2022 academic year, beginning in August 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, I-1-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens.

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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-TNS Prior Approval-"Practical Work Experience")

SOUTH ALABAMA UNIVERSITY LAW CENTER
 EXPRES
 ENCUMBERED / FUNDS AVAILABLE
 DOC: RA
 DATE: 2/25/2021
 BY: DMG

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)
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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)

CONTINGENT UPON AVAILABILITY OF FUNDS

KENYA J.H. SMITH

EDUCATION

THE UNIVERSITY OF WISCONSIN LAW SCHOOL

J.D., May 1999

Legal Education Opportunities Program Student of the Year Award, 1999; Andrew Saltoun Award for Academic Excellence, 1998; *Alumni Relations Coordinator*, 1998-1999; *Member* – American Bar Associations House of Delegates, 1998-1999; *Member* - Council to the American Bar Association Section of Legal Education and Admissions to the Bar, 1998-1999; *Member* – American Bar Association Law Student Division Board of Governors, 1998-1999

SOUTHERN UNIVERSITY AT NEW ORLEANS

B.A. (Political Science), cum laude May 1996

Chair - Louisiana Council of Student Body Presidents, 1995-1996
President - Student Government Association, 1995-1996

ACADEMIC EXPERIENCE

SOUTHERN UNIVERSITY LAW CENTER, Baton Rouge, LA

Associate Professor of Law, 2019-Present

Visiting Professor of Law, 2018-2019

Courses

- Contracts
- Commercial Paper
- Obligations
- Special Problems in Business Law

ST. THOMAS UNIVERSITY SCHOOL OF LAW, Miami Gardens, FL

Associate Professor of Law, 2016-2018

Courses

- Business Associations
- Contracts
- Interviewing, Counseling and Negotiation
- Payment Systems

ARIZONA SUMMIT LAW SCHOOL

(FORMERLY PHOENIX SCHOOL OF LAW) Phoenix, AZ

Assistant Professor of Law, 2012-2015

Associate Professor of Law, 2015-2016

Courses

- Federal Income Tax
- Business Associations
- Negotiable Instruments
- Contracts (Common Law and UCC Sales)
- Alternative Dispute Resolution
- Cross-Border Institute - Mexico City, Mexico
(International Human Rights and Comparative Law)

Interim Assistant Dean of Admissions, Fall 2013

Provided vision and leadership for the JD Admissions program. Worked collaboratively with the faculty, students, alumni and administration to develop and implement data-driven, comprehensive marketing and recruitment strategies designed to build enrollment while strengthening the academic quality and diversity of the law school student body.

PUBLICATIONS

ARTICLES

Hobby Lobby's Conflated Corporate Tax Exemption and Its Impact on IRC Section 501(c)(3), 71 Rutgers L. Rev. 135 (2018).

Incomplete Sentences: Hobby Lobby's Corporate Religious Rights, the Criminally Culpable Corporate Soul, and the Case for Greater Alignment of Organizational and Individual Sentencing, 77 La. L. Rev. 75 (2016).

Charitable Choices: The Need for a Uniform Nonprofit Limited Liability Company Act (UNLLCA), 49 U. MICH. J.L. REFORM 405 (2016).

Papa's Brand New Bag: The Need for IRS Recognition of an Independent Nonprofit Limited Liability Company, 98 MARQ. L. REV. 1695 (2015).

BOOK CHAPTER

Introduction to Transaction Practice I (Mitchell Fleischmann, Stephen Gerst, Diana Lopez Jones, Kenya Smith, Shandrea Williams eds., Aspen Custom Publishing Series, 2013), selections reprinted from Brian A. Blum & Amy C. Bushaw, *Contracts: Cases, Discussion, and Problems* (3d ed., Wolters Kluwer Law and Business, 2012).

WORKS IN PROGRESS

- *Hobby Lobby's Personhood Impact on the Corporate Liability Shield*
- *Hobby Lobby and Pro Se Corporate Litigation*

SCHOLARLY PRESENTATIONS

Presenter - Louisiana's Nonprofit LLC
Southern University Law Center End of Year CLE
Southern University Law Center
Baton Rouge, Louisiana, December 07, 2018

Presenter - Hobby Lobby's Impact on IRC Section 501(c)(3)
ClassCrits X: Mobilizing for Resistance, Solidarity and Justice
Tulane University School of Law
New Orleans, Louisiana, November 11, 2017

Presenter - Hobby Lobby's Impact on IRC Section 501(c)(3)
LatCrit XXI Biennial Conference: 2016 Election - What Next?
Orlando, Florida, September 29, 2017

Discussant - 8th Annual John Mercer Langston Writing Workshop
Drexel University Thomas R. Kline School of Law
Philadelphia, Pennsylvania, July 7-8, 2017

*Discussant – Southeast Southwest People of Color
Legal Scholarship Conference*
Southern University Law Center
Baton Rouge, Louisiana, March 30-April 2, 2017

Discussant – 7th Annual John Mercer Langston Writing Workshop
University of Miami School of Law
Miami, Florida, July 8-9, 2016

*Presenter – Incomplete Sentences: Aligning Federal Organizational and
Individual Sentencing Guidelines Post Citizens United and Hobby Lobby*
Louisiana State University Law Symposium on Sentencing
Baton Rouge, Louisiana, January 22, 2016

*Panelist – State Emergencies and the Constitution: Lessons from the Tenth
Anniversary of Hurricane Katrina*
Southeastern Association of Law Schools 2015 Annual Conference
Boca Raton, Florida, August 1, 2015

Discussant - Hot Topics in Financial Institutions Law and Regulation
Southeastern Association of Law Schools 2015 Annual Conference
Boca Raton, Florida, August 1, 2015

*Presenter - "Are We There Yet? The Need for a Uniform Nonprofit Limited
Liability Company Act"*
Arizona State University College of Law Legal Scholars Conference Sandra
Day O'Connor College of Law
Tempe, Arizona, March 14, 2015

*Invited Discussant - Hot Topics in Financial Institutions
Law and Regulation*
Southeastern Association of Law Schools 2014 Annual Conference
Amelia Island, Florida, August 3, 2014

*Panelist - "Supreme Court 2013: An In-Depth Review of the Practical
Implications of the Blockbuster Civil Rights Decisions"*
American Bar Association/Young Lawyers Division
Fall 2013 Conference
Phoenix, Arizona, October 10, 2013

*Invited Discussant - Business Law Workshop: Corporate Responsibility (or
Irresponsibility) in a Recessionary America*
Southeastern Association of Law Schools 2013 Annual Conference
Palm Beach, Florida, August 9, 2013

*Presenter - "A Case for Broader Application of the
Nonprofit Limited Liability Company Concept"*
The Fourth John Mercer Langston Black Male Faculty Writing Workshop,
Denver University- Sturm College of Law
Denver, Colorado, July 13, 2013

*Presenter - "Papa's Brand New Bag:
The Nonprofit Limited Liability Company"*
2013 Southeast/Southwest people of Color
Legal Scholarship Conference, University of Arkansas at Little Rock
William H. Bowen School of Law
Little Rock, Arkansas, April 6, 2013

Guest Lecturer - "Post Hurricane Katrina Recovery and Rebuilding"
University of New Orleans – Humanities Department
Professional Practice Course
New Orleans, Louisiana, Spring 2009, Fall 2009

Guest Lecturer - "Post Hurricane Katrina Recovery and Politics"
Tulane University - Political Science Department
Big Easy Politics Course
New Orleans, Louisiana, Fall 2006, Spring 2007

Guest Lecturer - "Managing the Early Years of Practice"
University of Wisconsin Law School
Lawyering Skills Program
Madison, Wisconsin, Spring 2001, Spring 2002

**ACADEMIC
SERVICE**

SOUTHERN UNIVERSITY LAW CENTER

- *Member* – Faculty Development Committee, 2018-Present
- *Member* – Foreign Study Committee, 2018-Present
- *Member* – Intellectual Property Committee, 2018-Present
- *Member* – Strategic Planning Committee, 2018-Present

UNIFORM LAW COMMISSION

- *Observer* – LLC Protected Series Drafting Committee, 2016-Present

SOUTHEAST/SOUTHWEST PEOPLE OF COLOR

LEGAL SCHOLARSHIP CONFERENCE

- *Member* - Executive Planning Committee, 2014-Present

JOHN MERCER LANGSTON BLACK MALE LAW FACULTY

WRITING WORKSHOP

- *Member* - National Planning Committee, 2014-Present

ST. THOMAS UNIVERSITY SCHOOL OF LAW

- *Member* – Law School Admissions Committee, 2017-2018
- *Guest Lecturer* – Introduction to Legal Skills Program, Summer 2017, Summer 2016
- *Moderator* – BLSA "Pathways to Partnership" Lunch and Learn, Spring 2017
- *Advisor* – Black Law Student Association, 2016-2018
- *Law School Coordinator* – U.S. Presidential Miami Gardens Visit, Fall 2016

ARIZONA SUMMIT LAW SCHOOL

- *Liaison to the State Bar of Arizona Tax Law Section Executive Council, 2015-2016*
- *Member - Academic Standards Committee, 2015-2016, 2013*
- *Chair - Diversity Committee, 2014-2015*
- *Keynote Speaker - Arizona Summit Law School Diversity Day, 2014*
- *Alumni Affairs Liaison, 2013*
- *Dean's Representative to the Arizona State Bar Association Board of Governors, 2013*
- *Member - Curriculum Design Committee, 2013*
- *Member - Subcommittee on Fundamental and Integrated Courses, 2013*

**NON-ACADEMIC
PROFESSIONAL
EXPERIENCE****BP/GULF COAST RESTORATION ORGANIZATION Houston, TX****BP/GULF COAST INCIDENT MANAGEMENT TEAM New Orleans, LA**

Supplier Diversity Manager, 2011-2012

Incident Command Liaison Officer, 2010-2011

Advised BP's Gulf Coast Recovery Organization Procurement Supply Chain Management (GCRO/PSCM) leadership team concerning supplier diversity laws, best practices and procurement policies. Worked with legal team in advising BP incident management and recovery colleagues regarding environmental and economic restoration efforts. Assisted BP/GCRO state external relations teams in developing and implementing strategic business, recovery and governmental relations plans.

CITY OF NEW ORLEANS/OFFICE OF THE MAYOR New Orleans, LA

Deputy Mayor for Community Development, 2009-2010

Directed largest city government agency comprised of a diverse administrative and professional staff in planning, implementation and fiscal monitoring of federal and state grant funded programs, leveraged to create affordable housing, neighborhood stabilization, economic development and other community focused programs and initiatives.

Deputy Mayor for Intergovernmental Relations, 2005-2008

Led coordinated lobbying efforts of City of New Orleans, Sewerage & Water Board (SW&B) and Regional Transit Authority (RTA), working with White House and Congress to secure emergency and long-term recovery funding for public, residential, and commercial infrastructure repairs and enhancements, *Go Zone Act* and other economic development incentive programs to stimulate investment in key City recovery areas.

Executive Counsel to the Mayor, 2003-2005

Advised Mayor regarding various business, intergovernmental, and community matters. Drafted executive orders and other administrative rules. Led negotiation of finance and construction documents regarding capital improvements to city infrastructure and facilities.

ADAMS AND REESE, LLP New Orleans, LA

Attorney, 1999-2003

Facilitated corporate reorganization of Harrah's New Orleans Casino, redesigning corporate diversity program. Represented Hollinger Shipyards Inc. in acquisition of maritime vessel repair yards in Texas and Louisiana. Represented local, regional, and national clients in tax, real estate, energy, general commercial and corporate governance matters.

**COMMUNITY
SERVICE**

NEW ORLEANS REDEVELOPMENT AUTHORITY

- *Member* - Board of Commissioners, 2009-2012
- *Member* - Executive Committee, 2009-2012

AMERICAN RED CROSS/SOUTHEAST LOUISIANA CHAPTER

- *Member* - Executive Committee, 2001-2004
- *Chair* - Bylaws Committee, 2002-2003

YOUNG LEADERSHIP COUNCIL

- *Project Leader* - Academics of Entrepreneurship (Tulane University Levy-Rosenblum Institute for Entrepreneurship), 2000-2003
- *Member* - DiverCity, 2001-2002

BAR ADMISSIONS

LOUISIANA (1999)

WISCONSIN (1999)

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 SUARCC _____ 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 _____
X 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 08/01/2021 To 05/31/2022
 Effective Date 08/01/2021

Name Ryan B. Stoa SS# XXX-XX-6404 Sex M Race* W
 (Last 4 digits only)

Position Title: Associate Professor and Fellow of Cannabis and Hemp Law and Policy Institute 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 1

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 Southern University Law Center

Personnel Action

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

Recommended Salary \$108,000.00 Salary Budgeted \$108,000.00

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 Visiting Professor From Associate Professor and Fellow of Cannabis and Hemp Law and Policy Institute
 Status _____ To _____
 Salary Adjustment \$95,000.00 \$108,000.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
320906-32030-61003-34100	\$95,000.00

*See Reverse Side

Graduate School signature (if, applicable):

John K. Pierre Date 2/26/21
 Supervisor
[Signature] Date _____
 Vice Chancellor
 _____ Date _____
 Director/Personnel _____ Date _____
 President _____ Date _____

Gerry R. Hall Date 2/25/21
 Dean/Unit Head
John K. Pierre Date 2/25/2021
 VIC for Finance & Admin
 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.

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:

Tenure Track Faculty for the 2021-2022 Academic Year.

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
- 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 EXPIRES 3/31/2021
 CODE
 ENCUMBERED / FUNDS AVAILABLE
 US
 DOG ID RA
 DATE H1 2/25/2021
 BY TJ JMO
 P1
 P0

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

RYAN B. STOA

www.ryanstoa.com

<http://crp.com/author=2203765>

ACADEMIC APPOINTMENTS

Southern University Law Center, Baton Rouge, Louisiana

Visiting Professor of Law, 2020 – 2021

Subjects Taught (all schools): Property, Constitutional Law, Contracts, 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, Agriculture, Cannabis Regulation, Coastal Law, Sustainable Development, Energy Law and Policy, Natural Disasters, Cooperative Federalism, International Environmental Law, and related topics

Concordia University School of Law, Boise, Idaho

Associate Professor of Law, 2016 – 2020

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 Pye 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

Social Equity in Cannabis Agriculture, 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 HOFSTRA 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 Getulio 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, Ryck 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/sepntw7>.

“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/y6tap8cb>.

"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/y2ucgtxa>.

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/w2kqh8f>.

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/yyyyu9m7r>.

"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/stoatrespas2>.

"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/newsdeplystoa>.

"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/stoafirecord>.

"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 Proesma, 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/oceanlifescrics>

"Integrating water management from East to West," Sue Hoyer, 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 McLemon, 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/fiunmag>

"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
- *Concordia Law Review Faculty Advisor*, 2016-17, 2017-18, 2019-2020
- *FIU Law Review Faculty Advisor*, 2019-2020
- *Editorial Board*, *SEA GRANT LAW AND POLICY JOURNAL*, 2015 – 2020
- *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
- *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

“Social Equity in Cannabis Agriculture,” at the Boston University Law Review Symposium (Boston, Massachusetts, November 12-14, 2020).

“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).

“From Eradication to Propagation: Cannabis and the Environment,” at the International Cannabis Policy Conference (Vienna, Austria, December 8, 2018).

“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).

“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).

“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).

“Designing Sea Level Rise Resilient Policies,” at the Sea Level Rise and the Public Realm Workshop (Miami, Florida, February 9, 2017).

“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).

“Policy Approaches to Sea Level Rise,” at the Coral Gables Sea Level Rise Lecture Series, Coral Gables Museum (Coral Gables, Florida, March 8, 2016)

“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).

“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).

“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).

“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).

"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).

"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).

"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).

"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).

"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).

"Harmonizing International Water Law: Current Challenges and Future Prospects," at the World Meeting of Environmental Lawyers (Rio de Janeiro, Brazil; June 17, 2012).

"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).

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) _____

- | | | |
|---|---|------------------------|
| <input checked="" type="checkbox"/> Academic | _____ Non-Academic | _____ Civil Service |
| _____ Temporary | _____ Part-time (_____ % of Full Time) | _____ Restricted |
| _____ Tenured | _____ Undergraduate Student | _____ Job Appointment |
| <input checked="" type="checkbox"/> 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 08/01/2021 To 05/31/2022
 Effective Date 08/01/2021

Name Shandrea P. Williams SS# XXX-XX-3935 Sex F Race* B
(Last 4 digits only)

Position Title: Associate Professor Department: Law Center - Instruction

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

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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 25 Southern University Experience 1

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 Southern University Law Center

Personnel Action

Check One _____ 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 HBCI

Identify Budget: Title III Grant Location 320906-32030-61003-34100
 Form Code: 1 Page 1 Item # 1

Change of:

Position Visiting Professor From Associate Professor To
 Status _____
 Salary Adjustment \$99,000.00 \$108,000.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
320906-32030-61003-34100	99,000.00

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor John K. Pierce 2/25/21 Date
 Vice Chancellor [Signature] 2/26/21 Date
 Director/Personnel _____ Date
 President _____ Date
 Decentralized Head Gerry R. Hall 2/25/21 Date
 V/C for Finance & Admin John K. Pierce 2/25/21 Date
 Chancellor _____ Date
 Vice President/Finance _____ Date
 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:

Tenure Track Faculty for the 2021-2022 Academic Year

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
- 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
CODE RA EXPIRES
ENCUMBERED / FUND
CLASS. I.D. #
RA 2/25/2021
DATE JMB
BY
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/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

An innovative, energetic, inspirational, and creative legal and educational expert with many years of teaching and administrative experience in higher education looking to utilize my legal zeal and administrative expertise in the non-profit and profit sector.

ADMINISTRATIVE & TEACHING EXPERIENCE

Southern University Law Center, Baton Rouge, Louisiana

Adjunct Professor, Academic Support and Bar Prep Summer Pre-Law Program (2020)

Visiting Professor of Law (2020)

- 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.
- Carry a primary teaching load of first year courses: Torts I & II; Basic Civil Procedure I & II; Contracts (Summer Program)
- SUS Online Strategic Planning Committee Member

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: Torts I & II; 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)
- Faculty Course Evaluation Survey Committee Member
- Center for Teaching & Learning Conference Crew Member
- 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 (2016–2020)

Vice President of Institutional Advancement, Office of Institutional Advancement (2016)

- Taught and counseled 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 PSL 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 (1993-1994)

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

2020 Presenter, "Building Emotional Intelligence (EQ): Self-Awareness, Empathy, and Compassion in the Law", Concord Law School, Raising the Bar, CLE Webinar, August 2020

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** Panelist, Southern A&M University Law Center Professionalism Orientation, Louisiana State Bar Association, Baton Rouge, Louisiana August 2018
- 2017** Panelist, 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, Panelist, and Moderator, Southeast/Southwest People of Color Law Conference, Thurgood Marshall School Law, Houston, Texas February 2014
- 2013** Panelist, 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** Panelist, 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** Panelist, 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 KFYI (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, Mr. 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, E304A
217 N. 5th St
Camden, NJ 08102
856-225-6837
215-370-1088
ja1150@law.rutgers.edu

Daniel J. Dye

Associate Professor of Law Emeritus
AZ Summit School of Law

Law Success Instructor
St. Mary's University School of Law
1 Camino Santa Maria
San Antonio, Texas 78228
623-980-9659
ddye2@stmarytx.edu

Javan Reed

Assistant Vice President, Adult and Distance Education
Wiley College
711 Wiley Avenue
Marshall, Texas 75670
904-887-3047
jreed1@wileyc.edu



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

February 26, 2021

Dr. Ray L. Belton
President-Chancellor
Southern University System
4th Floor, J. S. Clark Administration Building
Baton Rouge, LA 70126

Dear Dr. Belton:

I am pleased to submit the name of Dr. Adriel A. Hilton as Vice Chancellor for Student Affairs and Enrollment Management at Southern University at New Orleans (SUNO). His annual salary will be \$120,000. Dr. Hilton's outstanding professional career reflects progressive leadership responsibilities at several universities. In the positions he has held, Dr. Hilton was responsible for a wide range of student affairs and enrollment management functions. At Seton Hill University, where he currently serves as Dean of Students, the retention rate is 83% and nearly 60% of its students graduate in six years. As a well-published scholar, Dr. Hilton's research efforts include a focus on issues related to affirmative action, race neutral admission policies, the African-American male achievement gap as well as the recruitment and retention of students of color in postsecondary education.

In addition to his professional achievements, he has received exceptional professional accolades from organizations, former colleagues and administrators with whom he worked. One former administrator described him as ideally suited for the position of Vice Chancellor for Student Affairs and Enrollment Management. He has the ability to work cross-functionally across the institution with students, administrators, faculty/advisors and professional staff.

Dr. Hilton brings a passion for issues related to the academic achievement and persistence for students. His passion for facilitating student success is evident by his record of enhanced professional development beyond his doctoral degree. Through his commitment to lifelong learning, he completed graduate, executive level administration and management courses at institutions such as Clark Atlanta University, Johns Hopkins University Carey School of Business, Carnegie Mellon's Heinz School of Public Policy and the Harvard Business School.

Dr. Hilton also brings a deep understanding of the challenges attendant to the position and a commitment in helping to propel the Southern University at New Orleans forward to achieve its student retention, enrollment and development goals.

"An Equal Educational Opportunity Institution"

Dr. Hilton's levels of responsibility in higher education in the areas of student counseling, diversity, retention, academic advising, enrollment management, programming and career planning make him a most suitable candidate to occupy the position of Vice-Chancellor for Student Affairs and Enrollment Management. His selection to fill this position will bring a new perspective to the University which will benefit not only students but the entire campus community.

I believe that Dr. Hilton has the knowledge, skills and abilities to become a major contributor to Southern University at New Orleans by enhancing its enrollment, retention and graduation rates. Therefore, I am seeking your support and the approval of the Board of Supervisors for this recommendation.

With kind regards,

A handwritten signature in blue ink that reads "James H. Ammons".

James H. Ammons, Jr., PhD
Executive Vice-President-Chancellor
Southern University at New Orleans

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

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER							
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CAMPUS: SUS _____ SUBR _____ SULAC _____ SUAREC _____ SUNO X _____ 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 Donna Grant Reason Left Deceased
 Date Left 6/10/2019 Salary Paid \$84,670.00

Profile of Person Recommended

Length of Employment _____ To _____

Effective Date _____

Name Adriel Hilton SS# xxx-xx- Sex Male Race* Black

Position Title: V. C. for Student Affairs & Enrollment Mgmt. Department: Office of the Chancellor

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

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 6 months

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	Bachelor of Arts Bus. Adm. (Finance)	Morehous College, Atlanta, GA	2003
	Master of Applied Social Science	Florida A&M University, Tallahassee, FL	2004
	Doctor of Philosophy	Higher Education (Administration)	2007

Current Employer Seton Hill University.

Personnel Action

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

Recommended Salary \$120,000 Salary Budgeted \$120,000

Source of Funds State

Identify Budget: General Location 411001-46110-61002-45000
 Form Code: _____ Page _____ Item # _____

Change of:

	From	To
Position	<u>r</u>	_____
Status	_____	_____
Salary Adjustment	<u>\$0.00</u>	<u>\$0.00</u>

Financial Aid signature (if, applicable):

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

Source of Funds	Amount
General Fund	\$120,000

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor	Date	Dean/Unit Head	Date
Vice Chancellor	Date	<u>James H. Ammons</u> Chancellor	<u>2/26/2021</u> Date
Director/Personnel	Date	Vice President/Finance Business Affairs/Comptroller	Date
President	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 considerations.

ETHNIC ORIGIN (Please check one):

_____ Hispanic or Latino X 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.

 X 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 recognitions.

COMMENTS: _____ :

EMPLOYEE REGULAR WORK SCHEDULE: _____ M-F, 8:00 am TO 5:00 pm

EMPLOYEE DIRECT SUPERVISOR: _____ James H. Ammons, Jr. Ph.D.

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>CODES</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):

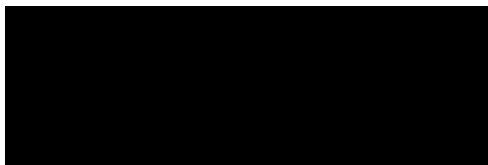
- _____ Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- _____ Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- _____ Pre-Employment Application Form (Civil Service Application for classified employees)
- _____ Supervisory Criminal/Background Check Forms and Authority to Release (signed by employee)
- _____ Exemptions Survey Form
- _____ Proposed Employee Appointment
- _____ Proposed Employee Clearance
- _____ Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

Revised: November 18, 2020

Adriel A. Hilton, Ph.D.

www.adrielhilton.com

Contact Information



EDUCATION

Master of Business Administration

Business Administration, *May 2018*
Webster University, Saint Louis, MO
George Herbert Walker School of Business & Technology
GPA: 3.96

Doctor of Philosophy

Higher Education (Administration), *December 2007*
Morgan State University, Baltimore, MD
School of Education and Urban Studies
Department of Advanced Studies, Leadership and Policy
Dissertation Title: *The Perceptions of Administrators
Concerning the One Florida Initiative*
GPA: 4.0

Master of Applied Social Science

Social Science (Public Administration), *August 2004*
Florida A&M University, Tallahassee, FL
College of Arts and Sciences
Department of History, Political Science, Geography, and
African American Studies
GPA: 3.54

Bachelor of Arts

Business Administration (Finance), *Cum Laude, May 2003*
Morehouse College, Atlanta, GA
Division of Business Administration

ADDITIONAL COURSEWORK:

Johns Hopkins University, Carey Business School
Statistics, Fall 2008

Florida A&M University, College of Education
Educational Leadership, Twenty-seven hours of graduate coursework, 2004 – 2005

Carnegie Mellon University, H. John Heinz III School of Public Policy & Management
Quantitative Skills Summer Program, Summer 2004

Harvard Business School
 Summer Venture and Management Program, Summer 2002

Clark Atlanta University, School of Business Administration
 Personal Finance Course, Fall 2002

Georgia State University, J. Mack Robinson College of Business
 Financial Accounting Course, Summer 2001

Business Courses Completed:

- Advanced Corporate Finance
- Strategy and Competition
- Finance
- Managerial Economics
- Management Accounting
- Corporate Responsibility and Society
- Operations and Project Management
- Marketing

Higher Education Courses Completed:

- Pro-Seminar in Higher Education
- Historical Foundations of Higher Education
- Higher Education Policy Analysis
- Quality Assurance and Accountability in Higher Education
- Diversity and Multiculturalism in Higher Education
- Organizational Theory and Administration/Management in Higher Education
- Leadership in Higher Education
- Student Development Theory

Educational Leadership Courses Completed:

- Leadership and Communication Technologies in Teaching and Learning Organizations
- Self and Interpersonal Contexts in Teaching and Learning Organizations
- Organizational Behavior in Educational Settings
- Curriculum and Public Policy
- Race, Class, and Gender: Policy Issues in Leadership
- School Finance and Educational Policy

Research Courses Completed:

- Qualitative Research Methods in Education
- Advanced Qualitative Research Methods
- Applied Social Research (Mixed Methods Research)
- Quantitative Data Analysis I
- Quantitative Data Analysis II

- Research Practicum in Higher Education

TEACHING EXPERIENCES

Fall 2020	Bellarmino University Annsley Frazier Thornton School of Education Adjunct Faculty Introduction to Educational Research <i>HRED – 602 – Online</i>
Fall 2020	Wilmington University School of Education Adjunct Faculty Assessment of Student Learning Outside of the Classroom <i>MHE –7302 – Online</i>
Summer 2020	Bellarmino University Annsley Frazier Thornton School of Education Adjunct Faculty <i>Multicultural Theory, Competencies, and Application</i> <i>HRED – 620 – Online</i>
Summer 2020	Lincoln University of Missouri School of Education Adjunct Faculty <i>Philanthropy and Higher Education</i> <i>HED – 525 – Online</i> <i>*** I designed course using Canvas.</i>
Spring 2020	Wilmington University School of Education Adjunct Faculty Academic Research and Writing <i>MHE –7001 – Online</i>
Spring 2020	Lincoln University of Missouri School of Education Adjunct Faculty <i>Financial Management for Higher Education</i> <i>HED – 520 – Online</i> <i>*** I designed course using Canvas</i>
Fall 2019	North Park University School of Business and Nonprofit Management Adjunct Faculty <i>Negotiation and Influence</i> <i>SBNM 5041 – Online</i>

Fall 2019	North Park University School of Business and Nonprofit Management Adjunct Faculty <i>Diversity and Conflict</i> <i>SBNM 5040 – Online</i>
Summer 2019	Upper Iowa University Andres School of Education Adjunct Faculty <i>Teaching and Working in a Multicultural Setting</i> <i>EDU – 531 – Online</i> <i>***I co-designed course using Pearson LearningStudios.</i>
Summer 2019	Bellarmino University Annsley Frazier Thornton School of Education Adjunct Faculty <i>Ethics, Law and Social Justice in Higher Education</i> <i>HRED – 656 – Online</i> <i>*** I designed course using Moodle.</i>
Spring 2019	Fayetteville State University College of Education Adjunct Assistant Professor <i>Academic Programs in Colleges and Universities</i> <i>ELHE 713 – Online</i> <i>*** I designed course using Canvas.</i>
Spring 2019	Upper Iowa University Andres School of Education Adjunct Faculty <i>Teaching and Working in a Multicultural Setting</i> <i>EDU – 531 – Online</i> <i>***I co-designed course using Pearson LearningStudios.</i>
Fall 2018	Bellarmino University Annsley Frazier Thornton School of Education Adjunct Faculty <i>Leadership, Administration, and Governance in Higher Education</i> <i>HRED – 805 – Online</i> <i>*** I designed course using Moodle.</i>
Fall 2018	Seton Hill University Liberal Arts Curriculum Adjunct Faculty <i>Connections (First Year Experience Course)</i> <i>SLA 102</i>

Summer 2018	Northeastern University College of Professional Studies Lecturer <i>Faculty, Curriculum and Academic Community</i> <i>EDU 6202 – Online</i>
Summer 2018	Upper Iowa University Andres School of Education Adjunct Faculty <i>Teaching and Working in a Multicultural Setting</i> <i>EDU – 531 – Online</i> <i>***I co-designed course using Pearson LearningStudios.</i>
Spring 2018	Northeastern University College of Professional Studies Lecturer <i>Education Law, Policy and Finance</i> <i>EDU 6203 – Online</i>
Spring 2018	Upper Iowa University Andres School of Education Adjunct Faculty <i>Teaching and Working in a Multicultural Setting</i> <i>EDU – 531 – Online</i> <i>*** I co-designed course using Pearson LearningStudios.</i>
Fall 2017	Upper Iowa University Andres School of Education Adjunct Faculty <i>Teaching and Working in a Multicultural Setting</i> <i>EDU – 531 – Online</i> <i>*** I co-designed course using Pearson LearningStudios.</i>
Summer 2017	Upper Iowa University Andres School of Education Adjunct Faculty <i>Teaching and Working in a Multicultural Setting</i> <i>EDU – 531 – Online</i> <i>*** I co-designed course using Pearson LearningStudios.</i>
Spring 2017	Upper Iowa University Andres School of Education Adjunct Faculty <i>Multicultural Issues in Higher Education</i> <i>HEA – 542 – Online</i> <i>*** I designed the course using Pearson LearningStudios.</i>
Summer 2015	Upper Iowa University Andres School of Education

	<p>Adjunct Faculty <i>Multicultural Issues in Higher Education</i> <i>HEA – 542 – Online</i> <i>*** I designed the course using Pearson LearningStudios.</i></p>
Summer 2014	<p>Tiffin University School of Graduate and Distance Education Adjunct Faculty <i>Higher Education Finance and Budgeting</i> <i>EDU – 640 – Online</i></p>
Summer 2014	<p>Upper Iowa University Division of Education Adjunct Faculty <i>Legal Implications for the Administrator</i> <i>HEA – 522- Online</i></p>
Spring 2014	<p>Upper Iowa University Andres School of Education Adjunct Faculty <i>Multicultural Issues in Higher Education</i> <i>HEA – 542 – Online</i> <i>*** I designed the course using Pearson LearningStudios.</i></p>
Fall 2012	<p>Upper Iowa University Division of General Studies Adjunct Faculty <i>Wellness Strategies (First Year Experience)</i> <i>ID – 119</i></p>
Summer 2012	<p>Upper Iowa University Andres School of Education Adjunct Faculty <i>Special Topics in Higher Education: Multicultural Issues in Higher Education</i> <i>HEA – 550 - Online</i> <i>*** I designed the course using Pearson LearningStudios.</i></p>
Fall 2011	<p>Upper Iowa University Division of General Studies Adjunct Faculty <i>Wellness Strategies (First Year Experience)</i> <i>ID - 119</i></p>
Summer 2011	<p>University of Northern Iowa College of Education Adjunct Faculty <i>Seminar in Postsecondary Education: Diversity in Higher Education</i></p>

170:289-04
 *** I designed the course.

Fall 2010	Upper Iowa University Division of Education Adjunct Faculty <i>Ethical Dilemmas of Higher Education</i> HEA - 506
Fall 2010	Upper Iowa University Division of General Studies Adjunct Faculty <i>Wellness Strategies (First Year Experience)</i> ID - 119
Summer 2010	Upper Iowa University Division of Education Adjunct Faculty <i>Legal Implications for the Administrator</i> HEA - 522
Summer 2009	The Art Institute of Washington General Education Instructor <i>First Year Experience/Life Skills</i> AI 101 – LS095
Summer 2009	Clarion University of Pennsylvania Department of Education Frederick Douglass Teaching Scholar <i>Educational Psychology (Co-Taught)</i> ED 122 - Online
Spring 2009	The Art Institute of Washington General Education Instructor <i>Introduction to Microsoft Office</i>
Fall 2008	Baltimore City Community College Department of Public Services, Education, and Social Sciences, Adjunct Faculty <i>Introduction to Philosophy PHI 101</i>
November 2003 – May 2004	Leon County Public School System Alternate Teacher
Taught students on an interim basis at the elementary, middle, and high school levels.	

RESEARCH CONCENTRATION

Minorities' Access and Achievement in Higher Education

- Affirmative Action
- Impact of Proliferation of Race Neutral Admission Policies
- African American Male Achievement Gap: The Causes and Remedies
- Relevance of Historically Black Colleges and Universities
- Recruitment and Retention of Students of Color in Higher Education

PROFESSIONAL EXPERIENCES

May 2018 – Present

**Dean of Students & Diversity Officer
Seton Hill University**

- Provide strategic vision and leadership for an integrated unit that invigorates campus life; creating an engaged, inclusive and vibrant community dedicated to student success through campus engagement;
- Enhance a student culture where diversity is honored and where students learn to respect differences, demonstrate campus pride and exercise leadership;
- Collect and interpret student satisfaction, retention, and success data to inform the development of involvement opportunities and co-curricular programs;
- Ensure alignment of student learning outcomes for Student Affairs programming with the University academic learning outcomes;
- Ensure a comprehensive New Student Orientation program that serves first year and transfer students, and their families;
- Serve as a Title IX Deputy Coordinator;
- Review and update annually the Student Handbook;
- Assist in the coordination and execution of university-wide events
- Develop effective quantitative and qualitative assessment tools related to participation and quality of programs and initiatives;
- Provide leadership for the development, implementation and evaluation of policies and regulations pertaining to Student Affairs;
- Responsible for fiscal responsibility, budget oversight, and budget allocation in line with strategic priorities;
- Serve as a member of the emergency on-call team;
- Serve as a liaison between clubs/organization leadership and advisors;
- Collaborate with campus constituents to develop and implement a comprehensive enrollment, transition and retention plan for diverse student populations; and
- Create and implement training for student leaders and staff emphasizing cultural competencies, awareness, diversity and inclusion.

January 2017 – April 2018

**Adjunct Assistant Professor
Webster University**

- Taught graduate-level courses in the George Herbert Walker School of Business & Technology;
 - Courses include:
 - BUSN 5000: Business
 - MNGT 5000: Management
 - MNGT 5650: Management and Strategy
 - MNGT 5670: Managerial Leadership

- Developed and managed class syllabus and ensured that the content met department and college standards;
- Planned and created lectures, in-class discussions and assignments;
- Assessed grades for students based on participation, performance in class assignments, papers, quizzes and examinations; and
- Collaborated with colleagues on course curriculum.

October 2016 – April 2018

**Director of Extended Campus, Myrtle Beach
Metropolitan
Webster University**

- Served as Chief Administrative Officer at the extended campus overseeing student recruitment, advising, financial aid, marketing, course planning and budgets;
- Assisted with the day-to-day operations of the extended campus;
- Provided direct supervision to assigned departments;
- Implemented programs and policies to achieve the overall enrollment goals and objectives of the University;
- Established relationships and interacted with various constituent groups to promote the University's goals, objectives and policies;
- Maintained excellent working relationships with the University's student services, development, global marketing and communications, other University officers, and the Veterans Administration;
- Delegated authority and responsibility to administrators to implement decisions on internal matters to accomplish the mission of the University; and
- Investigated and resolved conflicts and issues within the University.

January 2016 – July 2016

**Chief of Staff & Executive Assistant to
the President
Grambling State University**

- Assisted with the day-to-day operations of the President's Office;
- Provided direct supervision to assigned departments;
- Ensured that policies and procedures approved by the University Administration were implemented;
- Advised the President on strategies and methods to improve the University's operational effectiveness;
- Served as the President's liaison with university administration, faculty, staff and students and responded to requests for assistance from same;
- Served as liaison with college-wide councils and committees and the college community;
- Conferred with University governing boards to implement policies and procedures concerning the operation of the University and represented the University at Board meetings, as necessary;
- Interacted and negotiated with administrative officials, business executives, legislators, government officials, community and civic groups and alumni to promote the University's goals, objectives and policies as well as public service objectives;
- Delegated authority and responsibility to administrators to implement executive level decisions on internal matters to accomplish the mission of the University;
- Investigated and resolved conflicts and issues within the University; and
- Performed other duties as assigned by the President.

July 2014 – December 2015**Assistant Professor & Director, Higher Education Student Affairs Program (formerly College Student Personnel Program)
Western Carolina University**

- Taught graduate-level courses in the M.Ed. in Higher Education Student Affairs (*formerly College Student Personnel*) program;
 - Courses included:
 - HESA 530: (CSP 530): Diversity in Higher Education (formerly College Student Subcultures & Student Characteristics)
 - HESA 621 (CSP 621): Theories of College Student Development
 - HESA 630 (CSP 630): Legal & Ethical Issues for Higher Education Student Affairs
 - EDHE 650: Program Development and Evaluation
 - EDL 889: Disquisition in Educational Leadership
- Created admission criteria and adhered to them;
- Partnered with other units of the University (including Student Affairs, Academic Affairs and Public Relations/Marketing) in recruitment efforts;
- Engaged with other universities and colleges for the purposes of recruitment and career placement for graduates;
- Evaluated the potential for offering courses in hybrid or totally online formats;
- Reviewed course topics and sequencing and ensured that offerings are reliably planned and scheduled for students and full and part-time faculty;
- Benchmarked Program policies, curriculum and quality with comparable and aspirational student affairs programs; and
- Clarified funding sources and determined ways to create more consistent funding packages for students.

November 2012 – November 2013**Assistant Vice President for Inclusion Initiatives
Grand Valley State University**

- Worked with deans, colleges, departments/schools, and divisions to provide informational resources, consultation and other support that helped to enhance the University's inclusion work in various areas such as strategic plan implementation, program evaluation, pipeline issues, recruitment and retention initiatives for faculty, staff and students;
- Served as a liaison to the Office of Multicultural Affairs, Women's Center, and the Lesbian, Gay, Bisexual and Transgender Center; and
- Interfaced with Human Resources, Office of the Provost, Institutional Marketing, Admissions, Office of Development, the Padnos International Center, and the Office of Graduate Studies through collaborative projects and committee participation.

November 2010 – November 2012**Executive Assistant to the President, Chief Diversity Officer & Assistant Secretary to the Board of Trustees
Upper Iowa University**

- Effectively supported and communicated the mission and vision of Upper Iowa University to diverse constituencies;
- Helped secure additional campus and external funding for programs and initiatives advancing diversity;

- Advised the President on diversity issues;
- Worked in partnership with the Office of Admissions to provide input that enhanced diversity within the student body;
- Served as a member of the Retention Committee and assisted with the development of initiatives that improved retention among diverse student constituencies;
- Regularly evaluated the level of diversity awareness, activity, and proficiency resulting from initiatives involving the University community;
- Assisted in developing programs that fostered intercultural dialogue and ensured the highest benefits from student diversity programs, community service and training;
- Assisted with the development and delivery of programming emphasizing diversity and inclusiveness;
- Provided assistance and served as a resource to administrators, staff, and Division Chairs as appropriate to help assure effective implementation of diversity initiatives including the hiring and retention of a diverse faculty and staff;
- Formulated goals and provided leadership in the implementation of plans that: promoted a campus culture that values diversity and inclusiveness and supported a campus community that was welcoming and supportive of all members;
- Demonstrated the ability to anticipate problems, critical issues and opportunities as they arise and advised the President and other senior officers of the University accordingly;
- Provided coordination and liaison with other members of the senior staff, the Board of Trustees and other constituencies both on and off the campus;
- Served as Assistant Secretary of the Board of Trustees and provided support for the Board in communications, logistics, planning, preparation of meeting materials, and special projects as determined by the President and/or Board Chair;
- Exercised independent judgment in the negotiation of employment and vendor contracts on behalf of the University;
- Managed communications in and out of the President's office; reviewed incoming mail, drafted responses as needed, composed letters and reports, reviewed drafts and final copies of all correspondence, surveys, reports for the President's signature;
- Supported the President in fulfilling both community and professional service obligations;
- Assisted with the planning and coordination of special and University-wide events;
- Coordinated and researched/designed as well as helped prepare all major campus reports and surveys required by state and national organizations; and
- Prepared and managed the budget for the Office of the President and provided budget analysis and forecasting, expense tracking, and reconciling.

September 2009 – October 2010

**Executive Assistant to the President & Assistant
Secretary to the Board of Trustees
Upper Iowa University**

- Demonstrated the ability to anticipate problems, critical issues and opportunities as they arise and advised the President and other senior officers of the University accordingly;
- Provided coordination and liaison with other members of the senior staff, the Board of Trustees and other constituencies both on and off the campus;
- Served as Assistant Secretary of the Board of Trustees and provided support for the Board in communications, logistics, planning, preparation of meeting materials, and special projects as determined by the President and/or Board Chair;
- Exercised independent judgment in the negotiation of employment and vendor contracts on behalf of the University;
- Managed communications in and out of the President's office; reviewed incoming mail, drafted responses as needed, composed letters and reports, reviewed drafts and final copies of all correspondence, surveys, reports for the President's signature;
- Supported the President in fulfilling both community and professional service obligations;
- Assisted with the planning and coordination of special and University-wide events;
- Coordinated and research/design as well as help prepare all major campus reports and surveys required by state and national organizations; and
- Prepared and managed the budget for the Office of the President and provided budget analysis and forecasting, expense tracking, and reconciling.

July 2009 – August 2009

Public Policy Fellow

September 2007 – May 2009

Greater Baltimore Committee

- Prepared meeting agendas and minutes for Board of Directors meetings;
- Coordinated activities for the President and CEO's Advisory Council;
- Provided leadership in preparing testimony and position papers on behalf of the President and CEO and the Director of Government Relations for state legislative sessions;
- Prepared talking points, speeches, proclamations, and letters for the President & CEO;
- Prepared scripts for President and CEO for Issues and Answers, a public affairs program on regional cable channels;
- Researched and briefed President and CEO on various current affairs issues and events;
- Researched, developed, and presented testimony on community issues at public hearings on behalf of the organization;
- Reviewed RFPs for funding for the Baltimore Workforce Investment Board Youth Council on behalf of the President and CEO; and
- Marketed the Greater Baltimore Committee to businesses and non-profit organizations in the region to recruit new members.

June 2009 - July 2009

**Visiting Scholar
Clarion University of Pennsylvania
Office of the Provost and Vice
President for Academic Affairs**

- Drafted basic design for Master's and Educational Specialist programs in Higher Education Administration to be offered in the near future;
- Composed draft of joint five year Bachelor's and Master's program in Criminal Justice to be offered in the near future; and
- Assisted the Provost and Vice President for Academic Affairs in the recruitment efforts of talented undergraduate and graduate students.

December 2006 – August 2007

**Graduate Assistant
Morgan State University
Department of Psychology**

- Coordinated grant writing efforts for the new psychometrics program;
- Developed and implemented marketing and recruitment strategies in collaboration with the university's Office of Public Relations and Communications (OPRC), to increase program awareness and enrollment;
- Researched and directed the development of marketing materials in conjunction with personnel in the OPRC;
- Provided leadership to disseminate marketing materials and information to key colleges, universities, public schools and partnering state colleges and universities to attract and recruit the first cohort of students for the new psychometrics program;
- Provided leadership in developing a Memorandum of Understanding with Educational Testing Service;
- Worked collaboratively with the Graduate Council Curriculum Committee to develop an appropriate curriculum for the new psychometrics program;
- Served as the graduate student representative on the University Council;
- Served as president of the Morgan Graduate Student Association; and
- Served as a member of the institution's Graduate Student Concerns Committee.

October 2005 – November 2006

**Administrative Assistant
Morgan State University**

- As primary assistant to the chair, provided leadership in developing and editing the draft Middle States Self Study report for accreditation;
- Coordinated successful launch of the Master's in Higher Education program;
- Assisted students with orientation and advised students about their doctoral program plans;

- Provided oversight for the development and production of department’s marketing brochures and handbook in conjunction university’s OPRC; and
- Led the creation of a better system to track departmental budget. The new system allowed department leadership to follow expenditures and prevent over-spending.

July 2005 – August 2005

**Counselor
Tallahassee Community College
Counseling Center, Student Affairs**

- Developed and implemented two-year matriculation plans for students to transfer to area colleges and universities;
- Provided undergraduate students academic counseling and advising and assisted students with career planning; and
- Coordinated and implemented a variety of activities for new and transfer students to become acclimated with the campus community.

September 2004 – June 2005

**Legislative Analyst Intern
Florida Senate
Committee on Education**

- Researched and drafted bill analyses for senators;
- Prepared and edited legislative reports, proposed legislation, and amendments;
- Reviewed and researched constituent inquiries and concerns directed to senators; and
- Provided reports to legislators and tracked inquiries as well as worked to ensure accuracy of constituent responses.

September 2004 – May 2005

**Graduate Assistant
Florida A&M University
College of Education**

- Researched and drafted reports and presentations for professors for national and state level conferences;
- Provided data collection and analysis of National Council for Accreditation of Teacher Education accreditation procedures for professors;
- Led the effort to create marketing materials for the Master’s of Educational Leadership program;
- Coordinated recruitment efforts for the Master’s of Educational Leadership program; and
- Conducted research for the “Teacher for the New Era” grant, which explored best practices for teacher training.

June 2004 – August 2004

**Research Assistant
Carnegie Mellon University
H. John Heinz III School of Public
Policy & Management**

**Institute for the Study of Information
Technology and Society (InSITEs)**

- Assisted with implementation of the Virtual Agora Project, a community engagement and research initiative designed to improve community involvement among citizens;
- Identified and processed human subjects to participate in the study; and
- Implemented research protocols for interdisciplinary research and teaching.

September 2003 – June 2004

**Graduate Assistant
Florida A & M University
Department of Housing**

- Coordinated programs, events, workshops, and professional development seminars for the residence hall tenants;
- Managed the resident assistants and utilized conflict resolution and time management skills within the residence hall to maintain environment conducive to healthful living and studying; and
- Developed and implemented an efficient and effective process to improve customer service and student satisfaction with their residence hall experience.

September 2002 - April 2003

**Student Research Assistant
Morehouse College
Department of Sociology**

- Facilitated the dissemination of correspondence for research studies and for interactions with human subjects; and
- Managed daily operations of the department in the absence of the Department Chair.

Summer 2001 & 2002

**UNCF Coca-Cola Scholar Intern
Coca-Cola Enterprises Inc.
Finance and Route Accounting**

- Researched and compiled financial data that was fundamental to the process of a corporate acquisition – a regional competitor;
- Performed audits of drivers for route accountants; and
- Conducted assessments of accounts and drivers and their routes as part of a review of company's daily operations.

September 2000 – May 2001

**Intern
Morehouse College
Office of Community Service
Emma Joe Adams Public Service Institute**

- Worked for positive change within the West-End Community by developing community's first newsletters;

- Provided oversight of the community meetings, drafting minutes and disseminating them to the community;
- Developed and implemented public relations strategies to help community effectively market its activities and events; and
- Utilized critical computer skills to enhance the efficiency and operations of the office.

Summer 2000

**Intern
Guardian Life Insurance Company**

- Provided leadership in preparing draft financial statements for insurance and pension plans; and
- Employed quantitative skills by using Excel and Quicken Accounting Software to carry out the duties of the Accounting Division.

September 1998 – July 1999

**Intern
Akerman, Senterfitt & Eidson, P.A.**

- Conducted research and compiled information for attorneys; and
- Coordinated daily correspondence for high profile cases.

Summer 1998

**Clerk
United States Securities and Exchange Commission**

- Created Microsoft Excel spreadsheets used by attorneys in preparation for cases; and
- Researched and organized files for cases utilizing the commission's law library.

PROFESSIONAL DEVELOPMENT

June 2007 – March 2008

**Vice President for Conference Affairs
National Black Graduate Student
Association, Inc.**

- Planned and directed the annual National Black Graduate Student Conference and chaired the National Conference Committee;
- Developed and disseminated marketing materials and press releases to the media and higher education institutions;
- Coordinated sponsorship activities which enhanced cost effectiveness of the conference;
- Provided leadership and implemented a strategic plan to increase conference attendance, enhance sponsorship support, and improve financials; and
- Developed and implemented a strategic plan to improve students, employers, and graduate schools' participation in the Annual Career and Graduate School Fair.

July 2005 – August 2005**Academic & Student Affairs Intern
Florida Board of Governors
State University System of Florida**

- Orchestrated special projects with staff, which included admission workshops and the Southern Regional Education Board's academic common market; and
- Organized review of new programs at state universities to ensure compliance with established approval and articulation criteria, which resulted in improvements and effectiveness in several critical areas.

May 2004 – June 2004**Graduate Intern
City of Tallahassee, TalTran
Planning and Marketing Department**

- Analyzed routes and schedules to gain increased efficiency for this regional transportation system;
- Investigated and evaluated revenue intake through Microsoft Excel spreadsheets – developed spreadsheets; and
- Provided assistance with marketing materials for the Tallahassee Renaissance initiative to enhance ridership on the city's bus system – as well as awareness of the benefits of the system.

INSTITUTES & SEMINARS**Advanced Investigations of Sexual Misconduct, D. Stafford & Associates, September 2018, Greensburg, PA**

This three day intensive training class is designed for campus administrators and investigators as well as Conduct and Title IX Investigators who have responsibility for conducting and overseeing sex crimes investigations on their college campuses. Attendees learned how to investigate sex crimes in higher education from start to finish with special emphasis on complying with the *Clery Act* and Title IX regulations.

**Waccama Chapter of the American Leadership Forum Fellow, Class V, August 2017 – January 2018
Myrtle Beach, SC**

The American Leadership Forum is a highly competitive program designed to expose leaders to new processes of collaborative leadership with regional focus. The program provides a unique opportunity for communication across sectors by bringing together members of diverse groups. The American Leadership Forum is centered on the premise that good leadership depends upon cultivating a sense of civic responsibility, a climate of trust and open dialogue among divergent sectors and a positive vision, along with collaborative problem solving skills. The overriding goal of the program is to foster a sense of personal responsibility for change in the community and to provide a pivotal experience that enhances growth and development of each participant.

**Higher Education Leadership Foundation Fellow, Leadership Institute, Gamma Cohort, June 2016 -
Birmingham, AL**

The Leadership Institute is a highly competitive program designed to expose participants to industry leaders who share best practices rooted in empirical research and experience while also providing opportunities for the personal and professional development of attendees. The Leadership Institute also addressed the role participants play as vital members in the decision-making processes at their respective institutions.

Association for the Study of Higher Education, Council for the Advancement of Higher Education Programs, Early Career Faculty Teaching Workshop, November 2015 – Denver, CO

The Early Career Faculty Teaching Workshop is a competitive program designed for pre-tenure faculty and administrators returning to the classroom participate in a special workshop focused on teaching and dissertation/thesis advising. Teaching content and pedagogy experts share their insights on teaching core subjects such as the history of higher education, organizational theory and administration, faculty issues, and gender and diversity. In addition, a panel of experienced dissertation/thesis advisors discuss this critically important task as well as subjects such as tactics for helping students select a topic and research methodology, keeping advisees on track to completion, and time management issues for faculty working with dissertation students.

Leadership Asheville 34 Participant, September 2015 – December 2015, Asheville, NC

Leadership Asheville strives to, “Enhance community leadership by developing, connecting, and mobilizing citizens throughout the region.” Each year, 30 leaders are chosen to participate in the highly coveted program. The leaders spend nine months learning about the community and working on collaborative projects. In addition, Leadership Asheville allows participants to introduce themselves and highlight the successes of their organizations during the various sessions that the participants engage in throughout the course of the year. Each session is an opportunity for individuals to listen, learn and act.

Association for the Study of Higher Education, The Council of Ethnic Participation’s Mentor-Protégé Program, November 2014 – Washington, DC

The Council on Ethnic Participation’s Mentor-Protégé Program (MPP) is a competitive program designed to give participants mutually beneficial mentoring relationships. To facilitate this process, protégés are paired with mentors based on primary scholarly and professional interests that will contribute to the personal and professional development of both protégé and mentor. The MPP highly encourages graduate students, post-doctoral fellows, administrators, student affairs personnel, as well as junior and senior faculty to participate in this mentoring program.

**7 Habits of Highly Effective People Workshop
September 2013**

In a full-day 7 Habits of Highly Effective People Workshop, participants learn principles that propel them toward greater self-fulfillment. Participants discover how to maximize performance and reach career goals by avoiding both dependence on others and independence, and moving on to where real success lies—being interdependent. This allows participants to experience first-hand the rewards of superb cooperation and collaboration.

**University Leadership 2013
Grand Valley State University
January – February 2013 – Allendale, MI**

The purpose of the program is to enhance emerging leaders at Grand Valley State University (GVSU) through a discussion of challenges confronting higher education and an examination of the values and goals that guide GVSU. Selected participant learned and engaged with other GVSU leaders through dynamic and interactive discussions on the following topics:

- Higher Education Issues and Trends
- Current Issues and Future Directions
- The Academic Program
- Inclusion & Equity

- University Development
- Finance and External Relations
- Students and Campus Life
- International Issues

American Educational Research Association, Committee on Scholars of Color in Education Research and Mentoring, April 2011 – New Orleans, LA

The Committee was formed to help foster relationships between junior and senior scholars and impact education research through collaborative work. Junior scholars are placed with tenured faculty members and senior scholars and researchers who participate in a formal mentoring program for one-academic year. These mentors and mentees continue to connect and/or collaborate on research and presentations.

William L. Boyd National Educational Politics Workshop, April 2011 – New Orleans, LA

This is a competitive workshop designed to give emerging scholars the opportunity to learn about current and promising research in the politics of education field, participate in break-out sessions related to their interests, and interact with leading scholars in educational politics relevant to their areas of interest.

American Association of Blacks in Higher Education, Leadership and Mentoring Institute Participant, July 2009 – Birmingham, AL

The 2009 Leadership & Mentoring Institute is highly competitive, consisting of very intense, week-long course work integrating projects along with other activities to help prepare individuals for senior leadership positions as faculty and/or administrators in higher education. The Institute includes opportunities for networking and collaborating.

Association for the Study of Higher Education, Institute on Critical Policy Research and Analysis Fellow, July 2009 – Boulder, CO

The very competitive Institute on Critical Policy Research and Analysis brought an impressive group of policy scholars and guest speakers together to discuss various issues related to policy research. The Institute supported the role of new capacity and a community of scholars to promote equity and critical policy analysis within and beyond the academy, pushing the boundaries to integrate more critical and equity-minded research to the field of higher education.

Pennsylvania Black Conference on Higher Education, Institute for Educational Management and Leadership Participant, June 2009 – University Park, PA

The Pennsylvania Black Conference on Higher Education, Institute for Educational Management and Leadership program, focuses on key issues affecting the future of higher education in Pennsylvania and provides input to various sectors of government, education and community that impacts the lives of underrepresented groups at Pennsylvania colleges and universities.

Johns Hopkins University, Carey Business School Leadership Development Program, Leadership Academy, August 2008

The Leadership and Development Program supports the advancement of high potential managers by offering education in management and leadership theory and practice. The program enhances leadership and career management skills.

Robert Wood Johnson Foundation, New Connections: Bringing Diversity to Robert Wood Johnson Foundation Grant Making and Increasing Secondary Data Analysis Seminar Participant, June 2008 - Washington, DC

The Robert Wood Johnson Foundation's (RWJF) New Connections Initiative is designed to expand the diversity of perspectives that inform RWJF programming and introduce new researchers and scholars to the work of the Foundation, while simultaneously helping to meet staff needs for data analysis that measures progress toward program objectives.

American Educational Research Association, The Asa G. Hilliard III and Barbara A. Sizemore Research Course on African Americans and Education Program Participant, March 2008 – New York, NY

This highly competitive course aims to advance the research skills and competencies of graduate students with an interest in the study of African Americans and education. The Asa G. Hilliard III and Barbara A. Sizemore course introduces students to the fundamentals of developing a research agenda and manuscripts for publication as well as mentoring.

American Educational Research Association, Division J Emerging Scholars Participant, April 2007 – Chicago, IL

This competitive program is designed to provide support in writing, grant activity, work life balance, and professional networking. The Emerging Scholars program supports advanced doctoral students as well as new faculty and higher education professionals and policy makers.

Finger Lakes Environmental Film Festival Fellow, Ithaca College, March 2007- Ithaca, NY

Eleven graduate students representing eight universities were accepted to attend Ithaca College's 10th annual Finger Lakes Environmental Film Festival (FLEFF). This fellowship program is directed toward emerging scholars of color interested in environmental and sustainability issues. The FLEFF fellowships provide full funding to attend the weeklong festival, join in classroom discussion with affiliated faculty, attend screenings and meet visiting artists, speakers and filmmakers.

Association for the Study of Higher Education, Graduate Student Policy Seminar Participant, November 2006 – Anaheim, CA

The Graduate Student Policy Seminar is a competitive opportunity for doctoral students to interact with researchers and policymakers who are knowledgeable about critical public policy issues that impact the study of higher education. This seminar educates advanced doctoral students about the different career paths in public policy and higher education as well as how researchers can make a difference with policy research.

College Leadership Florida Class VI, University of South Florida, January 2005

College Leadership Florida is a competitive program for approximately 50 undergraduate and graduate students within the State of Florida. The program allows the students exposure to many societal and economic issues facing the state. College Leadership Florida also provides leadership development sessions and mentoring by Florida's leaders.

Carnegie Mellon University, H. John Heinz III School of Public Policy & Management, Quantitative Skills Summer Program, July – August 2004

The Quantitative Skills Summer Program at the Heinz School is designed to prepare students for the quantitative nature of the field of public policy. The focus of the program was mainly on probability and its applications to public policy problems as well as algebraic approaches to structuring and solving word problems.

Harvard Business School

Summer Venture in Management Program, June 2002

The Harvard Business School's Summer Venture in Management Program is a competitive one week management training program designed to increase diversity and opportunity in business education. The

program helps participants develop a broader understanding of the challenges business leaders face and the impact they can have on their community and the world through effective business leadership.

GRANT REVIEWER

Federal Grant Reviewer, 2018
National Science Foundation, Division of Human Resource Development
Historically Black Colleges and Universities – Undergraduate Program (HBCU-UP)

RESEARCH GRANTS

Hilton, A.A. (2020). *Two nights with August Wilson*. A grant submitted to Seton Hill University Caritas Mini-Grant Team. (\$1,000). Role: Principal Investigator. (Funded).

Hilton, A.A. (2019). *Life skills program for student-athletes*. A grant submitted to the Pennsylvania State Athletic Conference. (\$3,500). Role: Co-Principal Investigator. (Funded).

Hilton, A.A. (2018). *Student-athletes mentorship program*. A grant submitted to the Pennsylvania State Athletic Conference. (\$3,500). Role: Co-Principal Investigator. (Funded).

Hilton, A.A. (2017). *Within the experiences of African American male doctoral students at historically Black colleges and universities*. A research grant submitted to the Center for Minority Serving Institutions (CMSI) at the University of Pennsylvania. (\$5,000). Role: Principal Investigator. (Not Funded). (**Ranked within the top five grants**)

Hilton, A.A. (2017). *Holistic strategies for student success: Moving into, through, and beyond college. Professional development grant application*. A grant submitted for travel to the Southern Association for College Student Affairs Regional Conference through the Webster Staff Alliance Professional Development Fund, Chattanooga, TN. (\$1,297.88). Role: Principal Investigator. (Funded).

Hilton, A.A. (2016). *An analysis of doctoral student retention at selected historically Black colleges and universities in the United States*. A research grant submitted for travel to the American Educational Research Association through the Professional Development Fund, Washington, DC. (\$814). Role: Principal Investigator. (Funded).

Hilton, A.A. (2015). *The governing structures of state supported Historically Black Colleges and Universities*. A research grant submitted for travel to the Association for the Study of Higher Education Conference through the Chancellor's Travel Fund, Denver, CO. (\$1,200). Role: Principal Investigator. (Funded).

Hilton, A.A. (2015). *Motivations to succeed: The voices of Black men in college*. A research grant submitted for travel to the North Carolina College Personnel Association Conference through the Professional Development Fund, Elon, NC. (\$386). Role: Principal Investigator. (Funded).

Hilton, A.A. (2015). *Within the experiences of African American male doctoral students at historically Black colleges and universities*. A research grant submitted to the Southern Association for College Student Affairs (SACSA). (\$1,500). Role: Principal Investigator. (Funded).

Hilton, A.A. (2014). *Persistence among African American men in the community college*. A research grant submitted for travel to the University Council for Educational Administration Convention through the Chancellor's Travel Fund, Washington, DC. (\$1,200). Role: Principal Investigator. (Funded).

McCarville, K., & **Hilton, A.A.** (August 2011 – July 2016). *Iowa Illinois Nebraska STEM partnership for innovation in research and education*. A research grant submitted to the Louise Stokes Alliance for Minority Participation (LSAMP) program of the National Science Foundation. (\$50,000; Upper Iowa University). Role: Co-Principal Investigator. (Funded).

BOARD MEMBERSHIPS

AmeriCorps Advisory Board Member, Upper Iowa University, 2011

Association of Governing Boards, Board Professionals Leadership Group, Vice Chair of Program Committee, 2011 – 2012; Chair of Program Committee, 2012

Center for African American Research and Policy, Director, 2011 – 2014

Court Appointed Special Advocates of Westmoreland County Board of Directors, 2019 – Present

Westmoreland County Youth Commission Board Member, 2019 – Present

Westmoreland Diversity Coalition Board Member, 2020 – Present

Habitat for Humanity of Horry County Board of Directors, 2018

Myrtle Beach Area Chamber of Commerce, Business Diversity Council Member, 2018

Kappa Alpha Psi Fraternity, Incorporated, Grand Rapids Alumni Chapter, Historian and Reporter, 2013

Kappa Alpha Psi Fraternity, Incorporated, Iowa City-Cedar Rapids Alumni Chapter, Chair of the Executive Board & Fundraising Committee, 2010; Reclamation Chair, 2012

Kappa Alpha Psi Fraternity, Incorporated, Achievement Academy, Chair of the Education and Humanities Cluster, 2011 – 2013; Co-Chair of the Education and Humanities Cluster, 2010 – 2011, Director of Leadership Development, 2020 – Present

Kappa Alpha Psi Fraternity, Incorporated, Baltimore Alumni Chapter, Foundation Board, 2007 – 2009

Kappa Alpha Psi Fraternity, Incorporated, Thomasville Alumni Chapter, Historian, 2005 – 2006

Kutsche Office of Local History Advisory Council, 2013

Maryland Business Roundtable for Education, Speakers Bureau Advisory Board, 2008 - 2009

Miami-Dade County Public School African American Curricula, Advisory Board, 1998 -1999

National African American Student Leadership Conference, Advisory Board, 2005 – 2010

National Association for Presidential Assistants in Higher Education, National Board Member, Treasurer, 2011 – 2012

RESEARCH AFFILIATION

Affiliate, Center for Minority Serving Institutions, Rutgers, The State University of New Jersey, 2014 – Present

The Center for Minority Serving Institutions at the University of Pennsylvania embodies many years of work on Minority Serving Institutions and aims to promote an environment in which scholars—new and more established—can pursue their research focused on Historically Black Colleges and Universities, Tribal Colleges and Universities, Hispanic Serving Institutions, and Asian American and Pacific Islander Serving Institutions.

FACULTY AFFILIATION

Faculty Affiliate, Minority Male Community College Collaborative, San Diego State University, 2014 – Present

The Minority Male Community College Collaborative (M2C3) at San Diego State University is the hub of knowledge, research and promising practices for advancing the success of men who attend community colleges. M2C3 seeks to eradicate disparities related to achievement, socioeconomic status, identity, mental health disability, and racial/ethnic heritage and other salient issues in the male community college experience. One of the primary functions of M2C3 is to conduct institutional-level needs assessments to examine the experiences of men who have been historically underrepresented and underserved in education.

HONORS AND AWARDS

40 Under 40 Award Recipient, *The Pittsburgh Magazine*, 2020

Outstanding Dedication and Service for Teaching Award, North Park University School of Business and Non-Profit Management, 2020

BE Modern Man of Distinction, *Black Enterprise Magazine*, 2019

Fab 40 Award, *The New Pittsburgh Courier*, 2019

Outstanding Contribution to the Profession Award, Pennsylvania College Personnel Association, 2019

40 Under Forty, *The Network Journal*, 2018

Champion of Diversity Individual Award, Myrtle Beach Area Chamber of Commerce, 2018

Albert Nelson Marquis Lifetime Achievement Award, Marquis Who'sWho Publications, 2018

Who's Who in America, Marquis Who'sWho Publications, 2018

Francis P. Bunnelle Foundation Scholarship Recipient, Waccamaw American Leadership Forum, 2017

Senior Scholar Mentor, Black Male Doctoral Students Research BootCamp, Sisters of the Academy, 2017

Top 20 Under 40, South Carolina Black Pages, 2017

Hilda F. Owens Contribution to Knowledge in the Field Award, South Carolina College Personnel Association, 2016

Harry Canon Outstanding Professional Award, ACPA Coalition on Men & Masculinities, 2016

Newly Published Research Award, NASPA Men and Masculinities Knowledge Community, 2016

Professional Development Grant Recipient, Western Carolina University, 2016

Chancellor's Travel Fund Recipient, Western Carolina University, 2015

Melvane Draheim Hardee Award, Southern Association for College Student Affairs, 2015

Research Grant Award, Southern Association for College Student Affairs, 2015

Professional Development Grant Recipient, Western Carolina University, 2015

Male Alumnus of the Year (Finalist), HBCU Awards, 2015

Who's Who in America, Marquis Who'sWho Publications, 2015

Sadie M. Yancey Professional Service Award, National Association of Student Affairs Professionals, 2015

Outstanding Professional Contribution & Distinguished Scholar Award, North Carolina College Personnel Association, 2015

Chancellor's Travel Fund Recipient, Western Carolina University, 2014

Brother of the Month (September 2014), Kappa Alpha Psi Fraternity, Incorporated, Asheville Alumni Chapter, 2014

Alumni On The Move, HBCUCONNECT.COM, 2014

Male Alumnus of the Year (Finalist), HBCU Awards, 2014

Michael A. Powell, Esq. Service Award, National Black Graduate Student Association, 2013

Joseph H. Silver, Sr., Leadership and Mentoring Initiative Alumni Award, American Association of Blacks in Higher Education, 2013

Outstanding Alumni of the Quasquicentennial Award, Florida A&M University, 2012

Dr. Carlos J. Vallejo Memorial Award for Exemplary Scholarship, American Educational Research Association, Multicultural/Multiethnic Special Interest Group, 2010

Who's Who in America, Marquis Who'sWho, 2010

Outstanding Research Award, American College Personnel Association Standing Committee for Men, 2009

Top Young Leaders Under 30, Ebony magazine, 2009

Doctoral Student Dissertation Award, Second Place Recipient, American Association of Blacks in Higher Education, 2009

Top 40 InSpirers of the Year, InSpire magazine, 2009

Educator of the Year, Kappa Alpha Psi Fraternity, Incorporated, Baltimore Alumni Chapter, 2008

Paper of the Year, First Place (Social Science Category), National Black Graduate Student Conference, 2008

National Scholars Honor Society, Morgan State University, 2007

Delores A. Auzenne Fellowship, Florida A&M University, 2005

Kappa Delta Pi International Honor Society in Education, Florida A&M University, 2005

Medgar W. Evers Leadership Award, National Association for the Advancement of Colored People, 2005 & 1999

Alpha Kappa Mu Honor Society, Florida A&M University, 2004

Distinguished Collegian Award, National Association of Black Accountants, 2003

State University System of Florida Fellowship, School of Graduate Studies & Research, Florida A&M University, 2003

Coca-Cola Scholar, United Negro College Fund, 2001-2003

Daimler-Chrysler Scholar, United Negro College Fund, 2001-2003

Election Committee Award Recipient, Student Government Association, Morehouse College, 2003

Golden Key International Honour Society, Morehouse College, 2002

National Society of Collegiate Scholars, Morehouse College, 2001

Miami-Dade County Fair & Exposition Scholarship, Miami-Dade County Public Schools, 2000

Music Talent Grant Recipient, Department of Music, Morehouse College, 1999-2002

Fannie Mae and the National Academy Foundation Scholar, National Academy Foundation, 1999

Dade Community Foundation Scholarship, Dade Community Foundation, 1999

PUBLICATIONS

Articles (Refereed)

- Chambers, C.R., McClain, K.S., & **Hilton, A.A.** (Under Review). Postracial already? Desegregation disintegration in a small liberal arts college, 1990-2015. *Journal of Diversity in Higher Education*.
- Hilton, A.A.**, Howard, S., & Bryant, C.J. (Under Review). The relevance of historically Black colleges and universities: From a Critical Race Theorist standpoint. *Journal of Progressive Policy & Practice*.
- Hilton, A.A.**, & McClain, K.S. (Under Review). Diverse, driven, determined. *Journal of Progressive Policy & Practice*.
- Oутten, D.L., **Hilton, A.A.**, & Collins, E.L. (In Press). A model for educational, occupational, and employability training: Identifications and institutionalization of effective practices. *The Journal of Research Initiatives*.
- Thomas, M., **Hilton, A.A.**, & Gasaway, M. (In Press). Campus climate for Lesbian, Gay, Bisexual and Transgender college students. *NASAP Journal*.
- Beale, T.J., Charleston, L.J., & **Hilton, A.A.** (2019). Black male college persistence: A phenomenological collective of familial and social motivators. *Journal of Research Initiatives* (*Lead article in the issue), 4(3), p. 1 – 18.
- Perry, A.L., Dean, S.R., & **Hilton, A.A.** (2019). New faculty transitions and obstacles: An auto-ethnographic exploration. *Journal of the Professoriate*, 10(2), p. 43 – 72.
- Hilton, A.A.**, McClain, K.S., & Oутten, D.L. (2018). The industrial revolution of higher education. *Journal of Research Initiatives*. 3(3), article 12, p. 1 – 9.
- Logan, S.R., **Hilton, A.A.**, Watson, D.C., & Kirkland-Holmes, G. (2018). African American history and culture: What White teachers should know. *Journal of Educational Foundations*, 31(3 & 4), p. 7 – 26.
- Hilton, A.A.**, & Bonner, F.A. (2017). Today's urban Black male: The importance of finding the right college to realize maximum success. *Urban Education*, 52(9), 1051 – 1056.
- Ogaldez, T.J.M., & **Hilton, A.A.** (2017). Faculty expectations of administrative leaders' behavior of the department of chairs: The University of Belize. *Journal of Research Initiatives*, 3(1), 1 – 15. (article 3)
- Platt, C.S., & **Hilton, A.A.** (2017). Why so much Blackness? Race in the dissertation topics and research of Black male doctoral students. *Spectrum: A Journal on Black Men*, 5(2), p. 23 – 44.
- White, K., & Hilton, A.A. (2017). Introduction to special issue: From #BlackLivesMatter to #BlackMindsMatter. *Journal of African American Males in Education*, 8(2), p. 1 – 4.
- Borum, V.O., **Hilton, A.A.**, & Walker, E.N. (2016). The role of Black colleges in the development of mathematicians. *Journal of Research Initiatives*. 2(1), 1-15. (article 6)
- Bryant, C.J., **Hilton, A.A.**, & Green-Powell, P.A. (2016). Mentoring as professional development for African

American Ph.D. students pursuing the professoriate. *The Western Journal of Black Studies*, 40(1), 61-71.

- Farmer, E.D., **Hilton, A.A.**, & Reneau, F.H. (2016). Variables that contribute to retention and graduation of Black American females at an historically Black university. *Negro Educational Review*, 67(1-4), 133 – 148.
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Book Chapters

Davis, C.H, **Hilton, A.A.**, Hamrick, R., & Brooks, E. (Under Review). Black professorship: The beauty and the beast. In. C.H. Davis et. al. (Eds). *The beauty and the burden of being a Black professor*. United Kingdom: Emerald Publishing.

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Hicks, T., Herndon, M., **Hilton, A.A.**, Attoh, P., & Armstrong, V. (Reprint, 2019). Assessing life styles,

stressors and health status among a predominately African American on-campus and off-campus student. In Hicks, T., Butler, D., & Mondrail, M. *First-generation college student research studies*, p. 100 – 111. Hamilton Books, Lanham, Maryland.

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Wood, J.L., **Hilton, A.A.**, & Johnson, R.M. (2013). The effect of self-efficacy on academic and social integration: An investigation of students of color in the community college. In T. Hicks and Michael McFrazier (Eds.), *College student self-efficacy research studies*. Lanham, MD: University Press of America, Inc., Rowman Littlefield Publishing Group.

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Wood, J.L., **Hilton, A.A.**, & Lewis, C.W. (2012). Black males across institutional types: Recurrent recommendations for research, policy and practice. In Adriel A. Hilton, J. Luke Wood, and Chance W. Lewis. (Eds.). *Black males in postsecondary education: Examining their experiences in diverse institutional contexts*. Charlotte, NC: Information Age Publishing.

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- Goodman, G.S., & **Hilton, A.A.** (2010). Urban dropouts: Why persist? Shirley R. Steinberg (Ed.), *19 Urban Questions*. New York: Peter Lang Publishing.
- a. Chapter reprinted in G. Goodman (Ed.). (2010). *Educational psychology reader: The art and science of how people learn*. New York: Peter Lang Publishing.
 - b. Chapter reprinted in R. Brock & G. Goodman (Eds.). (2013). *School sucks! Arguments for alternative education*. New York: Peter Lang Publishing.
 - c. Chapter reprinted in G. Goodman (Ed.). (2014). *Educational psychology reader: The art and science of how people learn*. New York: Peter Lang Publishing.

Technical Reports

- Hilton, A.A. (2005). Senate Staff Analysis and Economic Impact Statement. Senate Bill 2268. Tallahassee, FL: The Florida Senate.
- Hilton, A.A. (2005). Senate Staff Analysis and Economic Impact Statement. Senate Bill 784. Tallahassee, FL: The Florida Senate.
- Hilton, A.A. (2005). Senate Staff Analysis and Economic Impact Statement. Senate Bill 568. Tallahassee, FL: The Florida Senate.

PRESENTATIONS

International Presentations (Refereed)

- Ingram, T.N., Coaxum, J., & **Hilton, A.A.** (October, 2015). *The psychosocial educational experiences of Black men in college*. Paper presented at the 4th Annual International Colloquium on Black Males in Education, Kingston, Jamaica.
- Hilton, A. A.**, Turnipseed, I. B., & Summers, E. (June, 2012). *The role of diversity leadership executives in promoting campus inclusion*. Paper presented at the Twelfth International Conference on Diversity in Organizations, Communities and Nations, Vancouver, Canada.
- Summers, E., **Hilton, A. A.**, & Turnipseed, I. B. (June, 2012). *Diversifying the academy*. Paper presented at the Twelfth International Conference on Diversity in Organizations, Communities and Nations, Vancouver, Canada.
- Turnipseed, I. B., **Hilton, A. A.**, & Summers, E. (June, 2012). *Embracing diversity and avoiding a CRASH by calling spades, progressing syntaxes, and affirming actions, and progressing syntaxes*. Paper presented at the Twelfth International Conference on Diversity in Organizations, Communities and Nations, Vancouver, Canada.
- Knight, L., Davenport, E., Green-Powell, P., & **Hilton, A.A.** (January, 2011). *An analysis of graduate*

student retention and attrition efforts at selected historically Black colleges and universities in the southern region of the United States. Paper presented at the Hawaii International Conference on Education, Honolulu, HI.

Knight, L., Davenport, E., Green-Powell, P., & **Hilton, A.A.** (January, 2011). *The role of HBCUs in today's higher education landscape.* Paper presented at the Hawaii International Conference on Education, Honolulu, HI.

Joseph, C.L., Green-Powell, P., & **Hilton, A.A.** (March, 2010). *Mentoring African Americans toward the professoriate.* Paper presented at the International Mentoring Association Conference, Orlando, FL.

Hilton, A.A., Green-Powell, P., Joseph, C.L., & Knight, L.G. (January, 2010). *An analysis of one state's use of race neutral policies to achieve diversity.* Paper presented at the Hawaii International Conference on Education, Honolulu, HI.

National Presentations (Refereed)

Beale, T., McClean, C., Rudham, G., **Hilton, A.A.**, Cameron, H.A., McCunney, D., Gray, A.L. (November, 2020). *Integrating diversity, equity, and inclusion into your workplace culture as an inclusive leader.* The Circle of Change Leadership Conference, virtually.

Taylor, S., Hutton, D., & **Hilton, A.A.** (November, 2020). *If not now, when? Change through the power of diverse voices.* Paper presented at The Charleston Conference, virtually.

Hilton, A.A., & Williams, M.R. (February, 2020). *Publishing as a student affairs professional.* Presentation presented at the National Association of Student Affairs Professional Conference, Charlotte, NC.

Hilton, A.A., & Williams, M.R. (February, 2020). *Driving divisional and institutional effectiveness towards students, community, and cultural capital.* Paper presented at the National Association of Student Affairs Professional Conference, Charlotte, NC.

Hunter Davis, C., **Hilton, A.A.**, & Outten, D. (February, 2019). *On diversity, equity and inclusion at Historically Black Colleges and Universities: Interrupting patterns of invisibility.* Paper presented at the National Association of Student Affairs Professional Conference, Atlanta, GA.

Whitaker, R., & **Hilton, A.A.** (February, 2019). *All eyes on me: Culturally responsive approaches to engaging revenue playing Black male student-athletes who attend PWIs.* Paper presented at the National Association of Student Affairs Professional Conference, Atlanta, GA.

Whitaker, R., & **Hilton, A.A.** (November, 2018). *Beyond the veil: Truly seeking and supporting minority students who attend predominately White institutions.* Paper presented at the Greater Pittsburgh Higher Education Diversity Consortium Professional Development Conference, Pittsburgh, PA.

Thomas, M., McClain, K., Outten, D., & **Hilton, A.A.** (February, 2018). *Black masculinity, pop culture, media, and higher education.* Paper presented at the annual National Association of Student Affairs Professionals Conference, Charleston, SC.

Thomas, M., Boykin, T.F., **Hilton, A.A.**, & Palmer, R.T. (February, 2018). *Professional education at*

historically Black colleges and universities: Trends, experiences and outcomes. Paper presented at the annual National Association of Student Affairs Professionals Conference, Charleston, SC.

- Platt, C.S., & **Hilton, A.A.** (February, 2018). *We came to win: Doctoral students of color and completing the Ph.D.* Paper presented at the annual National Association of Student Affairs Professionals Conference, Charleston, SC.
- Boykin, T.F., **Hilton, A.A.**, & Palmer, R.T. (June, 2017). *Professional education at historically Black colleges and universities: Trends, experiences and outcomes*. Paper accepted for the NASPA Closing the Achievement Gap: Student Success in Higher Education Conference, Washington, D.C.
- Chambers, C.R., **Hilton, A.A.**, & McClain, K. (April, 2017). *Post-racial already? Desegregation and interest divergence in a small liberal arts college, 1990-2010*. Paper presented at the annual American Educational Research Association Conference, San Antonio, TX.
- Thomas, M., Harris, R., Covington, M., & **Hilton, A.A.** (March, 2017). *Creating inclusive learning environments: A focus on Hispanic students*. Paper presented at the annual American College Personnel Association Convention, Columbus, OH.
- Ray, C.A., **Hilton, A.A.**, Wood, J.L., & Hicks, T. (February, 2017). *Motivational factors for academic success: Prospectives of African American males at historically Black colleges and universities*. Paper presented at the annual National Association of Student Affairs Professionals Conference, Raleigh, NC.
- Charleston, L., Platt, C.S., **Hilton, A.A.**, & Warmack, D. (April, 2016). *Navigating the paradox of doctoral socialization: Black males experiencing success in diverse doctoral programs*. Paper presented at the annual American Educational Research Association Conference, Washington, D.C.
- Felder, P.P., & **Hilton, A.A.** (April, 2016). *An analysis of doctoral student retention at selected historically Black colleges and universities in the United States*. Paper accepted at the annual American Educational Research Association Conference, Washington, D.C.
- Ingram, T.N., Greenfield, D., Carter, J.D., & **Hilton, A.A.** (April, 2016). *Examining the significance of historically Black colleges and universities and their inclusive climate*. Paper presented at the annual American Educational Research Association Conference, Washington, D.C.
- Moore, C., Thomas, M., & **Hilton, A.A.** (April, 2016). *Universal design instruction: How faculty employ inclusive teaching strategies*. Paper presented at the annual American Educational Research Association Conference, Washington, D.C.
- Bryant, C.J., **Hilton, A.A.**, & Green-Powell, P. (March, 2016). *Professional development through mentoring: Preparing African Americans for the professoriate*. Paper presented at the annual American College Personnel Association Convention, Montreal, B.C.
- Ward, K.R., Burney, M., **Hilton, A.A.**, & James, T. (March, 2016). *Everyone's favorite "R" word: Retention!* Paper presented at the annual American College Personnel Association Convention, Montreal, B.C.
- Ward, K.R., Burney, M., **Hilton, A.A.**, & James, T. (March, 2016). *Diversity is being asked to the party:*

Inclusivity is being asked to dance. Paper presented at the NASPA – Student Affairs Administrators in Higher Education Annual Conference, Indianapolis, IN.

Farmer, E., **Hilton, A.A.**, & Reneau, F.H. (February, 2016). *Variables to academic retention and graduation for African American females at an HBCU.* Paper presented at the National Association of African American Studies National Conference, Baton Rouge, LA.

Farmer, E., **Hilton, A.A.**, & Reneau, F.H. (February, 2016). *Success factors that influence academic retention and graduation for African American females at an HBCU.* Paper presented at the National Association of Student Affairs Professionals Annual Conference, Houston, TX.

Hilton, A.A., Freeman, S., Lee, J.M., & McClain, K.S. (November, 2015). *The governing structures of state supported Historically Black Colleges and Universities.* Paper presented at the Association for the Study of Higher Education Conference, Denver, CO. **(funded through the Chancellor's Fund)**

Perry, A.L., **Hilton, A.A.**, & Dean, S. (November, 2015). *New faculty transitions and obstacles: An auto-ethnographic exploration.* Paper presented in a roundtable format at the Association for the Study of Higher Education Conference, Denver, CO. **(funded through the Chancellor's Fund)**

Thomas, M., **Hilton, A.A.**, & Ingram, T.N. (November, 2015). *Campus environments: Their importance and impact.* Paper presented at the Association for the Study of Higher Education Conference, Denver, CO. **(funded through the Chancellor's Fund)**

Harrell, I.L., **Hilton, A.A.**, & Ingram, T.N. (March, 2015). *African American men at community colleges: Navigating their success.* Paper presented at the NASPA – Student Affairs Administrators in Higher Education Annual Conference, New Orleans, LA.

Ingram, T.N., Coaxum, J., **Hilton, A.A.**, & Harrell, I.L. (November, 2014). *Persistence among African American men in the community college.* Paper presented at the University Council for Educational Administration Convention, Washington, DC. **(funded through the Chancellor's Fund)**

Whitaker, R.W., **Hilton, A.A.**, & Hopson, R.K. (April, 2014). *Beyond the touchdowns and slam dunks: A critical examination of how revenue-playing African American male student athletes at predominately White institutions experience and perceive the climate on their campus.* Paper presented at the American Educational Research Association Conference, Philadelphia, PA.

Palmer, R.T., & **Hilton, A.A.** (November, 2013). *Black graduate education at Historically Black Colleges and Universities: Trends, experiences, and outcomes.* Paper presented at the Association for the Study of Higher Education Conference, St. Louis, MO.

Outten, D.L., & **Hilton, A.A.** (April, 2013). *How to identify, recruit and retain faculty of color in critical shortage teaching areas, when some administrators say they can't find qualified minorities.* Paper presented at the Keeping Our Faculty of Color Symposium, Minneapolis, MN.

Outten, D.L., & **Hilton, A.A.** (March, 2013). *How to identify, recruit and retain faculty of color in critical shortage teaching areas, when some administrators say they can't find qualified minorities.* Paper presented at the 5th Annual University of Cincinnati Diversity Conference, Cincinnati, OH.

Walker, E.N., Borum, V., & **Hilton, A.A.** (April, 2012). *The role of Black colleges in the development of*

mathematicians. Paper presented at the American Educational Research Association Conference, Vancouver. British Columbia, Canada.

McGaskey, F., **Hilton, A.A.**, & Ingram, T.N. (April, 2012). *Factors affecting the research productivity of Black Ph.D. students at predominantly White institutions*. Paper presented at the American Educational Research Association Conference, Vancouver. British Columbia, Canada.

Carter, J., **Hilton, A.A.**, Hirt, J., Palmer, R. T, & Saddler, T. (March, 2012). Using research on historically Black colleges and universities (HBCUs) to create possibilities for the future Symposium presented at the annual American College Personnel Association Convention, Louisville, KY.

Summers, E., & **Hilton, A.A.** (March, 2012). *Students and the 21st century: Changes and need to provide more*. Proposal presented at the National Association of Presidential Assistants in Higher Education conference, Los Angeles, CA.

Hilton, A.A., Gasman, M., & Wood, J.L. (November, 2011). *The impact on the One Florida Initiative on Florida law schools: A critical race theory analysis*. Paper presented at the Association for the Study of Higher Education Conference, Charlotte, NC.

McGaskey, F., **Hilton, A.A.**, & Ingram, T.N. (November, 2011). *Uneven playing fields: Using Bourdieu's social field theory to examine the experiences of Black male doctoral students in higher education programs*. Paper presented at the Association for the Study of Higher Education Conference in a roundtable format, Charlotte, NC.

Williams, K., Burt, B., & **Hilton, A.A.** (November, 2011). *Fixing the leaky pipeline to STEM major choice: Identifying the factors that influence early achievement in math and science*. Paper presented at the Association for the Study of Higher Education Conference, Charlotte, NC.

Wood, J.L., **Hilton, A.A.**, & Harrell, I.L. (April, 2011). *African American males and the community college: Peer relationships and academic success*. Paper presented at the annual Council for the Study of Community Colleges Conference, New Orleans, LA.

Lee, J. M., Daniels, B.D., Harrell, I.L., **Hilton, A.A.**, & Palmer, R.T. (April, 2011). *Voice of African American male PhD recipients: Strategies for supporting African American men to completion*. Research proposal presented at A Dream Deferred: The Future of African American Education Meeting – The College Board, Philadelphia, PA.

Gasman, M., & **Hilton, A.A.** (April, 2011). *Mixed motivations, mixed results: A history of law, interest convergence and historically Black colleges and universities*. Paper presented at the annual American Educational Research Association Conference, New Orleans, LA.

Gasman, M., & **Hilton, A.A.** (April, 2011). *A 25-year history of the American Association of University Professors' perspective on shared governance at historically Black colleges and universities*. Paper presented at the annual American Educational Research Association Conference, New Orleans, LA.

Wood, J.L., Palmer, R.T., Lee, J.M., Ingram, T.I., **Hilton, A.A.**, & Stephans, N. (April, 2011). *African American males in higher education: Examining their experiences in diverse contexts*. Paper presented at the annual American Educational Research Association Conference, New Orleans, LA.

- Carter, J., **Hilton, A.A.**, Palmer, R.T., Saddler, T., & Strayhorn, T. (March, 2011). *Using HBCU research to 'be more' effective in working with students*. Symposium presented at the annual American College Personnel Association Convention, Baltimore, MD.
- Hallam, J., Larkin, W.D., & **Hilton, A.A.** (March, 2011). *President's office manual: Dissecting the complexities of a president's office*. Session presented at the annual National Association of Presidential Assistants in Higher Education Conference, Washington, DC.
- Hilton, A.A.**, & Summers, E. (March, 2011). *Promoting campus inclusion as a presidential assistant*. Proposal presented at the annual National Association of Presidential Assistants in Higher Education Conference, Washington, DC.
- Daniels, B.D., Lee, J.M., Harrell, I.L., **Hilton, A.A.**, Ingram, T.N., & Palmer, R.T. (October, 2010). *From high school to higher education: Supporting African American males*. Research symposium presented at the annual College Board National Forum, Washington, DC.
- Daniels, B.D., Harrell, I.L., **Hilton, A.A.**, Ingram, T.N., Lee, J.M., & Palmer, R.T. (March, 2010). *Voices from the ebony and ivory tower: The stories of persistence of Black male PhD recipients*. Symposium presented at the annual American Association of Blacks in Higher Education Conference, Atlanta, GA.
- Ingram, T.I., & **Hilton, A.A.** (November, 2009). *Strategies for success: Examining social capital among African American male doctoral students at predominantly White institutions*. Paper presented at the annual Association for the Study of Higher Education Conference, Vancouver, BC.
- Hilton, A.A. (March, 2009). *The perceptions of administrators concerning the One Florida Initiative*. Paper presented at the annual meeting of the American Association of Blacks in Higher Education, Atlanta, GA.
- Palmer, R. T., **Hilton, A.A.**, Harrell, I.L., & Jackson, T. (March, 2009). *Highlighting exemplary STEM initiatives promoting the success of minority students*. Paper presented at the annual meeting of the American College Personnel Association, Washington, DC.
- Palmer, R. T., **Hilton, A.A.**, & Jackson, T. (March, 2009). *The impact of remedial education on the academic success of Black males*. Paper presented at the annual meeting of the American College Personnel Association, Washington, DC.
- Green-Powell, P., **Hilton, A.A.**, & Joseph, C.L. (February, 2009). *The impact of community relations and partnerships on low performing schools*. Paper presented at the National Association of African American Studies, Baton Rouge, LA.
- Palmer, R.T., **Hilton, A.A.**, & Green-Powell, P. (October, 2008). *Using a tenet of critical theory to explain the African American male achievement disparity*. Paper presented at the 3rd Annual Brothers of the Academy Think Tank for African American Progress, Memphis, TN.
- Hilton, A.A.**, Green-Powell, P., & Palmer, R.T. (October, 2008). *An analysis of one state's use of race neutral policies to achieve diversity*. Paper presented at the 3rd Annual Brothers of the Academy Think Tank for African American Progress, Memphis, TN.

- Palmer, R. T., Davis, R. J., McClendon, S. A., & **Hilton, A. A.** (March, 2008). *Remediation under siege: Threatening access to higher education for Black male students*. Paper presented at the American Education Research Association annual meeting, New York, NY.
- Palmer, R. T., & **Hilton, A.A.** (March, 2008). *The impact of the synergy created by a Black college community and its influence on challenging acting White*. Paper presented at the 20th Annual National Black Graduate Student Conference, Chicago, IL.
- Palmer, R.T., & **Hilton, A.A.** (March, 2008). *New conceptualization of the African American male achievement disparity*. Paper presented at the annual National Association of Student Personnel Administrators Annual Meeting, Boston, MA.
- Hilton, A.A.**, & Green-Powell, P. (February, 2008). *The perceptions of law school administrators concerning the One Florida Initiative*. Paper presented at the annual National Association of African American Studies Conference, Baton Rouge, LA.
- Palmer, R.T., & **Hilton, A.A.** (May, 2007). *Achieving success in college: Against all odds*. Paper presented at the American College Personnel Association Institute for College Male: Creating and Achieving Successful Outcomes, Atlanta, GA.
- DeSousa, D.J., Palmer, R.T., & **Hilton, A.A.** (April, 2007). *Student engagement and African American college men*. Paper presented at the National Association of Student Personnel Administrators and the American College Personnel Association Joint Meeting, Orlando, FL.
- Palmer, R.T., & **Hilton, A.A.** (March, 2007). *Affirmative action: Implications for higher education from a critical race theorist perspective*. Paper presented at the annual National Black Graduate Student Conference, Baltimore, MD.
- Hilton, A.A.**, & Palmer, R.T. (February, 2007). *HBCUs: Key factors that promote academic achievement for Black males*. Paper presented at the annual National Association of Student Affairs Professionals Conference, Savannah, GA.
- Hilton, A.A.**, & Palmer, R.T. (January, 2007). *HBCUs: Factors promoting student retention*. Paper presented at the annual National African American Student Leadership Conference, Holly Springs, MS.
- Hilton, A.A.**, & Palmer, R.T. (January, 2006). *Strategy for success: Morgan M.I.L.E.* Paper presented at the annual National African American Student Leadership Conference, Holly Springs, MS.
- Hilton, A.A. (January, 2005). *How changes in affirmative action have impacted public management?* Paper presented at the annual National African American Student Leadership Conference, Holly Springs, MS.
- Regional Presentations (Refereed)**
- Boykin, T.F., **Hilton, A.A.**, & Palmer, R.T. (October, 2017). *Professional education at Historically Black Colleges and Universities: Past trends and future outcomes*. Paper presented at the Southern Association for College Student Affairs Conference, Chattanooga, TN.
- Burke, M.G., & **Hilton, A.A.** (October, 2017). *What you don't know could hurt you: The top skills entry-level*

professionals should have in their professional toolbox. Paper presented at the Southern Association for College Student Affairs Conference, Chattanooga, TN.

Perry, A.L., Perry, L., & **Hilton, A.A.** (October, 2017). *Holistic strategies for student success: Moving into, through, and beyond college.* Paper presented at the Southern Association for College Student Affairs Conference, Chattanooga, TN. (**funded through the Webster Staff Alliance Professional Development Fund**)

Boykin, T.F., & **Hilton, A.A.** (November, 2016). *Legal aspects of student affairs practice: The role of “first responders” in compliance.* Paper presented at the Southern Association for College Student Affairs Conference, Jacksonville, FL.

Charleston, L.J., Boykin, T.F., **Hilton, A.A.**, Farmer, E.D., & Couch, M. (November, 2016). *Within the experiences of African American male doctoral students at HBCUs.* Paper presented at the Southern Association for College Student Affairs Conference, Jacksonville, FL. (**funded through SACSA Research Grant**)

Farmer, E.D., **Hilton, A.A.**, & Reneau, F.H. (November, 2016). *Academic retention and graduation success for African American females at an HBCU.* Paper presented at the Mid-South Educational Research Association, Mobile, AL.

Burke, M.G., Cannonier, C., Carter, J.D., **Hilton, A.A.**, & Mutakabbir, Y. (November, 2015). *Considering the complexities: An examination of diversity on historically Black college and university campuses.* Paper presented at the Southern Association for College Student Affairs Conference, Greenville, SC.

Hilton, A.A., & Burke, M.G. (November, 2015). *Navigating the field of student affairs: Building your professional portfolio.* Paper presented at the Southern Association for College Student Affairs Conference, Greenville, SC.

Ray, C.A., **Hilton, A.A.**, Adams-Dunford, J., & Burton, C. (November, 2015). *Creating a collaborative campus climate through the application of an interdisciplinary, institutional theme.* Paper presented at the Southern Association for College Student Affairs Conference, Greenville, SC. (**with current student in HESA program**)

Ward, K., **Hilton, A.A.**, & Childs, J.L. (November, 2015). *How do we retain them?: A theoretical framework of best practices employed for African American and Hispanic males at a Predominantly White Institution.* Paper presented at the Southern Association for College Student Affairs Conference, Greenville, SC.

Joseph, C.L., Green-Powell, P., & **Hilton, A.A.** (October, 2009). *Mentoring as professional development toward the professoriate.* Paper presented at the annual Southern Regional Council of Educational Administration Conference, Atlanta, GA.

Hilton, A.A., & Green-Powell, P. (February, 2008). *The perceptions of law school administrators concerning the One Florida Initiative.* Paper presented at the annual Southeast Evaluation Association Conference, Tallahassee, FL.

Hilton, A.A., & Green-Powell, P. (November, 2007). *The perceptions of law school administrators concerning the One Florida Initiative*. Paper presented at the annual Southern Regional Council on Educational Administration Conference, Kansas City, MO.

Coleman, C.R., & **Hilton, A.A.** (November, 2006). *Using public relations to maximize your student organization's goals*. Paper presented at the American College Unions International Region 4 Conference, Baltimore, MD.

State Presentations (Refereed)

Hilton, A.A., & Platt, C.S. (September, 2017). *Building a professional portfolio*. South Carolina College Personnel Association Conference, Clemson University, Clemson, SC.

Hilton, A.A. (October, 2015). *Motivations to succeed: The voices of Black men in college*. North Carolina College Personnel Association Conference, Elon University, Elon, NC. (***funded through the Professional Development Grant***)

Ogaldez, T.J.M., Covington, M., & **Hilton, A.A.** (October, 2015). *Undergraduate research experiences as an approach to engaging students*. North Carolina College Personnel Association Conference, Elon University, Elon, NC. (***with current student in HESA program***)

Ward, K.R., Burney, M., **Hilton, A.A., & James, T.** (October, 2015). *The two key factors: Retention and race*. North Carolina College Personnel Association Conference, Elon University, Elon, NC.

Ward, K.R., Burney, M., **Hilton, A.A., & James, T.** (October, 2015). *What is diversity without majority?* North Carolina College Personnel Association Conference, Elon University, Elon, NC.

Invited Presentations and/or Keynotes

Hilton, A.A. (July, 2020). *Leveraging resources to navigate careers in White spaces*. Greater Pittsburgh Higher Education Diversity Consortium and Pennsylvania Black Conference on Higher Education, Professional Development Retreat. Virtual. (Panelist).

Hilton, A.A. (July, 2020). *Theatre of the oppressed*. Musical Theatre Education Association's Race, Equity and Inclusion Session. Virtual. (Keynote).

Hilton, A. A. (July, 2019). *How to disseminate your dissertation or master's thesis findings?* Northeastern University Graduate School of Education, Boston, MA. (Keynote).

Hilton, A.A. (May, 2019). *Approaches and strategies to addressing diversity, equity and inclusion issues in higher education*. Wiley Publishing, The Learning House, Louisville, KY. (Keynote).

Hilton, A.A. (April, 2019). *An objective approach to a collaborative effort*. Presented at the Undergraduate Research Conference, Seton Hill University, Greensburg, PA. (Keynote).

Hilton, A.A. (April, 2019). *The all in approach for student success*. Presented at Carlow University. Pittsburgh, PA. (Keynote).

Hilton, A.A. (March, 2019). *Navigating the field of higher education: How to climb the ladder*. Presented at

Indiana University of Pennsylvania. (Keynote).

Hilton, A.A. (November, 2018). *Engaging African American males in community college*. Presented at the Book signing at Sister's Uptown Bookstore. New York, NY. (Panelist).

Hilton, A.A. (July, 2018). *A time for renewal: Eagles soaring as champions*. Presented at the Biannual Scott Branch High School Alumni Reunion. Miami, FL. (Keynote).

Hilton, A.A. (February, 2018). *Writing academic opinion articles and blogs*. Presented at the University of Idaho's Writing for Publication course, Moscow, ID. (Keynote).

Hilton, A.A. (June, 2017). *Beyond the BootCamp: Career trajectories and success in the academy*. Presented at the Black Male Doctoral Research BootCamp, Florida State University, Tallahassee, FL. (Panelist).

Hilton, A.A. (June, 2017). *Publishing your research*. Presented at the Black Male Doctoral Research BootCamp, Florida State University, Tallahassee, FL. (Keynote).

Hilton, A.A. (April, 2017). *Panel discussion on the Asa G. Hilliard III and Barbara A. Sizemore Research Course on African Americans and Education Alumni*. Presented at the American Educational Research Association Annual Meeting. (Panelist).

Hilton, A.A. (April, 2016). *The evolution of accounting: How the accounting profession has fared in the past, opportunities available to students who enter into the accounting profession, and how the accounting profession will shape the future of businesses*. Presented at the annual National Association of Black Accountants banquet, Grambling State University, Grambling, LA. (Keynote).

Hilton, A.A. (April, 2016). *The governing structures of state supported historically Black colleges and universities*. Presented at Texas Southern University, Seminar on Governance in Higher Education (EDHI 942), Houston, TX. (Keynote).

Hilton, A. A., & Covington, M. (January, 2016). *Racism Module*. Presented at the Social Justice Institute at Western Carolina University, Cullowhee, NC. (Panelist) (**with current student in HESA program**)

Covington, M., & **Hilton, A.A.** (October, 2015). *Reaching students not like you*. The College of Education & Allied Professions, Office of Field Experiences, Professional Development Day. Western Carolina University, Cullowhee, NC. (Panelist). (**with current student in HESA program**)

Hilton, A.A. (September, 2015). *Hats Off!* Jackson County Chapter of the National Association for the Advancement of Colored People, Humanitarian Awards Celebration, Dillsboro, NC. (Keynote).

Hilton, A.A. (September, 2015). *Ferguson: A report from occupied territory*. Western Carolina University, Cullowhee, NC. (Panelist).

Hilton, A.A. (April, 2015). *Resiliency: Factors leading to success for Latin@ students*. 2015 Latin@ Appreciation Student Organization RACIES event, Western Carolina University, Cullowhee, NC. (Keynote)

Hilton, A.A., & McClain, K.S. (March, 2015). *Racism*. College of Education & Allied Professions

Diversity Dialogue Series, Western Carolina University, Cullowhee, NC. (Panelist) **(with current student in HESA program)**

Ray, C.A., & **Hilton, A.A.** (February, 2015). *What would you sit-in for?* Tar Heel Tour. Cullowhee, North Carolina. (Panelist) **(with current student in HESA program)**

Ray, C.A., McClain, K.S., & **Hilton, A.A.** (February, 2015). *What is leadership?* WheeLead Conference. Cullowhee, North Carolina. (Panelist) **(with current students in HESA program)**

Hilton, A.A., & McClain, K.S. (January, 2015). *Racism*. Social Justice Institute, Western Carolina University, Cullowhee, NC. (Panelist) **(with current student in HESA program)**

Hilton, A.A. *Why Western Carolina University?* (January, 2015). Kappa Sigma of Kappa Alpha Psi Fraternity, Inc. Retreat, Western Carolina University, Cullowhee, NC. (Keynote).

Hilton, A.A. (October, 2014). *Unarmed: Ferguson, MO*. Organization of Ebony Students event, Western Carolina University, Cullowhee, NC. (Panelist)

Hilton, A.A. (October, 2014). *African American males in the academy*. Guest scholar for the Aztec Research Fellowship Program, San Diego State University, San Diego, CA. (Keynote).

Hilton, A.A. (September, 2014). *Creating your significance: Are you ready to be a brand*. Georgia Leadership Conference, Emory University, Atlanta, GA. (Panelist)

Hilton, A.A. (August, 2014). *Resiliency: Factors leading to success in college*. 2014 Project C.A.R.E. Retreat, Western Carolina University, Cullowhee, NC. (Keynote)

Hilton, A.A. (July, 2014). *Building the brand of the HBCU researcher: Translating scholarship into media influence*. 2014 HBCU Media Summit, Dillard University, New Orleans, LA. (Keynote)

Hilton, A.A. (April, 2014). *Black males in postsecondary education: Examining their experiences in diverse institutional contexts. HBCUs Can Maximize Minority Student Achievement and Success*. “Roc The Mic” Program, Bethune-Cookman University, Daytona Beach, FL. (Keynote)

Hilton, A.A. (November, 2013). *Real talk: What you really need to know to be successful*. Vanderbilt University, Enhancing Diversity in Graduate Education program, Nashville, TN. (Panelist)

Hilton, A.A. (November, 2013). *To the PhD and beyond: Celebrating diversity now and throughout your career*. Vanderbilt University, Enhancing Diversity in Graduate Education program, Nashville, TN. (Panelist)

Hilton, A.A. (October, 2013). *Diverse, driven and determined*. Annual Michigan College Personnel Association Meeting, Grand Rapids, MI. (Keynote)

Hilton, A.A. (October, 2013). *Last tango in halifax screening - WGVU*. Grand Rapids, MI. (Panelist)

Hilton, A.A. (October, 2013). *The art of networking*. Women! Let’s hear it from the men conference, Grand Rapids, MI. (Panelist)

- Hilton, A.A. (October, 2013). *Local best practices on retaining students of color*. West Michigan Presidents' Compact Committee Professional Development Day, Grand Rapids, MI. (Panelist)
- Hilton, A.A. (October, 2013). *Mobilizing the whole community to maximize minority student achievement and success*. 2nd Annual African American Male Student Achievement and Success Symposium, Houston, TX. (Keynote)
- Hilton, A.A. (September, 2013). *Diversity begins with Upper Iowa University*. Upper Iowa University's Diversity Series, Fayette, IA. (Keynote)
- Hilton, A.A. (March, 2013). *Black males in postsecondary education: Examining their experiences in diverse institutional contexts*. 16th Annual Regional HBCU Summit on Retention, Ocean City, MD. (Keynote)
- Carter, T., Clark, I., **Hilton, A.A.**, & Johnson, B. (March, 2013). *Leadership and Mentoring Institute* panel discussion. American Association of Blacks in Higher Education Annual Meeting, Atlanta, GA. (Panelist)
- Palmer, R.T., **Hilton, A.A.**, & Fountaine, T.P. (February, 2013). *Black graduate education at Historically Black Colleges and Universities: Trends, experiences, and outcomes*. Council of Historically Black Graduate Schools Conference, Greenville, SC.
- Hilton, A.A. (April, 2012). *Building relationships within the Board*. Association of Governing Boards, Workshop for Board Professionals, National Harbor, MD.
- Hilton, A.A. (April, 2012). *Life after board professional*. Association of Governing Boards, Workshop for Board Professionals, National Harbor, MD.
- Hilton, A.A. (March, 2012). *Working with Boards for Trustees*. National Association of Presidential Assistants in Higher Education conference, Los Angeles, CA.
- Hallam, J.A., **Hilton, A.A.**, & Larkin, W.D. (March, 2012). *The President's Office Manual*. National Association of Presidential Assistants in Higher Education conference, Los Angeles, CA.
- Hilton, A.A. (November, 2011). *The path to the Ph.D.* Vanderbilt University, Enhancing Diversity in Graduate Education program, Nashville, TN. (Panelist)
- Hilton, A.A. (November, 2011). *Career choices for Ph.D.s*. Vanderbilt University, Enhancing Diversity in Graduate Education program, Nashville, TN. (Panelist)
- Hilton, A.A. (October, 2011). *Capturing the educational experiences of young men of color*. The College Board Forum, New York, NY. (Panelist)
- Hilton, A.A. (October, 2011). *The importance of the student affairs profession*. Iowa Student Personnel Association Conference, Waverly, IA. (Keynote)
- Hilton, A.A. (October, 2011). *Navigating the field of higher education: How to climb the ladder?* Iowa Student Personnel Association Conference, Waverly, IA.

- Hilton, A.A. (April, 2011). *Doing more with less in the Board Office*. Association of Governing Boards, Board Professional Workshop, Los Angeles, CA.
- Kipp, M., DiJohn, A., & **Hilton, A.A.** (October, 2010). *What is leadership?* Upper Iowa University, Office of Student Development, Fayette, IA.
- Hilton, A.A. (October, 2010). *Diversity in the classroom*. Upper Iowa University, Division of Education and Health, Physical Education, and Recreation, Fayette, IA.
- Hilton, A.A. (September, 2010). *White privilege, Critical Race Theory, and interest convergence in the 21st century*. Upper Iowa University, Division of Education and Health, Physical Education, and Recreation, Fayette, IA.
- Hilton, A.A. (March, 2010). *Managing the President's calendar*. National Association of Presidential Assistants in Higher Education 23rd Annual National Conference, Phoenix, AZ.
- Hilton, A.A. (June, 2009). *The power of the vote: Change*. Clarion University of Pennsylvania, 7th Annual Juneteenth Celebration. Clarion, PA. (Keynote)
- Hilton, A.A. (June, 2009). *The perceptions of administrators concerning the One Florida Initiative*. Clarion University of Pennsylvania, Clarion, PA.
- Hilton, A.A. (June, 2009). *The perceptions of administrators concerning the One Florida Initiative*. Clarion University of Pennsylvania, Venango Campus, PA.
- Harrell, I.L., & **Hilton, A.A.** (May, 2009). *How to get the job?* The Art Institute of Washington Career Services Division, Alexandria, VA.
- Hilton, A.A. (April, 2009). *Brother, sister beware: Negotiating challenges to African American academic success, social responsibility, and civic leadership*. Coppin State University Black Male Initiative and African American History Month Committee, Baltimore, MD. (Panelist)
- Hilton, A.A.**, & Turnipseed, I.B. (November, 2008). *Dissertation and thesis writing: How to get over the slump and just get it done*. National Black Graduate Student Association Northeastern Regional Conference, Bloomsburg University, Bloomsburg, PA.
- Hilton, A.A. (August, 2007). *Peer advising on the graduate level*. Morgan State University Faculty Institute, Baltimore, MD.
- Hilton, A.A. (July, 2007). *Factors leading to success in college*. The Pre-College Program at Morgan State University, Baltimore, MD. (Keynote)
- Hilton, A.A. (September, 2006). *The challenges of a graduate student*. Morgan State University Graduate Student Orientation, Baltimore, MD.
- Hilton, A.A.**, & Davenport, E.K. (February, 2005). *Is affirmative action still needed and its influence on public management: One Florida Initiative?* The Florida Senate, Tallahassee, FL.
- Hilton, A.A. (October, 2004). *What is the experience of a graduate student?* Florida A&M

University Graduate Feeder Seminar, Tallahassee, FL.

Hilton, A.A. (July, 1999). *Civil rights activist: Highlighting the life of Medgar Wiley Evers*. The National Association for the Advancement of Colored People National Convention, New York, NY. ([Keynote](#))

Poster Presentations (Refereed)

Hilton, A.A., McClain, K.S., Ray, C.A., & Childs, J.L. (March, 2016). *HBCUs Can Maximize Minority Student Achievement and Success*. Poster presented at the annual American College Personnel Association Convention, Montreal, B.C. (**with current student in HESA program**)

Ray, C.A., **Hilton, A.A.**, Wood, J.L., & Hicks, T.L. (March, 2016). *Motivational factors for academic success: Prospectives of African American males at historically Black colleges and universities*. Poster presented at the annual American College Personnel Association Convention, Montreal, B.C. (**with current student in HESA program**)

Ward, K.R., Davis, D.J., & **Hilton, A.A.** (November, 2015) *How do we retain them? A theoretical framework of best practices employed for African American and Hispanic males at a Predominately White Institution*. Poster presented at the Association for the Study of Higher Education Conference, Denver, CO. (**with current student in HESA program**)

Hilton, A.A. (September, 2007). *The perceptions of administrators concerning the One Florida Initiative*. Poster presented at the National Black Graduate Student Association Northeastern Regional Conference, University of Maryland College Park, MD.

UNIVERSITY SERVICE

- Seton Hill University, Charity Formation Participant, 2018 – Present
- Seton Hill University, Health Benefits Working Group, 2019 – Present
- Seton Hill University, Mission and Identity Committee, 2018 – Present
- Seton Hill University, Student Affairs Leadership Team, 2018 – Present
- Seton Hill University, Title IX Deputy Investigator, 2018 – Present
- Seton Hill University, Presidential Task Force for Diversity, Equity and Inclusion, Co-Chair, 2020 – Present
- Seton Hill University, CARE Team Member, 2018 – Present
- Seton Hill University, Policy Committee, 2020 – Present
- Seton Hill University, Class of 2022 Co-Advisor, 2018 – Present
- Seton Hill University, Greater Pittsburgh Higher Education Diversity Consortium Professional Development Meeting, Moderator, 2019
- Seton Hill University, Assistant Professor of Nursing, Search Committee Member, 2020
- Seton Hill University, Nurse, Search Committee Member, 2020
- Seton Hill University, Graduate and Professional and Adult Programs Counselor, Search Committee Member, 2019
- Seton Hill University, Director of Graduate and Professional and Adult Programs, Search Committee Member, 2018
- Seton Hill University, Director of the Math Enrichment Center, Search Committee Member, 2019
- Webster University, Proctored National Counselor Examination for Licensure and Certification (NCE), 2017
- Webster University, Department of Professional Counseling, Advisory Board Member, 2017 – 2018

Grambling State University, President's Cabinet Member, 2016
 Grambling State University, President's Extended Cabinet Member, 2016
 Grambling State University Athletic Director Search Committee Member, 2016
 Grambling State University Strategic Planning Committee, Co-Chair, 2016
 Grambling State University Commencement Committee Member, 2016
 Grambling State University Emergency Response Committee Member, 2016
 Grambling State University Bayou Classic Committee, Co-Chair, 2016

Clemson University Best Practices Conference Advisory Board Member, 2012 – 2013

Morehouse College HBCU-UP Education Research External Advisory Committee Member, 2011 – 2012

North Carolina College Personnel Association, Mock Interview Team Member (for Graduate Students), 2015

Western Carolina University, First Generation College Student Advisory Board Member, 2015
 Western Carolina University, Homecoming Interview Selection Panel, 2015
 Western Carolina University, Fraternity and Sorority Life Pillars of Excellence Committee, 2015
 Western Carolina University, Chief Diversity Officer Search Committee Member, 2015
 Western Carolina University, Assistant Professor of Educational Research Search Committee Member, 2015
 Western Carolina University College of Education & Allied Professions, Advancement Council Member, 2015
 Western Carolina University College of Education & Allied Professions, Co-Chair Diversity Committee, 2014 - 2015
 Western Carolina University College of Education & Allied Professions, Department of Human Services, Curriculum Committee Member, 2014 – 2015
 Western Carolina University College of Education & Allied Professions, Department of Human Services, Administrative Support Associate Search Committee Member, 2014
 Western Carolina University College of Education & Allied Professions, Department of Human Services, Department Chair Search Committee Member, 2015
 Western Carolina University Division of Student Affairs, Director of Intercultural Affairs, Search Committee Member, 2015
 Western Carolina University Division of Student Affairs, Associate Director of Intercultural Affairs, Search Committee Member, 2015
 Western Carolina University Division of Student Affairs, Associate Director for Fraternity and Sorority Life, Search Committee Member, 2015
 Western Carolina University First Generation Mentoring Program, Mentor, 2014 – 2015
 Western Carolina University, Kappa Sigma Chapter Co-Advisor, Kappa Alpha Psi Fraternity, Inc., 2014; Advisor, 2015
 Western Carolina University, University Club Member, 2015
 Western Carolina University, Participant, Fall Commencement, 2014
 Western Carolina University, Participant, Spring Commencement, 2015
 Western Carolina University, Participant, Fall Convocation, 2014, 2015

Grand Valley State University, Rho Xi Chapter Co-Advisor, Phi Mu Alpha Sinfonia Fraternity of America, Inc., 2012 - 2013

Grand Valley State University Latino/a Initiative Committee Member, 2012 – 2013

Grand Valley State University WGVU Engage, Inclusion Committee, Member 2012 – 2013

Grand Valley State University Freshman Academy Committee Member, 2012 - 2013

Grand Valley State University, Inclusion Champion, 2012 - 2013

University of Northern Iowa, Nu Kappa Chapter Co-Advisor, Kappa Alpha Psi Fraternity, Inc., 2010 - 2012

Upper Iowa University, President's Society Member, 2011

Upper Iowa University Carnegie Community Engagement Classification Application, Principal Investigator, 2010

Upper Iowa University, AACRAO Program Advisory Team Member, 2011

Upper Iowa University, Stadium Design Committee Member, 2011

Upper Iowa University, Administration and Staff Handbook Committee Member, 2011

Upper Iowa University, Diversity Council Chair, 2011

Upper Iowa University, Homecoming Committee Member, 2011

Upper Iowa University, Assistant Director of Residence Life and Coordinator for Educational Initiatives Search Committee Member, 2011

Upper Iowa University, Vice President for International Programs Search Committee Member, 2011

Upper Iowa University, Editorial Services Director Search Committee Member, 2012

Upper Iowa University, Assistant Dean/Director of Counseling Services Search Committee Member, 2011

Upper Iowa University, Assistant Professor of Geosciences Search Committee Member, 2012

Upper Iowa University, Director of Planned Giving Search Committee Member, 2012

Upper Iowa University, Director of Corporate Foundations Search Committee Member, 2012

Upper Iowa University, Director of Annual Giving Search Committee Member, 2011 Upper Iowa University President's Cabinet, Member, 2009 – 2012

Upper Iowa University Enrollment Management Steering Committee, Member, 2010 – 2012

Upper Iowa University Career Development AQIP Committee, Member, 2011 - 2012

Upper Iowa University Food Service Selection Committee, 2010

Upper Iowa University Commencement Committee Member, 2009 – 2012

Upper Iowa University Peacock Connection (Book Store) Advisory Committee, 2009 – 2010

Upper Iowa University Ribbon Cutting Committee, 2010

Upper Iowa University Honors and Awards Committee, 2010 – 2012

Upper Iowa University Black Student Union, Co-Advisor, 2009 – 2010

Upper Iowa University Web-Team, Member, 2009 – 2012

Upper Iowa University, Assistant Professor of Chemistry, Search Committee Member, 2010

Upper Iowa University, Interim Vice President of Marketing and Communications, Search Committee Member, 2009

Upper Iowa University, Executive Director of Marketing and Communications, Search Committee Member, 2009

Upper Iowa University, Academic Quality Improvement Program of the Higher Learning Commission - North Central Association of Colleges and School Reviewer, 2009

Maryland State Department of Education DECA Competition, Judge, 2009

Morgan State University, Middle States Self Study Review Team, 2006 – 2008

Morgan State University Counseling Center, Proctored Praxis, National Board Certifications and LSAT examinations, 2006 - 2007

Morgan State Graduate Student Association, President, 2006 - 2007

Morgan State University Council, Graduate Student Representative, 2006 - 2007

Morgan State University Council, Academic and Student Affairs Committee, 2006 - 2007
 Morgan State University Graduate Student Concerns Advisory Committee, 2006 - 2007
 Morgan State University Judicial Board, Member, 2005 – 2007
 Morgan Male Initiative on Leadership & Excellence, Senior Mentor, 2005 – 2007

Florida A&M University Graduate Student Association, Treasurer, 2004 - 2005
 Florida A&M University Graduate Class Cabinet, Parliamentarian, 2004 – 2005

Morehouse College Student Government, Elections Committee Member, 2002 – 2003
 Morehouse College Senior Class, Secretary, 2002 – 2003
 Atlanta University Center Council, Member, 2001 - 2002
 Morehouse College Junior Class, Secretary, 2001 – 2002
 Morehouse College Executive Mentorship Program, Participant, 2001 - 2002
 Morehouse College Student Government Association, Deputy Director of Community Service, 2000 – 2001

DISSERTATION/DISQUISITION/THESIS COMMITTEES

The University of New Orleans

August 2020 Kevin S. McClain, *Get rich or die tryin': Media and Black male academic identity development*. Ph.D., Educational Administration (Higher Education) (Committee Member)

The University of Pittsburgh

August 2020 Tracy Bowman, *Improving health programs for Seton Hill University first-generation college student-athletes*. Ed.D., Health and Physical Activity (Committee Member)

Northeastern University

June 2020 Eric H.C. Chow, *Effectiveness of introductory coding education on the self-efficacy beliefs of Hong Kong liberal arts students: A case study*. Ed.D., Organizational Leadership Studies (Chair)

Northeastern University

June 2020 Michael A. Pinnock. *Any port in a storm: How African American men use relationships to navigate corporate America*. Ed.D., Organizational Leadership Studies (Chair)

Northeastern University

March 2020 Shannon Joseph Fairley-Pittman. *Understanding the motivation behind the success of first-generation college students*. Ed.D., Organizational Leadership Studies (Chair)

Northeastern University

- March 2020 Locksley Knibbs. *Characteristics, attributes, and qualifications public institutions of higher education seek in presidential candidates*. Ed.D., Higher Education Administration (Committee Member)
- Rowan University
- February 2020 Ajeenah Nuriddin. *Examining the silent voices in adult education: The experiences of African American males at a 4-year open access institution*. Ed.D., Educational Leadership (Committee Member)
- Northeastern University
- July 2019 Katherine Lynch. *Financial Aid Award Notification Design: Understanding Student Social and Cultural Capital to Improve Transparency of College Costs*. Ed.D., Higher Education Administration (Chair)
- Northeastern University
- June 2019 Field Chakudzidwa Ruwe. *Demystifying African American entrepreneurial gap: A phenomenological approach*. Ed.D., Organizational Leadership Studies (Chair)
- Northeastern University
- June 2019 Anna-Theresa C. Wise. *Stress of intercultural communication and international student participation in student organizations*. Ed.D., Higher Education Administration (Chair)
- Northeastern University
- June 2019 Michael R. Williams. *#AMIMANENOUGH: Black male racial and masculine identity development in the digital landscape of Twitter*. Ed.D., Higher Education Administration (Chair)
- Northeastern University
- May 2019 Rebecca L. Simon. *Using a faculty community of practice to support college students with mental health needs*. Ed.D., Higher Education Administration (Chair)
- Pepperdine University
- April 2016 Floyd Hardin. *African American gay male entrepreneurs: A study of enabling and inhibiting factors impacting entrepreneurial success*. Ed.D., Organizational Leadership (Committee Member)
- Western Carolina University
- February 2016 Amy Cooke, Penny Cross, and Sara Newcomb. *Interventions to increase success of nontraditional students in higher education*. Ed.D., Educational Leadership (Committee Member)

San Diego State University

October 2014 Jason E. Allen. *Social predictors of valuing academic achievement among Black males in secondary education*. Ed.D., Post-Secondary Education Leadership (Committee Member)

Duquesne University

July 2014 Ronald W. Whitaker, II. *Beyond the touchdowns and slam-dunks: A critical examination of how revenue playing African American male students athletes at Predominately White Institutions experience and perceive the climate on their campus*. Ed.D., Educational Leadership (Committee Member)

SELECTED PROFESSIONAL SERVICE

Editorial/Advisory Board, *Journal of Negro Education*, 2013 – Present
 Editorial Board, *College Student Affairs Journal*, 2016 – Present
 Editorial Board, *Journal of Minority Achievement, Creativity, and Leadership*, 2019 – Present
 Editorial Board, *Di Kan: The Journal of HBCU Leadership*, 2020 – Present
 Chicora Rotary Club, Public Relations Committee Member, 2017 – 2018
 Discussant, American Educational Research Association Conference, 2017
 Editorial Board, Rowman & Littlefield Publishing, *Studies in Anti-Intellectualism & Academic Achievement Series*, 2013 – 2015
 Advisory Board, *Journal of African American Males in Education*, 2012 – Present
 Editorial Board, *Journal of the International Association for the Study of the Global Achievement Gap*, 2010 – 2012
 Section Editor for Education Policy, *Journal of African American Males in Education*, 2009 - 2012
 Young Scholars Editorial Board, *Journal of Negro Education*, 2010 - 2012
 Reviewer, Emerald Press (Book)
 Reviewer, Routledge, Taylor & Francis (Journal)
 Reviewer, *Trends in Diversity*
 Reviewer, *Educational Researcher*
 Reviewer, *Journal of African American Studies*
 Reviewer, *Journal of Black Studies*
 Reviewer, *Journal of Economic Psychology*
 Reviewer, *Journal of College Student Retention: Research, Theory and Practice*
 Reviewer, *Journal for Multicultural Education*
 Reviewer, *Journal of the Professoriate*
 Reviewer, *Council of Undergraduate Research Quarterly Review*
 Reviewer, *National Journal of Urban Education and Practice*
 Session Chair, Hawaii International Conference on Education, Education Policy & Leadership, 2010
 Leadership & Mentoring Institute Committee Member, American Association of Blacks in Higher Education, 2010 – 2016, Alumni Relations Committee Member, 2014 – 2016
 Doctoral Student Award Committee Member, American Association of Blacks in Higher Education, 2009 – 2012
 Proposal Reviewer, Critical Race Studies in Education Association Conference, 2010
 Proposal Reviewer, American College Personnel Association Conference, 2010, 2011
 Proposal Reviewer, Association for the Study of Higher Education Conference, 2007,

2008, 2009, 2010, 2013
 Reviewer, The Center for African American Research and Policy, Occasional Paper Series 2009
 Proposal Reviewer, American College Personnel Association, Leadership Educators Institute 2008
 Proposal Reviewer, National Association of Student Personnel Administrators Conference 2008
 Proposal Reviewer, American Education Research Association Conference, 2015, 2010, 2007
 Junior Moderator, Brothers of the Academy 2006 Think Tank
 American College Personnel Association, Commission for Student Involvement Mentor, 2006 – 2010

CIVIC AFFILIATIONS

Kappa Alpha Psi Fraternity, Incorporated, Life Member
 Michael R. Moore Lodge #764, Free & Accepted Masonry, Prince Hall Affiliated
 Phi Mu Alpha Sinfonia Fraternity of America, Incorporated

OFFICES HELD IN PROFESSIONAL ASSOCIATIONS

American Educational Research Association, Multicultural/Multiethnic Education: Theory, Research, and Practice Special Interest Group, Immediate Past Chair, 2015 – 2016; Chair, 2014 – 2015, Vice Chair, 2010 – 2013
 Southern Association for College Student Affairs, Chair, Faculty/Graduate Professional Preparation Programs, 2015 – 2017
 South Carolina College Personnel Association, Diversity & Inclusion Chair, 2017 – 2018
 National Association of Presidential Assistants in Higher Education, National Conference Committee Member, 2009; Treasurer, 2011 – 2012
 American Educational Research Association, Division A, Affirmative Action Committee Member, 2009 – 2010
 Association of Governing Boards, Board Professional Leadership Group, Vice Chair, Program Committee, 2011 – 2012; Chair, Program Committee, 2012
 Kappa Alpha Psi Fraternity, Incorporated, Baltimore Alumni Chapter, Investment Committee Member, 2009
 National Black Graduate Student Association, Co-Advisor for Corporate and Institutional Development, 2008 – 2010; Vice President for Conference Affairs, 2007 – 2008; Membership Committee Member, 2004 - 2005
 Baltimore Morehouse Alumni Association, Corresponding Secretary, 2006 – 2009
 Baltimore City Youth Commission, Youth Commissioner, 3rd District, 2007 – 2008
 National Association of Black Accountants Collegiate Chapter, Vice President, 2000 – 2002
 Phi Mu Alpha Sinfonia Fraternity of America, Incorporated, Special Events Coordinator, 2000 – 2001; Secretary, 2001 – 2002; Treasurer, 2002 - 2003
 National Association for the Advancement of Colored People Collegiate Chapter, Vice President, 1999 – 2002
 National Association for Student Affairs Professionals, Conference Co-Chair, 2015 – Present
 National Association for Student Affairs Professionals Foundation Board (Melvin C. Terrell Foundation Board), Acting Secretary & Treasurer, 2015 - Present; Vice Chair, Budget & Finance Committee, 2016 – Present

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

American Association of Blacks in Higher Education
American College Personnel Association
American Educational Research Association
Association for the Study of Higher Education
Brothers of the Academy
International Association for the Global Achievement Gap
Morehouse College National Alumni Association, Life Member
Morgan State University National Alumni Association, Life Member
National Alliance of Black School Educators
National Association for the Advancement of Colored People
National Association of Student Personnel Administrators
National Association of Student Affairs Professionals
100 Black Men of America, Incorporated, Tallahassee Area Chapter



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. VAA
Vice President for Strategic Planning, Policy and Institutional Effectiveness (SUS)/
Vice Chancellor for Academic Compliance (SUBR)

DATE: 02/23/2021


RE: Additional Duties

Dear Dr. Belton and Mr. Lawson – Mrs. Lucretia Jenkins, Assistant Director in the Office of Institutional Effectiveness has assumed additional duties in the Institutional Research Department to include oversight and data analysis for mandatory state and federal reporting requirements for the SUBR campus. This includes the Louisiana Board of Regents Statewide Student Profile System (SSPS) reports for the Fall, Spring and Summer terms, as well as federally-mandated IPEDS reports for the Winter, Spring, Summer, and Fall periods. In addition, Mrs. Jenkins has been instrumental in addressing COVID-19 data requests.

Consistent with recent Title III activity actions regarding compensation for additional duties, an eight percent increase is requested in the amount of \$4,615. The base salary for Mrs. Jenkins is \$57,680. With the proposed increase, her proposed salary will become \$62,295. Funding to support the increase has been identified within the current Title III Budget for this activity – Enhancing Institutional Effectiveness (EIE).

Mrs. Jenkins’s extensive experience is well suited for taking on the additional duties and your favorable consideration of this request is deeply appreciated.

Approved:
2/24/21


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


Mr. Huey Lawson
Title III Director
Southern University Baton Rouge Campus

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER 2 M 7 8 8 6

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

Previous Employee _____ Reason Left _____
 Date Left _____ Salary Paid \$61,880

Profile of Person Recommended

Length of Employment October 1, 2020 To September 30, 2021
 Effective Date October 1, 2020

Name Lucretia Jenkins SS# _____ Sex F Race* AA
 (Last 4 digits only)

Position Title: Assistant Director Department: Institutional Effectiveness

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

U	S
---	---

 New Position Expiration Date: _____

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

Years Experience 45 Southern University Experience 45

Degree(s):	Type/Discipline	Institution/Location	Year:
	<u>Certificate</u>	<u>CBM Business College</u>	<u>1974</u>

Current Employer Southern University and A&M College

Personnel Action

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

Recommended Salary \$62,295 Salary Budgeted \$62,295

Source of Funds Title III

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

Change of: _____

Position Assistant Director From Assistant Director To

Status _____

Salary Adjustment \$57,680 \$62,295

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
Title III	\$62,295

*See Reverse Side

Graduate School signature (if, applicable):

<u>John D. ...</u> Supervisor	<u>02/23/2021</u> Date	<u>Madra Roberts</u> Dean/Unit Head	<u>02/23/21</u> Date
<u>...</u> Vice Chancellor	<u>02/23/21</u> Date	<u>...</u> Chancellor	<u>...</u> Date
<u>...</u> Director/Personnel	<u>2/24/2021</u> Date	<u>...</u> Vice President/Finance Business Affairs/Comptroller	<u>...</u> Date
<u>Ray Bell</u> President	<u>...</u> Date	<u>...</u> Chair/S.U. Board of Supervisors	<u>...</u> 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 X 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.

 X 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

EMPLOYEE DIRECT SUPERVISOR: Dr. Toni Manogin

SUPERVISOR/DEPARTMENT CONTACT NUMBER 225.771.2273

NUMBER OF EMPLOYEES SUPERVISED, (if any) 0

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

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

Do Not Write Below This Area
For Human Resource and Budgetary Control Use Only!

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

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

JOB DESCRIPTION

The Assistant Director of Institutional Effectiveness coordinates campus wide reporting activities and is responsible for ensuring that all external and internal institutional data reports and submissions are completed accurately. Data serves to inform executive decision-making pertaining to policy development; academic and administrative planning; implementation; assessment; and compliance.

Duties:

Ensures that all external institutional data reports and submissions are timely and accurate.

Maintains an accurate Reporting Master Calendar.

Develops and maintains an Annual Institutional Research Report.

Ensures the timely development, completion and posting of the institution's annual Fact Book, Quick Facts, etc.

Performs data analytics functions by collecting, analyzing and reporting institutional data to various external and internal constituencies.

Reports data in a variety of complex formats including preparing responses to internal and external stakeholder requests, ad-hoc inquiries, internal/external surveys, and governmental agencies reporting requirements.

Ensures compliance with the unit's Title III objectives and activities.

Assists with the implementation of the five (5) phases of the IE Planning and Assessment Model that collectively demonstrate a continuous cycle of improvement that leads to academic and administrative excellence.

Reports directly to the SUS/SUBR Associate Vice Chancellor for Institutional Effectiveness, Planning, and Policy.

Performs other related duties as assigned for the Southern University Baton Rouge Campus

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Assistant Director AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Office of Institutional Effectiveness
 (Department or Unit)

- | | | | |
|--|--|--|---|
| <input type="checkbox"/> Replacement | <input 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 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 Assistant Director of Institutional Effectiveness coordinates campus wide reporting activities and is responsible for ensuring that all external and internal institutional data reports and submissions are completed accurately. Data serves to inform executive decision-making pertaining to policy development; academic and administrative planning; implementation; assessment; and compliance.

Duties:

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- Maintains an accurate Reporting Master Calendar.
- Develops and maintains an Annual Institutional Research Report.
- Ensures the timely development, completion and posting of the institution's annual Fact Book, Quick Facts, etc.
- Performs data analytics functions by collecting, analyzing and reporting institutional data to various external and internal constituencies.
- Reports data in a variety of complex formats including preparing responses to internal and external stakeholder requests, ad-hoc inquiries, internal/external surveys, and governmental agencies reporting requirements.
- Ensures compliance with the unit's Title III objectives and activities.
- Assists with the implementation of the five (5) phases of the IE Planning and Assessment Model that collectively demonstrate a continuous cycle of improvement that leads to academic and administrative excellence.
- Reports directly to the SUS/SUBR Associate Vice Chancellor for Institutional Effectiveness, Planning, and Policy.
- Performs other related duties as assigned for the Southern University Baton Rouge Campus

Salary/Range: \$55,000 - \$70,000 Previous Incumbent (if replacement): Lucretia Jenkins (Same)

<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> Disapproved	<u>Joni Mangen</u>	<u>02/23/2021</u>
		Department Head	Date
<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> Disapproved	<u>Wade Albritton</u>	<u>02/23/2021</u>
		Dean/Director/Supervisor of Budget Unit	Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input type="checkbox"/> Yes	<input type="checkbox"/> No
Signature	Date
Budget Number	

Approved
 Hung Jaun/cb
 2/23/21

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position			
<input type="checkbox"/> Yes	<input type="checkbox"/> No		
Employee Class:		Job Class:	
Verified By:			Date:

<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> Disapproved	<u>Wade Albritton</u>	<u>02/23/2021</u>
		Vice Chancellor	Date
<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> Disapproved	<u>Ray S. Balta</u>	
		Chancellor/Vice President	Date
<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> Disapproved	<u>Ray S. Balta</u>	
		President	Date

An Equal Opportunity Employer

LUCRETIA D. JENKINS

Lucretia.Jenkins@subr.edu

PROFESSIONAL SUMMARY

Highly respected professional with over 46 years of experience in Information Technology and Information Systems with continuous recognition for Subject Matter Expertise throughout the breadth of career. Experience covers C Level reporting and training, auditing, budgeting and finance, customer service and systems integrations, installations and process modeling.

EMPLOYER HISTORY

SOUTHERN UNIVERSITY, Baton Rouge, LA

08/75 to Present

Assistant Director - Institutional Research and Assessment (IRA) Research and Data Reporter, IRA Office 10/18 - Present

After Retirement, Returned to the University by University request, to utilize Subject Matter Expertise in Data Management and Reporting. Served in the IRA Office; charged with the creation of Argos and Banner Reports that are used in multi-stakeholder reporting for the university. Currently named Office of Institutional Effectiveness (OIE) where she serves as Assistant Director coordinating Institutional Research and Assessment activities; ensure compliance with the units Title III objectives and activities. Also serves as the Focal Point for the VP and Assistant VP of S.P.P.I.E. in completing projects for OIE. Duties of focus are as follows:

FEDERAL REPORTING

- **Summer IPEDS Reporting**
 - Registration
 - Report Mapping
 - Institutional ID
 - IC-Header
- **Fall IPEDS Reporting**
 - Institutional Characteristics
 - 12-month Enrollment
 - Completions
- **Winter IPEDS Reporting**
 - Student Financial Aid
 - Admissions
 - Graduation Rates
 - Graduation Rates 200%
 - Outcomes Measures
- **Spring IPEDS Reporting**
 - Human Resources
 - Fall Enrollment
 - Academic Libraries
 - Finance

As IPEDS Coordinator, I request User IDs from IPEDS for each of the Southern University offices listed above to enter their data into IPEDS; then monitor the completion and submissions of IPEDS data to IPEDS in a timely manner.

- **Enrollment Data for Compliance with HBCU Loan Agreement**
 - Supply Enrollment Data, Matriculations, Applications and Degrees conferred

STATE REPORTING

- **Board of Regents Reporting**
 - **State Student Profile System (SSPS) Reporting**
 - Spring Semester
 - Summer Semester
 - Fall Semester
 - **Preliminary Enrollment Reporting**
 - Fall Semester
 - **Statewide Completers Degree Reporting (Summer, Fall, Spring)**
 - **Facilities Inventory and Space Utilization Reporting**
 - **Financial Aid Data System (FADS) Reporting**

For SSPS Reporting, I work closely with the Office of Admissions, Registrar's Office, Graduate School, Dual Enrollment and Online Services ensuring that bad data entered into the Southern University Banner System is corrected. I create an ARGOS data file and upload this file to the Board of Regents Website where this data is analyzed and produces error reports. I monitor the error listings and work closely with each office making sure that the file is error free for SSPS file submission in a timely manner. This process sometimes requires many overtime hours to get this file completed. This file is vital because it shows the Enrollment Totals for the University for the semester. When completed, I Post and Certify the file with the Board of Regents.

Monitors and work closely with the Registrar's Office in delivering Preliminary Enrollment Totals and Statewide Completers Degree Reporting to the Board of Regents. Monitors and work closely with Facilities Planning and the Registrar's Office in delivering the Facilities Inventory and Space Utilization Report to the Board of Regents. I trained the Financial Aid Director on how to report Financial Aid Data System (FADS) to the Board of Regents. Still make sure that the file is Certified at the Board of Regents by November 10th yearly.

- Research and compile data for all surveys for the university, including, but not limited to US News, College Boards of Accreditation, HBCUs, etc.
- Supply reports for Colleges or Departments within the University System per request for data.
- Monitor workflows throughout the OIE office to ensure all data requests are completed.
- Works with the Integrated Postsecondary Education Data System (IPEDS) to complete the Data Enrollment section.
- Supervises the completion of other data sections for the IPEDS Report by collaboration with Financial Aid, Admissions, Finance and other critical areas.
- Assists in the compilation of information for the Southern Association of Colleges and Schools (SACS) Report by researching and working with areas of focus for the reported data requests.

Special Hire/Banner Analyst*02/11 to 12/17***PAIR Office**

Worked in the PAIR Office, Comptroller's Office and Office of Enrollment Management to assist in the completion of University projects in a timely manner. Was selected for work within the PAIR Office due to proven experience in team building, personnel management, project management, customer interfacing, business operations and software development. Scope of work included, but was not limited to:

- Utilization of Subject Matter Expertise in the understanding the old SIS-PLUS system and the new Banner System to train University employees on how to process Board of Regents Official reports consisting of Enrollment Totals, SCH Reporting, Facilities Reporting and Completers Reporting.
- Further trained employees in the completion of Board of Regents Reports, Enrollment Reporting, validations in PAIR website and assisting the PAIR Director in producing reports needed for the SU Administration.
- Worked closely with the Board of Regents in validating their new programs used in editing BOR files.
- Created updated procedure manuals for processing Board of Regents Facilities/Space Utilization Reports and State Student Profile System (SSPS) Reporting.

Office of Enrollment Management

Worked with the Systems Analyst as a Banner Analyst in the Office of Enrollment Management in creating and modifying Argos programs to produce reports from the Banner System. These Argos programs were later transferred to the PAIR Office or now known as the IRA Office to produce the reports to be submitted to the Board of Regents.

- Served on a team to develop procedures for Facilities processing and reviewed new Software called Ad-Astra to assist in the availability of room use on the campus.
- Selected to work closely with the Enrollment Management Systems Analyst and Consultant in preparing processing procedures to be used in the Registrar's Office due to the death of the Registrar.
- Developed needed procedural work manuals to assist in the transition of work to the Interim Registrar that included processes used for Adds/Drops, TOPS, Clearing House, End-of-Term Grade Processing and Repeats/Deletes.

- SPECIAL NOTE: These procedural manuals still serve as the primary reference for work completed by the Registrar's Office.

Comptroller's Office

Worked as a Data Entry Operator and Verifier for the Comptroller's Office End-of-Year closing processes.

Administrative Service Liaison

05/04 to 01/11

Responsible for the coordination of work through university computer software systems and automated software scheduler. Returned completed job runs back to stakeholders both on and off the campus. Utilized a variety of software systems, such as SIS-PLUS, FRS and HRS systems and CA-Scheduler.

Areas of responsibility included, but were not limited to:

- CA-Scheduler administration through the setting of schedules, entering of commands, ensuring that the system generated the requested job runs and maintaining CA-Scheduler functions.
- Collaborated with the Users and the Board-of-Regents in report processing for Official Enrollment Reporting, SCH, Student Profile, Building/Room and Space Utilization, Completers/Degree Certification and 14th Day Reports for the University.
- Prepared procedural manuals and backup files for the processing of reports.
- Ran FOCUS jobs and other jobs requested by the Director and Administration.
- Served as the ISD Safety Personnel Representative.

Data Control/Production Control Supervisor

05/84 to 05/04

Responsible for the supervision and training of Data Control/Production Control employees working to process jobs for the Information Systems Division. Worked with users in processing service requests for jobs. Helped to establish CA-Scheduler for use in Production Control. Developed efficiencies and managerial parameters in this area and prepared procedure manuals for processing.

Data Entry Supervisor

08/75 to 05/84

Worked on IBM 029 Key punch machine as a Key punch Operator. Transformed Journal Vouchers, Cash Receipts and Disbursements from raw data to card punch data to be processed in the IBM 9278. Upon data processing, reports were generated and sent out to the users. Was promoted to become a Data Entry Operator and worked on the IBM 129 Key punch/Verify machine where raw data was punched and verified. Became the Data Entry Supervisor and supervised four employees, planned and coordinated work with users for processing.

EDUCATION AND BACKGROUND

Certificate, CBM Business College, Computer Science May 1974

Degree, Jennings High School, Jennings, LA, May 1971

Banner Training Classes for Students, 2008

Training in UC4 for New Banner ERP System (Scheduler) May 2009

Training in UC4 for New Banner ERP System (Scheduler) May 2010

Banner Training Classes for Students, 2014

Banner Training Classes for Students, 2017

AWARDS AND RECOGNITION

36 Years of Service Retirement Award from Southern University Baton Rouge Campus

Years of Service Award, April 2005

Nominee for Employee of the Year for SU Baton Rouge Information Systems Division, 2004

Charles E. Dunbar Award, January, 1987

2019 Friends of Southern University Athletics Award

COMMUNITY INVOLVEMENT AND ACTIVITIES

President of the Official Tailgate Committee

Member of Immaculate Conception Catholic Church Choir

Secretary of Immaculate Conception Catholic Church Choir

Member of Southern University Alumni Home Chapter

Member of Southern University Quarterback Club

Member of Southern University 'Taste of the Jag' Committee

Member of the YMCA



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

February 26, 2021

Dr. Ray L. Belton
President – Chancellor
Southern University System
4th Floor. J. S. Clark Administration Building
Baton Rouge, LA 7081

Dear Dr. Belton:

I am pleased to submit the name of Dr. Kim Evans Rugon as Vice Chancellor for Institutional Advancement at Southern University at New Orleans (SUNO). Her annual salary will be \$115,000. Dr. Rugon's outstanding professional career spans over 30 years highlighted by her skills as a prolific fund-raiser. In her current position as Vice President for Workforce Development/Institutional Advancement with Goodwill Industries of Southeast Louisiana, she has developed strategic partnerships with corporations, foundations and governmental agencies at the federal, state, and local levels. As part of her current duties, she is also intricately involved in the planning process of the annual Goodwill Ball that raises additional donor funds to support the workforce development department.

Dr. Rugon's career also reflects various leadership positions in higher education. She has served as the Executive Dean of Technical Education, Delgado Community College and Vice Chancellor of the Louisiana Technical College, Region One which includes 5 campuses. Dr. Rugon's extensive experience with a non-profit organization and her leadership positions in higher education make her a most suitable candidate to fill the position for which she has applied for at SUNO.

Some of her colleagues have praised her abilities to follow through on donor and grant prospects that resulted in organizations making contributions. One colleague described her as having the aptitude to do extremely well in any organizational setting because of an excellent work ethic and her diligence in completing quality work in a timely manner.

During my interview with Dr. Rugon, I quickly noticed some of her outstanding characteristics as described by her colleagues. Based on her proven professional record and what was observed during our interview, I believe that Dr. Rugon has the knowledge, skills and abilities to become a major contributor to SUNO's long term sustainability and as an integral member of the leadership team. Therefore, I am seeking your support and the approval of the Board of Supervisors of my recommendation.

With kind regards,

A handwritten signature in blue ink that reads "James H. Ammons, Jr.".

James H. Ammons, Jr., PhD
Executive Vice-President – Chancellor
Southern University at New Orleans

APPROVED: _____
Ray L. Belton, Ph. D.
President – Chancellor
Southern University System

“An Equal Educational Opportunity Institution”

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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

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

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

_____ Academic	<u>X</u>	_____ 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 Gloria Moultrie Reason Left Retired
 Date Left 12/31/19 Salary Paid \$85,623.90

Profile of Person Recommended

Length of Employment _____ To _____

Effective Date _____

Name Kim Rugon SS# xxx-xx- Sex Female Race* Black

Position Title: Vice Chancellor for Advancement Department: Office of the Chancellor

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

_____ 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 6 months

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	Bachelor of Science.	St. Mary's Dominican College	1984
	Master of Business Administration.	University of New Orleans	2003
	Doctor of Philosophy	Jackson State University	2011

Current Employer Goodwill Industries of Southeastern Louisiana, Inc.

Personnel Action

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

Recommended Salary \$115,000 Salary Budgeted \$0.00

Source of Funds State

Identify Budget: General Location 411001-41210-61002-4600
 Form Code: _____ Page _____ Item # _____

Change of:

	<u>From</u>	<u>To</u>
Position	<u>r</u>	_____
Status	_____	_____
Salary Adjustment	<u>\$0.00</u>	<u>\$0.00</u>

Financial Aid signature (if, applicable):

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

Source of Funds	Amount
411001-48110-61002-46000	\$115,000.00

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor	Date	Dean/Unit Head	Date
Vice Chancellor	Date	<u>James H. Armes</u> Chancellor	<u>2/26/21</u> Date
Director/Personnel	Date	Vice President/Finance Business Affairs/Comptroller	Date
President	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 considerations.

ETHNIC ORIGIN (Please check one):

_____ Hispanic or Latino X 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.

 X 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 recognitions.

COMMENTS: _____ :

EMPLOYEE REGULAR WORK SCHEDULE:

 M-F, 8:00 am TO 5:00 pm

EMPLOYEE DIRECT SUPERVISOR:

 James H. Ammons, Jr. Ph.D.

NUMBER OF EMPLOYEES SUPERVISED, (if any)

 5

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>CODES</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)
- _____ Pre-Employment Application Form (Civil Service Application for classified employees)
- _____ Supervisory Criminal/Background Check Forms and Authority to Release (signed by employee)
- _____ Exemptions Survey Form
- _____ Proposed Employee Appointment
- _____ Proposed Employee Clearance
- _____ Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)



KIM RUGON, PH.D.

EDUCATION

- | | |
|--|--|
| Bachelor of Science | Accounting, St. Mary's Dominican College, May 1984 |
| Master of Business Administration | University of New Orleans, December 2003 |
| Doctor of Philosophy | Urban Higher Education, Jackson State University, August 2011
Dissertation entitled <i>Perceptions of High School Students in Dual Enrollment Programs on Understanding the Role of a College Student</i> |

LEADERSHIP EXPERIENCE

Vice President of Workforce Development/Institutional Advancement

Goodwill Industries of Southeastern Louisiana, Inc. | 2012 – Present

Responsibilities

- Serve as the senior leader of 3 workforce development offices in New Orleans, Baton Rouge and Houma, Louisiana serving over 3,500 clients yearly.
- Serve as the Chief Academic Officer of the Goodwill Technical College which offers 3 technical skills training programs (Hospitality and Tourism, Medical Billing and Coding, and Medical Office Administration).
- Manage six (6) social services programs which include: re-entry, foster care, housing, disability services and STRIVE Job Readiness and employment services.
- Supervise Directors, Program Managers, case managers, employment specialist, college recruiter and program instructors.
- Responsible for the management, operation and integrity of the agency in its effort to deliver social services and educational programming to citizens within the service delivery area.
- Responsible for the stewardship and management of \$5 million operating budget comprised of private and public funding that promotes cost effective services while maintaining exemplary services to constituents.
- Participate in appropriate local, state, and national efforts to promote the interests of the agency's workforce development programs and technical college.
- Serve as an advocate to work with local leaders, accrediting and regulatory agencies, and other community and faith-based social services industries to promote the delivery of Goodwill services.
- Responsible for setting the strategic vision for workforce development and the technical college and communicating that vision to all internal and external stakeholders.
- Responsible for securing private and public sector funds necessary for the operation and growth of workforce development programs and the technical college.
- Responsible for working with board members and other senior team members to shape the vision and direction that closely aligns with the mission of the agency.
- Advocate for the disabled, homeless veterans, women and families, returning citizens, children aging out of foster care, and the nontraditional student populations.
- Serve as the spokesperson for workforce development programs and services to all constituencies, the general public and the media.
- Participate with senior team in creating annual budget to present to the board.
- Network with partnering agencies with similar missions to strengthen supportive and wrap around services.
- Maintain an effective and open line of communication with peers, President and board members to effectively share information and expertise.
- Maintain a strong relationship with Goodwill Industries International, Inc., the Council on Occupational Education and the Louisiana Board of Regents.
- Represent Goodwill with local and national business, nonprofit and government entities and officials.
- Responsible for creating policies and procedures for workforce and college programs.

Accomplishments

- Expanded service delivery from New Orleans, LA to Baton Rouge, LA and Houma, LA.
- Increased workforce development program offerings.
- Secured \$4 million in grant funds during the 2020 pandemic.
- Successfully secured approval through the Louisiana Board of Regents to open the Goodwill Technical College.
- Oversaw successful programs and grant audits with no findings.
- Increased the number of individuals served through social services and educational programs.
- Improved the fiscal health of the workforce development department with the acquisition of over \$14 million in public and private funding.
- Improved the brand of the organization and partnerships with city and state governments and other nonprofit, community and faith-based organizations by improving business and industry relationships.
- Served as the subject matter expert for the City of New Orleans re-entry initiative and the Department of Corrections LA PRI Steering Committee.
- Co-created the New Orleans Re-Entry Taskforce and the City of New Orleans' Opportunity Centers.
- Developed customized job readiness training, hospitality and tourism, Medical Coding and Billing and Medical Office Assistant, Broadband Technology and Digital Literacy programs.
- Successful accreditation of workforce development programs through Goodwill Industries International.
- Successful provisional accreditation through the Council on Occupational Education for the Goodwill Technical College.

Executive Dean of Technical Education

Delgado Community College | 2007 – 2012

Responsibilities

- Responsible for directing, administering and implementing all programs and activities.
- Provided academic leadership and direction to the Technical Division faculty and the site's educational programs, including on-site classes, business and industry courses, and off-site course offerings.
- Responsible for the oversight and delivery of Technical Education Programs and all aspects of operation for two campus sites with a student body of over 1200 students and 100 faculty and staff.
- Proposed and established priorities for submission of the site's annual operating and capital outlay budgets.
- Created and maintained a positive environment for students by extending the hours of student services; enhancing student learning opportunities and ensuring the facilities and grounds are conducive to learning and are well maintained.
- Developed accreditation documents and oversaw compliance reviews for Technical Division programs.
- Recruited and hired outstanding faculty, achieved retention and attendance goals, reviewed program curriculum and course syllabi, and monitored student satisfaction for Technical Division programs.
- Developed customized, relevant workforce development programs and initiatives.

Accomplishments

- Developed and implemented a Technical Division Business Plan with strategies to increase enrollment and improve safety and security of campus.
- Increased enrollment in dual enrollment course offerings to high school students.
- Developed a facility plan which increased the usage of the campus by 20%.
- Created a seamless transition of programs and student services after the merger of Louisiana Technical College and Delgado Community College.
- Hired skilled and experienced instructors.
- Increased usage of sites by offering general education courses, business courses and allied health courses.

Vice Chancellor

Louisiana Technical College - Region One | 2005 – 2007

Responsibilities

- Served as Chief Executive Officer of Louisiana Technical College, Region 1, a comprehensive multi-site institution with 5 campuses/sites serving more than 5,000 students and offering more than 50 technical diploma and associate degrees.

- Managed a \$15 million operating budget.
- Created a strategic vision for the college and communicated that vision to all internal and external constituencies.
- Oversaw the management, operation and integrity of the college in its efforts to deliver educational programming to citizens within the service areas of the college.
- Served as the college's chief spokesperson and represented the college to the general public.
- Participated in appropriate local, state, and national efforts to promote the interests of the college.

Accomplishments

- Assisted and co-authored the Force Majeure and Reduction in Force after Hurricane Katrina.
- Secured funds through the Bush Clinton fund to operate the college after Hurricane Katrina.
- Coordinated the rebuilding of the Jefferson, Slidell and Westbank campuses and worked with licensure and accrediting agencies to reinstate the Cosmetology, Barber Stylist and Automotive programs after Hurricane Katrina.
- Housed faculty and staff and provided wrap around services during Hurricane Katrina.
- Increased college enrollment by 20% after Hurricane Katrina.
- Lead a team of college personnel to recreate student files and records and merge those records into the community college database.
- Successfully accomplished the reaccreditation of Jefferson and West Jefferson campus through the Council on Educational Occupation after Hurricane Katrina.
- Collaborated with the Chancellor of Delgado Community College to lead a successful merger of the Louisiana Technical College and Delgado.
- Lead a team of college personnel to convert the technical college clock hours to college credit hours to meet requirements of SACSCOC.

Dean of Curriculum Instruction

Louisiana Technical College - Region One | 2005 – 2005

Responsibilities

- Created a positive, structured learning environment to ensure that students observe the college's core values, high expectations, and code of conduct.
- Designed, implemented and evaluated assessments that measure progress towards academic standards.
- Used assessment data to refine curriculum and inform instructional practices.
- Coordinated the instruction of students, designed curricula, and fostered a positive atmosphere for an academic institution.
- Served as liaison to other college divisions, areas and services; advisory committees; individual students and student groups; and appropriate university, school and community groups.
- Served on college/district committees as assigned.
- Worked with the Louisiana Technical College and the Louisiana Board of Regents to approve new curricula and change existing curricula.
- Provided leadership for and assisted with division program reviews, annual program review updates, action plans and the accreditation process.
- Managed and participated in the continued evaluation and improvement of assigned divisions, instructional areas and/or instructional support services.
- Facilitated and oversaw instructional program development and curriculum development to address the mission of the college.
- Assisted in the coordination of division and/or area programs with those of other institutions and in the development of partnerships with external agencies.

Accomplishments

- Designed curricula and received state approval for 13 new programs: *Electric Lineman Technology, Machine Tool Technology, Film and Video Technology, Bank Teller Technology and nine Avondale Shipyard Apprenticeship Programs.*

Dean of Jefferson Campus

Louisiana Technical College – Region 1 | 2003 – 2005

Responsibilities

- Responsible for providing leadership for the campus' educational programs, including on-campus classes, business and industry courses, and off-campus course offerings; directing, administering and implementing all programs and activities; and serving as lead administrator for a campus with a student body of over 1200 students and approximately 35 faculty and staff.
- Proposed and established priorities for submission of the campus' annual operating and capital outlay budgets.
- Served as liaison between the College and the Jefferson Parish community.
- Enhanced services to students by implementing evening hours for all student service areas including admissions, financial aid and registrar.

Accomplishments

- Sponsored the SkillsUSA competition yearly and had the highest number of award presentations
- Successfully created a partnership and hosted training for the Labor Union and Apprenticeships programs.
- Created a partnership with Jefferson Parish high schools to enroll high school students in dual enrollment programs.
- Obtained the highest number of completions and Licensure rates in Allied Health programs in the district.

INSTRUCTIONAL/TEACHING EXPERIENCE

Accounting Instructor, Louisiana Technical College - Sidney Collier Campus | 1997 – 2003

Business Instructor, Xavier Preparatory High School | 1992 – 1997

Accounting Instructor for JTPA, Sidney Collier Vocational School | 1986 – 1992

Responsibilities

- Prepared and delivered lectures to technical college students and high school students on topics such as basic accounting, intermediate accounting principles, costs accounting and tax accounting.
- Evaluated and graded students' class work, assignments, and papers.
- Prepared course materials such as syllabi, homework assignments, and handouts.
- Maintained student attendance records, grades, and other required records.
- Initiated, facilitated, and moderated classroom discussions.
- Planned, evaluated, and revised curricula, course content, course materials and methods of instruction.
- Maintained regularly scheduled office hours in order to advise and assist students.
- Kept abreast of developments in their field by reading current literature, talking with colleagues, and participating in professional organizations and conferences.
- Advised students on academic and vocational curricula, and on career issues.
- Selected and obtained materials and supplies such as textbooks.
- Collaborated with members of the business community to improve programs, to develop new programs, and to provide student access to learning opportunities such as internships.
- Participated in student recruitment, registration, and placement activities.
- Served on academic or administrative committees relative to institutional policies, departmental matters, and academic issues.
- Participated in campus and community events.
- Served as senior adviser.

PROFESSIONAL EXPERIENCE

Auditor

Touche Ross Certified Public Accountants | 1984 – 1986

Responsibilities

- Developed audit objectives, plans, and scope by reviewing available information and conducting research.
- Helped design, implement, and maintain internal audit procedures and risk assessment processes.
- Prepared audit findings, write audit reports, and develop recommendations.
- Ensured compliance with all applicable plans, policies, and standards.
- Kept abreast on industry trends and best accounting and audit practices.
- Ensured accuracy of financial information.
- Followed up on audit recommendations.

EXTERNAL FUNDRAISING AND MANAGEMENT EXPERIENCE

2012 | Co-authored *Reintegration of the Ex-Offender Generation 5*
Department of Labor—Employment Training
\$1,025,000

Authored *Beyond Jobs – Goodwill International*
Walmart Foundation
\$132,000

Authored *NOLA for LIFE*
City of New Orleans Re-Entry
\$10,000

2013 | Authored *PeyBack*
Peyton Manning Foundation
\$10,000

Authored *Entergy Foundation Grant*
Entergy Foundation
\$5,000

Authored *IMPACT 2014*
Greater New Orleans Foundation
\$15,000

2014 | Authored *IMPACT 2015*
Greater New Orleans Foundation
\$15,000

Authored *Wisner Foundation*
City of New Orleans
\$10,000

2015 | Co-authored *Training to Work 3 – Adult Re-Entry*
Department of Labor
\$1,360,000

2016 | Authored *Good Guides Youth Mentoring Grant*
Department of Justice
\$240,000

Co-authored ***Life Launch Adult Demonstration Grant***
Department of Labor
\$680,000

Co-authored ***Baton Rouge Empowering Dads (BRED) Grant***
Department of Justice-Office of Juvenile Justice, Baton Rouge
\$350,000

Authored ***WIOA Out of School Youth Grant***
City of Baton Rouge
\$325,000

Authored ***Second Chance Grant***
Greater New Orleans Foundation
\$5,000

2017 Authored ***Capital Area United Way Grant***
Baton Rouge
\$65,000

Authored ***Huey and Angelina Wilson Foundation Grant***
Baton Rouge
\$75,000

Authored ***Workforce Innovation Fund***
New Orleans
\$428,000

2019 Authored ***Department of Corrections Louisiana Prison Re-Entry Initiative (LaPRI) Grant***
Orleans Parish
\$447,785

Authored ***Department of Corrections Louisiana Prison Re-Entry Initiative (LaPRI) Grant***
Terrebonne Parish
\$1,800,000

Authored ***Huey and Angelina Wilson Foundation Grant***
City of Baton Rouge
\$50,000

2020 Authored ***Pathway Home Grant***
Department of Labor
\$3,479,000

Authored ***Rapid Housing Grant***
UNITY
\$474,000 (Renewal)

Authored ***Aging Out-of-Foster Care***
Department of Children and Family Services, New Orleans Region
\$558,861 (Renewal)

Authored ***Aging Out-of-Foster Care***
Department of Children and Family Services, Thibodeaux Region
\$558,861 (Renewal)

Authored ***Rapid Re-housing for Families***
UNITY, New Orleans
\$199,755 (Renewal)

Authored ***Home at Last Veteran Housing Grant***
UNITY
\$500,000 (Renewal)

PROFESSIONAL DEVELOPMENT AND LEADERSHIP TRAINING

- 2004 Jefferson Leadership Academy
- 2008 Lakin Institute for Mentored Leadership-President's Round Table
- 2016 Goodwill International Re-entry Round Table Discussion

AWARDS & HONORS

- 2013 Recognition for promoting the "Beyond Jobs" program for Building Brighter Futures for Women by the Metropolitan Council, City of Baton Rouge—East Baton Rouge Parish
- 2016 *REAL Innovator Award*, Re-Entry Alliance of Louisiana
- 2017 Connecting Links of Success - Celebrating Women of Achievement, P13 Foundation
- 2018 Recognition for outstanding community work on behalf of Louisiana House of Representatives, House Representative Joseph Bouie, Jr.
- 2018 *Honoree* at Historic St. James African Methodist Episcopal Church's "Salute to Women of Excellence"
- 2019 *Focus of Women Award*, Sigma Gamma Rho Sorority Inc.
- 2019 *Certificate of Special Congressional Recognition*, House Representative Cedric Richmond
- 2019 *City Proclamation for Outstanding Community Work*, Councilman Jay Banks

PUBLICATIONS

High School Students' Perceptions of Participation in Dual Enrollment Programs on Understanding the Role of a College Student *NASAP-JUSU WPHD Journal of Student Affairs*

PRESENTATIONS

- 2010 LCTCS Convention, Baton Rouge, LA
Responding to the Need—The Prince's Foundation of Sustainability
 - 2011 National Career Pathways Conference, Orlando, FL
High School Students' Perceptions of Participation in Dual Enrollment Programs on Understanding the Role of a College Student
 - 2013 National Crime Symposium Conference, New Orleans, LA
Education and Training and the Success on Crime Prevention
 - 2015 Re-Entry Alliance of Louisiana, New Orleans, LA
Effective Case Management Strategies and Tools
 - 2017 Goodwill International, Houston, TX and Rockville, MD
A Second Chance at a Better Life—Servicing the Formerly Incarcerated
- Housing Works Conference, United Way of Atlanta
Transitioning from Prison to Home: Best Practices for Reentry

COMMUNITY ACTIVITIES

2012 – Present UNITY of New Orleans Continuum of Care Consortium, **Member**

2013 – Present Alpha Kappa Alpha Sorority, Inc., **Member**

2016 – Present Children and Youth Planning Board, **Board Member**

2017 – Present Workforce Investment Board - Youth Council, First District Planning, **Board Member**

2017 – Present Department of Public Safety and Correction, Louisiana Prison Reentry Initiative (LA-PRI),
Steering Committee

2018 – Present UNITY of New Orleans Continuum of Care Consortium, Education Advisory Council,
Chairperson

2016 – 2020 Alpha Kappa Alpha Sorority, Inc., South Central Regional Leadership Team, Corporate
Development

2016 -2019 New Orleans Re-entry Taskforce, Chairperson

2009 – 2012 Citizens United for Economic Equality, Board Member

2009 – 2012 Youth Council of New Orleans, Member



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

February 22, 2021

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

Dear Dr. Belton:

I would like to recommend an increase in salary for Dr. Torin Sanders, a tenured Associate Professor in the School of Social Work, as he is assigned new responsibilities. He is charged with developing and establishing an on-line certificate program in Interdisciplinary Social Work for Child Welfare. This new program, funded by a Title IV-E grant, engages multiple disciplines that work to improve the lives of children and families. The program will be disseminated throughout the state to child welfare staff and to individuals interested in developing skills for working with vulnerable children.

Dr. Torin Sanders is the ideal faculty member for this position because of his extensive and intensive experiences with children and families. He has academic and practice experience with the systems that strengthen family life. In addition to having served two terms as President of the Orleans Parish School Board, Dr. Sanders developed an evidenced based intervention for children impacted by violence in the New Orleans community. The Substance Abuse and Mental Health Services Administration (SAMHSA) now promote this evidenced based intervention, Project LAST for use by professionals. He is a certified Custody Mediator and he has managed programs with developmentally disabled adults and families. Dr. Sanders is a licensed clinical social worker with more than 32 years of experience in the field of social work. He is sought after as a motivational speaker and educator for professional social workers, legal and health care professionals, and others who seek knowledge and skills about the interpersonal and environmental aspects of various social ills. He is a published scholar and recently co-authored *Called to Care, Promoting compassionate healing for our children*, a report submitted to the New Orleans City Council. He is also the author of several chapters in textbooks.

I am requesting that Dr. Sanders receive \$ 28,000 annually for these new responsibilities. He will continue to teach and serve as a faculty member while developing the new program. His new salary while serving with these additional responsibilities will be \$75,300.

We look forward to your support of this recommendation and approval by the Southern University System Board of Supervisors.

Sincerely,

A handwritten signature in blue ink that reads "James H. Ammons Jr.".

James H. Ammons Jr., Ph.D.
Executive Vice-President – Chancellor
Southern University at New Orleans

Approval: _____

Dr. Ray L. Belton
President-Chancellor
Southern University System

“An Equal Educational Opportunity Institution”

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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

CAMPUS: SUS _____ SUBR _____ SULAC _____ SUAREC _____ SUNO X _____ 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 _____ X 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 \$0.00

Profile of Person Recommended

Length of Employment 7/1 /2020 To 6/30/2023
 Effective Date 7/1/2020
 Name Torin Sanders SS# xxx-xx-0727 Sex Male Race* Black
 Position Title: Director On-Line Certificate Program Department: School of Social Work
 Check One _____ Existing Position *Visa Type (See Reverse Side): US
X 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 32 Southern University Experience 5
 Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:
Ph.D. - Social Work Tulane University 2009
MSW - Social Work Tulane University 1988
BA - Philosophy Howard University 1986
 Current Employer SUNO - School of Social Work

Personnel Action

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

Recommended Salary \$75,300 (28,000 + 47,300) Salary Budgeted \$28,000. - Title IV-E
 Source of Funds Title IV-E Grant & General Funds
 Identify Budget: 424106 Location _____
 Form Code: _____ Page 2 Item # 2

Change of:
 Position Associate Professor From Director of Online Certificate Prog To
 Status _____
 Salary Adjustment \$47,300.00 \$75,300

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):

Rebecca Chaisson 12/18/2020 Rebecca Chaisson 12/18/2020
 Supervisor Date Dean/Unit Head Date
[Signature] 12-18-2020 _____
 Vice Chancellor Date Chancellor Date
 _____ Date Vice President/Finance Date
 _____ Date Business Affairs/Comptroller Date
 _____ 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 considerations.

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.

X 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 recognitions.

COMMENTS: Appointment as Title IV-E Program Director & Director of Online Certificate Program in Interdisciplinary Social Work.
\$28,000 - #424106 Budget & \$47,300 - #42620 Budget - Total \$75,300.00

EMPLOYEE REGULAR WORK SCHEDULE: Flexible _____

EMPLOYEE DIRECT SUPERVISOR: Dr. Rebecca Chaisson _____

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>CODES</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)
- _____ Pre-Employment Application Form (Civil Service Application for classified employees)
- _____ Supervisory Criminal/Background Check Forms and Authority to Release (signed by employee)
- _____ Exemptions Survey Form
- _____ Proposed Employee Appointment
- _____ Proposed Employee Clearance
- _____ Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

TORIN TRAVIS SANDERS

EDUCATION

- *TULANE UNIVERSITY**, New Orleans, Louisiana
Doctor of Philosophy (Ph.D.) Social Work (2009)
Research & practice interests: Children's mental health, Black male development, Premarital counseling, Traumatic stress, Education Policy

- *TULANE UNIVERSITY**, New Orleans, Louisiana 8/87 - 12/88
Master of Social Work, specialty in family and children, family therapy.
Elected President of Student Government Association (SGA)

- *HOWARD UNIVERSITY**, Washington, D.C. 8/82 - 5/86
Bachelor of Arts in Philosophy
PHI BETA KAPPA
MAGNA CUM LAUDE
National Merit Scholar (1982-1986)

ACADEMIC APPOINTMENTS

- SOUTHERN UNIVERSITY AT NEW ORLEANS** (January 2015-Present)
Associate Professor - Teach MSW courses online and on ground; Conduct scholarly research; Advise students; Serve on faculty/university committees such as:
 - Member, Vice Chancellor for Advancement Search Committee (2021)
 - Member, Chancellor Search Committee (2020)
 - Member, Chancellor's Planning Committee (2020)
 - Member, Social Work Faculty Search Committees (2019, 2020)
 - Faculty Advisor, Phi Alpha Social Work Honor Society (2017 – 2020)
 - Faculty Athletic Representative (2018 – 2019, Chancellor appointment)
 - Member, Executive Committee, Faculty Senate (2017 – 2019)
 - Chair, Licensure Preparation Committee (2017- 2019)
 - Chair, Children, Youth & Family Committee (2015-present)
 - Chair, Admissions Committee (2016-2017)

Southern University at New Orleans (Intermittent basis, Fall 1992-Fall 2015) **Adjunct Faculty** - Taught several Graduate and Undergraduate level Courses including:

- *Family Violence**
- *Children in Crisis**

- *Direct Services I
- *Field Seminar III
- *Administration, Planning & Organization 1
- *Human Behavior in Social Environment
- *Health/Mental Health Seminar
- *Research & Statistics
- *Social Welfare Policy

Tulane University School of Social Work, New Orleans, Louisiana (Summer 1996)
Adjunct Faculty - Taught graduate level course entitled "Human Behavior and the Social Environment: Organizations and Communities."

PROFESSIONAL EXPERIENCE

PRIVATE PRACTICE, New Orleans, Louisiana (2002 – present) Conduct court-ordered Custody Evaluations, Co-Parent Classes; Provide Individual, Family, and Couples Therapy; Clinical Supervisor for staff of local Mental Health Rehabilitation agency; Staff training to several local social service agencies; Management Consultation.

THE SIXTH BAPTIST CHURCH, New Orleans, Louisiana 4/97 - Present
Pastor - Oversee church ministries, provide family, couples and individual counseling; preach, teach and provide community leadership.

VOLUNTEERS OF AMERICA, New Orleans, Louisiana 10/2005 – 11/2006
Vice-President, Program Operations - Provide senior level management of agency programs focused on developing and restarting agency programs in the aftermath of Hurricane Katrina.

AGENDA FOR CHILDREN, New Orleans, Louisiana 8/98 – 10/02
Coordinator, The Children's Services Collaborative – Provided leadership to citywide organization of child-serving agencies funded in part through efforts of the United Way and Office of the Mayor. Created and advocated for policy changes within agencies and at the local and state level regarding services to children and families.

GREATER NEW ORLEANS FOUNDATION, New Orleans, Louisiana 12/97 - 6/98
Program Officer - Administer the Foundation's Black Church Capacity-Building Institute on Community Economic Development; Meet with and research prospective grantees, make funding recommendations to Board.

VOLUNTEERS OF AMERICA, New Orleans, Louisiana 4/96 - 12/97

Vice-President, Program Operations - Provide senior level management of agency programs including group homes, halfway houses, therapeutic foster care, case management and community programs, ensuring provision of quality services, compliance with policy and procedure, funding and licensing regulations. Develop new agency programs and positive relations with the community, funders and donors.

VOLUNTEERS OF AMERICA, New Orleans, Louisiana 7/95 - 4/96

Director, Juvenile Services - Administrator of several programs including Therapeutic Foster Care, Crisis Respite, Recreational Respite, Parent Education. Wrote successful proposal for \$1.2 million to Louisiana Children's Cabinet for Family Preservation/Family Support Services. Founded New Orleans Coalition for Family Empowerment. Total program budget exceeds \$1 million.

CHILDREN'S BUREAU, New Orleans, Louisiana 7/93 - 7/95

Director, Community & Clinical Program - Promoted to newly-created position; wrote and managed grants/contracts with federal, state, and local funders; managed program budget of over \$500,000; staff Strategic Planning and Finance Committees of the Board; implemented Medicaid Psych Rehab Option and Case Management; design and implement agency-based research; received award from Metropolitan Area Committee (MAC) for Project LAST.

CHILDREN'S BUREAU, New Orleans, Louisiana 12/90 - 6/93

Coordinator, Project LAST - Began new program for child survivors of homicide victims and children exposed to violence; developed expertise in clinical assessment and treatment of childhood grief and trauma; managed program growth from budget of \$40,000 to over \$200,000; wrote grants totalling \$300,000 over 3 years; successfully marketed program to gain community visibility; prepared funding reports; supervised clinical staff and graduate students; provided home-based family therapy; recruited and trained community volunteers; planned Statewide conference on victims and violence.

VOLUNTEERS OF AMERICA, New Orleans, Louisiana 6/90 - 12/90

Supervisor, Community Housing Program - Began new program providing housing for persons with chronic mental illness; manage budget of over \$200,000; supervise staff of 3; wrote policy manual and brochure; prepared funding reports.

MILNE BOYS HOME, New Orleans, Louisiana 6/89 - 6/90

Coordinator, Louis Armstrong Manhood Development Program - Began a "Rites of Passage" after school program serving 50 urban males ages 9-17; supervise staff of 6; develop program materials; serve as liaison to advisory board; organize public

relations campaigns; conduct parent education classes; recruit volunteers; develop referral sources.

KINGSLEY HOUSE, New Orleans, Louisiana 12/88 - 6/89

Supervisor, Parent-Child Center - Wrote an unpublished manual on Parent Education; significantly increased center's enrollment and attendance; provided family and individual therapy; supervised volunteer and professional staff; managed agency's intake system; established 400-volume children's library.

CURRENT MEMBERSHIPS & COMMUNITY SERVICE

Board Chair, The New Orleans Children & Youth Planning Board (2015-2020)

Co- Chair, New Orleans Childhood Trauma Task Force (2018-2020)

Board Chair, New Orleans Council on Aging (2019 – present)

Board member & Vice-chairman, St. Thomas Community Health Center (2010-present)

Member, City of New Orleans Ethics Review Board (2020-present)

Co-Chair, Bridge City Family and Community Council (2018-2019)

Board member, Gulf Coast Social Services (2012 – 2020)

Member, National Association of Social Workers (NASW)

Member, North American Association of Christians in Social Work

Member, Association of Family & Conciliation Courts (AFCC)

Member, International Society of Traumatic Stress Studies (ISTSS)

Member, Together New Orleans

Member, The Interdenominational Ministerial Alliance

Member, Alpha Phi Alpha Fraternity, Inc.

SPECIAL AWARDS, GRANTS & RECOGNITION

(2020) Wrote grant to Edward Wisner Foundation to establish The Center for Grief & Trauma Therapy at The Millie M. Charles School of Social Work (\$100,000)

Principal Investigator, Healthy Blue Training Grant. (2017-2018) Purpose – Provide training statewide to employees of the Department of Child & Family Services on a variety of topics including Safety, Child and Adult Mental Health, & Self Care.

Certificates of Merit & Recognition (2017): Pastoral & Community Leadership

Congressman Cedric Richmond

Mayor Mitchell Landrieu

City Council of New Orleans

Inaugural 40 under 40 – Gambit Weekly

Community Leader Award, Federal Bureau of Investigation (FBI)

Award of Merit, Victims and Citizens against Crime

Making a Difference Award - WDSU Channel 6

Dr. Samuel Proctor Award - Rainbow/Push

PROFESSIONAL PRESENTATIONS

2019

Workshop presenter, Overcoming Racism in Social Services, February 27. Presented at Southern University at New Orleans.

Workshop presenter, Trauma & Teens in Schools, May 20. Presented at Jefferson Parish Public Schools (School Social Work Department)

Keynote Speaker, Navigating Schools, Systems, and the Community to inform student outcomes, July 31. Presented at NOLA Public Schools Summer Training Collaborative.

Workshop presenter, Evidence-Based Practices for Children & Adolescents, October 17. Presented at NASW-LA.

2018

Workshop presenter, Principles of Child Custody Evaluation, February 15. Presented at NASW – LA Regional Meeting.

Workshop presenter, Spirituality & Social Work Practice, February 22. Presented at Southern University at New Orleans.

Workshop presenter, Trauma-Informed Care for Children, March 9. Presented at Orleans Parish Juvenile Court.

Workshop presenter, Aspects of Quality Interviewing and Engagement of Youth, April 26. Presented at Orleans Parish Juvenile Court.

Workshop presenter, Self-Care for Pastors, April 27. Sponsored by Baptist Community Ministries

Workshop presenter, Principles of Effective Supervision, July 20. Presented at Orleans Parish Juvenile Court.

Workshop presenter, Discharge Planning, July 27. Presented at Orleans Parish Juvenile Court.

Workshop presenter, Principles for effective staffing, August 2. Presented at Orleans Parish Juvenile Court.

Workshop presenter, Mediation & Conflict Resolution, August 10. Presented at Orleans Parish Juvenile Court.

Workshop presenter, Principles of Assessment, August 17. Presented at Orleans Parish Juvenile Court.

Workshop presenter, Group Work, September 28. Presented at Orleans Parish Juvenile Court.

Workshop presenter, Ethics and Working with Youth, October 12. Presented at Orleans Parish Juvenile Court.

Workshop presenter, Premarital Counseling: Collaboration between Clergy and Social Workers, October 27. Presented at Annual Conference of North American Association of Christians in Social Work, Hartford, Connecticut.

2017

Speaker, **Beyond the boundaries**. December 6. Presented at Baptist Community Ministries.

Speaker, **Five rules of effective communication**. November 17. Presented at New Orleans Council on Aging.

Workshop presenter, **Worker Safety**, November 3. Presented at Orleans Parish Juvenile Court.

Workshop presenter, **Self-Care**. November 3. Presented at Rayne Memorial Early Child Care.

Wrote Training Curriculum for Orleans Parish Juvenile Court Staff

Workshop presenter, **Self-Care for Child Welfare Workers**. September 7, 14, 21, and 28, 2017. Presented at Department of Children and Family Services (Amerigroup grant).

Keynote Speaker, **Flying First Class: Helping our kids to succeed**. August 15, 2017. Presented at Martin L. King, Jr. Charter High School.

Workshop presenter, **Helping children understand themselves & Racial identity and childhood**. July 5 & 6, 2017. Presented at the Institute for Cultural Education.

Workshop presenter, **Building cultural competency**. June 29, 2017. Presented at Egan Hospice.

Workshop presenter, **Promoting Afrocentric social work practice: A case study of Dr. Morris F.X. Jeff, Jr.** June 10, 2017. Presented at Founder's Day, New Orleans Association of Black Social Workers.

Workshop presenter. **Helping children understand themselves and others**. May 17, 2017. Presented at Institute for Cultural Education.

Workshop presenter, **Strengthening the relationship between fathers and schools**. May 8, 2017. Presented at Myrtle Thibodeaux Elementary School.

Workshop presenter. **Licensure preparation workshop – SUNO School of Social Work**, May 5, 2017.

Workshop presenter. **Preventing boundary violations in social services**. March 3, 2017. Presented at Total Community Action, Inc.

Workshop presenter. **Keys to service excellence**. March 2, 2017. Presented at Total Community Action, Inc.

Workshop presenter. **Child Custody Evaluation**. February 10, 2017. Presented at Southern University at New Orleans.

Keynote Speaker. **Phi Alpha Induction Ceremony**. January 29, 2017. Southern University at New Orleans School of Social Work.

2016

Presenter, **Self Care for Social Workers**. November 18, 2016. Presented at Crescent Care (formerly New Orleans Aids Task Force).

Presenter, **Helping couples cope with Infidelity**. November 2, 2016. Held at Southern University at New Orleans.

Presenter. **Spirituality & Social Work**. October 8, 2016 & March 4, 2016. Held at Tulane University School of Social Work.

Presenter. **Advanced Family Mediation Training**. Topics: Co-parenting, Personality Disorders, and Supervised Visitation. June 23 & 24, 2016.

Workshop presenter. **SUNO Licensure Preparation Course**. Topics: human development, diversity, abuse & neglect, social & economic justice. June 10, 2016.

Workshop presenter. **Helping couples cope with infidelity**. March 23, 2016. National Association of Black Social Workers Annual Conference.

Workshop presenter. **Worker safety**. March 4, 2016. Title IV-E Conference at Southern University at New Orleans School of Social Work.

2015

Keynote speaker. **Help Mothers Heal Second Annual Conference**. November 14, 2015. Sponsored by Watson Memorial Family Teaching Ministries.

Workshop presenter. **Building cultural competency & proficiency**. October 23, 2015. Sponsored by Kingsley House.

Workshop presenter. **Causes & cures of childhood stress: The ACE study and beyond.** Presented to Jefferson Parish School Social Workers, August 8, 2015

Workshop presenter. **Helping couples cope with infidelity.** Presented at Southern University at New Orleans. April 17, 2015

Workshop presenter. **The impact of parental incarceration on African-American Children.** New Orleans Association of Black Social Workers Founder's Day Celebration. March 14, 2015

Panelist. From Conversation to action: Stopping the violence in New Orleans. Martin Luther King, Jr. Holiday event sponsored by Alpha Kappa Alpha Sorority, Inc. January 18, 2015

Panelist. End the silence, stop domestic violence. Event sponsor – Alpha Phi Alpha Fraternity, Inc. 52nd Louisiana District Conference. January 23, 2015

Speaker, Katrina 10 year anniversary and mental health issues. Press Conference sponsored by Mayor Mitch Landrieu. August 12, 2015

“Urban New Orleans at ground zero: A Baptist church responds”. Presented at 59th annual Institute on Psychiatric Services, American Psychiatric Association, October 13, 2007, New Orleans, LA.

“Pursuing social justice in the 21st century: Skills for social workers.” Presented at NASW-LA Annual Conference, April 2, 2009, Baton Rouge, LA.

“Improving child outcomes by strengthening father engagement.” Presented at 29th annual Parent Conference & Institutes, National Head Start Association, December 12, 2011, New Orleans, LA.

“Working effectively with children and adults exposed to violence.” Presented at National Association of Black Social Workers, January 2012, New Orleans, LA.

“Working effectively with children and adults exposed to violence.” Presented at Southern University at Baton Rouge, March 30, 2012, Baton Rouge, LA.

PUBLICATIONS

Sanders, T. (2018). School board politics and policy post-Katrina. In T. Causey-Konate & M. Montgomery-Richard (Eds.), *Called to Sankofa: A narrative account of African-Americans leading education in post-Katrina New Orleans*. New York: Peter Lang Publishing.

Sanders, T. (2020). Promoting Afrocentric social work practice: A case study of Dr. Morris F.X. Jeff, Jr. (Manuscript being submitted to Journal of African-American History).

Sanders, T (2020). The Child Custody Casebook (Book proposal being submitted to Linus Publishing)

Sanders, T. (2017). Unpublished Staff Training Curriculum – Prepared to Serve. Designed for staff of Juvenile Court.

OTHER RELEVANT INFORMATION -

Elected Board Member (2005-2009) and President (2005, 2008) Orleans Parish School Board, New Orleans, Louisiana.

Qualified Mediator – Loyola College of Law, June 2009

Board Approved Clinical Supervisor (BACS since 1993)

Board Certified Social Worker -1991

Certified Premarital and Marital Counselor – Prepare-Enrich (2000).

Certified Entrepreneurship Teacher National Foundation for Teaching Entrepreneurship, (2002).

Ordained Minister - First District Baptist Association, New Orleans, Louisiana (1993).

President, Tulane University School of Social Work Student Government Association (1987-88)

Congressional Intern, Sen. Edward M. Kennedy -Tracked legislation, responded to constituent inquiries, attended committee meetings. (1982-1983).

E-mail: tsanders@suno.edu



Dr. Rodney A. Ellis
Chancellor



Office Of The Chancellor

February 23, 2021

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

RE: Approval To Appoint Mr. Michael Thomas to the position of Director of Marketing and University Relations

Dear Dr. Belton:

Please accept this request for *approval to appoint Mr. Michael Thomas to the position of Director of Marketing and University Relations*. This position reports directly to the Ms. Stephanie Rogers, Chief Advancement Officer. After reviewing his resume and speaking with Mr. Thomas, I concur with Ms. Rogers and believe Mr. Thomas will do an excellent job for Southern University at Shreveport.

Mr. Thomas past positions and assignments have afforded him the tools and background and delivery mindset required for this position. The salary of \$60,000.00 has been recommended for this position. All HR supporting documents are attached.

Thank you for your consideration and approval of this request as it is our desire to have Mr. Thomas permanently positioned in this role, ready to move forward with making SUSLA a success in our community

Respectfully Submitted

Dr. Rodney A. Ellis
Chancellor

Approved:

Dr. Ray L. Belton, President

Date:

RAE/lw

Attachments

Disapproved:

Dr. Ray L. Belton, President

Date:



February 19, 2021

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

Dear Dr. Ellis:

This letter comes as a request to appoint Mr. Michael Thomas to the position of Director of Marketing and University Relations, with a **start date of Mar 8, 2021**. Mr. Thomas has an impressive 25+ years career in television media, advertising and marketing & promotions which spans from Shreveport to Oklahoma, and Syracuse, NY. He has experience at all levels of marketing and communications including: tv and high-level video production, digital media design and placement, creating commercial advertising for clients' targeted campaigns, and social media advertising. In his current role as Director of Marketing, Promotions and Operations for KTAL, he helped to overhaul the facility, created numerous community events, helped create ad campaigns for community and businesses throughout the service area, helped overhaul and establish web portal (threetimes), and led his team through a project to performed research to develop target audience for each station within his assigned group (10 markets).

Mr. Thomas has managed teams as large as 29 direct reports and currently manages 9-10 people. He is also experienced in managing campaign budgets of all sizes from modest to robust He knows the market and understands the culture and history of SUSLA. Having served as a former manager of marketing & promotions at KSLA, he is well-respected and has forged valuable relationships with key leaders in television and radio. I feel that Mr. Thomas's is the best candidate to help SUSLA achieve its marketing goals for enhancing the University's brand, expanding its footprint, and increasing enrollment.

Mr. Thomas has a Bachelor of Arts Degree in Speech from Louisiana Tech University in Ruston, LA. Accompanying this request is a proposal to offer an annual **salary of \$60,000**.

Thank you for your consideration and support to the appointment of Mr. Michael Thomas for the position of Director of Marketing and University Relations.

Respectfully,
Stephanie Rogers
Chief Advancement Officer


 X Approved

DocuSigned by:
Stephanie Rogers
Stephanie Rogers, Chief Adv. Off.

Not Approved

Approved Salary and Hire Date
(i.e. \$60,000; 2/19/2021)

Not Approved



Dr. Rodney Ellis, Chancellor

OB CLASS	5	U		
OB CODE				
KAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	5	M	9	9	2	1
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AMBUS: SUS SUBR 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 Rasheeda Simmons Reason Left Resigned
 Date Left 11/10/2020 Salary Paid \$56,500

Profile of Person Recommended

Length of Employment July 1, 2020 To June 30, 2021
 Effective Date April 12, 2021

Name Michael Thomas SS# xxx-xx-1774 Sex M Race* B
(Last 4 digits only)

Position Title: Director of Marketing & University Relations Department: Advancement

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 39 Southern University Experience 0

Degree(s): Type/Discipline (BA-Education): _____ Institution/Location (SU-Baton Rouge): _____ Year: _____

BA-Speech (Broadcasting focus) LA Tech University - Ruston, LA 1982

Current Employer KTAL - Shreveport

Personnel Action

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

Recommended Salary \$60,000 Salary Budgeted \$60,000

Source of Funds 511001 51120 61002 56000

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

Source of Funds	Amount
511001 51120 61002 56000	\$60,000

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor [Signature] Date _____ Dean/Unit Head _____ 2-23-21 Date _____
 Vice Chancellor _____ Date _____ Chancellor [Signature] Date _____
 Director/Personnel [Signature] Date _____ Vice President/Finance [Signature] Date _____
 President _____ Date _____ Business Affairs/Comptroller _____
 Chairman/S.U. Board of Supervisors [Signature] 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:

Michael Thomas will fill the vacant position for Director of Marketing & University Relations. Work schedule will be Monday - Thursday, 8:00 - 6:00pm, Friday, 8:00 - 12:00pm.

EMPLOYEE REGULAR WORK SCHEDULE: Monday - Thursday, 8:00 - 6:00pm, Friday, 8:00 - 12:00pm.
EMPLOYEE DIRECT SUPERVISOR: Stephanie Rogers
SUPERVISOR/DEPARTMENT CONTACT NUMBER 318.670.9244
NUMBER OF EMPLOYEES SUPERVISED, (if any) 3
HR USE ONLY: STATUS (circle one): EXEMPT NON-EXEMPT

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

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

Do Not Write Below This Area

For Human Resource and Budgetary Control Use Only!

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

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

Michael Thomas

Experience

I have a tremendous amount of experience in broadcast television, staff management and training, budgeting, accounting, sales, media buying, strategic planning, public relations, presentation development and delivery, digital media sales and production, equipment purchasing, social media, event planning and negotiating through my work experiences. Additionally, I have acquired fund raising, skills with my own business and work in the public service sector.

Work History

KTAL – Shreveport January 2008 - Present

- Director of Marketing, Promotion and Operations
- E-Media Manager 2013 (3 months), 2008 (4 months)
- Chief Engineer 2014 (6 months), 2011 (9 months)

Achievements – Rebranded NBC 6, KMSS and V-45, helped to overhaul facility, created numerous community events, helped establish community and business relationships, helped overhaul and establish web portal (three times). Performed research to develop target audience for each station. Participated in Nexstar relaunch or HD conversions in Rochester, Evansville, Champaign, Little Rock, Fayetteville, Joplin, Abilene, Lubbock, Memphis, Waco, Baton Rouge, Lafayette, Monroe and Tyler. Key contact for logo insertion systems in the company. Headed up the Nexstar NBC affiliates monthly call for 4 yrs. Created Salute the Badge which generates \$100k annually. Performed marketing and tease writing workshops for several Nexstar stations. Supervising staff of 29

Thomas & Thomas Enterprises, Inc February 2007- 2011

- President CEO

Achievements – Replaced \$97,000 base income in first year, while competing for dollars on the world wide web. Utilized web portals to generate sales opportunities. Sold web development, banner ads and developed third party sales. Certified in SEO Optimization.

KWTV – Oklahoma City February 2002 – February 2007

- Director of Marketing – Oct 2004
- Promotion Manager

Achievements – Part of a team that swept ratings for the first time in at least 10 years (May 2003 –AM, 4, 5, 6 & 10). Created 3 projects in my first 6 months, that led to 1.5 mil in annual revenue. Developed strategies with a team that rose to the #1 late news in Nielsen metered markets 3 times in 2 years (2005-2006), was the top CBS late news 5 times (2005 -2006), and that won the 25-54 demos in major news shows (AM, 5, 6 & 10pm) for the 3 major Nielsen ratingsbooks in 2006 (Feb, May, Nov), which also had the highest revenue numbers in the history of the station. In addition, strategies and techniques were developed to allow NEWS 9 to take advantage of existing partnerships with the internet, a 24 hour cable channel, rural radio network, newspaper partnership and mobile phone service for station promotion. These all had joint sales components to them. Developed promotional ideas that generated over \$1,000,000 in revenue.

Supervised staff of 12

WTVH – Syracuse, NY Sept 1998 – February 2002

- Director of Creative Services and Marketing
- Interim Chief Engineer - 2001

Achievements – Successfully Negotiated NABET/CWA contract - retaining rights to digital equipment (2001), Collaborated with over 60 municipal and law enforcement agencies to successfully execute a 5 million dollar fishing contest, which created over 3.5 million in station revenue. Also overhauled the production facility – linking all computer devices into what is now a state-of-the-art configuration. Created strategies with station team to help lead WTVH from 3rd to 2nd in overall market ratings.

Supervised staff of 18

KTBS – Shreveport, LA June 1996 – Sept 1998

- Promotion Manager

Achievements – Developed strategies with team that moved news research numbers from 2nd favored overall to most favored (Revealed in both AR&D research and Leigh Stowell) leading to eventual market leadership in Nielsen ratings (Nov 1998), Developed and marketed “On Your Side” elements for existing campaign, to create premier station branding. A strategic plan was developed that led to the successful launch of KTBS Sunday Morning. (Debuted as #1 in its time period). Responsible for purchasing all outside media, including radio, cable, newspaper etc..

Supervised Staff of 3

KSLA – Shreveport, LA July 1986 – May 1996

- Marketing Director 1995
- Operations Manager 1992 – Duties included supervising promotion, creative services, engineering and production departments, with responsibilities that included production budget, revenue producing sales campaigns, news tie-ins, capital purchases, FCC compliance, on-air and outside media purchases as well as public relations and public service.
- Promotion Manager 1989
- Assistant Promotion Manager 1988
- Night Production Supervisor 1987
- Director 1986

Achievements – KSLA was solid 2nd in market. Worked with team to establish a promotional campaign called Project Pride (1989) which led to, highest shares of any CBS station (Feb 1992), Louisiana Association of Broadcasters Station of the Year (2 times), Louisiana Association of Broadcasters Promotion of the Year, and also to market ratings leader in all evening news programs (HH ratings 5, 6 and 10pm). Created a companion client campaign to Project Pride that generated almost \$500,000 per year in revenue. Restructured staff to streamline operations and create growth opportunities (1992). Responsible for \$200k production revenue budget with yearly 5-10% increases - 1991-1996.

Supervised staff of 28

Education

BA Speech (focus on Broadcasting)
Louisiana Tech University – Ruston, LA

Community Activities/Achievements

- Leadership Shreveport Bossier – Class of 1993
- Leadership Louisiana – Class of 1994
- Shreveport Chamber Leadership Council -- Vice President-1995
- Shreveport Chamber Leadership Council – President-1996
- 1994 Rising Young Community Leader – Shreveport --Bossier City
- Black Expo 1996 --- Chairman
- Shreveport Airport Authority Board – 1994-1998
- Red Cross --- Board Member – 1996-1998
- Heart Association --- Board Member 2005 - 2008
- March of Dimes – Board Member (1989-1998)
- PROMAX ----- Board Member 1994-1996
- CBS Promotion Caucus----- 1992 – 2007 (6 separate terms - various years)
- ABC Promotion Board 1996-1998
- The First Tee of Metro OKC---Mentor - 2004-2008, Interim Director of Programming 2007
- NBC Marketing Council 2012-2014
- Easter Seals Board – 2013-Present
- Shreveport Green Board – 2019 – Present
- Director of Marketing and Multi-Media Ministry – 2018-Present
-

Director of Marketing and University Relations

Summary

Southern University at Shreveport, Louisiana (SUSLA) is accepting applications for the **Director of Marketing and University Relations**. SUSLA is a comprehensive community college serving Shreveport, Bossier City, and surrounding areas in Northwest Louisiana. It is one of five campuses constituting the Historically Black Southern University System. The University serves approximately 3,000 undergraduate students and offers 32 undergraduate degrees and certificate programs in a variety of fields including Allied Health, Nursing, Aerospace Technology, Business Studies, Behavioral Science/Education and Science & Technology.

Responsibilities

Reporting to the Chief Advancement Officer, the **Director of Marketing and University Relations** is responsible for providing leadership and implementation of marketing and relationship building strategies to articulate the SUSLA brand in such a manner as to attract the best students, engage stakeholders, recruit highly qualified faculty and staff, and further the mission of the University. Specific duties are:

- Plans, develops and implements marketing and communication activities in alignment with the University's strategic marketing plan
- Utilizes the latest marketing and communication principles, social media platforms, community relations methods, and best practices to effectively plan and implement all of the University's marketing strategies.
- Serves as the central point of contact for dissemination of all campus-wide communications, public relations/mass communication and social media activities
- Collaborates with University stakeholders to implement annual marketing, community relations, and communication plans
- Collaborates with the Southern University System in the development of marketing, university relations, and communication initiatives
- Serves as senior editor overseeing the design and production of all print and electronic marketing communication
- Coordinates all media events, on and off-campus
- Initiates, responds to and tracks media requests for information about the University
- Leads in the development and maintenance of the SUSLA website and magazine
- Serves on various civic committees
- Maintains department budget; provide staff leadership; develop a process for responding effectively and efficiently to the needs of internal and external university clients
- Creates a work environment conducive to teamwork and creative thinking
- Creates, evaluates, and maintains metrics for assessing the effectiveness and outcomes of marketing, university relations, and communication strategies
- Maintains up-to-date knowledge of trends in marketing and higher education
- Performs other duties as assigned

Minimum Qualifications

- Bachelor's degree in Marketing, Public Relations, English/Communications or related field
- Minimum of three (3) years Marketing/Communications/Public Relations experience
- Proficient use of social media platforms and e-marketing and software
- Organizational and managerial skills with respect to complex, sensitive issues
- Proficiency in Microsoft applications (Word, Excel and PowerPoint)
- Strong communication (written and verbal), organizational and interpersonal skills, and a collaborative approach to working with students, colleagues and partners

- Eligibility for a Louisiana Driver's License

Preferred Qualifications

- Master's degree in Marketing, Public Relations, English/Communications or related field
- Minimum of five (5) years Marketing/Communications/Public Relations experience
- Some fundraising experience desired
- Organizational and managerial skills with respect to complex, sensitive issues

Salary range: \$48,000 – \$58,000 (This is a full time position)

Reasonable accommodations may be made to enable individuals with disabilities to perform the duties. Criminal background check and reference verification is required.

Southern University at Shreveport, an institution within the Southern University and A & M System, seeks to provide quality education for its students, while being committed to the total community. This institution prepares students for careers in technical and occupational fields; awards certificates, diplomas and associate degrees; and offers courses and programs that are transferable to other colleges and universities. Dedicated to excellence in instruction and community service, this open enrollment institution promotes cultural diversity, provides developmental and continuing education, and seeks partnerships with business and industry.

APPLICATION PROCEDURE: Send cover letter, resume, transcript(s), and three references to:

Wayne H. Bryant, Director of Human Resources

ATTN: Director of Marketing and University Relations Vacancy

Southern University at Shreveport

3050 Martin Luther King, Jr. Drive

Shreveport, LA 71107

HResource@susla.edu (**NOTE:** Please type "Director of Marketing and University Relations Vacancy" in the Subject line)

APPLICATION DEADLINE: Review of applications begins **Thursday, April 04, 2019** and continues until the position is filled.

Southern University at Shreveport does not discriminate on the basis of race, color, national origin, gender, age or disability. Title IX Coordinator: Dr. Tuesday W. Mahoney, Johnny Vance, Jr. Student Activity Center, (318) 670-9201. Section 504 Coordinator: Ms. Jerushka Ellis, Health & Physical Education Complex, Room 314, (318) 670-9367.

Equal Opportunity Employer



Southern University and A&M College System

J.S. Clark Administration Building

4th Floor

Baton Rouge, Louisiana 70813



Office of the
President-Chancellor
(225) 771-4680

Fax Number
(225) 771-5522

February 28, 2021

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

Re: Request to Appoint Dr. Katara Williams as the SUS Chief of Staff/Executive Director for Strategic Initiatives

Honorable Members of the Board:

This correspondence seeks your authorization to appoint Dr. Katara A. Williams as the Southern University System Executive Director for Strategic Initiatives. In 2018, Dr. Williams joined my leadership team in the role of Chief of Staff. Since that time, she has assumed additional duties of a greater magnitude and executed each of them with professionalism and fidelity. Dr. Williams has far exceeded expectations and worked beyond the outlined scope of her role. She effectively coordinates System-wide initiatives and operations, ensures that the university is responsive to internal and external requests, and works closely with university personnel and students to address issues and optimize operational efficiency. Particularly, over the last year and a half, these duties have been aligned with the role of Executive Director for Strategic Initiatives.

As the higher education landscape continues change both locally and nationally, education institutions have made the necessary adjustments to adapt, most notably when considering the COVID-19 pandemic. During this time, Dr. Williams provided excellent leadership in the coordination of System-wide services and reporting, to ensure that the Southern University System maintained its compliance with national and state regulations, while keeping our campuses both safe and informed. She has also played a major role in the coordination of the System-wide return to work strategy and campus vaccination partnerships. As we begin to adapt to this new normal, the continuity of operations in a coordinated, methodical, and systemic approach will be critical. Dr. Williams is well positioned to continue these efforts.

Additionally, as our state institutions intensify their focus on diversity and inclusion, Dr. Williams has been selected by peers to serve on the Executive Committee for the Louisiana Association for Diversity Officers in Higher Education and will provide leadership to system-wide diversity and inclusion initiatives. She will lead the coordination of diversity and inclusion efforts System-wide and will be responsible for campus coordination and reporting.

Dr. Williams possesses more than 20 years of progressive experience in education and is a recognized leader both locally and nationally. In addition, she has successfully delivered outstanding leadership, dedication, and service, and has maximized the value to the university system. In concert with members of the senior leadership team, Dr. Williams has demonstrated a commitment to driving outcomes which meet or exceed performance-based goals and objectives. Her energy and passion for serving students is frequently observed and acknowledged by both staff and students which she constantly seeks to assist. Her critical thinking abilities are exuded when handling matters of crisis and/or importance and students enjoy their frequent interactions with her. She has also successfully managed high level matters with fidelity and tact, to include several Chancellor and senior level executive searches, all carried out with professionalism and with the utmost confidentiality.

The Executive Director of Strategic Initiatives/Chief of Staff role is necessary to ensure continued operational efficiencies to propel the System to even greater levels of prominence. I could not think of a more suitable candidate who is both competent and capable, has shown a demonstrated track record of success, and is truly a dedicated servant, ambassador, and alumna of the Southern University System than Dr. Williams, therefore, I respectfully request your consideration and approval. Should you have any questions, please do not hesitate to contact me.

Kindest Regards,

Ray L. Belton, Ph.D.

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

Previous Employee _____ Southern University and A & M College Reason Left _____ Additional Responsibilities & Title Change _____
 Date Left _____ Salary Paid _____

Profile of Person Recommended

Length of Employment _____ To Present _____

Effective Date March 1, 2021

Name Katara A. Williams SS# xxx-xx-1839 Sex F Race* AA
(Last 4 digits only)

Position Title: Chief of Staff/ Executive Director of Strategic Initiatives Department: Office of the President

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 18 years Southern University Experience _____

Degree(s):	Type/Discipline:	Institution/Location:	Year:
	<u>Mass Communication</u>	<u>Southern University and A&M College/Baton Rouge</u>	<u>07/99</u>
	<u>Mass Comm/Public Relations</u>	<u>Southern University and A&M College/Baton Rouge</u>	<u>12/05</u>
	<u>Public Policy/Education Policy</u>	<u>Southern University and A&M College/Baton Rouge</u>	<u>05/11</u>

Current Employer _____

Personnel Action

Check One New Appointment _____ Continuation _____ Sabbatical _____ Leave of Absence _____
 Transfer _____ Replacement _____ Other (Specify) _____ Additional Responsibilities & Title Change _____

Recommended Salary \$145,000.00 Salary Budgeted \$145,000.00

Source of Funds State

Identify Budget: 111005-11157-61002-16000 Location _____
 Form Code: _____ Page _____ Item # _____

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
111005-11157-61002-16000	\$145,000.00

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor Date

Vice Chancellor Date

Director/Personnel Date

President Date

Dean/Unit Head Date

Chancellor Date

Vice President/Finance
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: M-F 8:00am-5:00pm

EMPLOYEE DIRECT SUPERVISOR: Dr. Ray Belton, President-Chancellor

SUPERVISOR/DEPARTMENT CONTACT NUMBER (225) 771-4680

NUMBER OF EMPLOYEES SUPERVISED, (if any) _____

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

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

Do Not Write Below This Area

For Human Resource and Budgetary Control Use Only!

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

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

KATARA ALLEN WILLIAMS, PH.D.

PROFILE

More than twenty years of professional experience in education (both K-12 and higher education), external and public affairs, strategic planning, communications, training, and administration. Highly adept in project management, stakeholder engagement, and marketing. Profound understanding of public policy, specifically as it relates to education and government. Additional areas of expertise include public speaking, crisis management, leadership development, and policy implementation and analysis. Outstanding leadership and administrative qualifications, along with strong oral and written presentation skills.

EDUCATION

Ph.D.	Southern University and A & M College Public Policy Concentration: Education Policy	May 2011
MA	Southern University and A & M College Mass Communication Concentration: Public Relations	December 2005
BA	Southern University and A & M College Mass Communication	July 1999

RESEARCH EXPERIENCE

Research , The Effect of Knowledge Management and Motivation on Organizational Performance: A Case of Techiman Municipal Assembly, Ghana	2018
Dissertation , Southern University and A & M College Advisor: James S. Larson, Ph.D. Assessing the Impact of Governing Boards for Louisiana Public Institutions of Higher Learning Regarding Policy and Governance	2011
Research , Southern University and A & M College Multiple Streams Theory and Political Policy: An examination of Mass Media Coverage during the 2008 Presidential Election	2009
Research , Southern University and A & M College Mass Media – Affecting Perceptions and Shaping Policy An Examination of the West Nile Virus	2008

PROFESSIONAL EXPERIENCE

January 2018-Present

Southern University and A&M College System

Chief of Staff

- Serves as a key advisor to the President-Chancellor.
- Coordinates with individuals across the System to actively drive the strategic plan forward.
- Builds an atmosphere of coordination and clear understanding of the mission, vision, and goals of the Southern University System.
- Represents the President-Chancellor with various constituencies, including the Board of Supervisors, management, faculty, staff, students, alumni, and various external organizations.
- Advises the President-Chancellor on day-to-day operations, ensuring efficiency and effectiveness and optimizing resources.
- Collaborates with the various Systems to ensure coordination in an array of areas.
- Serves as the President-Chancellor's liaison, ensuring the accurate, proper, and timely flow of information to and from the Office of the President.
- Helps to facilitate strategic management processes, provides expertise for strategic initiatives that are critical to meeting the institutions strategic planning goals.
- Responsible for interacting with colleagues across the System to ensure institutional alignment and synergy.
- Analyze policy issues and identifies Systemwide impacts on issues impacting the university community.
- Assists the President-Chancellor with correspondence dealing with issues which may be confidential or sensitive in nature.
- Builds and facilitates relationships as a resource for the President.
- Serves as the point of contact for key constituents and stakeholders to resolve complex issues and help move forward strategic priorities.
- Facilitates needs of senior staff to raise critical issues with the President and receive needed responses, guidance, and decisions.
- At the direction of the President, assists in all aspects of the administration.
- Manages special projects as assigned by the President.

August 2016-January 2018

Louisiana Highway Safety Commission

Executive Director/State of Louisiana

- Appointed by the Governor to direct traffic safety for the state of Louisiana through education, outreach, and enforcement.

November 2012-August 2016

Louisiana Board of Regents

Associate Commissioner of Public Affairs / Advisor to the Council of Student Body Presidents

- Served as the spokesperson for the State of Louisiana Board of Regents.
- Provided leadership in public relations/legislative affairs to all public universities in Louisiana. This includes the development of visual tools and messaging, management of communication campaigns, capacity-building workshops, stakeholder and student engagement, strategy and advocacy for higher education issues.
- Facilitated Trainings for Louisiana Higher Education students/leaders.
- Managed and directed media plans and budgets for TV, radio, web and print;
- Redesigned website; providing creative direction for all communications/advertising utilized for stakeholder engagement.
- Co-Sponsor for the Council of Student Body Presidents providing assistance in leadership development, strategic communication, policy development and legislative outreach.
- Spokesperson for Louisiana public higher education and directed messaging/strategy.

November 2011-November 2012
Manager of Stakeholder Relations

Louisiana Department of Education

- Developed public messaging in the form of talking points, speeches, and presentations for education reform pertaining to new teacher evaluation policy.
- Liaison between stakeholders and LDOE.
- Assisted with policy implementation of Act 54 education policy.
- Responded to requests for information and provide training for HCO staff on protocols related to media or public requests for information.
- Managed communications strategy relating to educator effectiveness reforms, specifically with respect to development of implementation of COMPASS
- Researched effective communications and engagement strategies used in other states and/or districts embarking on aggressive education reforms and apply lessons learned to Louisiana's strategy.
- Coordinated communications efforts with other LDOE offices.
- Ensured integration of technology into communications strategy, including overseeing updates to the Act 54 website.
- Designed and delivered presentations/ trainings to districts across the state.
- Facilitated meetings with district staff to promote educator effectiveness reforms.
- Collaborated closely with LDOE leaders to provide opportunities for stakeholder input in the development, testing, and implementation phases of COMPASS.

October 2006 – November 2011
Director of Media Relations

Southern University A & M College System

- Coordinated national and regional publicity efforts through mass media.
- Served as spokesperson for the System Office, regularly providing media responses on behalf of the President.
- Planned, organized, and managed public relations initiatives in coordination with the strategic plan (press releases, media advisories, etc.).
- Coordinated media appearances/placement for events.
- Researched and determined news stories and trends supporting the University's mission and core values, pitching and obtaining targeted media placements.
- Managed event publicity and crisis communication.
- Producer and Host of System-wide University Radio Show.
- Managed a variety of special projects for the President.
- Served as a member of the Legislative Team /assisted with the coordination of legislative events.
- Established relationships with key media outlets.
- Worked with communication team members on presentations, publications, and audiovisual productions.
- Served as a member of the President's Executive Cabinet, providing input on administrative decisions and processes.
- Served as a member of the System Strategic Planning Team.
- Assisted with management of System website content.
- Composed speeches and presentations for the President.
- Coordinated press conferences for the President and SU System administration.

October 2002–October 2006

Southern University Agricultural Research & Extension Center

Public Relations Specialist / Executive Assistant to the Chancellor

- Managed all communications activities and Center events.
- Served as the spokesperson for the Ag Center.
- Developed press notices, public service announcements, articles, television and radio spots, prepares speeches, fact sheets, themes and articles related to the Center's mission.
- Assisted with the "branding process," for the Center.
- Composed both informational and educational scripts for radio and television, multi-media, and web content.
- Assisted in editing and providing support/content for the Center's newsletters, newspapers, or bulletins.
- Assisted and provided support for the production of electronic communications, such as the Center's website and video production.
- Worked with technology staff on presentations, publications, and audiovisual productions. Photographed events.
- Managed the day-to-day activities of the office administrative support staff, to include management and training, scheduling and prioritizing work assignments, and implementation of effective operating policies, procedures, and systems.
- Served as the primary point of initial contact for internal and external constituencies on all matters pertaining to the Office of the Chancellor.
- Represented the Chancellor, as appropriate, in communicating with internal and external constituents.
- Independently researched, prioritized, and followed up on multiple incoming issues and concerns addressed to the Chancellor, including those of a sensitive and/or confidential nature.
- Managed a variety of special projects for the Chancellor.
- Assisted in coordinating conferences, workshops, and public hearings.
- Produced and hosted SU Ag Center's public affairs television show.

June 2001– October 2002

Pennington Biomedical Research Center

Recruiter / Outreach Coordinator

- Recruited subjects for nutritional research.
- Provided training for study participants.
- Served as a spokesperson for various clinical trials.
- Implemented strategies to promote community outreach (speaker for various community events and state agencies).
- Constructed newsletters and promotional items for program participants.
- Conducted interviews/media appearances for the promotion of various clinical trials.

August 1999–May 2001

Port Allen High School

English / Journalism Instructor

- Instructor of English I, II, III and Business English Classes.
- Homecoming and Beta Club Sponsor.
- Publications Instructor and Yearbook editor.

May 1999–July 1999

WAFB Channel 9

News Production Assistant

- Performed Teleprompter and studio camera operation.
- Assisted with news production.

July 1998-July 1999

Citadel Broadcasting/KQXL 106.5

Air Personality

- Host of weekend music programming.
- Assist in various activities, including remote broadcasts.

December 1998-May 1999

Louisiana State Senate

Public Relations Assistant

- Assisted with Public Relations functions and activities for the Louisiana State Senate

PROFESSIONAL AFFILIATIONS

- SACSCOC On-Site Reaffirmation Committee - Savannah State University
- 2019 Millennium Leadership Institute Fellow- American Association of State Colleges and Universities
- Learn4Life - National Board Member
- Southern System SACSCOC Accreditation Team
- Louisiana COVID-19 Health Equity Task Force Member
- Louisiana Association for Diversity Officers in Higher Education - Executive Committee
- YMCA - Baranco Clark - Former Board of Directors
- 2016 American Council on Education (ACE)- Aspiring Leaders Fellow
- 2016 Southern University Public Policy Dean's Award
- 2015 Graduate - Higher Education Leadership Foundation (HELFF) - Alpha Cohort
- 2014 Graduate - Council for a Better Louisiana (CABL) Leadership Louisiana
- 2011 Graduate - Leadership Baton Rouge - Baton Rouge Area Chamber (BRAC)
- Recovery School District - Baton Rouge Achievement Zone Advisory Board
- EBR Academic Honors Day Steering Committee
- Louisiana Public Broadcasting- Former Board of Directors
- YWCA of Greater Baton Rouge- Former Board Member
- North Baton Rouge Women's Help Center- Former Board Member/Vice-President
- Baton Rouge Ballet Theater - Former Board of Trustees
- Greater Baton Rouge Advertising Federation - Former Board of Directors
- Council for Advancement and Support of Education (CASE)
- Alpha Kappa Alpha Sorority, Inc.
- Kappa Delta Phi Educational Honorary Society
- Southern University Alumni Federation- Life Member

TEACHING EXPERIENCE

- Higher Education- Southern University and A&M College- Baton Rouge- Adjunct Professor - Public Administration
- Higher Education- Southern University and A&M College- Baton Rouge - Adjunct Professor- Executive Ph.D. in Public Policy
- Higher Education- Lone Star Community College System- Adjunct Professor - Freshman/First Year Experience
- Higher Education- University of Phoenix - Adjunct Professor - Speech and Communications
- K-12 - West Baton Rouge Parish School System - Instructor English and Business Education

Southern University System

Chief of Staff / Executive Director for Strategic Initiatives

Office of the President-Chancellor

The Chief of Staff (CoS) / Executive Director for Strategic Initiatives serves as the chief strategist in the Office of the President-Chancellor. This position is a key advisor to the President-Chancellor and plays a critical role in analyzing complex issues, problem solving, addressing concerns, and evaluating trends to determine the best course of action for the university system and its campuses. The CoS/EDSI will provide leadership, oversight and stewardship over administrative functions and services to ensure greater accountability and transparency.

The CoS/EDSI serves as a point of contact for the Louisiana Board of Regents relative to compliance and reporting. This role coordinates System requests for information and recommendations, along with assisting campuses in formulating, interpreting, and executing policies related to operational efficiency and to ensure uniform implementation. The CoS/EDSI provides leadership for systemwide initiatives which are aligned with best practices.

This position supports the President-Chancellor in crisis management, oversees special projects, and facilitates new and innovative initiatives which seek to advance the Southern University System and its member campuses.

The CoS/EDSI will be responsible for sustaining the President-Chancellors priorities, including a commitment to diversity and inclusion, talent development and cultivating partnerships which seek to eliminate opportunity gaps and barriers so that every student is afforded high quality educational opportunities at Southern University.

Responsibilities and Duties

The CoS/EDSI's responsibilities and duties include:

- Assists the President-Chancellor in maximizing the operational performance of the Southern University System.
- Works in concert with the President on crisis management for the Southern University System, ensuring that each campus has active emergency preparedness strategies and plans.
- Provides leadership to ensure that all there is a System-wide commitment to equity, diversity, and inclusion.

- Represents the President-Chancellor at official functions and events involving the various campuses, Chancellors, Vice-Presidents, other system campus administrators, Board of Regents, and other external constituents.
- In consultation with the President, oversees the strategic vision for the Baton Rouge campus and ensures the coordination of the President's strategic vision for all campuses within the System.
- Represents the University at community activities by actively participating in organizations which support and strengthen the University's programs and priorities.
- Participates in activities and initiatives which improve the university's visibility and reputation both locally and globally.
- Serves as a liaison between campus administrative teams and the President-Chancellor to ensure effective and efficient flow of communication, along with the management and execution of special projects and initiatives.
- Collaborates with stakeholders (both internal and external) for funding / collaborative opportunities and partnerships on behalf of the President-Chancellor.
- Manages special System-wide task forces (as deemed appropriate by the President-Chancellor).
- Provides executive leadership reporting to Board Committees on administrative developments, successes, and challenges utilizing a proactive approach.
- Spearheads the development, communication, and implementation of effective strategies, processes for System-wide coordination and reporting.
- Supports the President, Board, and leadership team in building strategic relationships and partnerships while continuously seeking opportunities for leadership and professional development.
- Incorporates policies, procedures and systems that enhance the coordination of human and fiscal resources and streamline internal communications and cross-functionality throughout the System.
- Constructs operational processes to meet organizational objectives and improve workflows and communications across campuses.
- Works with senior leadership to shape annual benchmarks and objectives to ensure alignment and accountability.
- Works with HR leadership to ensure staff-related matters are addressed in a timely manner.
- Works with the Legal Counsel and Communications on System responses to public record requests and other legal matters.
- Provides oversight on matters relative to the Office of the President-Chancellor to include grants and scholarships, student issues, food service requests/budgets and other operations and services as deemed appropriate by the President-Chancellor.



SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

February 26, 2021


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

Re: Retroactive Correction of pay for LaTonya Wright as the Interim Director of Records & Registration (Registrar) for the Southern University Law Center

Dear Dr. Belton:

Ms. LaTonya Wright has been serving as the Interim Director of Records & Registration (Registrar) for the Southern University Law Center (SULC) since October of 2020. In November of 2020, the Board of Supervisors allowed SULC to grant raises to be effective January 1, 2021. Hence, Ms. Wright pro-rated salary as of January 1, 2021 should be 90% of 93,000 as the Interim director on a prorated basis. Therefore, her pro-rated salary as the interim director should be \$83,700 retroactive to January 1, 2021. I therefore ask that the Board of Supervisors authorize a retroactive correction of pay for Ms. LaTonya Wright on a pro-rated basis of \$83,700 to be made effective as of January 1, 2021 at its March 12, 2021 board meeting. If you have any questions, please feel free to contact me.

Yours Sincerely,


John K. Pierre, Chancellor
and Vanue B. LaCur Endowed Professor

JOB CLASS 3				
JOB CODE	M			
CAL ID	U			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	M	9	9	8	5
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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 D'Andrea Lee Reason Left Medical Leave
 Date Left 10/08/2020 Salary Paid \$87,000.00

Profile of Person Recommended

Length of Employment 01/01/2021 To 03/31/2021
 Effective Date 01/01/2021

Name Latonya Wright XXX-XX-9560 Sex F Race* B
(Last 4 digits only)

Position Title: Interim Director of Records and Registration 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 14 Years Southern University Experience 10 Years

Degree(s): Type/Discipline (BA-Education): B.S. Institution/Location (SU-Baton Rouge): Southern University, Baton Rouge Year: 2000

Current Employer Southern University - Law Center

Personnel Action

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

Recommended Salary \$83,700.00 Salary Budgeted \$ 83,700.00

Source of Funds General Appropriation

Identify Budget: State _____ Location 311001-33010-61002-35000
 Form Code: BOR10 Page 1 Item # 1

Change of: From _____ To _____

Position _____
 Status _____
 Salary Adjustment \$79,275.00 \$83,700.00

Financial Aid signature (if applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
311001-33010-61002-35000	\$79,275.00

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

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

Supervisor [Signature] Date 2/26/2021
 Vice Chancellor [Signature] Date 2/26/2021
 Director/Personnel _____ Date _____
 President _____ Date _____
 Vice President/Finance [Signature] Date 2/26/2021
 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:

Retroactive Correction of pay for LaTonya Wright as the Interim Director of Records and Registration extended to March 31, 2021.

EMPLOYEE REGULAR WORK SCHEDULE: Daily
EMPLOYEE DIRECT SUPERVISOR: 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, I-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

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

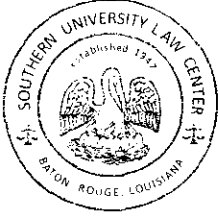
SOUTHERN UNIVERSITY LAW CENTER
ENCUMBERED / FUNDS AVAILABLE
CODE _____ EXPIRES _____
DATE: US 2-26-21
BY: Gerry L. Hall
RA _____
II _____
FI _____
FO _____

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/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)



SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL
POST OFFICE BOX 9294
BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR
(225) 771-2552
FAX (225) 771-2474

February 19, 2021

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

RE: Granting Endowed Professorships to Professors Deleso Alford and Kenya Smith for
the 2021-2022 Academic year

Dear Dr. Belton:

Professors Deleso Alford and Kenya Smith applied for endowed professorship appointments for the 2021-2022 academic year at the Southern University Law Center. The qualifications of Professors Alford and Smith were reviewed and discussed by the Faculty Appointment, Retention, Promotion, and Tenure (FARPT) committee. Both professors were recommended to be appointed as endowed professors.

I concur with the recommendation. I therefore, respectfully ask that the request to appoint Professors Alford and Smith as endowed professors be presented to the Southern University System Board of Supervisors for consideration and approval at its March 12, 2021 meeting.

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


Sincerely,

A handwritten signature in black ink that reads "John K. Pierre". The signature is written in a cursive style with a large, prominent "P".

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

"An Equal Educational Opportunity Institution"

**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: 02/26/21						
AGENCY BA-7 NUMBER: 2						
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>						
						
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	\$3,857,077	\$104,962,570			
STATUTORY DEDICATIONS	\$4,228,516	\$0	\$4,228,516			
Support Education in Louisiana First Fund (G10)	\$2,419,377	\$0	\$2,419,377			
Tobacco Tax Health Care Fund (E32)	\$1,000,000	\$0	\$1,000,000			
Subtotal of Dedications from Page 2	\$809,139	\$0	\$809,139			
FEDERAL	\$3,654,209	\$0	\$3,654,209			
TOTAL	\$155,459,017	\$3,857,077	\$159,316,094			
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 NAME:	DOLLARS	POS	DOLLARS	POS	DOLLARS	POS
Southern University - Board of Supervisors	\$3,199,565	0	\$0	0	\$3,199,565	0
Southern University - Baton Rouge Campus	\$85,078,854	0	\$0	0	\$85,078,854	0
Southern University - Law Center	\$17,876,002	0	\$3,857,077	0	\$21,733,079	0
Southern University - New Orleans Campus	\$23,609,065	0	\$0	0	\$23,609,065	0
Southern University - Shreveport Campus	\$15,329,395	0	\$0	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	\$3,857,077	0	\$159,316,094	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: 02/26/21	ADDENDUM TO PAGE 1	
AGENCY BA-7 NUMBER: 2		

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)	\$9,139	\$0	\$9,139
[Select Statutory Dedication]	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0
SUBTOTAL (to Page 1)	\$809,139	\$0	\$809,139

--

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 self-generated funds as a result of increased enrollment and/or fees at the Southern University Law Center. The funds will be used to support the general operations at the Law Center.

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	\$3,857,077	\$0	\$0	\$0	\$0
STATUTORY DEDICATIONS	\$0	\$0	\$0	\$0	\$0
FEDERAL	\$0	\$0	\$0	\$0	\$0
TOTAL	\$3,857,077	\$0	\$0	\$0	\$0

3. If this action requires additional personnel, provide a detailed explanation below:

The Law Center had to hire additional faculty and adjunct professors because of the increase in enrollment and the need for smaller class sizes due to COVID 19.

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 funds will be used to support current activities and operations at the Law Center.

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	ADJUSTMENT	REVISED
		FY 2020-2021	(+) OR (-)	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	\$3,199,565	\$0	\$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	\$3,199,565	\$0	\$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	\$136,993	\$0	\$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	\$3,199,565	\$0	\$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 Dedicallon]	\$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	\$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 2 NAME: Southern University - Baton Rouge Campus

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	\$18,275,725	\$0	\$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	\$85,078,854	\$0	\$85,078,854	\$0	\$0	\$0	\$0

EXPENDITURES:							
Salaries	\$40,450,820	\$0	\$40,450,820	\$0	\$0	\$0	\$0
Other Compensation	\$181,377	\$0	\$181,377	\$0	\$0	\$0	\$0
Related Benefits	\$18,669,613	\$0	\$18,669,613	\$0	\$0	\$0	\$0
Travel	\$268,210	\$0	\$268,210	\$0	\$0	\$0	\$0
Operating Services	\$8,662,277	\$0	\$8,662,277	\$0	\$0	\$0	\$0
Supplies	\$865,911	\$0	\$865,911	\$0	\$0	\$0	\$0
Professional Services	\$1,026,480	\$0	\$1,026,480	\$0	\$0	\$0	\$0
Other Charges	\$10,746,988	\$0	\$10,746,988	\$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	\$0	\$189,681	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$85,078,854	\$0	\$85,078,854	\$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:							
Support Education in Louisiana First Fund (G10)	\$1,584,109	\$0	\$1,584,109	\$0	\$0	\$0	\$0
Education Excellence Fund (718)	\$9,139	\$0	\$9,139	\$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	\$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 3 NAME: Southern University - Law 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	\$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	\$3,857,077	\$17,824,821	\$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	\$3,857,077	\$21,733,079	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$9,471,530	\$2,163,371	\$11,634,901	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$3,609,686	\$822,081	\$4,431,767	\$0	\$0	\$0	\$0
Travel	\$385,000	\$0	\$385,000	\$0	\$0	\$0	\$0
Operating Services	\$1,690,629	\$483,922	\$2,174,551	\$0	\$0	\$0	\$0
Supplies	\$250,000	\$0	\$250,000	\$0	\$0	\$0	\$0
Professional Services	\$1,220,590	\$300,001	\$1,520,591	\$0	\$0	\$0	\$0
Other Charges	\$632,027	\$87,702	\$719,729	\$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	\$3,857,077	\$21,733,079	\$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	\$3,857,077	\$0	\$0	\$3,857,077

EXPENDITURES:						
Salaries	\$0	\$0	\$2,163,371	\$0	\$0	\$2,163,371
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$0	\$0	\$822,081	\$0	\$0	\$822,081
Travel	\$0	\$0	\$0	\$0	\$0	\$0
Operating Services	\$0	\$0	\$483,922	\$0	\$0	\$483,922
Supplies	\$0	\$0	\$0	\$0	\$0	\$0
Professional Services	\$0	\$0	\$300,001	\$0	\$0	\$300,001
Other Charges	\$0	\$0	\$87,702	\$0	\$0	\$87,702
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	\$3,857,077	\$0	\$0	\$3,857,077

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 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	\$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:	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	\$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	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	38	38	0	0	0	0
Unclassified	0	118	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:	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)	\$452,799	\$0	\$452,799	\$0	\$0	\$0	\$0
Part-mutual 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
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 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	\$5,158,497	\$0	\$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	\$15,329,395	\$0	\$15,329,395	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$7,402,302	\$0	\$7,402,302	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$3,666,095	\$0	\$3,666,095	\$0	\$0	\$0	\$0
Travel	\$38,300	\$0	\$38,300	\$0	\$0	\$0	\$0
Operating Services	\$2,166,888	\$0	\$2,166,888	\$0	\$0	\$0	\$0
Supplies	\$140,200	\$0	\$140,200	\$0	\$0	\$0	\$0
Professional Services	\$219,500	\$0	\$219,500	\$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	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$15,329,395	\$0	\$15,329,395	\$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:							
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	\$0	\$0	\$0	\$0	\$0	\$0
EXPENDITURES:						
Salaries	\$0	\$0	\$0	\$0	\$0	\$0
Other Compensation	\$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
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 POSITION:	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 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	\$3,854,209	\$0	\$3,854,209	\$0	\$0	\$0	\$0
TOTAL MOF	\$10,366,136	\$0	\$10,366,136	\$0	\$0	\$0	\$0
EXPENDITURES:							
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							
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:							
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 POSITION:	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0

Southern University System
General Operating Budget Financial Statement
For Fiscal Year Ending June 30, 2021
As of February 28, 2021

	FY21 Budget	Actual	Projected	Total FY21	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 43,442,284	\$ 33,881,721	\$ 9,560,563	\$ 43,442,284	\$ -	78.0%
Statutory Dedicated	4,228,516	1,871,761	2,356,755	4,228,516	-	44.3%
Federal	3,654,209	915,780	2,738,429	3,654,209	-	25.1%
Self Generated						
Tuition - Fall 2020	34,262,460	33,127,588	-	33,127,588	(1,134,872)	96.7%
Tuition - Spring 2021	31,256,081	31,608,640	(1,217,727)	30,390,912	(865,168)	101.1%
Tuition - Summer	6,993,497	2,640,641	5,227,884	7,868,525	875,028	37.8%
Out-of-State Fees	11,910,932	13,604,871	166,336	13,771,208	1,860,276	114.2%
Other	16,682,523	10,165,409	4,806,416	14,971,825	(1,710,698)	60.9%
Interagency Transfer	3,028,515	2,054,142	1,481,145	3,535,287	506,772	67.8%
Total Revenues	\$ 155,459,017	\$ 129,870,552	\$ 25,119,802	\$ 154,990,354	\$ (468,662)	83.5%
Expenditures						
Salaries	\$ 74,515,941	\$ 50,891,529	\$ 25,199,377	\$ 76,090,906	\$ 1,574,965	68.3%
Other Compensation	319,377	101,917	36,083	138,000	(181,377)	31.9%
Related Benefits	34,034,650	22,907,223	10,357,368	33,264,591	(770,059)	67.3%
Total Personal Services	\$ 108,869,968	\$ 73,900,668	\$ 35,592,828	\$ 109,493,496	\$ 623,528	67.9%
Travel	1,034,510	53,511	784,532	838,043	(196,467)	5.2%
Operating Services	15,319,492	9,957,394	4,208,349	14,165,744	(1,153,748)	65.0%
Supplies	1,845,900	659,194	847,329	1,506,523	(339,377)	35.7%
Total Operating Expenses	\$ 18,199,902	\$ 10,670,099	\$ 5,840,211	\$ 16,510,310	\$ (1,689,592)	58.6%
Professional Services	2,604,772	1,287,001	1,338,186	2,625,187	20,415	49.4%
Other Charges	10,714,822	696,380	7,324,589	8,020,969	(2,693,853)	6.5%
Debt Services						
Interagency Transfers	6,238,234	3,474,621	2,763,613	6,238,234	-	55.7%
Total Other Charges	\$ 19,557,828	\$ 5,458,002	\$ 11,426,388	\$ 16,884,390	\$ (2,673,438)	27.9%
General Acquisitions	227,382	44,001	743,382	787,382	560,000	19.4%
Library Acquisitions	562,649	293,994	268,655	562,649	-	52.3%
Major Repairs	-	-	-	-	-	-
Total Acquisitions/Major Repairs	\$ 790,031	\$ 337,995	\$ 1,012,036	\$ 1,350,031	\$ 560,000	42.8%
Scholarships	8,041,288	10,452,044	300,084	10,752,128	2,710,840	130.0%
Total Expenditures	\$ 155,459,017	\$ 100,818,808	\$ 54,171,547	\$ 154,990,355	\$ (468,662)	64.9%

Southern University Board and System Administration
General Operating Budget Financial Statement
For Fiscal Year Ending June 30, 2021
As of February 28, 2021

	FY21 Budget	Actual	Projected	Total FY21	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 3,199,565	\$ 3,365,310	\$ (165,745)	\$ 3,199,565	\$ -	105.2%
Statutory Dedicated						
Federal						
Self Generated						
Tuition - Fall 2020						
Tuition - Spring 2021						
Tuition - Summer						
Out-of-State Fees						
Other						
Interagency Transfer						
Total Revenues	\$ 3,199,565	\$ 3,365,310	\$ (165,745)	\$ 3,199,565	\$ -	105.2%
Expenditures						
Salaries	\$ 1,649,530	\$ 1,053,809	\$ 595,721	\$ 1,649,530	\$ -	63.9%
Other Compensation	88,000	70,667	17,333	88,000	-	80.3%
Related Benefits	769,942	343,820	426,122	769,942	-	44.7%
Total Personal Services	\$ 2,507,472	\$ 1,468,296	\$ 1,039,176	\$ 2,507,472	\$ -	58.6%
Travel	185,000	7,194	177,806	185,000	-	3.9%
Operating Services	171,100	59,895	111,205	171,100	-	35.0%
Supplies	80,000	18,369	61,631	80,000	-	23.0%
Total Operating Expenses	\$ 436,100	\$ 85,458	\$ 350,642	\$ 436,100	\$ -	19.6%
Professional Services	94,000	-	94,000	94,000	-	0.0%
Other Charges	136,993	-	136,993	136,993	-	0.0%
Debt Services						
Interagency Transfers						
Total Other Charges	\$ 230,993	\$ -	\$ 230,993	\$ 230,993	\$ -	0.0%
General Acquisitions	25,000	6,774	18,226	25,000	-	27.1%
Library Acquisitions						
Major Repairs						
Total Acquisitions/Major Repairs	\$ 25,000	\$ 6,774	\$ 18,226	\$ 25,000	\$ -	27.1%
Scholarships						
Total Expenditures	\$ 3,199,565	\$ 1,560,528	\$ 1,639,037	\$ 3,199,565	\$ -	48.8%

**Southern University Baton Rouge Campus
General Operating Budget Financial Statement
For Fiscal Year Ending June 30, 2021
As of February 28, 2021**

	FY21 Budget	Actual	Projected	Total FY21	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 18,275,725	\$ 13,528,785	\$ 4,746,940	\$ 18,275,725	\$ -	74.0%
Statutory Dedicated	1,593,248	726,552	866,696	1,593,248	-	45.6%
Federal	-	-	-	-	-	-
Self Generated						
Tuition - Fall 2020	21,709,761	20,499,191	-	20,499,191	(1,210,570)	94.4%
Tuition - Spring 2021	19,487,148	19,618,669	(951,920)	18,666,749	(820,399)	100.7%
Tuition - Summer	4,963,498	1,322,877	3,847,652	5,170,529	207,031	26.7%
Out-of-State Fees	8,349,603	8,955,802	12,141	8,967,943	618,340	107.3%
Other	7,671,356	4,154,681	4,215,501	8,370,182	698,826	54.2%
Interagency Transfer	3,028,515	2,054,142	1,481,145	3,535,287	506,772	67.8%
Total Revenues	\$ 85,078,854	\$ 70,860,699	\$ 14,218,155	\$ 85,078,854	\$ -	83.3%
Expenditures						
Salaries	\$ 40,450,820	\$ 28,382,291	\$ 11,014,894	\$ 39,397,184	\$ (1,053,636)	70.2%
Other Compensation	181,377	-	-	-	(181,377)	0.0%
Related Benefits	18,669,613	13,888,708	3,591,751	17,480,460	(1,189,153)	74.4%
Total Personal Services	\$ 59,301,810	\$ 42,270,999	\$ 14,606,645	\$ 56,877,644	\$ (2,424,166)	71.3%
Travel	268,210	15,351	84,747	100,098	(168,112)	5.7%
Operating Services	8,662,277	6,026,647	1,744,088	7,770,735	(891,542)	69.6%
Supplies	865,911	397,821	194,426	592,247	(273,664)	45.9%
Total Operating Expenses	\$ 9,796,398	\$ 6,439,819	\$ 2,023,261	\$ 8,463,080	\$ (1,333,318)	65.7%
Professional Services	1,026,480	714,438	114,567	829,005	(197,475)	69.6%
Other Charges	3,805,700	210,223	4,292,479	4,502,702	697,002	5.5%
Debt Services			-			
Interagency Transfers	4,017,497	1,937,816	2,079,681	4,017,497	-	48.2%
Total Other Charges	\$ 8,849,677	\$ 2,862,476	\$ 6,486,728	\$ 9,349,204	\$ 499,527	32.3%
General Acquisitions	52,032	7,758	604,275	612,032	560,000	14.9%
Library Acquisitions	137,649	94,592	43,057	137,649	-	68.7%
Major Repairs	-	-	-	-	-	-
Total Acquisitions/Major Repairs	\$ 189,681	\$ 102,350	\$ 647,331	\$ 749,681	\$ 560,000	54.0%
Scholarships	6,941,288	9,584,291	54,954	9,639,245	2,697,957	138.1%
Total Expenditures	\$ 85,078,854	\$ 61,259,934	\$ 23,818,920	\$ 85,078,854	\$ -	72.0%

The Southern University Baton Rouge Campus have allocated \$2.2 million in CARES Act funds to ensure the budget remains balanced and operations continue due to revenue shortfall.

Southern University Law Center
General Operating Budget Financial Statement
For Fiscal Year Ending June 30, 2021
As of February 28, 2021

	FY21 Budget	Actual	Projected	Total FY21	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 3,735,319	\$ 2,913,270	\$ 822,049	\$ 3,735,319	\$ -	78.0%
Statutory Dedicated	172,939	78,543	94,396	172,939	-	45.4%
Federal	-	-	-	-	-	-
Self Generated						
Tuition - Fall 2020	3,823,146	4,583,457	-	4,583,457	760,311	119.9%
Tuition - Spring 2021	3,499,336	4,413,269	-	4,413,269	913,933	126.1%
Tuition - Summer	700,000	282,946	600,000	882,946	182,946	40.4%
Out-of-State Fees	2,658,500	4,103,411	99,000	4,202,411	1,543,911	154.4%
Other	3,286,762	3,655,627	100,977	3,756,604	469,842	111.2%
Interagency Transfer		-	-			
Total Revenues	\$ 17,876,002	\$ 20,030,522	\$ 1,716,422	\$ 21,746,944	\$ 3,870,942	112.1%
Expenditures						
Salaries	\$ 9,471,530	\$ 6,968,724	\$ 5,006,639	\$ 11,975,363	\$ 2,503,833	73.6%
Other Compensation	-	-	-	-	-	-
Related Benefits	3,609,686	2,189,048	1,902,523	4,091,571	481,885	60.6%
Total Personal Services	\$ 13,081,216	\$ 9,157,772	\$ 6,909,162	\$ 16,066,934	\$ 2,985,718	70.0%
Travel	385,000	27,115	357,885	385,000	-	7.0%
Operating Services	1,690,629	601,798	1,572,753	2,174,551	483,922	35.6%
Supplies	250,000	84,214	165,786	250,000	-	33.7%
Total Operating Expenses	\$ 2,325,629	\$ 713,127	\$ 2,096,424	\$ 2,809,551	\$ 483,922	30.7%
Professional Services	1,220,590	509,500	1,011,091	1,520,591	300,001	41.7%
Other Charges	432,027	199,429	232,598	432,027	-	46.2%
Debt Services		-	-	-	-	-
Interagency Transfers	366,540	207,253	159,287	366,540	-	56.5%
Total Other Charges	\$ 2,019,157	\$ 916,181	\$ 1,402,976	\$ 2,319,158	\$ 300,001	45.4%
General Acquisitions	-	-	-	-	-	-
Library Acquisitions	250,000	199,402	50,598	250,000	-	79.8%
Major Repairs	-	-	-	-	-	-
Total Acquisitions/Major Repairs	\$ 250,000	\$ 199,402	\$ 50,598	\$ 250,000	\$ -	79.8%
Scholarships	200,000	301,302		301,302	101,302	150.7%
Total Expenditures	\$ 17,876,002	\$ 11,287,784	\$ 10,459,160	\$ 21,746,944	\$ 3,870,942	63.1%

**Southern University New Orleans Campus
General Operating Budget Financial Statement
For Fiscal Year Ending June 30, 2021
As of February 28, 2021**

	FY21 Budget	Actual	Projected	Total FY21	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 8,158,721	\$ 6,363,191	\$ 1,795,530	\$ 8,158,721	\$ -	78.0%
Statutory Dedicated	502,799	224,408	278,391	502,799	-	44.6%
Federal	-	-	-	-	-	-
Self Generated						
Tuition - Fall 2020	4,851,700	4,619,305	-	4,619,305	(232,395)	95.2%
Tuition - Spring 2021	4,577,842	4,354,494	-	4,354,494	(223,348)	95.1%
Tuition - Summer	429,999	129,767	330,232	459,999	30,000	30.2%
Out-of-State Fees	352,829	271,309	81,520	352,829	0	76.9%
Other	4,735,175	2,258,912	378,623	2,637,535	(2,097,640)	47.7%
Interagency Transfer		-	-			
Total Revenues	\$ 23,609,065	\$ 18,221,385	\$ 2,864,296	\$ 21,085,681	\$ (2,523,383)	77.2%
Expenditures						
Salaries	\$ 10,111,886	\$ 7,200,544	\$ 3,130,967	\$ 10,331,511	\$ 219,625	71.2%
Other Compensation	-	-	-	-	-	-
Related Benefits	4,740,079	3,281,367	1,475,513	4,756,880	16,801	69.2%
Total Personal Services	\$ 14,851,965	\$ 10,481,911	\$ 4,606,480	\$ 15,088,391	\$ 236,426	70.6%
Travel	37,000	719	36,281	37,000	-	1.9%
Operating Services	2,285,294	1,795,917	489,377	2,285,294	-	78.6%
Supplies	285,500	54,783	230,717	285,500	-	19.2%
Total Operating Expenses	\$ 2,607,794	\$ 1,851,419	\$ 756,375	\$ 2,607,794	\$ -	71.0%
Professional Services	-	21,674	3,326	25,000	25,000	
Other Charges	4,268,732	25,140	1,458,782	1,483,922	(2,784,810)	0.6%
Debt Services		-				
Interagency Transfers	1,105,574	961,296	144,278	1,105,574	-	86.9%
Total Other Charges	\$ 5,374,306	\$ 1,008,111	\$ 1,606,386	\$ 2,614,497	\$ (2,759,809)	18.8%
General Acquisitions	-	-	-	-	-	0.0%
Library Acquisitions	175,000	-	175,000	175,000	-	0.0%
Major Repairs	-	-	-	-	-	-
Total Acquisitions/Major Repairs	\$ 175,000	\$ -	\$ 175,000	\$ 175,000	\$ -	0.0%
Scholarships	600,000	404,870	195,130	600,000	-	67.5%
Total Expenditures	\$ 23,609,065	\$ 13,746,311	\$ 7,339,371	\$ 21,085,682	\$ (2,523,383)	58.2%

Southern University Shreveport Campus
General Operating Budget Financial Statement
For Fiscal Year Ending June 30, 2021
As of February 28, 2021

	FY21 Budget	Actual	Projected	Total FY21	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 5,158,497	\$ 3,878,259	\$ 1,280,238	\$ 5,158,497	\$ -	75.2%
Statutory Dedicated	162,060	78,543	83,517	162,060	-	48.5%
Federal						
Self Generated						
Tuition - Fall 2020	3,877,853	3,425,635	-	3,425,635	(452,218)	88.3%
Tuition - Spring 2021	3,691,755	3,222,208	(265,807)	2,956,401	(735,354)	87.3%
Tuition - Summer	900,000	905,051	450,000	1,355,051	455,051	100.6%
Out-of-State Fees	550,000	274,350	(26,325)	248,025	(301,975)	49.9%
Other	989,230	96,190	111,315	207,505	(781,725)	9.7%
Interagency Transfer		-	-			
Total Revenues	\$ 15,329,395	\$ 11,880,236	\$ 1,632,938	\$ 13,513,174	\$ (1,816,221)	77.5%
Expenditures						
Salaries	\$ 7,402,302	\$ 5,169,280	\$ 2,138,164	\$ 7,307,444	\$ (94,858)	69.8%
Other Compensation	-	-	-	-	-	0.0%
Related Benefits	3,666,095	2,231,997	1,354,506	3,586,503	(79,592)	60.9%
Total Personal Services	\$ 11,068,397	\$ 7,401,277	\$ 3,492,670	\$ 10,893,947	\$ (174,450)	66.9%
Travel	38,300	1,191	8,754	9,945	(28,355)	3.1%
Operating Services	2,166,888	1,237,760	183,000	1,420,760	(746,128)	57.1%
Supplies	140,200	70,987	3,500	74,487	(65,713)	50.6%
Total Operating Expenses	\$ 2,345,388	\$ 1,309,938	\$ 195,254	\$ 1,505,192	\$ (840,196)	55.9%
Professional Services	219,500	37,389	75,000	112,389	(107,111)	17.0%
Other Charges	647,487	1,442	40,000	41,442	(606,045)	0.2%
Debt Services						
Interagency Transfers	748,623	368,257	380,366	748,623	-	49.2%
Total Other Charges	\$ 1,615,610	\$ 407,088	\$ 495,366	\$ 902,454	\$ (713,156)	25.2%
General Acquisitions	-	-	-	-	-	0.0%
Library Acquisitions	-	-	-	-	-	0.0%
Major Repairs	-	-	-	-	-	0.0%
Total Acquisitions/Major Repairs	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Scholarships	300,000	161,581	50,000	211,581	(88,419)	53.9%
Total Expenditures	\$ 15,329,395	\$ 9,279,884	\$ 4,233,290	\$ 13,513,174	\$ (1,816,221)	60.5%

The Southern University Shreveport Campus have allocated \$2.6 million in CARES Act funds to ensure the budget remains balanced and operations continue due to revenue shortfall.

Southern University Agricultural Research and Extension Center
General Operating Budget Financial Statement
For Fiscal Year Ending June 30, 2021
As of February 28, 2021

	FY21 Budget	Actual	Projected	Total FY21	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 4,914,457	\$ 3,832,906	\$ 1,081,551	\$ 4,914,457	\$ -	78.0%
Statutory Dedicated	1,797,470	763,714	1,033,756	1,797,470	-	42.5%
Federal	3,654,209	915,780	2,738,429	3,654,209	-	25.1%
Self Generated						
Tuition - Fall 2020						
Tuition - Spring 2021						
Tuition - Summer						
Out-of-State Fees						
Other						
Interagency Transfer						
Total Revenues	\$ 10,366,136	\$ 5,512,400	\$ 4,853,736	\$ 10,366,136	\$ -	53.2%
Expenditures						
Salaries	\$ 5,429,873	\$ 2,116,881	\$ 3,312,992	\$ 5,429,873	\$ -	39.0%
Other Compensation	50,000	31,250	18,750	50,000	-	62.5%
Related Benefits	2,579,235	972,283	1,606,952	2,579,235	-	37.7%
Total Personal Services	\$ 8,059,108	\$ 3,120,413	\$ 4,938,695	\$ 8,059,108	\$ -	38.7%
Travel	121,000	1,941	119,059	121,000	-	1.6%
Operating Services	343,304	235,377	107,927	343,304	-	68.6%
Supplies	224,289	33,020	191,269	224,289	-	14.7%
Total Operating Expenses	\$ 688,593	\$ 270,339	\$ 418,254	\$ 688,593	\$ -	39.3%
Professional Services	44,202	4,000	40,202	44,202	-	9.0%
Other Charges	1,423,883	260,146	1,163,737	1,423,883	-	18.3%
Debt Services						
Interagency Transfers	-	-	-	-	-	0.0%
Total Other Charges	\$ 1,468,085	\$ 264,146	\$ 1,203,939	\$ 1,468,085	\$ -	18.0%
General Acquisitions	150,350	29,469	120,881	150,350	-	19.6%
Library Acquisitions						
Major Repairs		-				
Total Acquisitions/Major Repairs	\$ 150,350	\$ 29,469	\$ 120,881	\$ 150,350	\$ -	19.6%
Scholarships						
Total Expenditures	\$ 10,366,136	\$ 3,684,367	\$ 6,681,769	\$ 10,366,136	\$ -	35.5%



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

J. S. CLARK ADMINISTRATION BUILDING
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OFFICE OF
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March 1, 2021

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 following update report for the SU System campuses due of the most recent February 15, 2021 severe winter freezing temperatures causing damage on the various campuses:

SUNO

Sustained major above ground water backflow preventers breaks of connections causing leaks of the water main system. Other site and building inspections remain in progress. Additionally, insurance claims have been filed for repairs.

SUSLA

Damage to the existing mechanical 4 piping and sprinkler system causing water leaks in various buildings with further investigation that's pending to have corrected.

SUBR / SULC / SUAG

Electrical power outage on the North campus repaired. Inspections are in progress to assess for other damages and review of existing roofing system deterioration from by freezing temperatures, etc..

Respectfully submitted,

A handwritten signature in blue ink, reading "Eli G. Guillory III", with a stylized flourish at the end.

Eli G. Guillory III

Director of Facilities Planning

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

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